

# PPRICO

**SUSTAINABILITY**  
Report

2022

- 1. Introduction ..... 3**
  - Message from the leaders ..... 4
  - About the report ..... 6
  - ESG Strategy ..... 6
  
- 2. PRIO’s Efficiency ..... 8**
  - The Company ..... 9
  - Our assets and operations ..... 11
  - Governance structure ..... 18
  - Ethics, conduct, and risk management ..... 20
  
- 3. The energy that moves people ..... 22**
  - Our team ..... 23
  - Occupational health and safety ..... 28
  
- 4. Our performance ..... 33**
  - Operating and financial result ..... 34
  
- 5. Social and Environmental Impact ..... 37**
  - Climate positioning and environmental responsibility ..... 38
  - Legal obligations ..... 42
  - Social development ..... 53
  
- 6. GRI Summary ..... 58**
  
- 7. Credits ..... 60**

**PRIO**



**1**

**INTRODUCTION**

## Message from **the leaders**

GRI 2-22; 102-14

# PRIO

**The incessant pursuit of efficiency is a driving force for PRIO, which prioritizes not only generating value for its shareholders but also significantly reducing the environmental impact of its operations.** Through our own methodology, we consider it non-negotiable to ensure the well-being and safety of our team. Additionally, we believe in the importance of sharing our achievements with the communities where we operate, and to that end, we have developed and supported a series of positive initiatives and actions.

The energy transition is one of the main challenges of our time, and therefore, we understand that it is necessary for oil operators to be highly efficient and able to contribute to the energy supply of the next decades, with low-polluting production. In this context, we are proud to be the first (and now largest) independent oil and gas producer in Brazil, focused on offshore mature fields, and with an execution guided by the pillars of resources and production systems optimization, meticulous reservoir management, and revitalization campaigns.

As a result, we are extracting the best from our portfolio: in addition to extending its lifespan and generating value, we are also substantially reducing the carbon footprint of our fields, consolidating ourselves in a distinctive position in terms of low emissions among the operators of mature fields in the Campos Basin.



**Nelson Queiroz Tanure**  
Chairman

We seek sustainable growth and believe in the convergence of reducing lifting costs with reducing carbon emissions. For example, in 2022, we presented a 15% reduction in emissions in 4Q22 compared to the previous year (scopes 1 and 2 reached 22 kgCO<sub>2</sub>e), while reducing lifting costs by 27% in this period (US\$8.6/bbl).

# Message from **the leaders**

GRI 2-22; 102-14

## **Social transformation through inclusion, training, and job opportunities**

We are proud to be the first supporters of a transformative initiative in the Brazilian oil and gas sector, the **Reação Offshore**. This innovative educational program is aimed at people interested in working in the offshore sector, and in 2022, it trained over 240 highly skilled professionals, with over 80 of them receiving job offers and joining PRIO at the end of their training.

Reação Offshore is the result of a partnership between **Instituto Reação** and **Instituto Todos na Luta**, who selected the most engaged candidates to participate in this challenge, with **Firjan SENAI** responsible for the technical training. The course also included socio-emotional classes to promote the development of soft skills among students, making them more complete professionals and better prepared for the challenges of the offshore industry.

It is important to highlight the social and inclusive nature of this project. The group was formed by people from different locations and backgrounds, many of whom had no prior experience with oil. However, this lack of experience was more than compensated for by the motivation and enthusiasm of the participants in making a difference in the Brazilian offshore industry. We were moved to see the positive impact that the **Reação Offshore** has on the lives of these people and optimistic about the transformative potential that future classes could bring to our communities and to the offshore industry as a whole.

## **We are building the future of the mature oil-field industry in Brazil**

We believe that **PRIO** is at the forefront of a silent revolution that is transforming oil & gas production in mature fields in Brazil. By challenging operating paradigms and dogmas, we are paving the way for the industry to rethink its production process, encouraging partners and suppliers to adapt to a new reality that seeks more competitive commercial conditions, higher output quality, while minimizing pollutant emissions.

Our mindset focuses on maximizing operational efficiency through emphasis on predictive and preventive maintenance, rather than resorting to corrective initiatives that are common in this and other industries.



**Roberto Monteiro**  
CEO

We believe this will allow us to build a more lasting and innovative business, consistent to a world that seeks to advance on the path of sustainability.

All this is possible thanks to a vibrant culture that prioritizes care and concern for people, generating results, an unconformist attitude that always seeks improvements and technical advances, and a spirit of daring that is not afraid to be or think differently, for the sake of maximizing efficiency and operational safety.

Since 2015, our company has grown significantly, going from a small producer of 6,000 barrels of oil per day to levels above 90,000 barrels per day in 2023. We are one of the most valuable companies in the country, the largest independent oil and gas operator in Brazil, and increasingly stand out as an independent operator on the international scene. And the most motivating thing is that we are just at the beginning of this journey.

**Nelson Queiroz Tanure**  
Chairman

**Roberto Monteiro**  
CEO

## About the **Report**

### **GRI 2-3**

This is the first time that **PRIO** publishes its annual sustainability report, bringing more transparency regarding its corporate activities and social, environmental and governance pillars to stakeholders. This document was developed based on GRI - Global Reporting Initiative standards and represents the best global practices for the public record of economic, environmental, and social impacts. The GRI indicators provided by **PRIO** cover the period from January 1 to December 31, 2022 and are presented across the material and in the GRI Summary (find out more here). The company's financial report for 2022 can be accessed at <https://ri.prio3.com.br/informacoes-financeiras/central-de-resultados/>. Questions, comments, and suggestions can be sent to [sustentabilidade@prio3.com.br](mailto:sustentabilidade@prio3.com.br)

## Partnerships in this **Journey**

### **GRI 2-29; 3-1**

The publication of this report is an important step that **PRIO** takes towards disclosing, in a wide and transparent way, its sustainability journey, which began together with its operations in 2015. The starting point of this journey refers to the enormous pre-existing work that was being carried out internally regarding environmental management, safety, efficiency, and socio-economic diligence. Our partner in our ESG trajectory is NINT, the top ESG company in Latin America. The consultancy supported us by mobilizing members of the board of directors and the company's senior management, as well as countless employees who were invited to take part in this effort to mature in terms of sustainability.

This work involved a deep understanding of the positioning of our peers, trends, and market risks. We defined our materiality matrix according to recognized frameworks such as the GRI and SASB, and then assessed our maturity in these areas, which enabled us to draw up an action plan in which we found good opportunities for development and improvement. Some actions in this plan have already been undertaken, such as on the topic of climate change, where we made our first emissions inventory, in partnership with Witt O'Brien's and later, independently, our emissions for 2022 and 2021 were also inventoried. For both years, the calculations were audited and verified by KPMG. In addition, the company actively worked with BEON consultancy for preparing this Sustainability Report, in which we present the actions performed throughout 2022.

## Material themes

**GRI 3-1; 3-2**

As part of its ESG strategy, **PRIO** carried out studies to identify and prioritize the most relevant themes for the company’s sustainability. The materiality assessment considered analyses of international frameworks, interviews with managers and strategic stakeholders of the company, and benchmarks with other companies in the same industry.

As a result, 15 material themes were mapped, which are divided into three categories and classified by degree of relevance:

**Category Themes Relevance**

Category	Themes Relevance
Environmental	Climate change, mitigation and adaptation
	Risk management and accident control
	Waste and effluent management and pollution prevention
	Protecting biodiversity
	Environmental management system
Social	Health and Safety conditions
	Relationship with the community
	Non-discrimination and diversity
	Human Rights and Free Association
	Career management and fostering employability
	Integrating social & environmental factors in the supply chain
Governance	Corruption and anti-competition practices prevention
	Directors’ and executives’ ESG compensation
	Shareholders
	Audit and internal controls

Theme Relevance

■ Priority Theme

■ Very Important Theme

■ Important Theme

**PRIO**

**2**

**PRIO'S  
EFFICIENCY**





## The **Company**

**GRI 2-1; 2-6**

**PRIO** is the largest independent oil & gas producer in Brazil, and in recent years has been increasingly securing a prominent position in the global independent producer market.

The company specializes in recovering mature producing assets that are at an advanced stage in life, and its business model is based on three pillars: cost optimization, meticulous reservoir management, and undertaking redevelopment campaigns to increase production and extending its fields' useful life.

In view of its size and growing relevance at a national level, **PRIO** comprehensively commits to the safety of its employees, its operations, and the environment, making every effort to follow best practices for minimizing socio-environmental impacts.

With its shares traded at the highest governance level (Novo Mercado) on the Brazilian stock exchange (B3), **PRIO**'s good practices in this area are recognized by the market, including meeting the best regulatory requirements.

**PRIO SPECIALIZES**  
IN EFFICIENT RESERVOIR MANAGEMENT  
AND MATURE FIELD REDEVELOPMENT.



**Our culture**

**GRI 2-6**

At **PRIO**, the corporate culture transmits its innovative personality and is focused on the energies that move the company and the virtues that make up its team of employees. Together, they become the guideline for

meeting the challenges and fulfilling its greatest purpose: extracting the best from its energy to make Brazil more efficient.

**P**essoas  
(People)

**WE CONNECT, ADAPT, LEARN,  
AND GROW TOGETHER**

Related virtues: **zeal, connection, and meritocracy**

**R**esultados  
(Results)

**WE ARE OBSESSED WITH EXCELLENCE  
AND HIGH PERFORMANCE**

Related virtues: **pragmatism, discipline, and consistency**

**I**nconformismo  
(Non-conformity)

**IF IT MAKES SENSE,  
WE DO IT DIFFERENTLY**

Related virtues: **sense of ownership, provocation, and prevailing**

**O**usadia  
(Boldness)

**WE DREAM BIG, AND WE  
HAVE A PLAN IN PLACE**

Related virtues: **ambition, courage, and serenity**

**Efficiency**

is **PRIO's** field, with a focus on total efficiency and prioritizing operational synergies.

# Our Assets and Operations

GRI 2-6

**PRIO's** assets are within the Campos Basin, which is located between Rio de Janeiro State's north coast and Espírito Santo State's south coast. They are:

**Polvo (Octopus) and Tubarão Martelo (Hammerhead Shark) Fields:** Offshore unit: Bravo FPSO. **PRIO** operates and owns 100% of the concessions

**Frade (Friar) and Wahoo Fields:** offshore unit: Valente FPSO. **PRIO** operates and owns 100% of the Frade concession and 64% of Wahoo (an asset under development with First Oil expected in Q124);

**Albacora (Albacore) Leste Field:** **PRIO** owns 90% of the concession and, in early 2023, took over its operation. The offshore unit is Forte FPSO.

In addition to being the operator and holder of concessions and platforms, **PRIO's** strategy involves "in-sourcing" essential services for oil & gas production, owning the key units for operation. In addition, the company is also responsible for managing its two rigs - King Maker and Hunter Queen, which assist in drilling campaign strategies and workovers.

This strategy has brought positive results over the years, not only economically but also bringing **PRIO** recognition as a reference in the industry.



**Polvo (Octopus) Field**

**Tubarão Martelo (Hammerhead Shark) Field**

**Albacora (Sailfish) Leste Field**

2014

2019

2020

2021

2022

**Frade (Friar) Field**

**Wahoo Field**

Find out more about **PRIO's** history:





## Polvo Field

Polvo, **PRIO's** first production asset, was acquired in 2014. Since then, it has received three major investments for extending its useful life and increasing production.

In 2016, in the first phase of the Polvo Field Revitalization Plan, using pioneering technologies in Brazil, more than U\$ 11 million were invested in well completions to increase oil extraction in the field. In 2018, PRIO started the second phase, drilling three new wells. The project increased the company's production by more than 50%, adding 5,000 barrels per day to its production.

The third phase of the Revitalization Plan took place in 2019-2020, with two more wells drilled, increasing production by around 3,000 barrels per day and reaching peak 1P reserves of 34.9 million barrels. In 2021, we drilled another well in the Eocene reservoir as an extension of this phase.

The field's useful life, which in 2013, still under the former operator's administration, was estimated to end in 2017, was extended to 2037, considering the reserves and its interconnection with the Tubarão Martelo field, in a pioneering and highly relevant project for the industry. **PRIO** continues to study new drilling campaigns in Polvo and ways to reduce its operating cost.

**PRIO IS THE FIRST INDEPENDENT OPERATOR** to create a private mature field production cluster in Brazil. The operation extended the useful life of the Polvo and Tubarão Martelo fields through 2037 and generated a 40 million-barrel increase in reserves

## Frade Field

**PRIO** entered the Frade Field concession in 2018, purchasing an 18.26% interest through acquiring Frade Japan Petroleum. In the following year, it became the asset's operator after acquiring a further 51.7% from Chevron. In 2021, after acquiring the remaining 30% from Petrobras, it became the owner of 100% of the field and its associated infrastructure, including the Frade FPSO (which was renamed FPSO Valente), which can process 150 thousand barrels of oil per day and can store up to 1.5 million barrels. The FPSO is connected to the national gas pipeline network, which enables selling the produced gas and, if necessary, purchasing it to meet its own power generation demands.

In 2022, **PRIO** concluded the first phase of the Frade Revitalization Plan by drilling two production wells (ODP4 and MUP3-A) and two injection wells (ODI1-A and OUI3), thus extending the field's useful life. Executing the first phase of the project doubled the asset's production, reaching 31,000 barrels of oil per day, as well

as a significant reduction in relative CO<sub>2</sub> emissions. The successful completion of its first deepwater drilling is a milestone for PRIO. In addition, the company also celebrates executing this project at a lower-than-expected cost.

**PRIO** is in the second phase of the Frade Field revitalization project, where two producing wells have already been drilled (MUP5 and N5P2), and the drilling of an injection well, ODI2, is still in the plans.





## Tubarão Martelo Field

In 2020, **PRIO** acquired the Bravo FPSO, which has been operating in the Tubarão Martelo Field since 2012, as well as an 80% operating interest in the concession.

The following year, in 2021, **PRIO** implemented the Fênix Project, interconnecting the Polvo A fixed platform in the Polvo field, and the Bravo FPSO in the Tubarão Martelo Field. As a result, the Bravo FPSO became the offshore production unit for both fields. The Project also included decommissioning the Polvo FPSO, optimizing the infrastructure for the assets' production.

Currently, the Polvo and Tubarão Martelo cluster produces approximately 18,000 barrels of oil per day through wells connected to FPSO Bravo, which has a 100,000 barrels of oil per day processing capacity and can store up to 1.3 million barrels, together with the Polvo-A fixed platform.

### Fênix (Phoenix) Project: efficient connection

In mid-2021, after 11 months and a US\$ 45 million investment, **PRIO** concluded a tieback between the Bravo FPSO (Tubarão Martelo Field) and the Polvo-A fixed platform (Polvo Field), creating the first mature private production cluster in the Campos Basin. This was called the Fênix Project and was conceived to revive the two fields

that were in the final stages of economic life and close to being decommissioned. Since then, these assets have a projected useful life extended through 2033. This means a 20-year increase in production at the Polvo Field and a 12-year increase at the Tubarão Martelo Field.

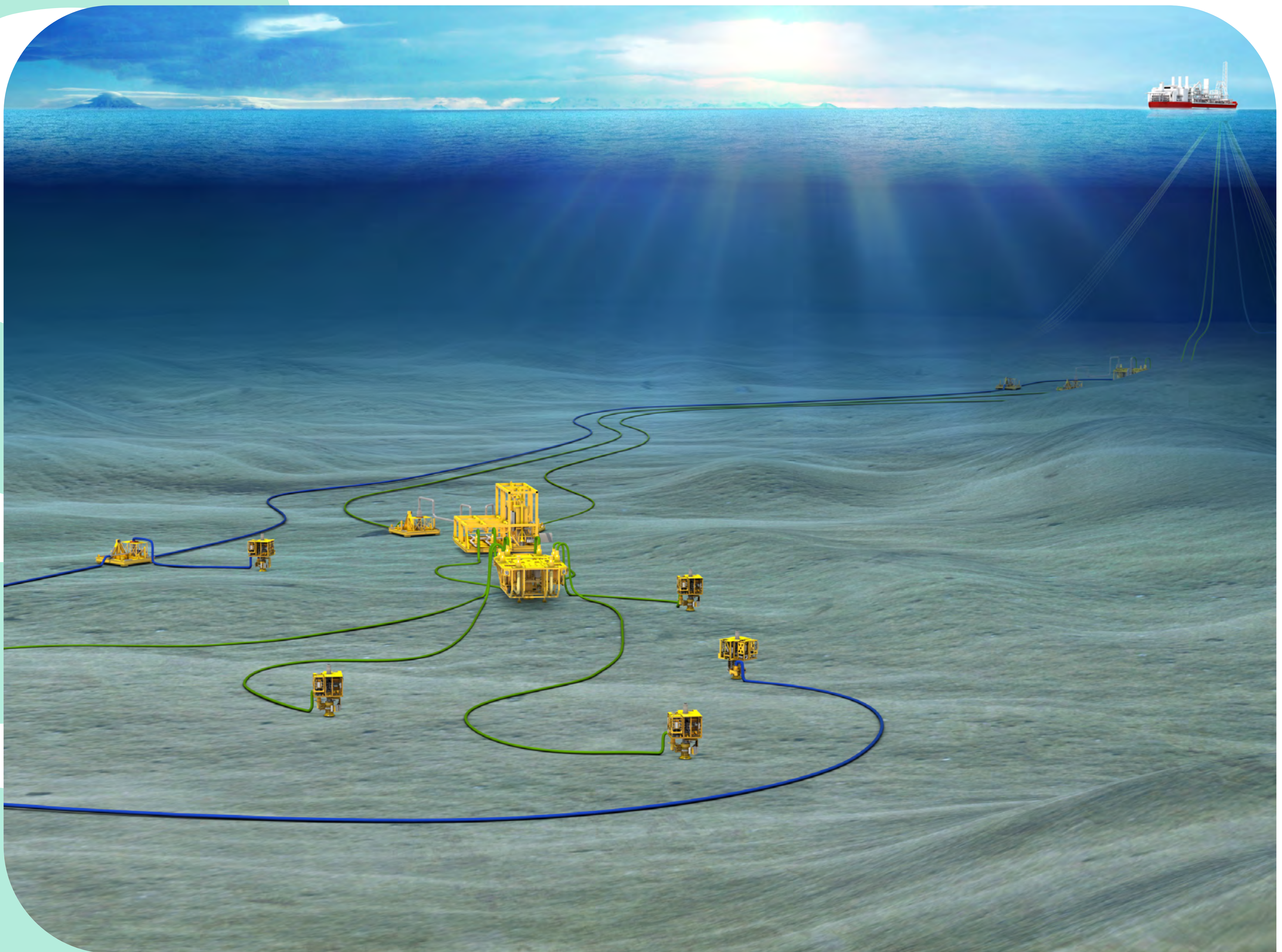
**MONTHLY  
REDUCTION** in  
CO<sub>2</sub> emissions that are  
equivalent to planting  
30,000 trees.

This operational union reduced operating costs, as well as maintenance and diesel fuel expenses. Another important benefit was the reduction in lifting cost, which reached under US\$ 12 per barrel, while using gas produced in the field, which was previously discarded, for generating power for both fields.

### Definitive Generation

In 2022, **PRIO** completed a project for improving the Bravo FPSO's power generation system, which now uses natural gas instead of diesel fuel. With this, the company is able to supply 80% of the cluster's energy demand with relevant environmental benefits: a reduction in CO<sub>2</sub> emissions equivalent to planting 980 trees per day, or the same as not using 34,000 cars simultaneously; and savings of 60,000 liters of diesel fuel per day, which would be enough to fill the tanks of 1,100 cars.

In December, the cluster recorded operational efficiency of approximately 99%, the highest ever recorded for both fields.



## Wahoo Field

Marking **PRIO's** entry into pre-salt level drilling, in 2021 the company acquired a 64.3% interest in the Wahoo Field. After the ANP approved the declaration of commerciality in 2022, PRIO is preparing to perform what it considers to be its first asset development project.

The economic viability of the Wahoo Field only became a reality due to **PRIO's** boldness, with the vision of implementing a subsea tieback with the Frade Field to advance operational synergy, enable cost optimization, and reduce environmental impact. The basic interconnection project includes drilling four producing wells, two injection wells, installing a subsea manifold (a set of valves and accessories for directing production from several wells to a collector duct) with a multiphase pump for oil and injected water flow, and the tieback between the manifold and the Valente FPSO.

## Albacora Leste Field

In April 2022, **PRIO** signed a Purchase and Sale Agreement with Petrobras for acquiring a 90% interest and the operation of the Albacora Leste Field, marking the first transaction of this kind between the two companies. The consortium is also 10% owned by Repsol Sinopec Brasil. By the end of 2022, the deal had already been approved by the Brazilian Antitrust Agency (Cade) and had its concession approved by the ANP. The final authorization took place in early 2023, and January 29 was **PRIO's** first day operating the asset.

Albacora Leste is part of the history of Brazilian oil production since evidence of pre-salt oil deposits was found there. The certifier DeGolyer & MacNaughton, based on the report prepared on January 1, 2022, estimates 1P reserves (90% chance of being recovered) of close to 278 million barrels.

The company's objective in the next two to three years, is to increase the field's recovery factor, enabling a significant increase in oil volume.

The acquisition of **ALBACORA LESTE** more than doubles **PRIO's** production and reserves





## Trading

**PRIO** has been responsible for marketing and trading its own oil since 2017, after creating a dedicated office in Luxembourg. In January 2023, after acquiring Dommo Energia S.A., **PRIO** absorbed this company's trading offices located in Austria and the Netherlands and has been strengthening its team and working to improve its marketing activities. Committed to safety and excellence in its operations, the company has already sold more than 40 million barrels of oil, directed to refineries around the world, in more than 70 offloading operations. The main destinations for the company's production are South America, the North American West and Gulf Coasts, as well as Eastern Europe, and Asia.

## Positioning for the future, and corporate strategy

### GRI 2-23

**PRIO's** teams are motivated on a daily basis to achieve goals and put the company on a trajectory of continuous growth, with a consistent increase in production and sales, with a focus on generating value for its shareholders and on positive returns to society and its stakeholders.

Constantly looking forward is part of **PRIO's** strategy, which enables the company to be able to identify the

potential for increasing efficiency in oil & gas production in declining fields. **PRIO** believes that the future of the energy generation market will be for companies that are efficient in terms of cost, and responsible from a socio-environmental standpoint.

In terms of operations, **PRIO** currently has a robust organic growth portfolio for the next 3-5 years, planning and deploying the following projects: 1) a new phase of the Frade Field revitalization campaign, 2) developing the Wahoo Field, forming an important cluster with the Frade Field and seeking to significantly increase the company's production, 3) stabilizing operations at the Albacora Leste Field, and then revitalizing it, and 4) new drilling and opportunities in the Polvo and Tubarão Martelo cluster.

Regarding new acquisitions, we are constantly analyzing opportunities that combine value generation for our shareholders with the possibility to reduce the carbon intensity in target assets by optimizing our current portfolio with production structures, as we have historically done.

All these challenges will bring great opportunities for **PRIO** to increasingly improve its operational control methodology, as well as its safety and environmental protection standards.



## Governance Structure

**GRI 2-9; 2-10; 2-17; 2-18**

**PRIO** features a culture based on accountability, trust, and integrity. We believe that transparent and effective corporate governance is directly linked to the company's successful history and is the basis for creating value for its stakeholders.

The Board of Directors (BoD) is composed of eight members elected by the Annual General Meeting to serve a two-year term. Seeking to maintain the highest governance standards, **PRIO** values maintaining independence from the majority of the BoD, relying on members with **notable resumes** and extensive experience in senior management bodies of other companies in the market. Currently, five of the eight BoD members are independent. As compensation, members receive a fixed monthly amount and, at the end of the term, a donation of a fixed amount of company stock. The members of the Fiscal Council receive a fixed monthly remuneration, within the limits set forth in Brazilian Corporate Law.

The BoD's Internal Regulations were amended in February 2022 to adopt best practices, in accordance with the regulations of the Novo Mercado segment, which is considered the B3's highest governance level.

**PRIO** is audited quarterly and annually by a major global independent specialized company, which gives credibility to the financial information disclosed to the capital market and stakeholders, contributing to decision-making, and strengthening corporate governance.

The company also has a Statutory Audit Committee made up of three independent members who advise the Board of Directors in monitoring the company's activities. The internal audit and compliance areas complement the continuous improvement of the control environment and corporate governance practices.

### Listed on the Novo Mercado segment

**PRIO's** common shares are listed on the B3's Novo Mercado, the highest and most demanding special listing segment in the Brazilian capital market. This way, the company voluntarily commits itself to differentiated corporate governance practices, such as expanding shareholder rights and compliance with additional information disclosure requirements, thus attesting its commitment to ethics and transparency.



## BOARD OF DIRECTORS GRI 2-9; 2-11

- **Nelson Queiroz Tanure**  
Chairman of the Board of Directors
- **Emiliano F. L. Gomes**  
Vice-Chairman of the Board of Directors
- **Felipe Bueno da Silva**  
Independent Board Member
- **Felipe Villela Dias**  
Independent Board Member
- **Gustavo Rocha Gattass**  
Independent Board Member
- **Marcia R. C. de Azevedo**  
Independent Board Member
- **Roberto Bernardes Monteiro**  
Board Member
- **Flávio Vianna Ulhôa Canto**  
Independent Board Member

## STATUTORY AUDIT COMMITTEE

- **Felipe Villela Dias**  
Committee Member
- **Felipe Bueno da Silva**  
Committee Member
- **Anderson dos S. Amorim**  
Committee Member

## ETHICS AND COMPLIANCE COMMITTEE

- **Emiliano Fernandes L. Gomes**  
Chairman of the Committee
- **Johanna Tkatchenko C. S. de Almeida**  
Committee Member
- **Alex Tavares Mendonça**  
Committee Member
- **Mario Vitor Almeida de Faria Bello**  
Committee Member

## NOMINATING COMMITTEE

- **Emiliano F. Lourenço Gomes**  
Chairman of the Committee
- **Nelson Queiroz Tanure**  
Committee Member
- **Marcia Raquel C. de Azevedo**  
Committee Member

## FISCAL COUNCIL

- **Elias de Matos Brito**  
Member of the Fiscal Council
- **Ronaldo dos Santos Machado**  
Alternate Member of the Fiscal Council
- **Gilberto Braga**  
Member of the Fiscal Council
- **Cícero Ivan do Vale**  
Alternate Member of the Fiscal Council
- **Marco Antônio P. S. Velozo**  
Member of the Fiscal Council
- **Anderson M. Peixoto**  
Alternate Member of the Fiscal Council

## Ethics, Conduct, and Risk Management

**GRI 2-23; 2-26; 205-2**

For **PRIO**, operating in complete respect of ethics, the law, and regulations in force, with transparency and suitability in relations with its different audiences, is fundamental.

The guidelines of the company's Code of Ethics and Conduct govern the Ethics and Compliance Committee and raise the standard of excellence in performance, guiding the conduct of business in an increasingly safe manner, contributing to a more respectful and reliable society. In addition, compliance policies direct **PRIO** in choosing its business partners, in identifying and dealing with non-compliant situations, and in constantly improving corporate governance.

**PRIO** also has an Anti-Corruption Policy, with instructions and guidelines, aimed at employees and business partners, guiding them in preventing, detecting and/or treating practices and/or conducts that may constitute or appear to be acts of corruption, bribery or kickbacks. In addition, **PRIO** has a Policy for Preventing and Combating Money Laundering and Financing Terrorism to further guide its conduct. **PRIO**'s Code of Ethics and Conduct and policies can be accessed on the company's [website](#).

### Compliance Program

**GRI 2-15**

**PRIO**'s Compliance Program brings together principles and rules that aim to guide conduct and provide information to company employees and third parties who act on its behalf or in its favor, in partnership or consortium, to conduct their activities in an ethical, honest, and transparent manner. In addition, it highlights **PRIO**'s initiatives in combatting corruption and other improper practices, generating security for its shareholders and stakeholders.

More than providing tools that enable **PRIO** to identify and deal with integrity and compliance risks, the Program works as an instrument for fulfilling the company's objectives and strategies, proving to be essential for business continuity and protecting the company's reputation and that of employees. The program, which was implemented on a voluntary basis, is subject to continuous and gradual improvements, observing, in addition to changes in business risks, the maturation of the oil & gas segment in terms of the subject and of good national and international practices.

### Public Commitment

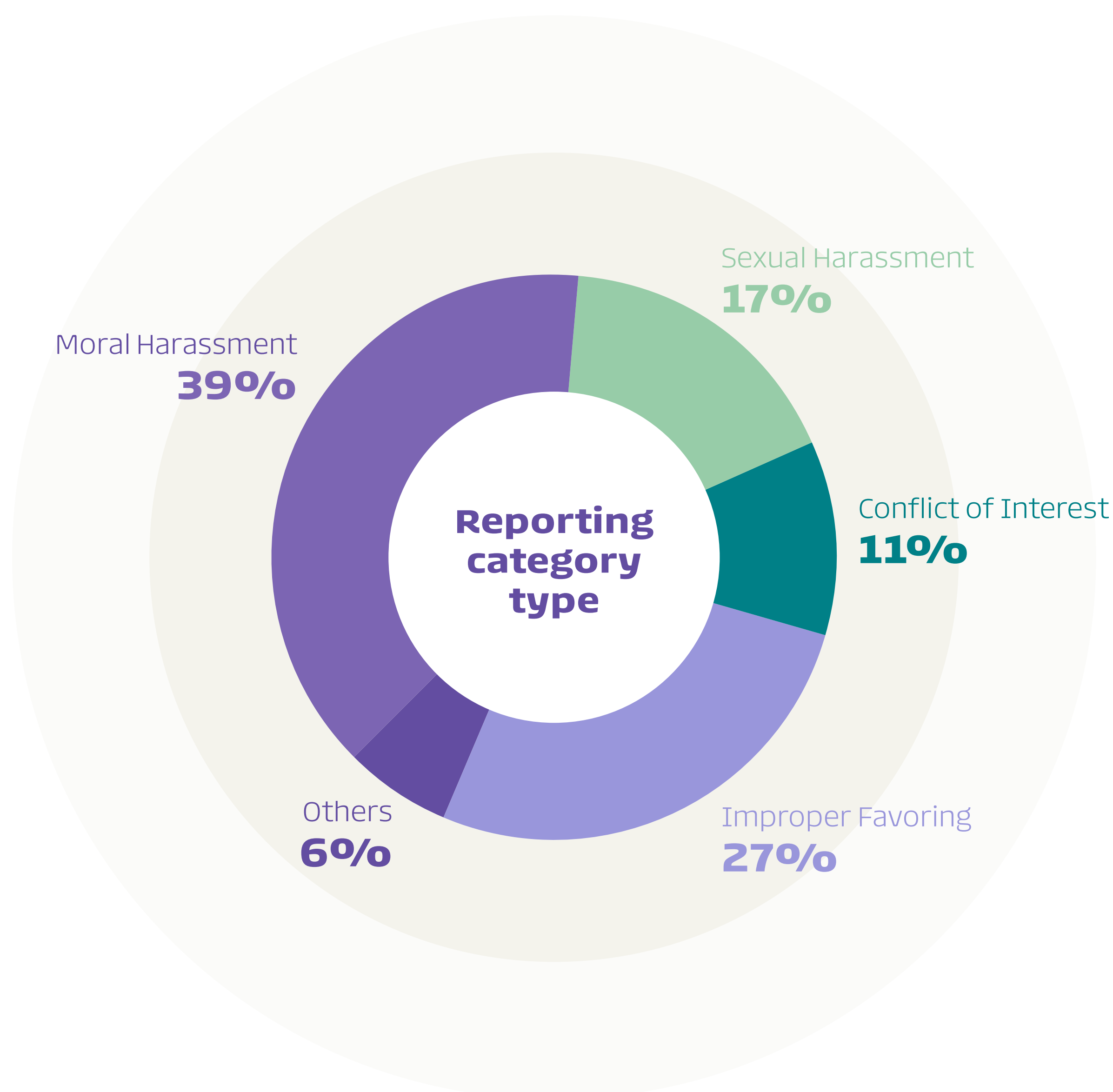
**PRIO** is a signatory to the Business Pact for Integrity and Against Corruption, an initiative of Brazil's Ethos Institute for Business and Social Responsibility. The Compact's principles are based on the Principles of Social Responsibility Charter, the UN Convention against Corruption, the 10th principle of the Global Compact, and the OECD guidelines. The company's commitment is to foster a fairer and more ethical market, and to eradicate bribery and corruption.

## PRIO's Integrity Channel

### GRI 2-16

An exclusive and secure channel for reporting conduct that could be considered unethical or that violates the principles of the **PRIO** Code of Ethics and Conduct, agreements signed by the company, internal policies, or current legislation. The information sent through the channel is received by an independent and specialized company, in order to preserve the confidentiality of the reported information and the anonymity of the whistleblowers. Records are handled impartially and independently by the **PRIO** Ethics Committee. The service is available on the employees' intranet, on the **PRIO website**, and by calling **0800-326-0826** toll-free from within Brazil.

In 2022, 18 denunciations were received according to the natures highlighted below. All of them were investigated and the appropriate measures were taken.



## Engagement with suppliers and responsible procurement practices

### GRI 2-29

At **PRIO**, fostering a culture of excellence and ethics also extends to its suppliers and service providers. All of them undergo registration, evaluation and due diligence processes and are chosen based on technical and objective criteria, such as price, quality, punctuality, experience or technical knowledge, and good reputation. The integrity analysis is performed by the Compliance department, who demand presentation of technical documents, qualification, and training, among others, which are evaluated by the Sustainability team.

It is essential that eligible or contracted suppliers and service providers share **PRIO's** commitment to full business integrity. The Code of Ethics and Conduct, which is available on the **company's website**, addresses the company's good practices in the relationship with suppliers, who are continuously monitored to ensure compliance with contracts, the guidelines of the Code of Ethics, its complementary policies, and the applicable legislation.



## Risk Management

### GRI 2-25

In 2022, **PRIO** conducted a Compliance Risk Assessment to identify potential integrity and compliance risks across the company. The process was conducted by the internal audit, budget, and operational management areas, culminating in the construction of the company's risk matrix. As of 2023, action plans will be developed for mitigating these factors.

**PRIO**

**EB**

**THE ENERGY THAT  
MOVES PEOPLE**

## Our Team

**GRI 401-1; 401-2; 401-3; 402-1; 404-2; 405-1**

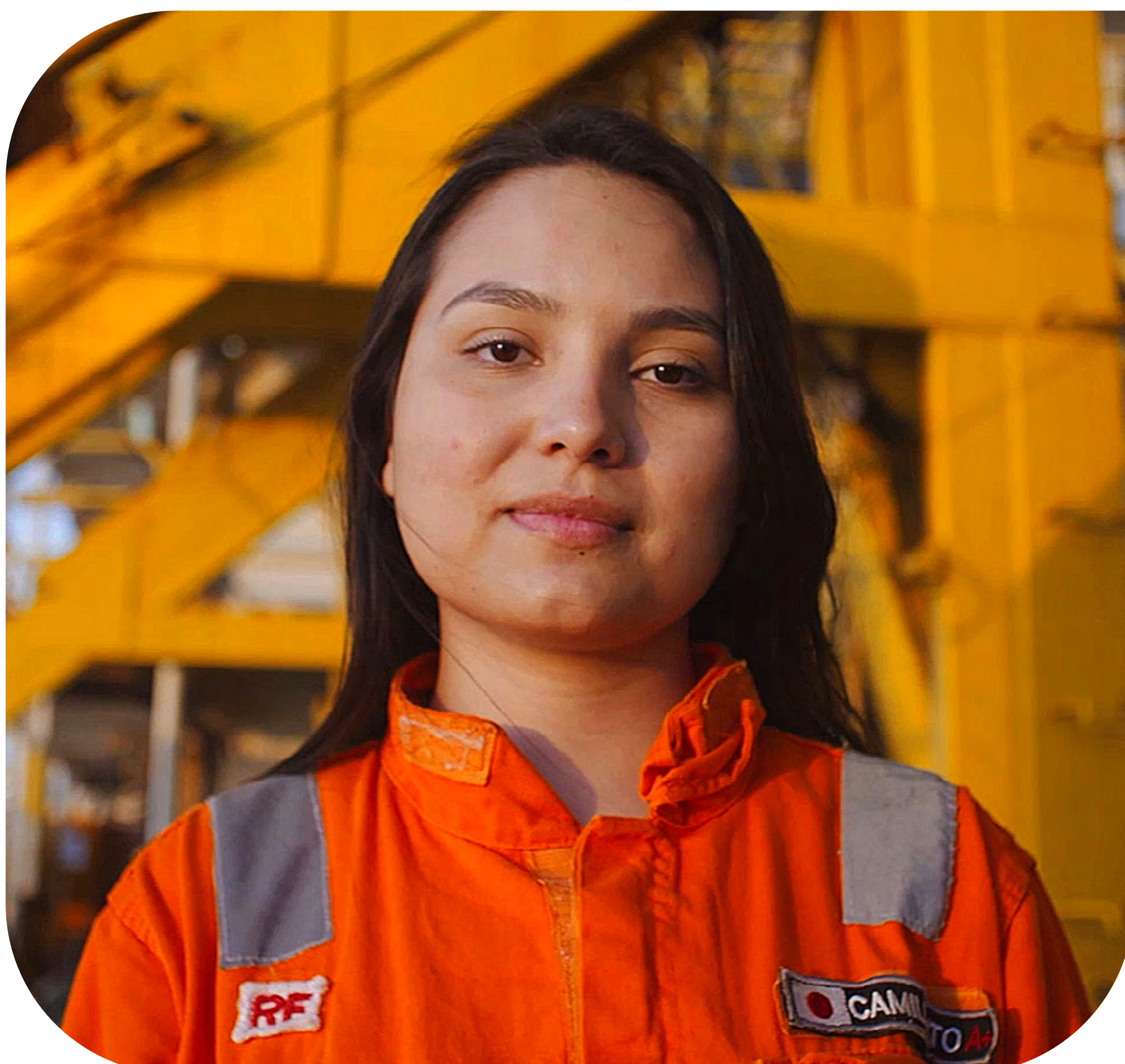
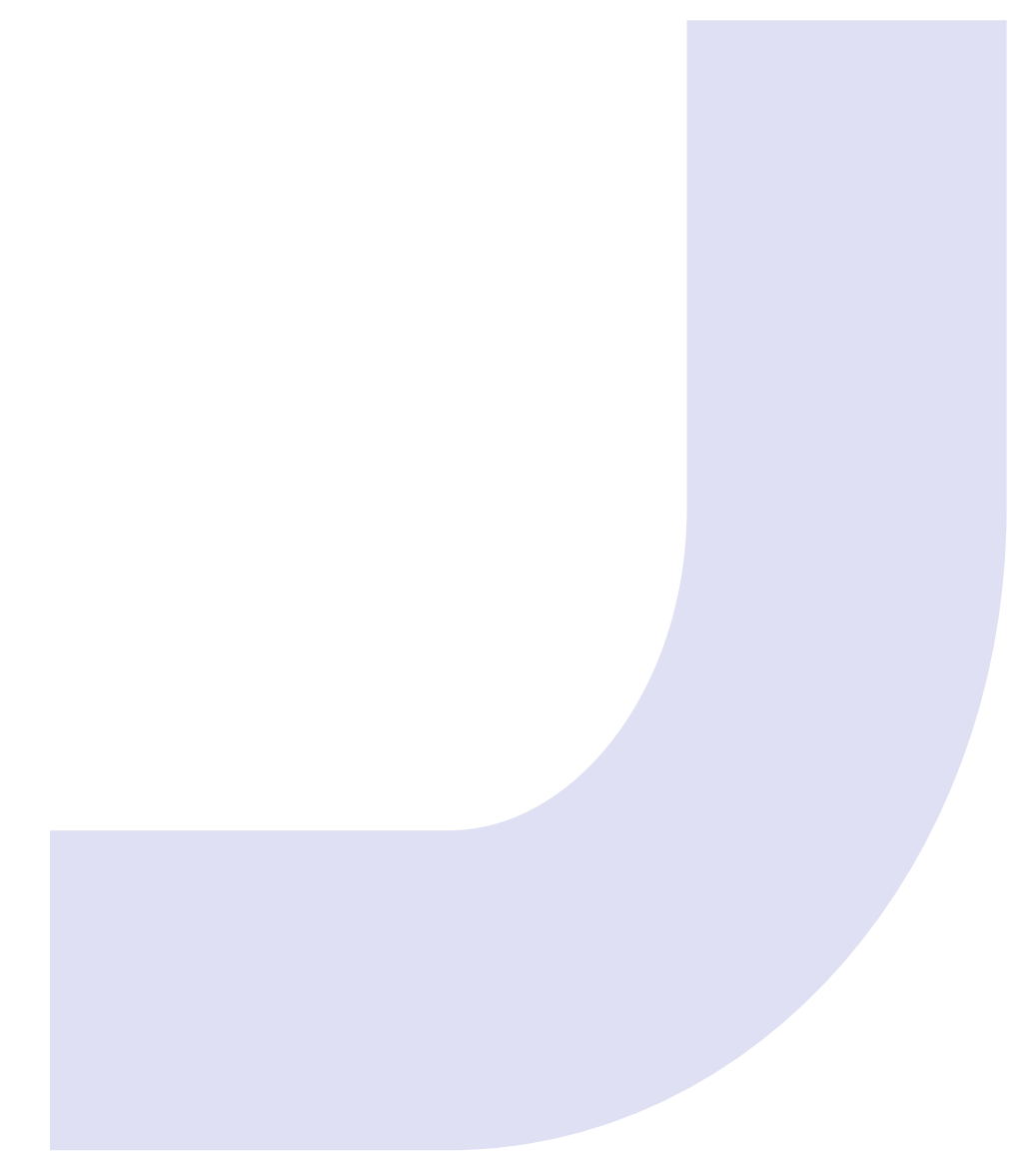
The **PRIO** team is made up of honest and ethical employees with high technical capacity, ambition, and desire for professional growth, within an environment that values the generation of great ideas.

The company ended 2022 with 647 employees aligned with this culture and highly dedicated to delivering results. This number represents an 51% increase in the team compared to the previous year, mainly due to hiring related to new assets, such as the Albacora Leste Field, which has the potential to double PRIO's production and reserves in the coming years (find out more in the [PRIO's Efficiency chapter](#)). With a policy that enables receiving annual bonuses (find out more in [Variable Compensation](#)) in PRIO3 shares, more than 90% of the Company's professionals are now shareholders, which further contributes to engaging with the success of the business.

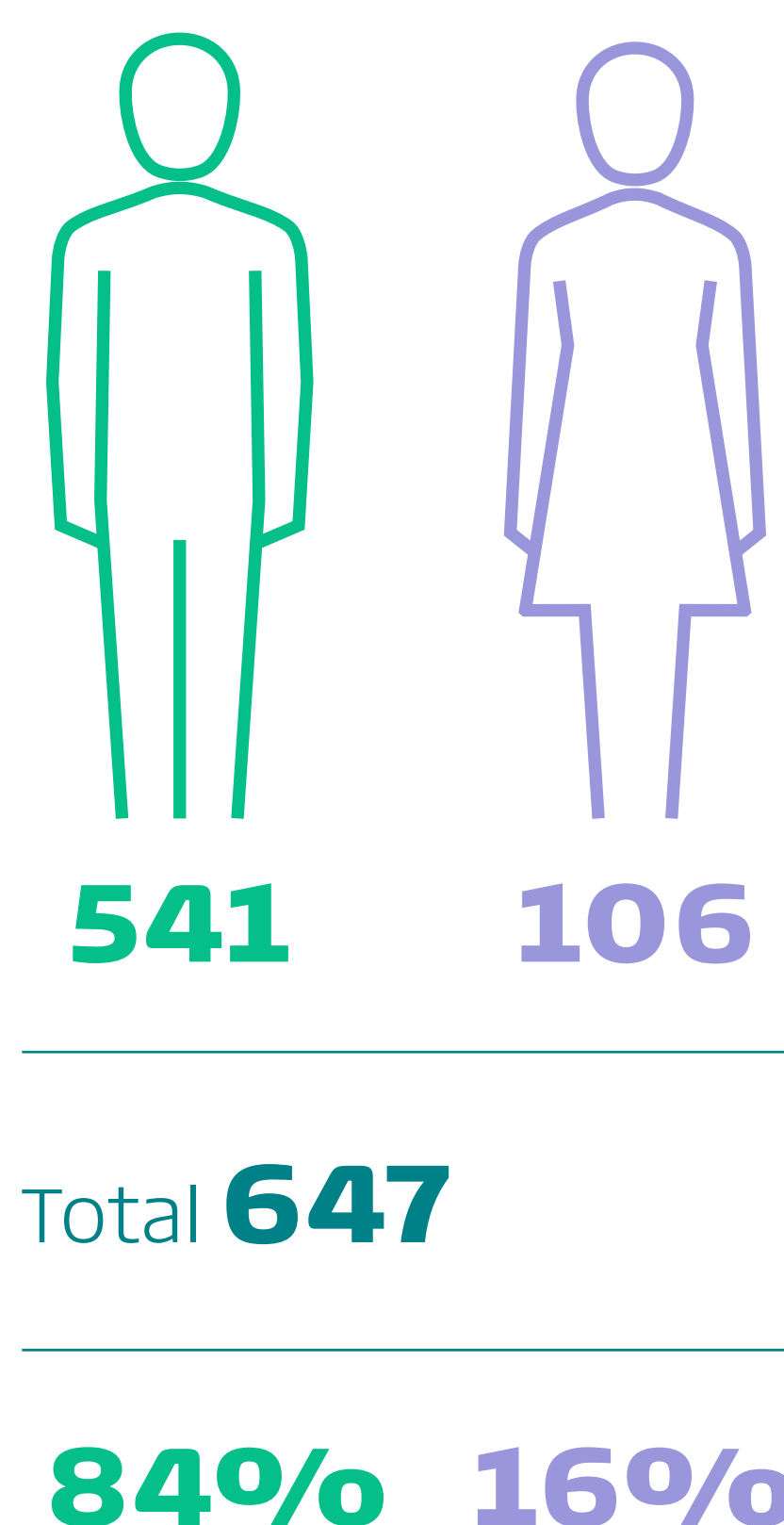
In its Code of Ethics and Conduct, **PRIO** ensures equal opportunities for all. Currently, 16% of its employees are women, which is impacted by the predominantly male presence in offshore positions. In the onshore

environment, female share corresponds to 36%. The company has been concentrating efforts to gradually expand the number of female employees. In 2022, PRIO doubled the number of women on the team. In addition, in order to increase their representation, there has been a female member in the Board of Directors since 2020, and the company has been discussing ways for the number of female leaders to continuously increase until they match the number of men.

**HUMAN ENERGY**  
generates energy  
**GRI 401-1; 405-1**



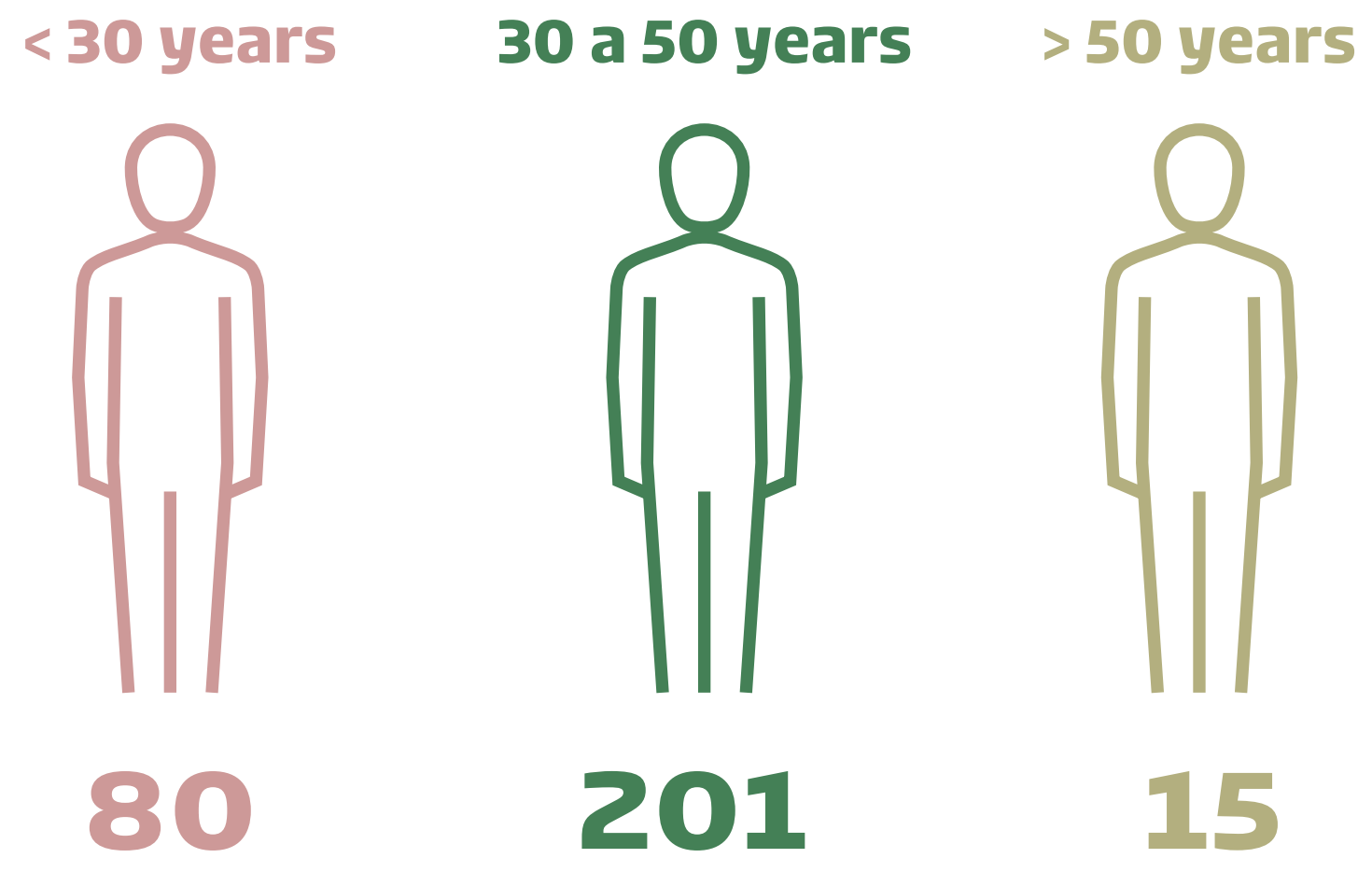
### The PRIO team in numbers



## New hires in 2022

GRI 401-1; 405-1

### Age range



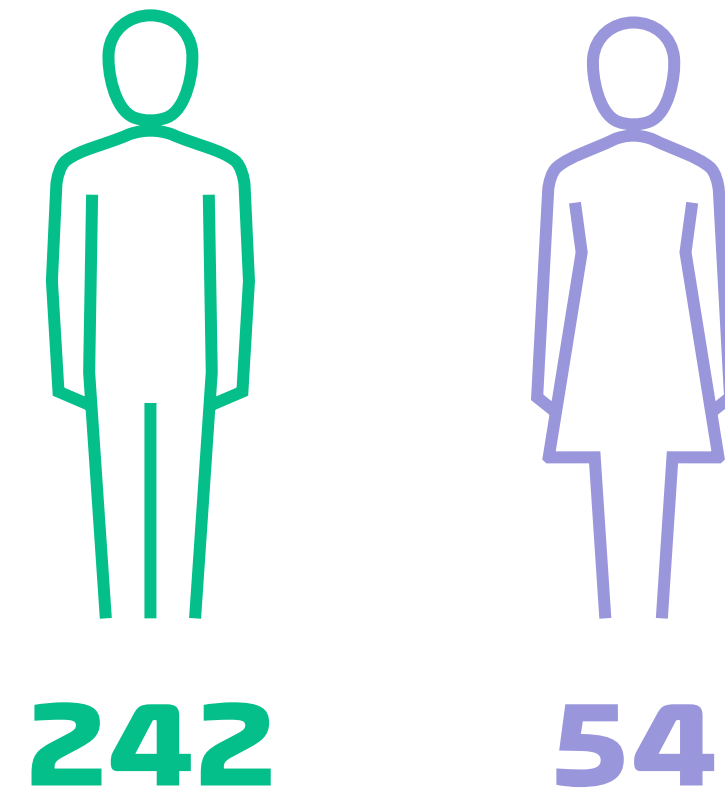
Total **296**

Increase over 2021\*

**73%**    **43%**    **22%**

Total **46%**

### Gender



Total **296**

Increase over 2021\*

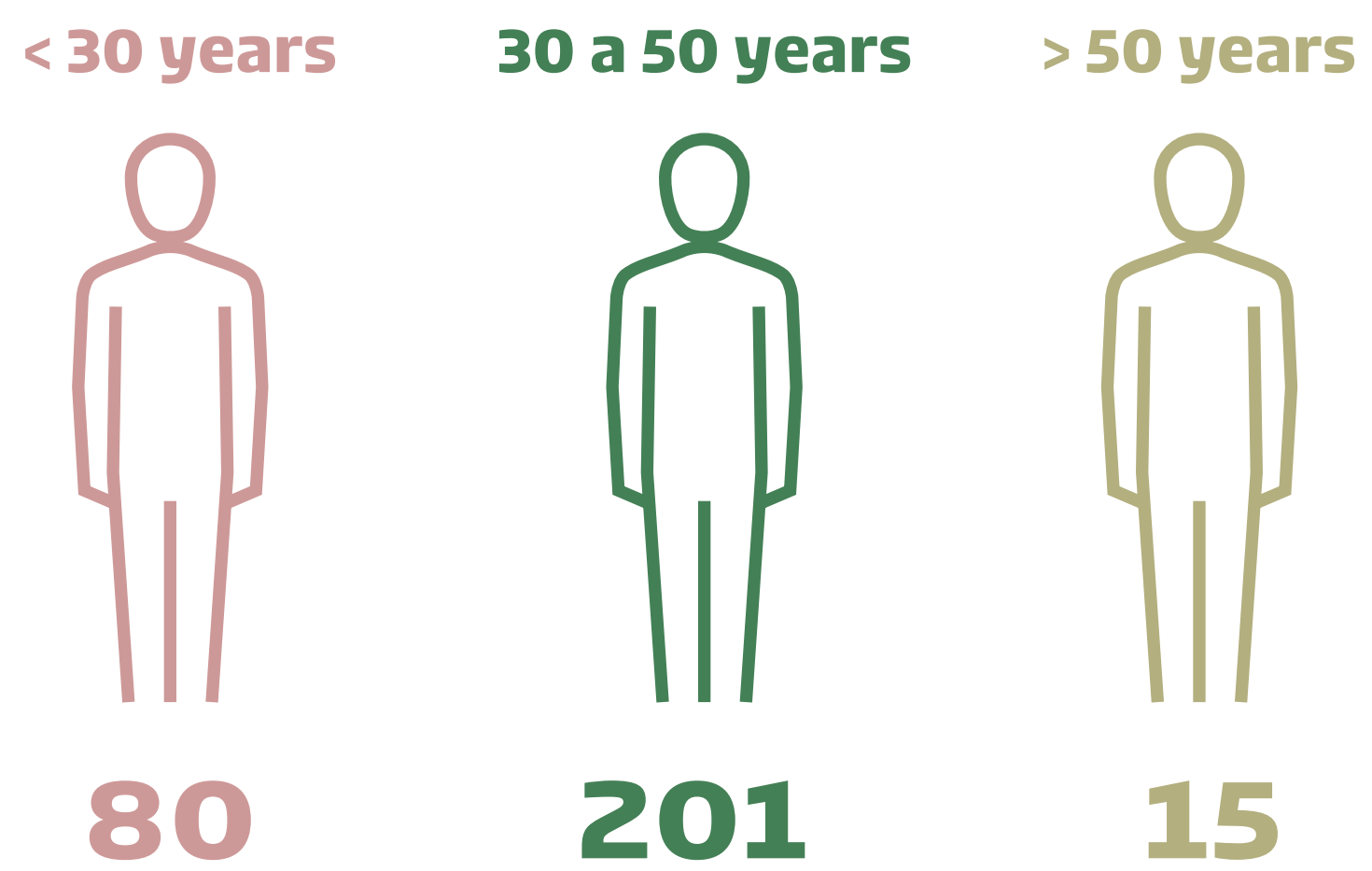
**45%**    **51%**

Total **46%**

## Turnover in 2022

GRI 401-1; 405-1

### Age range



Total **296**

**12**    **58**    **9**

Total **79**

Ratio\*\*

**42%**    **27%**    **18%**

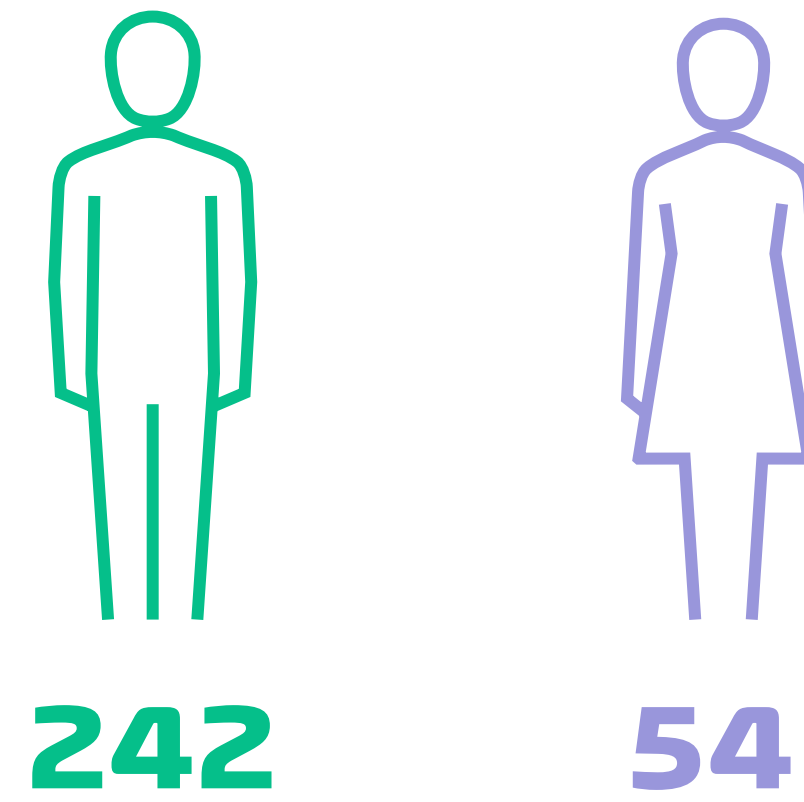
Total **29%**

Employees in Dec/22

**109**    **471**    **67**

Total **647**

### Gender



Total **296**

**59**    **20**

Total **79**

Ratio\*\*

**28%**    **35%**

Total **29%**

Employees in Dec/22

**541**    **106**

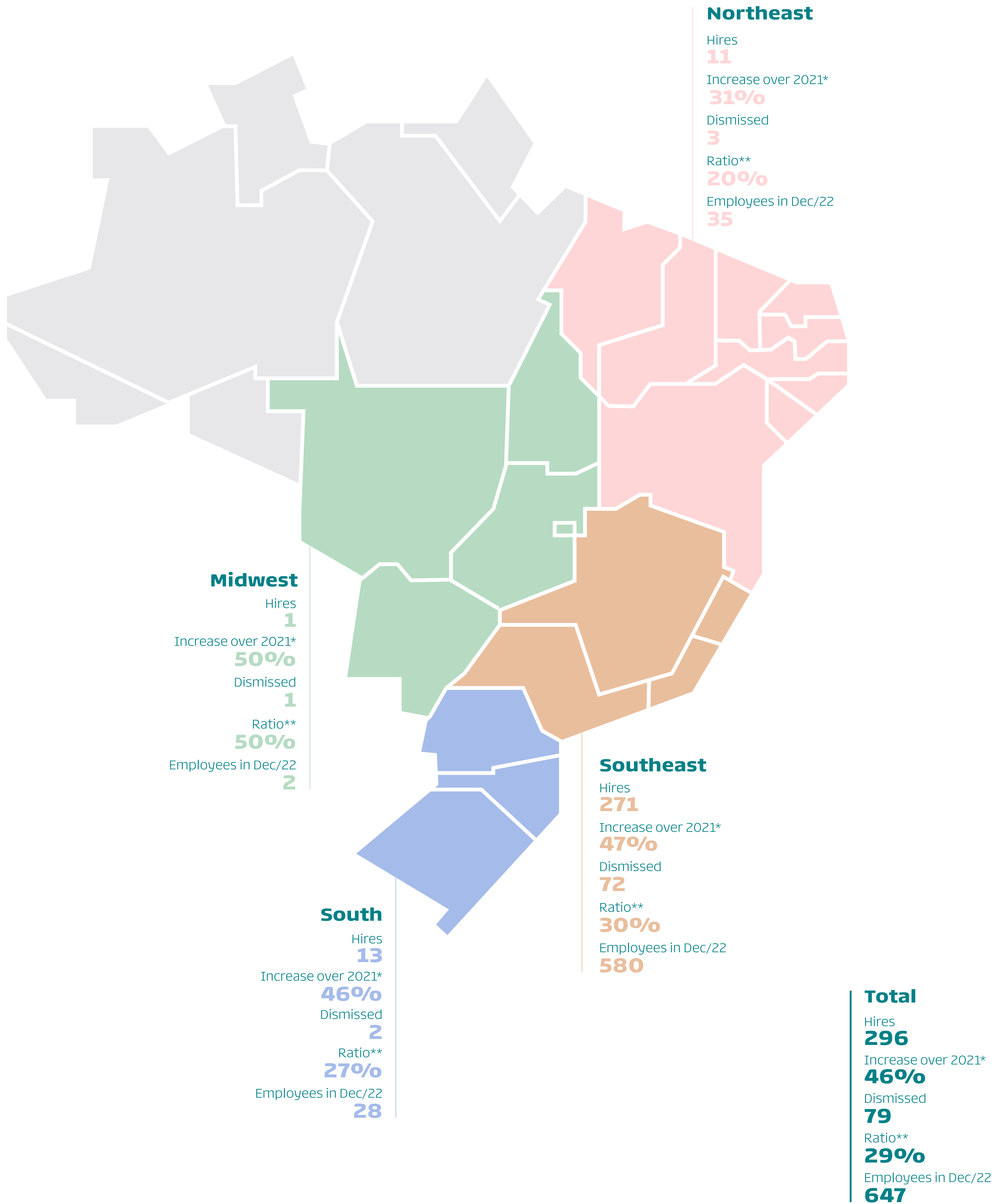
Total **647**

\*Number of employees hired in 2022 divided by the number of employees in December 2022.

\*\*Number of employees hired in 2022 plus number of employees dismissed in 2022, divided by two, and divided by the number of employees in December 2022.



**Região**



\*Number of employees hired in 2022 divided by the number of employees in December 2022.

\*\*Number of employees hired in 2022 plus number of employees dismissed in 2022, divided by two, and divided by the number of employees in December 2022.

With dedicated efforts to form a truly talented and efficient team, **PRIO** could not fail to offer excellent working conditions. All employees are hired in accordance with current labor laws, and suppliers that are considered eligible undergo a qualification process, covering legal and compliance requirements. In addition, all full-time employees receive competitive compensation and a robust benefits package that includes:

- Health insurance plan for all employees, their children, and spouses with nationwide coverage, including hospitalization in a private room, with no payroll deductions or co-payment charges
- Dental plan for all employees, their children, and spouses, free of charge
- Life insurance extended to children and spouses, with coverage for natural and accidental death, permanent disability, and funeral assistance
- 180-day maternity leave (90 days more than in labor legislation)\*
- Five-day paternity leave (as per labor legislation)\*
- Annual bonus payment
- Option to convert part or all of the annual bonus into **PRIO** shares, at a discount
- Flexible benefit, an amount paid to employees that can be divided as they wish between the following options: meal allowance, food allowance, fuel allowance, and as reimbursement for English lessons.

## Variable compensation

### GRI 2-19; 2-20

To strengthen the culture of commitment to generating results, continuous development, and meritocracy, **PRIO** offers a robust variable compensation program that is passed on to employees as an annual bonus. The bonus payment is part of **PRIO's** Performance Management System, which applies to all company employees.

In the variable compensation model adopted by **PRIO**, annual cash generation works as a trigger

for bonus payments in different scenarios. In each of them, there are several bonus ranges considering the positions held. In the highest yield scenario, the bonus starts at four wages and can reach up to 24. This compensation model is comprehensive, as it synthesizes the company's efforts from the revenues and costs standpoint, providing a clear and integrated view of the organizational performance.

Variable compensation is also linked to achieving annual ESG targets for top leadership (executives and managers) and teams directly and indirectly involved in actions on these topics, considering issues such as the number of accidents involving employees and service providers, integrity of operations and assets, pollution, and environmental accidents, as well as other critical points (see more in Energy that Moves People).

## Training and development

### GRI 404-2

**PRIO** believes that it is only possible to grow if everyone grows together. Therefore, in addition to generating new jobs, the company also fosters and encourages the team's development, holding a number of training sessions.

## PRIO Leadership School

In 2021, **PRIO** took an important step towards supporting leader development. The **PRIO** Leadership School was organized in partnership with Escola Conquer, Grupo Kornberg, and the Graduate Studies and Research in Administration Institute of the Federal University of Rio de Janeiro (COPPEAD/UFRJ). The objective is to train the company's coordinators and managers in relevant topics regarding team management and interpersonal skills, with a view to improving the experience of those they lead, exercising leadership and contributing to better results for the business.

The first group was made up of managers, who attended ten meetings during the year, each lasting five hours, totaling 50 face-to-face hours. In 2022, the School qualified a group of coordinators and specialists who were mapped for team succession. Some of the topics covered were feedback, communication and influence,

\* In 2022, four employees returned from maternity leave and three employees returned from paternity leave.



employee development, goal management, oratory, negotiation, and high-impact presentations. Eight five-hour meetings were held, totaling 40 face-to-face hours. After each class, students received an e-book and material for deepening their studies in the subjects and for studying individually.

Still focusing on leadership development and training, meetings are held between leaders and directors for strengthening business, culture, and team management matters. These events are internally called Retreats, and attendance includes executives and the Chairman of the Board.

### **PRIO's Trainee Program**

The **PRIO** Trainee Program was created by the company for developing new talent and future leaders. It lasts 18 months and comprises onshore and offshore periods. Trainees have the opportunity to rotate across specific positions in the operations and back office areas. Throughout the program, the company also offers a development trail focused on behavioral skills, which can be attended in a distance learning format with face-to-face mentoring.

In 2022, ten vacancies were opened for professionals trained for up to three years in geology, geophysics and in all engineering areas. The recruitment process includes cultural match assessment, general technical knowledge, a bootcamp held at a hotel in Rio de Janeiro, and a final interview with **PRIO** and HR managers.

### **PRIO's Cubs – Internship Program**

In order to find young talents who are protagonists and obsessed with excellence and high performance, the company has the Crias da **PRIO** (PRIO's Cubs) program. The one-year internship program offers participants an individual development trail, mapped according to their area of expertise, strengths, gaps, and each one's development plan. As part of the process, a card with the interns' own goals is adopted, as well as training meetings and interactions with the institutions that the company sponsors, such as Instituto Reação and Todos na Luta, pursuing the team's behavioral development.

The recruitment process includes online logical reasoning and cultural matching stages, as well as group dynamics for developing technical cases in the operational, financial, or legal areas, and a final interview with future managers. The number of vacancies in the program varies each year. In 2022, 9 interns were hired.



## Operational Health and Safety

**GRI 403-1; 403-3; 403-4; 403-6; 403-7; 403-8**

**PRIO's** mission is to offer a safe environment for its employees, while acting on a commitment to respect the environment, adopting the best global EHS (Environment, Health, and Safety) practices in all its facilities and processes.

### Occupational Health

**GRI 403-1; 403-3; 403-8**

For fostering a culture of health in the company and empowering each employee for self-care, **PRIO** has an Integrated Occupational Health Program. After undergoing the occupational medical examination, all professionals receive an invitation, via corporate e-mail, to discuss issues related to health and well-being with the company's occupational physician. If necessary, an Individual Therapeutic Plan is then drawn up to seek improvement in health-related parameters. All are sent for follow-up by the **PRIO** Health and Wellness team.

The periodic medical examination includes a biopsychosocial diagnosis, based on the Maslach Burnout Inventory, to estimate the risk of developing burnout in the company and thus contribute to assessing employees' health in the physical, mental, and social spheres. The program also includes several health awareness actions, through lectures, webinars, newsletters, and others, on topics related to the origin of diseases, risk and protection factors, as well as self-care measures.

In addition, all **PRIO** vessels have healthcare service for their crew, with trained nurses, who periodically receive training on issues related to the risks inherent in activities on board. Nurses have access to a telemedicine platform, with the possibility of contacting physicians 24 hours a day, seven days a week. **PRIO's** occupational health services monitor all of its own workers, in accordance with the risks of the activities and with the Occupational Health Medical Control Program, thus ensuring early diagnosis and prevention of any health problems.



## Health and Wellness

GRI 403-6; 403-7; 403-8

For **PRIO**, safety, health, wellbeing, and productivity go together. Prioritizing people as one of its pillars. The company invests to offer a healthy and safe work environment, supported by a complete Health and Well-being Program, which also combats sedentary lifestyles and encourages physical activities in onshore and offshore environments, which help employees to adopt good health practices. The Program is present in the company's office and all its assets and has shown positive change in employees' lifestyle. To take part, the professionals undergo a physical assessment that ensures more targeted activities, according to the needs and profile of each individual. The main initiatives of this Program are:

The **PRIO** Health and Wellness Program membership rate is over **85%**



- Gyms (offshore & onshore) • Yoga (offshore & onshore) • Meditation (offshore & onshore)
- Shiatsu (offshore & onshore) • Physical therapy (onshore) • Annual racing circuit
- Annual beach volleyball championship • PRIOTrekking Clinical Monitoring Program



**PRIO** also offers online platforms available 24 hours a day for psychological care and nutritional guidance, so that employees can take even better care of their physical and mental health.

In 2022, 53 onshore and offshore employees used the psychological care service, with a total average of 28 consultations per month. Through the Conexa app, 103

employees received nutritional guidance, in an average of 26 monthly meetings. The entire team also attends regular lectures on health and wellbeing.

## Onshore

**ADHERENCE - 92%**    **ACTIVE - 83%**

<b>Health Indicators</b>	<b>71%</b> of monitored employees showed improvement in visceral fat, percentage of fat, and blood pressure*
<b>Physiotherapy</b>	<b>341</b> physiotherapy appointments - <b>a 68% increase compared to 2021</b>
<b>Shiatsu</b>	<b>3,757</b> shiatsu sessions - <b>a 28% increase compared to 2021</b>
<b>Yoga/Meditation</b>	<b>516</b> sessions held - <b>a 21% increase compared to 2021</b>
<b>PrioTrekking (Annual Trail Circuit)</b>	<b>70</b> employees on four trails
<b>Annual Race Circuit</b>	Night Run - <b>117</b> participants Circuit of the Seasons - <b>113</b> participants All Together - <b>84</b> participants

## Offshore

**AVERAGE MONTHLY ATTENDANCE**

<b>Activity</b>	<b>FPSO Bravo</b>	<b>FPSO Valente</b>	<b>Polvo A</b>	<b>King Maker</b>
<b>Gym</b>	<b>349</b>	<b>391</b>	<b>276</b>	<b>92</b>
<b>Laboral</b>	<b>282</b>	<b>224</b>	<b>201</b>	<b>42</b>
<b>Functional</b>	<b>34</b>	<b>37</b>	<b>20</b>	<b>29</b>
<b>Yoga/Meditation</b>	<b>31</b>	<b>41</b>	<b>29</b>	<b>14</b>
<b>Shiatsu</b>	<b>21</b>	<b>14</b>	<b>7</b>	<b>9</b>
<b>Attendance</b>	<b>88%</b>	<b>84%</b>	<b>86%</b>	<b>84%</b>

\* Indicators normally benefit from adopting good health practices and physical activities, such as those offered in the PRIO Health and Wellness Program.

## Occupational Safety

GRI 403-9; 403-10

**PRIO** believes that the safety of its employees is the company's highest priority in all activities. The "Principles for Safe Operation" program adopted by the company provides guidelines to ensure not only its professionals' safety and health, but also the safety of processes and the reliability and integrity of its assets. To encourage employee engagement, the topic was defined by top management as one of the goals in terms of variable compensation for all levels of the company.

The EHS team is responsible for implementing and managing the program. The offshore professionals in this team have an active participation in organizing activities on board and are responsible for monitoring and ensuring their safe execution. Professionals also conduct meetings and safety awareness moments for the entire team at the facility, to improve **PRIO's** health and safety culture. All onshore and offshore employees are periodically trained in order to carry out their activities in the safest possible way, and the company adopts the goal of zero serious accidents in all its operations.

At the end of 2022, **PRIO** celebrated the mark of more than **4,300 DAYS** without accidents with time off in its assets

To ensure more assertiveness in identifying and assessing risks linked to its activities, **PRIO** maintains an Occupational Health and Safety Management System. The System points out the required preventive actions for protecting the safety of all professionals on board, whether contracted or outsourced. The assessment of risks identified by the System is carried out by those involved in offshore operations and validated by each unit's manager. The measures established for mitigating risks are verified or tested periodically, in addition to being subject to an internal audit every year.

The Occupational Health and Safety Management System was established, implemented, and is maintained based on risk management standards and guidelines, especially the recommendations of the National Petroleum Agency (ANP), the International Association of Oil and Gas Producers (IOGP), and the Health and Safety Executive (HSE UK). The documents that are part of the system also follow the legal requirements set forth in the Labor and Employment Ministry's Regulatory Norms.

### PRIO operational safety indicators in 2022

<b>Time off Accident Frequency Rate (TFSA)</b>	<b>1,79</b>
<b>Total Recordable Incident Rate (TRIR)</b> (measures the number of accidents without leave, and indicates the lighter accidents)	<b>0,00</b>
<b>Number of observation cards</b> (demonstrates the participation of employees in managing the company's safety)	<b>14.975</b>
<b>Total number of days without accidents</b>	<b>4.313</b>

\* The numbers do not include data referring to Norbe VI, whose operation is controlled by Ocyan.

### Number of days without accidents by asset

	<b>POLVO A</b>	<b>KING MAKER</b>	<b>FPSO BRAVO</b>	<b>FPSO VALENTE</b>	<b>TOTAL</b>
<b>Days without accidents through 12/31/2022</b>	<b>1.464</b>	<b>729</b>	<b>719</b>	<b>1.401</b>	<b>4.313</b>
<b>Reference date</b>	28/12/2018	01/01/2021	11/01/2021	01/03/2019	

\*Considering that King Maker started operating on 01/01/2021 and Frade on 03/01/2019.

## Process Safety

GRI 2-25; 2-27; 416-1

With a focus on the safety of its processes, **PRIO** has a robust operational risk management system supported by the ALARP principle (As Low As Reasonably Practicable), that is, the reduction of all risk to the lowest possible level. The objective is to identify, understand and control risks and define good practices for preventing security failure events in processes, which could become more serious situations. Based on an established schedule, the company carries out risk assessments that allow for proactive and efficient action to be taken.

In compliance with legislation and with the commitment to reduce environmental impact generated by its operations, **PRIO**, in line with the best practices in the market, has an Incident Control System (ICS) with an Organizational Response Structure (EOR). This system is applied in several emergency plans that enable the company to deal with the most adverse situations. The plans include the PEI (Individual Emergency Plan),

which deals with occurrences related to emergency situations on the vessel when it is not necessary to call in external resources, and the PEVO (Emergency Plan for Oil Leakage). **PRIO** also has four vessels prepared with the most modern equipment available on the market for containing and collecting oil in case of accidents.

Together, the security mechanisms and processes adopted by **PRIO** enable the company to anticipate and act directly to prevent any identified risks, as well as place the company in a high degree of preparation for responding quickly and efficiently in the most different accident types and degrees.







# 4

## OUR PERFORMANCE

**PRIO**

## Operating and financial results

### GRI 201-1

The 2022 results reflect the success of **PRIO's** business strategy. The company achieved both operational and financial new records. Production was 14 million barrels of oil, up 28% from 2021, with 12.3 million barrels sold in the year. Net revenue reached US\$ 1.25 billion, adjusted EBITDA reached US\$ 934 million, and net profit was US\$ 716 million, increasing by 54%, 65% and 194%, respectively. Lifting cost fell to US\$ 8.6/bbl in the last quarter of the year, a 27% reduction compared to the same period in the previous year.

**PRIO** attributes the excellent results in 2022 to the company's continuous efforts to optimize costs and maximize efficiency in production, namely the successful first phase of the Frade Revitalization Plan, which, with the drilling of the ODP4 well, practically doubled the field's production and increased the company's production by 45%, while the continuous control of operating costs was reflected in the 18% reduction of the average annual lifting cost.

Still on the financial side, **PRIO** issued local debentures, strengthening its balance sheet. The issuance was done in two series, which totaled R\$ 2 billion: the first one with incentives, for R\$ 1.5 billion, and the second for R\$ 500 million. It was the first operation of its kind in the history of independent Brazilian oil & gas industry companies.

The following financial and operating information, except where otherwise indicated, is presented on a consolidated basis in US dollars (US\$), in accordance with international financial reporting standards (IFRS) and includes the company's direct subsidiaries: Petro Rio O&G Exploração e Produção de Petróleo Ltda., Petro Rio Internacional S.A., PetroRioUSA Inc., and their respective subsidiaries and branches.

The complete financial report can be found at:

<https://ri.prio3.com.br/informacoes-financeiras/central-de-resultados/>

## Operating Performance

### GRI 201-1

	4Q21	2021	1Q22	2Q22	3Q22	4Q22	2022	4Q22 X 4Q21	4Q22 X 3Q22	2022 X 2021
Avg. Brent	\$79,66	\$72,19	\$97,90	\$111,70	\$97,70	\$88,63	\$99,04	11,3%	-9,3%	37,2%
Avg. Sales Price	\$83,19	\$74,19	\$110,28	\$108,37	\$94,36	\$85,32	\$100,12	2,6%	-9,6%	34,9%
Avg. Exchange Rate	5,59	5,14	5,00	5,11	5,25	5,26	5,17	-5,8%	0,3%	0,4%
Final Exchange Rate	5,58	5,58	5,38	5,35	5,41	5,29	5,29	-5,3%	-2,4%	-5,3%
<b>Offtakes (kbbl)</b>										
Frade Field (100%)	2.000	5.537	1.649	1.503	2.252	1.495	6.900	-25,3%	-33,6%	24,6%
Polvo and TBMT cluster (95%) <sup>1</sup>	1.827	5.539	1.149	1.844	1.595	798	5.386	-56,3%	-50,0%	-2,8%
Total PRIO	3.827	11.076	2.798	3.347	3.847	2.293	12.286	-40,1%	-40,4%	10,9%
<b>Production (boepd)</b>										
Frade Field (100%)	15.028	15.363	15.739	14.759	28.006	32.254	22.689	114,6%	15,2%	47,7%
Polvo and TBMT cluster (95%) <sup>1</sup>	15.347	14.236	17.537	16.762	16.302	14.634	16.309	-4,6%	-10,2%	14,6%
Manati Field (10%)	1.924	2.017	1.913	1.783	1.458	733	1.472	-61,9%	-49,7%	-27,0%
Total PRIO	32.299	31.616	35.189	33.304	45.766	47.621	40.470	47,4%	4,1%	28,0%
<b>Lifting Cost (US\$/bbl)</b>										
PRIO	11,8	13,1	11,2	11,1	9,5	8,6	10,7	-27,2%	-9,2%	-18,5%

## Results for the Period (in US\$ thousand)

### GRI 201-1

	Ex-IFRS 16			Accrued - Ex-IFRS16			Accrued - Includes IFRS16		
	4Q21	4Q22	Δ	2021	2022	Δ	2021	2022	Δ
<b>Net Revenue</b>	<b>318.352</b>	<b>184.492</b>	<b>-42%</b>	<b>810.882</b>	<b>1.249.659</b>	<b>54%</b>	<b>810.882</b>	<b>1.249.659</b>	<b>54%</b>
Commercialization Expenses	-	(9.795)	n/a	-	(9.795)	n/a	-	(9.795)	n/a
<b>Net Revenue - FOB</b>	<b>318.352</b>	<b>174.697</b>	<b>-45%</b>	<b>810.882</b>	<b>1.239.864</b>	<b>53%</b>	<b>810.882</b>	<b>1.239.864</b>	<b>53%</b>
Cost of goods sold	(62.414)	(30.595)	-51%	(187.258)	(191.544)	2%	(148.217)	(168.902)	14%
Royalties	(22.748)	(15.098)	-34%	(59.376)	(97.188)	64%	(59.376)	(97.188)	64%
<b>Operating Income</b>	<b>233.190</b>	<b>129.004</b>	<b>-45%</b>	<b>564.248</b>	<b>951.133</b>	<b>69%</b>	<b>603.289</b>	<b>973.775</b>	<b>61%</b>
General and administrative expenses	(11.984)	(12.204)	2%	(38.847)	(50.888)	31%	(37.780)	(49.385)	31%
Other operating income (expenses)	(1.593)	51.885	n/a	(12.075)	26.885	n/a	(12.075)	26.885	n/a
<b>EBITDA</b>	<b>219.613</b>	<b>168.685</b>	<b>-23%</b>	<b>513.325</b>	<b>927.129</b>	<b>81%</b>	<b>553.434</b>	<b>951.275</b>	<b>72%</b>
<b>EBITDA Margin</b>	<b>69%</b>	<b>97%</b>	<b>+28 p.p.</b>	<b>63%</b>	<b>74%</b>	<b>+11 p.p.</b>	<b>68%</b>	<b>77%</b>	<b>+9 p.p.</b>
Depreciation and amortization	(48.643)	(25.165)	-48%	(135.585)	(129.892)	-4%	(163.099)	(145.355)	-11%
Financial Results	(22.636)	(1.445)	-94%	(102.796)	(40.040)	-61%	(114.453)	(44.007)	-62%
Financial Income	27.887	(6.734)	n/a	177.477	176.741	0%	177.477	176.741	0%
Financial Expenses	(50.523)	5.289	n/a	(280.273)	(216.781)	-23%	(291.930)	(220.748)	-24%
Income and social contribution taxes	11.761	47.745	306%	(32.068)	(45.656)	42%	(32.068)	(45.656)	42%
<b>Income (loss) for the period</b>	<b>160.095</b>	<b>189.819</b>	<b>19%</b>	<b>242.877</b>	<b>711.542</b>	<b>193%</b>	<b>243.814</b>	<b>716.257</b>	<b>194%</b>
	<b>4Q21</b>	<b>4Q22</b>	<b>Δ</b>	<b>2021</b>	<b>2022</b>	<b>Δ</b>	<b>2021</b>	<b>2022</b>	<b>Δ</b>
<b>Adjusted EBITDA*</b>	<b>221.206</b>	<b>116.801</b>	<b>-47%</b>	<b>525.401</b>	<b>900.244</b>	<b>71%</b>	<b>565.509</b>	<b>924.389</b>	<b>63%</b>
<b>Adjusted EBITDA Margin</b>	<b>69%</b>	<b>67%</b>	<b>-2 p.p.</b>	<b>65%</b>	<b>73%</b>	<b>+8 p.p.</b>	<b>70%</b>	<b>75%</b>	<b>+5 p.p.</b>

## Investor relations

### GRI 2-29

**PRIO** has an investor relations management area designed to serve them and ensure transparency in the company's disclosures. On a quarterly basis, the company communicates its financial results through a release and conference call led by the executive team. In addition, it also holds meetings and presentations for shareholders, such as the annual **PRIO** Day event. All information of interest is concentrated on the **PRIO** investor relations [website](#).

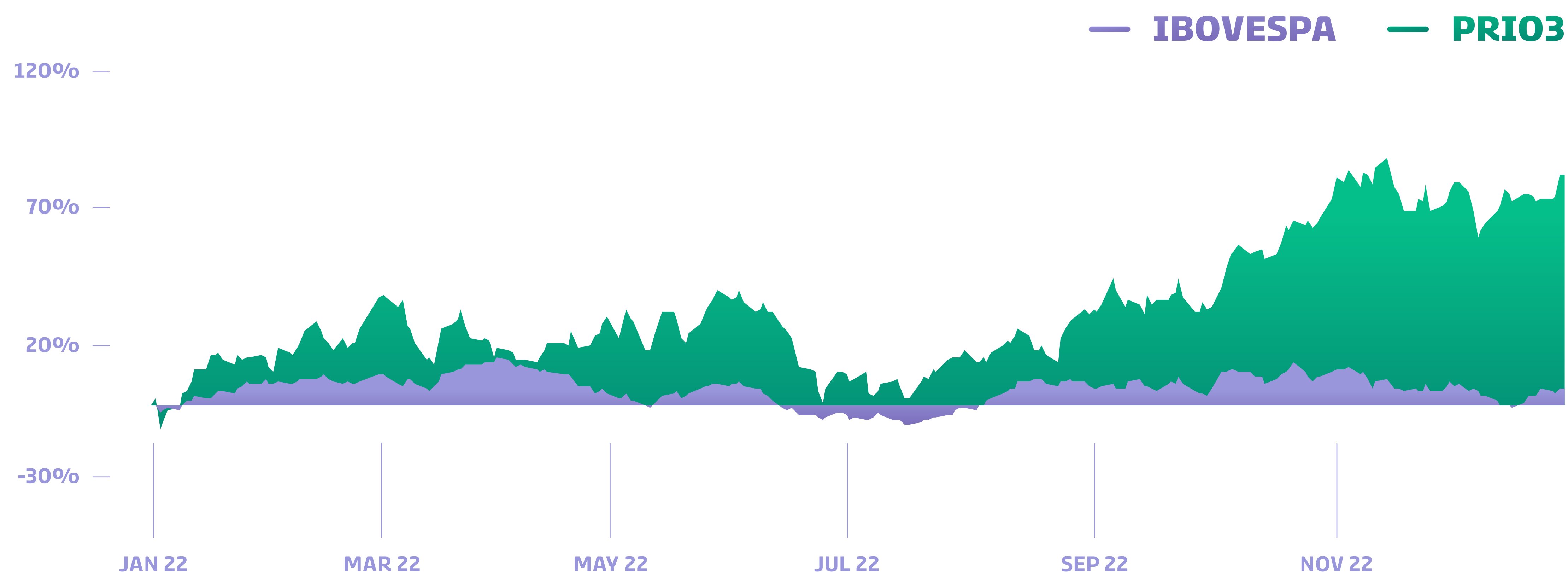
Investors' recognition of **PRIO's** elevated management capacity and efficiency was evident in 2022. **PRIO3** outperformed the IBOV, the Brazilian Stock Exchange Index. In addition, last year the company reached its market cap record (an economic indicator used for defining

a company's market value) and the share price reached its highest level. To find out more about the Q422 results, please access the [Results Center](#).

In each fiscal year, the company distributes 0.001% of net income for the year as mandatory minimum dividend, adjusted in accordance with article 202 of the Brazilian Corporate Law. According to **PRIO's** Bylaws, each common share is entitled to one vote in the company's General Meetings. However, no shareholder or group of shareholders may exercise their voting rights in excess of 15% of the number of shares.

More information can be found in the 2022 reference form, which is available [here](#).

### PRI03 x Ibovespa over 12 months



### Informações sobre a ação

<b>Ticker (B3)</b>	<b>PRI03</b>
<b># Shares issued ex-Treasury</b>	<b>843.893.615</b>
<b>Market Cap (12/31/2022) ex-Treasury stocks</b>	<b>R\$ 31.401.281.414</b>
<b>Last Price (12/31/2022)</b>	<b>R\$ 37,21</b>
<b>12-month variation</b>	<b>83%</b>
<b>90-day average trading volume</b>	<b>R\$ 437.693.597</b>

A woman with short dark hair, wearing a vibrant red t-shirt with a yellow and black pattern, stands in front of a textured, reddish-brown mud wall. She is smiling slightly and looking towards the camera. In the foreground, a professional video camera is mounted on a tripod, with a microphone attached. The camera's LCD screen shows a live feed of the woman. The scene is lit with warm, natural light, creating a sense of an outdoor or semi-outdoor setting. The overall composition is centered, with the woman as the main subject.

**ES**

**SOCIAL AND  
ENVIRONMENTAL  
IMPACT**

**PRIO**

## Climate positioning and environmental responsibility

**GRI: 303-1; 303-2; 304-1; 304-2; 304-3; 305-1; 305-2; 305-3; 305-4; 305-5; 306-1; 306-2; 306-3; 306-4; 306-5**

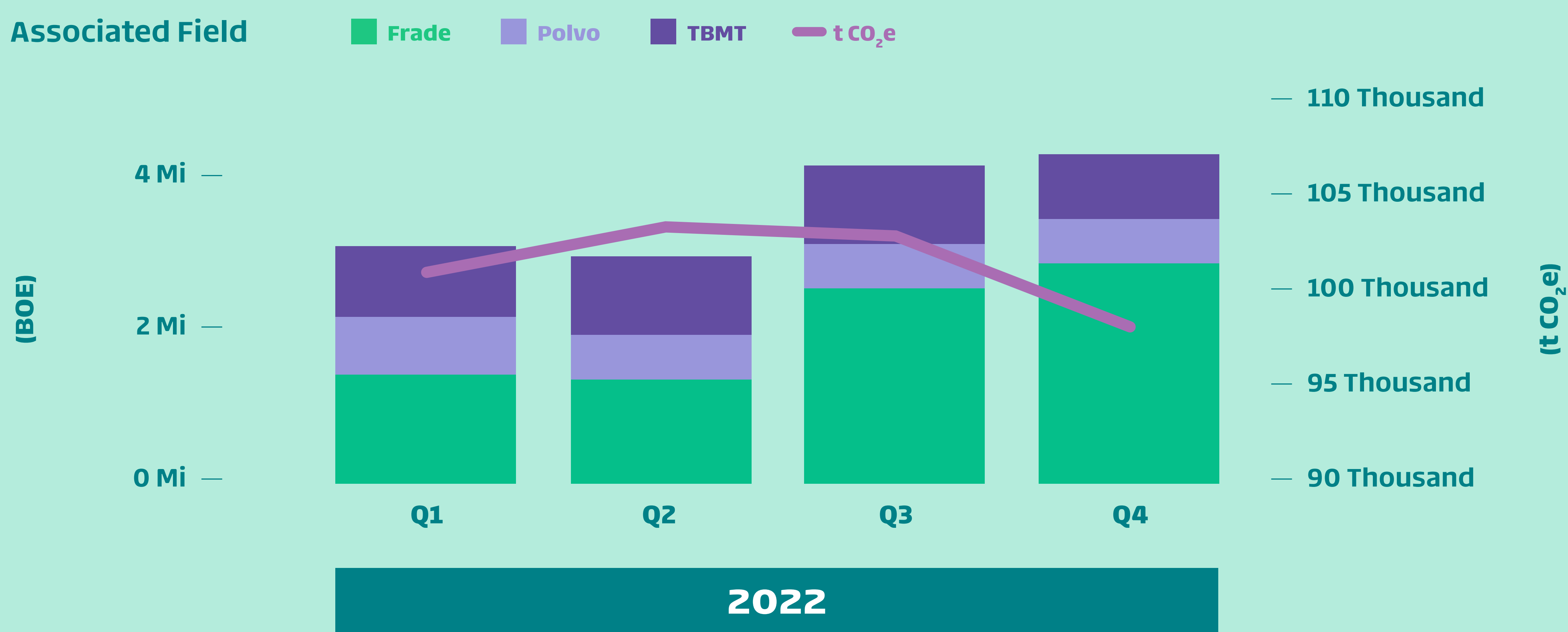
Society faces a great challenge: while there is a growing global demand for energy, the world is moving towards adopting a low-carbon energy matrix. **PRIO** recognizes that climate change is a reality and that a transition is necessary. A low-carbon future, however, does not mean a society without hydrocarbons. In this direction and in line with the commitment to reduce the impact of its operations on the environment as much as possible, **PRIO** uses non-conformity, which is characteristic of its culture, to act proactively in developing innovative and efficient solutions required for evolving the oil & gas industry.

In its growth journey, **PRIO** understands that the best indicator to parametrize its impact is the rate of CO<sub>2</sub>e emissions per barrel of oil produced. To minimize its relative emissions, the company adopts a strategy that is divided into two fronts:

- **Assets:** The choice of new ventures and the **PRIO** operates are designed to maximize efficiency and reduce operational risk, including carbon risk. In this sense, the company focuses on tying back assets to concentrate production in a smaller number of production units, avoiding new emissions;
- **Production Efficiency: PRIO** operates mature fields, and although the natural tendency is for production to decline over time, the company employs best engineering practices to revitalize its assets, ensuring that production continues to grow. In addition, it encourages innovation and pursues various initiatives to avoid new emissions, such as the use of gas turbines for power generation, minimizing excess flare gas. At the same time, it invests in operational improvements, prioritizing methods that allow for increased production without significant increases in emissions, making the company gradually more carbon-efficient.

### Production Vs. Total Emissions

**GRI 305-1**

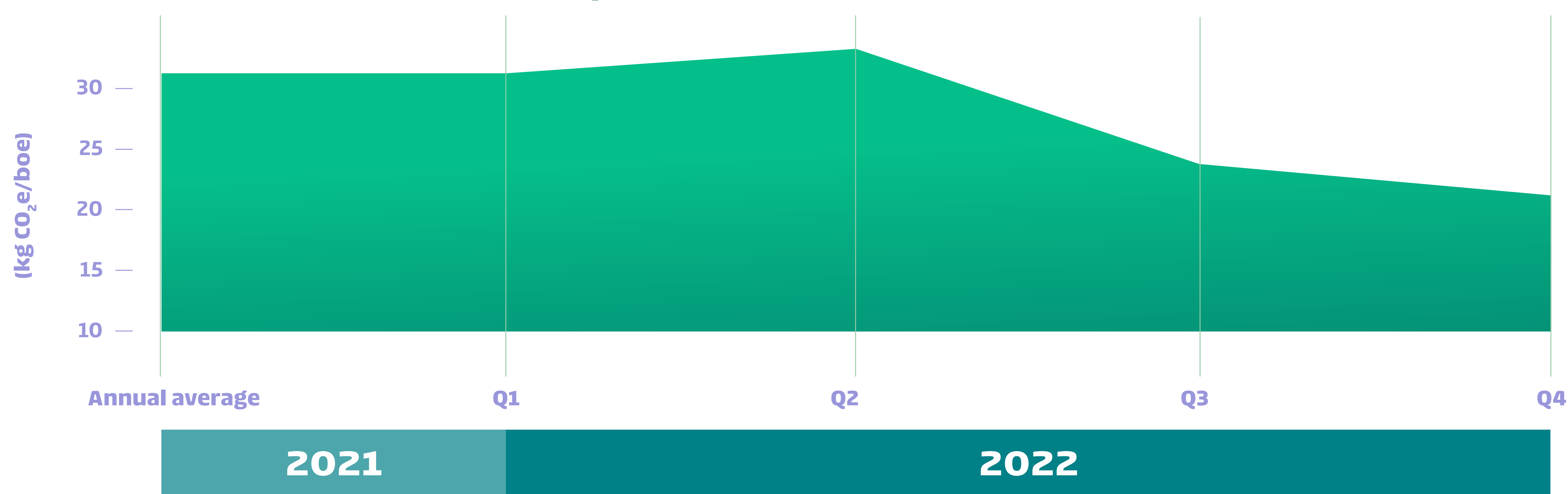


Emission rates refer to Scope 1 and 2 emissions.

In 2022, **PRIO** prepared its first inventory, in partnership with Witt O’Brien’s, in which the emissions for FY 2021 were surveyed and, subsequently and independently, emissions for FY 2022 were also inventoried. For both years, the calculations went through a third-party verification process, and were audited and certified by KPMG, a recognized global auditing firm. The results of these inventories showed that with increased efficiency in its operations (find out more in the **PRIO Efficiency** chapter), the company improved from an

average of 31 kgCO<sub>2</sub>e/boe in 2021 to 22 kgCO<sub>2</sub>e/boe in the last quarter of 2022, considering Scopes 1 and 2. The average for 2022 closed at 27 kgCO<sub>2</sub>e/boe, which means a 15% reduction compared to the previous year.

### Evolution of relative Scope 1 and 2 emissions (in kgCO<sub>2</sub>e/boe)



Considering the data provided by [Rystad Energy](#), referring to FY 2022, it is clear that, compared to the other oil & gas production operations in the Campos Basin, **PRIO** is the company with the second-lowest relative emissions:

	CO <sub>2</sub> [kg Co <sub>2</sub> /boe] Upstream Intensity GRI 305-4
Company A	15
<b>PRIO</b>	25
Company C	28
Company D	31
Company E	57
Company F	67
Company G	73

In addition to the emission inventories, which followed the methodology of the Brazilian GHG Protocol Program structured by FGVces and WRI (World Resources Institute), **PRIO** already has important next steps on its radar. In 2023, the company will join the Carbon Disclosure Project (CDP), a non-profit program that helps companies to disclose their environmental performance for providing transparency in disclosing their emission reduction data and contributing to climate change mitigation. As soon as there is availability for companies in the oil & gas sector to join, **PRIO** also intends to join the Science Based Targets Initiative (SBTi), adopting science-based targets to further reduce its emissions. SBTi is a collaboration between CDP, the United Nations Global Compact, the World Resources Institute, and the World Wide Fund for Nature.

## Care with water

**GRI 303-1; 303-2**

**PRIO** takes special care with natural resources and energy consumption. The water required for human consumption is purchased in water carboys and is also used for cooking. Fresh water for other uses, such as bathing, sinks, flushing and washing floors, for example, is obtained from desalinating sea water. Water used for cooling machinery and equipment in the company's platforms is also obtained this way. The resource is collected, goes through a closed circuit in the unit and is discarded at the same location from which it was collected, at a higher temperature.

In its units, **PRIO** produces four types of effluent disposal:

- 1. Cooling water** is discarded the same way it was collected, but with temperature control to verify that it is in accordance with CONAMA Resolution 357/2005
- 2. Sanitary effluent** (used for toilets, sinks and showers) is treated in an Effluent Treatment Station (ETE) and disposed of according to the parameters stipulated in CONAMA Resolution 430/2011
- 3. Oily effluent** generated from rainwater that falls on the equipment is treated in a water and oil separator and disposed of in accordance with Marpol Resolution 73/78. It also complies with the requirements of the Brazilian Navy, with online monitoring and immediate interruption, in the event of non-compliance
- 4. Produced water** comes with the oil produced in the reservoirs. It is treated in large equipment

such as electrostatic treaters, hydro-cyclones, and floaters, and is discarded in accordance with CONAMA Resolution 393/2007. The produced water is evaluated daily in four samples that are taken to mainland laboratories. It is also evaluated on a daily basis in the maritime units' laboratories, where any deviations can be immediately identified. In case of a tendency for the quality of the effluent to deteriorate, disposal at sea can be stopped and routed to the vessel's tanks, until the situation returns to normal.

## Waste

**GRI 306-1; 306-2; 306-3; 306-4; 306-5**

In compliance with the Pollution Control Project (PCP), a condition for **PRIO's** environmental licenses conducted by IBAMA, waste management is strictly monitored by managing the entire chain, from offshore waste generation to onshore treatment. The companies that transport and receive the company's waste are periodically audited. In 2022, **PRIO** audited the companies that are responsible for treating their most critical waste, ensuring the best destination for each type.

**PRIO** is also committed to seeking procedures that minimize pollution related to its activity, such as reducing waste generation and recycling the highest possible percentage. In 2022, 60% of waste was returned to the production chain with added value, destined for recycling or reuse. Only 3% of the waste went to landfills. In 2023, the company hopes to implement the Landfill Zero project.





Line labels	Total Weight (kg)	Total Weight (%)
<b>Landfill</b>	<b>61.366</b>	<b>3,41%</b>
GRI 306-5-G-iii	61.366	3,41%
<b>Incineration with Energy Recovery</b>	<b>649.235</b>	<b>36,08%</b>
GRI 306-5-B-i	649.235	36,08%
<b>Incineration without Energy Recovery</b>	<b>1.527</b>	<b>0,08%</b>
GRI 306-5-B-ii	1.527	0,08%
<b>Other disposal operations</b>	<b>158</b>	<b>0,01%</b>
GRI 306-5-B-iv	158	0,01%
<b>Other recovery operations</b>	<b>661.147</b>	<b>36,74%</b>
GRI 306-4-B-iii	661.062	36,74%
GRI 306-4-C-iii	85	0,00%
<b>Preparing for Reuse</b>	<b>618</b>	<b>0,03%</b>
GRI 306-4-C-i	618	0,03%
<b>Preparing for Reuse</b>	<b>38.121</b>	<b>2,12%</b>
GRI 306-4-B-i	38.121	2,12%
<b>Recycling</b>	<b>387.259</b>	<b>21,52%</b>
GRI 306-4-C-ii	387.259	21,52%
<b>Grand Total</b>	<b>1.799.431</b>	<b>100,00%</b>

## The environment and biodiversity

### 304-1; 304-3; 304-2

**PRIO** has a major commitment to preserving nature. The oceanic region of the Campos Basin, where the company operates, is considered of high to extremely high biological importance, harboring several species of marine mammals, coastal and marine birds, and others. The coastal region, in turn, has ecosystems of medium to high environmental relevance, with endemic species (animal or plant species that occur only in a certain area or geographic region) and/or endangered species, in addition to seabird reproduction and feeding areas.

The environmental licensing of the company's assets includes a complete mapping of potential environmental impacts resulting from its operations. All of them, both positive and negative, are duly identified and presented in an environmental impact matrix. Authorization for local operation is evaluated by the federal environmental agency (IBAMA) and is only granted when it is proven that all environmental impacts resulting from the activity will be mitigated and/or compensated. To this end, the company deploys several environmental

projects that are required for environmental licensing. The entire effluent, waste, and emission disposal chain must be presented and monitored by the environmental agency, as well as its reduction targets.

### The fauna and the environment

In order to identify any impact caused to the environment, **PRIO** routinely performs water and sediment collection campaigns around the platforms (half-yearly or annually, depending on each project). These samples are taken to laboratories and analyzed from a chemical, physical, and biological standpoint so that any alterations can be identified. The results of these evaluations attest to the quality of our efforts, and no significant changes have ever been recorded.

**PRIO** maintains strict control of invasive species through its Project for Preventing and Controlling Exotic Species (PPCEX), which is also linked to the licensing processes with the federal environmental agency. Contracted vessels require frequent inspections and cleaning to prevent the spread of exotic species such as sun coral.

## What PRIO does **Legal obligations**

GRI 411-1; 413-1, 413-2

### **Rede Observação Environmental Education Project (PEA)**

[www.pearedeobservacao.com](http://www.pearedeobservacao.com)

**PRIO** implements the Rede Observação Environmental Education Project (PEA) in nine municipalities in Rio de Janeiro State and two municipalities in Espírito Santo State that are located in the Campos Basin region and represent the area of influence of **PRIO's** operations (Polvo, Tubarão Martelo and Frade).

The project is one of the impact mitigation measures that are conditional on federal environmental licensing by IBAMA, and its main objectives are to identify and monitor the impacts of the oil & gas production chain, in addition to fostering strategies and referrals that enable qualified participation of vulnerable social groups in public environmental management. The audience of approximately 250 direct participants comprises artisanal fishermen, shellfish collectors, guaiamum (blue crab) gatherers, quilombolas, and family farmers, the most highly impacted group due to their traditional ways of life and their relationship with the territories they live in.



**PRIO's** PEA is made up of 11 Socio-environmental Observatories, in the institutional format of community associations, where a critical educational process is carried out and participatory methodologies are adopted, relating monitoring and evaluation instruments to popular education tools, such as Teatro do Oprimido and audiovisual production. These languages were chosen to democratize learning, participation, and social control of historically invisible social groups.





### Main results achieved:

- Qualified participation of vulnerable social groups in public decision-making spaces,
- Recognition of the communities' way of life and appreciation of the territory's integrity, to ensure maintenance of traditional activities,
- Training of community leaders,
- Strengthening and maintaining local extractive activities,
- Support for implementing public policies,
- Exchanging and sharing similar experiences,
- Developing training processes with priority subjects,
- Encouraging community organization by consolidating groups and strengthening institutions,
- Logistical and pedagogical support for qualified participation of social groups in Public Environmental Management.
- Partnership with public bodies.
- Access to rights through the Public Prosecutor's Office (MPF),
- Returning quilombola territory in Baía Formosa (Armação dos Búzios / Rio de Janeiro State),
- Contributing to the amendment of MMA Ordinance No. 445,
- Building the Local Management Plan for the São João River Environmental Protection Area (ICMBio).

To find out more, please visit the project's official channels:



“The PEA helped fishermen, farmers, and quilombolas to implement critical environmental education.

They began taking ownership of decision-making and power spaces, participating in basin committees and public hearings on behalf of their causes, fighting for those rights. Not only did they begin having a voice, but they began having a vote”.

**SULAMITA RANGEL,**

Quilombola  
Cabo Frio Observatory

**ON-SITE TRAINING  
HELD IN 2022 BY THE  
PEA TECHNICAL TEAM AT  
THE 11 OBSERVATORIES**

**Training and Research**

**264** hours

**Popular Communication**

**264** hours

**Teatro do Oprimido**

**264** hours

## TAC Frade

TAC Frade is a Conduct Adjustment Term (TAC) that was signed between the Chevron Brasil company and the Federal Public Prosecutor's Office (MPF), with the intervention of the National Petroleum Agency (ANP) and the Brazilian Environment and Renewable Natural Resources Institute (Ibama), as a result of oil spills that occurred in November 2011 and March 2012 in the Frade Field located in the Campos Basin, in Rio de Janeiro. Since 2015, for compensatory measures, FUNBIO has been TAC Frade's financial and operational administrator.

In 2019, **PRIO** took over the Frade Field and, consequently, its respective TAC, whose strategic objectives are conserving biodiversity on the coast, sustainable use of fishery resources, strengthening artisanal fishing, and environmental education.

The initiatives supported by TAC Frade have stood out for taking innovative paths under **PRIO's** administration and have become a major reference for the industry. The company, together with Ibama and FUNBIO, has dedicated itself to ensuring that projects are geared towards performing research that provides information that subsidizes public policies that strengthen environmental stewardship and conservation. In addition, it contributes to income generation actions in traditional fishing communities, making it possible to improve the local quality of life.



The TAC Frade website will be launched in April 2023 and will feature the most important results and information on the progress of its initiatives.

**STAY TUNED!**

After joining the TAC, **PRIO** is proud to be a facilitating agent for artisanal fishing social groups to access financial resources, based on reducing bureaucratic requirements, using models in calling for innovative projects adapted to local realities, and supporting mentors for preparing proposals for initiatives and specialized technical monitoring in their deployment.

In the Call for Institutional Strengthening of artisanal fishing, for example, interested parties were able to send videos of up to three minutes, presenting their proposed ideas for receiving support. Over six months, the approved videos underwent a mentoring process for preparing projects that were then evaluated by a specialized Technical Chamber.

**Accident in the Frade Field**

**2011  
2012**

**Partnership with the FUNBIO NGO for executing the projects**

**2013**

**2015**

**2019**

**2022**

**TAC signed between Chevron and the MPF with ANP and IBAMA intervening**

**PRIO takes over Frade Field operations**

TAC Frade encompasses four major projects, with several subprojects deployed based on each of them. Find out what they are below:



The porpoise is Brazil's most endangered coastal dolphin, and bycatch is the main threat to its conservation, along with the degradation of the entire oceanic ecosystem. The project is in line with the guidelines of the National Action Plan (PAN) for Conserving the Porpoise and supports research on the animal's ecology and its accidental mortality from fishing activities on the Brazilian coast. With an investment of approximately R\$ 16 million, five institutions and six subprojects were supported. Some of the main results are highlighted below:

- **Virtual Porpoise Museum:** the website was created to support awareness about the porpoise by means of a mix of real records of the species in the sea with 3D modeled images that allow virtual approach and interaction. The museum also features the history of the animal's evolution, its anatomy, ecology, habits, reproduction, main threats, and what has been done to conserve the species. [Click here](#) to visit the museum.



- **Toninhas Podcast:** the extinction of the invisible dolphin, in seven episodes with a fictional format that tells the journey of an investigative journalist who seeks to unravel the mystery behind the appearance of 33 porpoise carcasses on the São Paulo State coast. In the course of the plot, the character dives into the environmental and social issues surrounding the theme. The podcast is available on the main audio platforms and on the [FUNBIO website](#).
- **Instagram Profile:** [@toninha\\_pontoporia](#) disseminates information about the species and the project's other communication initiatives, such as the podcast and video series on YouTube, and much more.

In June, the project brought together more than 40 researchers in Curitiba from different areas, coming from three countries, representing 20 scientific institutions, and the six supported initiatives. As a major driving force, the event contributed to catalyzing actions and bringing science closer to fishing communities.





apoio a  
**UCs**  
Conservação &  
Uso Sustentável

Support for Conservation Units (UCs)



Pesquisa  
**MARINHA  
& PESQUEIRA**

Marine Life & Fisheries

The project proposes structuring seven UCs on the Rio de Janeiro state coast: APA de Guapi-Mirim, APA de Cairuçu, RESEXMar de Arraial do Cabo, ESEC da Guanabara, ESEC Tamoios, MONA das Ilhas Cagarras, Parna da Restinga de Jurubatiba, and two more in São Paulo state: Parna da Serra da Bocaina (SP/RJ), and ESEC Tupinambás. Support includes actions such as preparing stewardship plans, organizational strengthening, training local artisanal fishermen, signaling and support for visitation structure, and operating the units. The investment has already reached approximately R\$ 25 million and has also enabled acquiring vehicles, vessels, and equipment, in addition to logistical support for monitoring and research activities.

In 2022, to raise awareness in Rio de Janeiro residents and tourists about the importance of biodiversity at MONA Cagarras (Ilhas Cagarras Natural Monument), the project supported a thematic exhibition in Santos Dumont airport's lobby. Over approximately 60 days, thousands of people were impacted with photographs, videos and models in the exhibition that showcased the Conservation Unit composed of four islands and two islets located off Rio de Janeiro's coastline. Another highlight in the period was the acquisition of a vessel for the Tamoios Ecological Station in the Ilha Grande bay. In 2023, in an unprecedented action, investments in the project will enable acquiring a property that will headquarter the Arraial do Cabo Marine Extractive Reserve.



With an investment of approximately R\$ 54 million, the project is an important ally in the search for new information related to fishing and the marine environment in Rio de Janeiro. The initiative seeks to foster generating and disseminating scientific knowledge about the biology, ecology and population dynamics of species targeted by artisanal fishing, the status of fish stocks and nutritional aspects of some species, aiming to subsidize sustainable use of the state's fishing resources.



By 2021, there were 29 initiatives focused on themes that include the ecology of endangered species or species of fishing importance, coral and rocky shore ecosystems, invasive marine species, social impacts of oil exploration on traditional communities, women's participation in artisanal fishing, monitoring fishery landings in Rio de Janeiro, and the nutritional importance of the main fishing targets. There are also specific projects for implementing the Sardine Stewardship Plan, aiming to promote management strategies for sustainable fishing.

In 2022, **PRIO** also continued four important subprojects for:

- Recovering the **National Museum's** collection of marine animals that was seriously damaged in the 2018 fire,
- Acquiring state-of-the-art research equipment for the **Ciências do Mar III Vessel** that belongs to the Rio de Janeiro State Federal University (UFF),
- Developing **Mariculture** in Rio de Janeiro state,
- Stimulating research for **Conserving Sharks and Rays**.

## Manguezais Subproject

Manguezais (mangroves) are a highly productive coastal ecosystem, with an ecological role in maintaining biological diversity and have great social importance. They offer numerous goods and services to humans, as a source of food and several products that are associated with the subsistence of traditional communities. Its scenic value also stands out, while contributing to increasing the quality of life of people who are in contact with this environment, and can be used for tourism, recreation, and leisure.



With a R\$ 7 million investment, this subproject aims to promote conservation and sustainable use of mangrove areas in Rio de Janeiro state, by supporting the implementation of research projects and/or initiatives that are relevant to the productive fishing supply chain and for social well-being of traditional communities. It encompasses six initiatives in all, two of which are deployed by the National Commission for Strengthening Extractive Reserves and the Traditional Coastal and Marine Extractive People (CONFREM).



# Educação Ambiental

Environmental Education Project

In 2022, the Environmental Education Project gained even more strength and became a reference for its close approach to fishing communities. More than 35 projects were developed by **PRIO** aiming to foster conservation of biodiversity in Rio de Janeiro state's coastal and marine zone, sustainable use of fishing resources, and strengthening artisanal fishing as a long-term strategy for contributing to the activity's environmental, social, and economic sustainability by implementing environmental education and income generation projects and environmental technologies. The total investment was approximately R\$ 38 million.

Three calls to fishing communities have already been made as part of the Project. The first took place in 2021, as an emergency call due to the Covid-19 pandemic. The other two focused on supporting fishermen to approve fundraising for local TAC Frade projects, took place in 2022.

### Emergency Call Subproject – Covid-19

The first call for this project took place during a critical period and showed the ability to respond to emergencies through public policies. The objective was to support initiatives that brought concrete and immediate results for improving quality of life of fishing communities and that minimized the negative impacts caused by the Covid-19 pandemic. The proposals were linked to income generation (prioritizing groups of women and young people), support to local institutions, sanitary health, mental health, and environmental technologies. R\$ 1 million was allocated in phase 1 (2021) over six months, and R\$ 2 million in the second phase (2022), over one year. Nine projects were considered:

---

**Project:**  
**GOOD PRACTICES IN THE TRINDADE  
CAIÇARA COMMUNITY MARKET  
(PARATY, RJ)**

**Proposing Institution:**  
Trindade Boatmen and Small Fishermen  
Association (ABAT)

---

**Project:**  
**DEVELOP ACAMM’S INSTITUTIONAL  
SELF-MANAGEMENT**

**Proposing Institution:**  
Magé Association of Crab Hunters and Friends of  
Mangroves (ACAMM)

---

**Project:**  
**“CAIU NA REDE É... IMPACTO  
SOCIOAMBIENTAL POSITIVO!”**

**Proposing Institution:**  
Marine Research, Architecture, and Renewable  
Resources Institute (IPEMAR)

---

**Project:**  
**GUARDIAN OF THE SEA**

**Proposing Institution:**  
Gray Dolphin Institute

---

**Project:**  
**RIO 2021 MUSSEL PROJECT**

**Proposing Institution:**  
Jurujuba Free Association of Mariculturists  
(ALMARJ)

---

**Project:**  
**ACTIVE WOMEN: FISHING, PROCESSING,  
AND SELLING NATIVE WOMEN  
COOPERATIVE PRODUCTS**

**Proposing Institution:**  
Lagos Region Native Women Artisanal Fishing and  
Native Plants Women Producers Cooperative




---

**Project:**  
**STRENGTHENING AND  
STRUCTURING OF THE PRAINHA  
WOMENS’ SHELLFISH COOPERATIVE**

**Proposing Institution:**  
Fisherwomen, aquaculture, and Prainha  
artisans work cooperative (MUPAAP) Sun,  
salt and art

---

**Project:**  
**AVENTUREIRO BEACH CAIÇARA  
SURF SCHOOL**

**Proposing Institution:**  
Aventureiro Beach Residents and Friends  
Association (AMAV)

---

**Project:**  
**SUPPORT FOR IMPROVING  
SERVICE TO MEMBERS OF THE Z-27  
FISHERMEN COLONY**

**Proposing Institution:**  
Z-27 Fishermen Colony



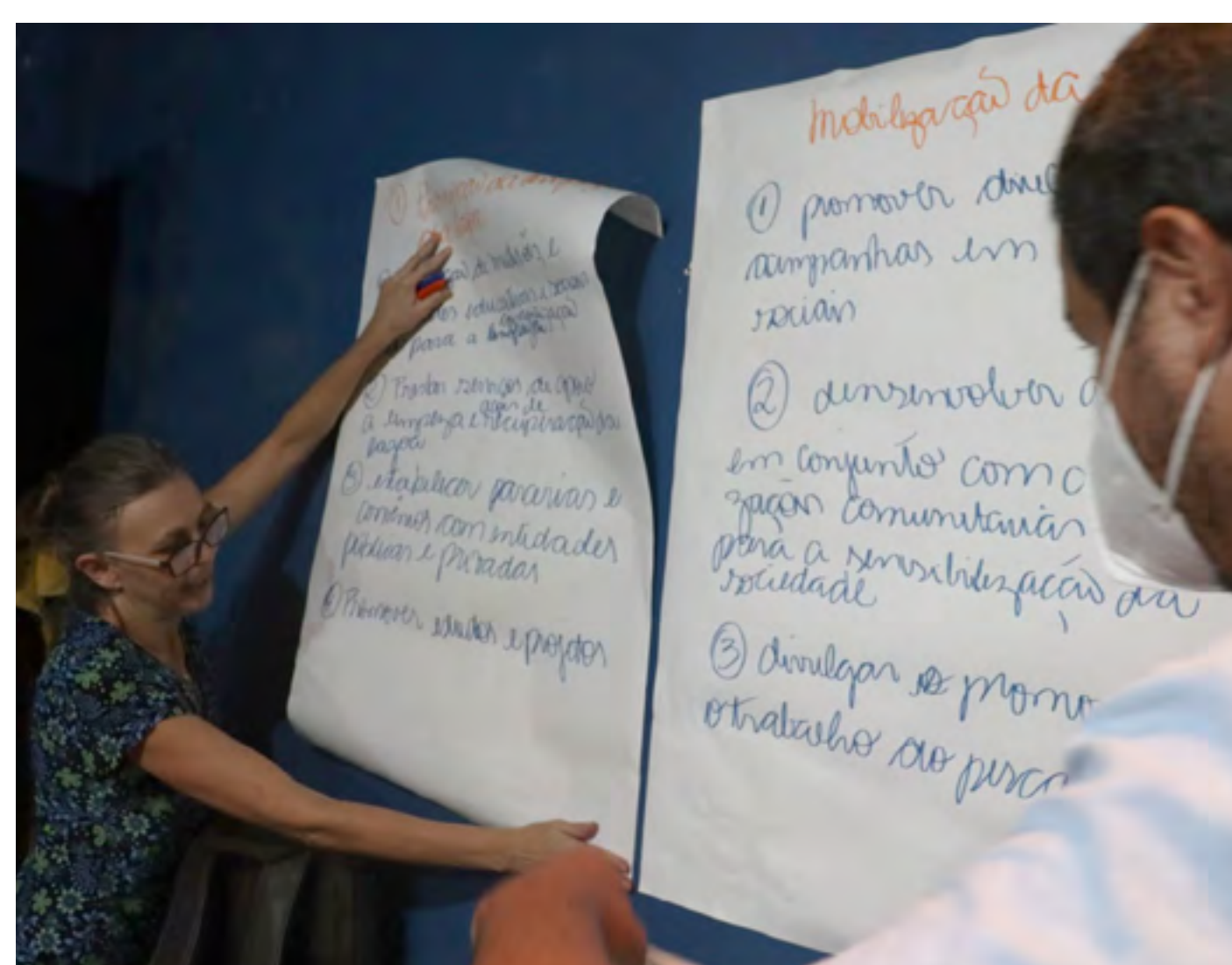
## Aggregators and Aggregates Subproject

In the second call for fishing communities, small collectives and associations with little formalization were included through partnerships with more structured institutions and with greater experience in project management and fundraising. The objective of this combination of institutions, aggregators and aggregates was in developing a learning process in project management seeking autonomy and sustainability for smaller institutions. The three selected initiatives were:

- Guardians of Fishing Traditions:** focused on boosting income generation and strengthening the community organization of female groups of shellfish gatherers, caíças, and quilombolas for defending the artisanal way of life of fishing, based on valuing the history of the Armação dos Búzios municipality in Rio de Janeiro state. The project was created by women who want to tell the city's history through cuisine, crafts, and local Afro-Buziano cultural tourism, preserving the narratives brought over generations that, according to them, are being lost over time. In this proposal, women from the following institutions were considered: Marisqueiras da Rasa, Bonecas Negras, and Mulheres Caiças de Búzios.
- Maré a Leste:** operates in the artisanal fishing chain and productive process thematic axes, including alternative and complementary activities to fishing and fishery workers' health, safety, and

well-being. The combined institutions are (1) Itaipu Beach Fishermen's Commission, (2) Caxias Fishing Colony Association, (3) Arraial do Cabo Fishermen's Association, (4) Praia do Pontal Fishermen's Association in Arraial do Cabo, (5) Ponta do Ipiranga Seafood Commission in Sepetiba bay, and (6) Ilha do Governador Fishermen's Association. Its main objective is to develop mechanisms for generating income in the six fishing communities through knowledge sharing, encouraging sustainable fishing, adopting solidary economy principles, and strengthening community organizations, with spaces for fishermen, fisherwomen, and shellfish gatherers to produce and market.

- Preventório – Developing Artisanal Fishing:** based on the principle of economic solidarity and the logic of collaboration, seeking to welcome and enhance artisanal fishing activity in its dispute with industrial fishing. The overall objective of the proposal is to support fishermen's organizations in Niterói (Jurujuba, on the edge of the Piratininga lagoon and Boa Viagem) and São Gonçalo (Porto Velho, Gradim, Boa Vista, São Gabriel, Guaxindiba, Porto Novo, Boassú, and Pedrinhas), all in Rio de Janeiro state, seeking to strengthen their production, marketing, and value chain structuring processes. Ultimately, it is expected that approximately 225 fishermen and women will be trained in cooperativism, solidary economy, and fish processing techniques.



## Institutional Strengthening Call Subproject

Based on experience with the two previous calls, **PRIO** understood that the time had come to further foster fishing communities' access to TAC Frade resources in order to encourage greater local autonomy. Artisanal fishing in Brazil suffers from a historical lack of incentives and structure that has been weakening this extractive activity, which is so important for the country's economy and food security.

After two days of face-to-face workshop and eight weeks of mentoring - with the support of consultants, in an unprecedented selection process, artisanal fishermen and women collectively prepared their own projects, aiming at raising funds made available in this Call. Twelve initiatives were approved, implemented, and are now meeting the demands of the fishing communities themselves, who directly manage the received funds.

“

*We wanted to work with the issue of fishing, but we didn't have any financial support, there was nothing focused on fishing in our Trindade region. There is always support for tourism, but there was never anything for fishing, our traditional fishing, which we like to do. The TAC was essential for us, because during the pandemic, commercial tourism was forbidden. Fishing has once again become the community's mainstay. Before the project, we wanted to sell the fish to the community's restaurants. After the TAC, we started dreaming big. Our goal is to use 100% of the fish, respecting nature and the ocean”.*

**Robson Dias Possidônio**, an artisanal fisherman of the Trindade caiçara community's Boatmen and Traditional Fishermen Association (ABAT), in Paraty, Rio de Janeiro state.

“

*“(About the project approved by TAC Frade) For us, it was a child that was born, right? (...) TAC Frade became very accessible. It feels like the notice was written with us in mind. (...) We are very afraid to write a project (...) we are artisanal fishermen. We were afraid, and even rejected actions coming from compensation. But you can be sure that this no longer exists. Let more of those come!”*

**Alexandre Andes**, artisanal fisherman and president of the Men and Women of the Sea of the Guanabara Basin Association (AHOMAR).





## Institution

## Project Name

**Colônia de Pescadores Z-13 Copacabana**

Formação de Jovens Para Pesca

**Colônia de Pescadores Z-5 Arraial do Cabo**

Nosso peixe, nosso preço!

**Associação para o Desenvolvimento Solidário do Preventório**

O Mar das Marisqueiras

**Associação das Mulheres Apoiadoras do PEA Foco**

AMA óleo de pescado

**Associação dos Pescadores Artesanais e Amigos da Praia da Pitória - APAAPP**

ComEPescado

**Lagos em Ação**

Maricultura Multitrófica de Arraial do Cabo

**Associação Homens do Mar da Baía de Guanabara - AHOMAR**

Fortalecimento da Rede AHOMAR

**Instituto Marinho para o Equilíbrio Socioambiental - Instituto Marés**

Marés de Pacobaíba

**Associação de Pescadores Artesanal no Parque das Garças Integrada - APESCARPGIN**

Mini entreposto comunitário de pesca artesanal Parque das Garças e Gaivotas

**Trama Ecológica**

Economia do Mar na Baía de Guanabara

**Colônia de Pescadores Z-22 Rio das Ostras**

Autonomia de Pedro

**Associação Pescador Desportivo Lunthando Pela Vida**

Lutando Pela Vida





### First Meeting of the Environmental Education Project

To foster an exchange among the different initiatives supported by TAC Frade in fishing communities, the first Meeting of the Environmental Education Project was held in November 2022, at a hotel in Rio de Janeiro. The event had a flexible and dynamic proposal, stimulating idea and experience sharing among communities. 24 projects were represented, including experiences in their finalization phase, in deployment process, and others in early stages.

### Community-Based Tourism Subprojects

To boost Community-Based Tourism (TBC), which has gained strength among tourists who value and privilege traditional people's cultures and practices, in 2022 six projects with this direction were approved, together with fishing communities. The total investment is R\$ 3 million.

The initiatives are developed in partnership with universities and local institutions that are guided by TBC principles. These actions include nature conservation, economic solidarity, protecting cultural heritage and, above all, local community protagonism. Considered initiatives include those that foster strengthening the production chain around caiçara communities,



developing different tourist routes that are established from qualified participation of social groups and pedagogical training courses in this type of tourism.

Institutions with projects that were considered:

- Trama Ecológica
- Associação de Moradores da Enseada das Estrelas
- Instituto de Agroecologia e Meio Ambiente
- Associação da Reserva Extrativista Marinha de Araraial do Cabo – AREMAC
- Associação Dos Pescadores Artesanais e Amigos da Praia da Pitória
- Instituto 5 Elementos

# Social Development

## What PRIO supports

**PRIO** seeks to transform society by encouraging sport, culture, and environmental preservation. This is **PRIO's** way of giving part of its success back to society. To this end, the company supports projects through tax incentives or direct contributions, extracting the best of its energy to make the world a better place.

In 2022, **PRIO** made investments totaling approximately R\$ 28 million, including sponsored projects with tax benefits and direct contributions.

### Reação Offshore – Talent Academy

**PRIO** is very proud to support this initiative, the result of a partnership between Instituto Reação and Instituto Todos na Luta. With a unique and innovative educational program, the project offered training courses for those interested in working in the oil & gas industry, with Firjan SENAI providing technical training. The program also included classes on socio-emotional skills for developing the students' soft skills, in addition to a R\$ 600 monthly stipend during the training period. Over four months, 240 people were trained in topics such as offshore mechanics and electricity. At the end of Reação Offshore, **PRIO** also opened a hiring program to attract students with the best performance in the courses, and 81 of the newly qualified professionals were hired to work in basic positions in the company's assets.



**PRIO** hired  
**81 PROFESSIONALS**  
trained in Reação Offshore





### Brazilian Symphony Orchestra

**PRIO** is a partner of the Fundação Orquestra Sinfônica Brasileira (OSB) in organizing actions such as Conexões Musicais, which supports three music education centers in the city of Rio de Janeiro (Cidade de Deus, Guaratiba, and Penha), with free symphonic musical instrument classes that take place at Casa de Cultura Laura Alvim, aimed at music students.

### Favela Brass

Favela Brass is another project sponsored by PRIO. Since 2014, it has fostered social transformation and cultural inclusion through a free and quality music education program for children and young people from Rio de Janeiro public schools. Currently, the initiative has its headquarters and organizes workshops in the Favela do Pereirão and serves more than 40 students. However, over the years, it has already offered music initiation programs to 200 students in nearby municipal schools, in addition to performing with the musical groups Bloco Favela Brass and Banda Favela Brass, on commemorative dates and events.



**Incentive Law for Sports**

R\$ **4,640,000**

**Incentive Law for Culture**

R\$ **16,238,736**

**Direct contribution**

R\$ **3,542,380**

**Other incentives**

R\$ **3,528,000**

**Projects supported by PRIO in 2022**

R\$ **4,640,000**

**Incentive Law for Sports**

Instituto Reação

Instituto Todos na Luta

Reação Offshore –Talent Academy

PRIO Paralympic Team

Squashinhos

Instituto Alliance – Fly High

Porsche Cup Endurance Series

Corrida das Estações

Night Run

R\$ **3,542,380**

**Direct Contribution**

Instituto Reação

Instituto Todos na Luta

Reação Offshore – Talent Academy

Favela Brass

PRIO Paralympic Team

Instituto Alliance – Fly High

PRIO Humor Award

R\$ **16,238,736**

**Incentive Law for Culture**

Brazilian Symphonic Orchestra

NEOJIBA

Favela Brass

Restoring Umberto Primo hospital

Diário de um Louco

O Mistério de Irma Vap

The Astronaut

Ficções (Sapiens)

Circo Turma da Mônica

Lord of the Rings in Concert

Tom Jobim Musical

Exposição Pegadas do Pequeno Príncipe

Escola de Gente

35 Anos de Laura Exhibition

R\$ **3,528,000**

**Other incentives**

Obras Sociais Irmã Dulce

**Total**

R\$ **27,949,116**

## What PRIO does

**PRIO** is aware of its role as a transforming agent in society, and maintains programs aimed at encouraging its employees' engagement in issues related to the environment and social responsibility.

### Donation Matching

The program was held in 2021-2022, aiming to stimulate ESG culture and encourage feelings of empathy and solidarity through a range of voluntary actions. The initiative benefited groups from the Socio-environmental Observatories of the company's Environmental Education Project (PEA Rede Observação), whose main sources of income are fishing, agriculture, and tourism, all of which were directly affected by social isolation due to the Covid-19 pandemic.

Employees were invited to contribute with donations of amounts deposited in an account and/or deducted from their Meal Voucher quotas, which were used for purchasing staple food baskets, food for distributing in lunchboxes, blankets, and hygiene kits. At the same time, **PRIO** pledged to donate the same amount collected from employees, doubling the benefit. The team was also able to participate by visiting the groups served by the project and getting involved in preparing meals.



During the pandemic, you were the support for many families who did not have the slightest outlook for the next day

**Karla Carvalho,**  
family farmer from the Cantagalo settlement in Rio das Ostras



### RESULTS:

- more than **6 thousand** people fed
- more than **200** blankets
- more than **200** hygiene kits





### PRIO's Corporate Forest

In 2022, **PRIO** entered into a partnership with the NGO Saving the Amazon, with the purpose of creating its own “corporate forest”. The company celebrated Tree Day on September 21, donating more than 800 seedlings of trees that are native to the Amazon for planting in the Tukuna Umariáçu indigenous reserve, in Amazonas state. The number of seedlings donated was equivalent to the total number of employees and permanent third parties in the company. At the time, each one of them was surprised by an e-mail with a photo of the planted tree that was identified with the employee’s name and information of its georeferenced location. The team will be able to follow the trees’ growth for three years, through updated images on the Saving the Amazon website. Each tree will capture a ton of CO<sub>2</sub> over its lifetime. For this action, **PRIO** was recognized by the NGO as a Friend of the Amazon Company.



### Sea Vegetable Gardens

**PRIO** implemented vegetable gardens in its offshore operations aiming to offer a space for socializing and exchanges among its employees and to raise awareness in the team about the importance of reconnecting with nature. Planting was planned to take place in three cycles, the first of which was carried out at the end of 2022. The other two will take place in 2023. Each cycle involves cultivating different species (spices, teas, vegetables, and unconventional food plants - PANCs) and garden maintenance activities are gamified and scored with brents (a currency that can be accumulated and exchanged for products in the **PRIO** Store).

Initially, employees participated in a workshop on growing crops in vegetable gardens, an activity that was carried out with the support of the Agricultural Community Association of Cantagalo/Rio das Ostras, a participant in PRIO’s Rede Observação PEA. After planting and via the company’s app, the team is constantly encouraged to share progress in maintaining the garden and the composter at each of our units (Polvo A, FPSO Valente, FPSO Bravo, and King Maker). The score generated by performing the tasks awarded the five employees with the best performance in each unit and per planting cycle, with a tablet.



### Entrepreneurial Trail

In 2022, **PRIO** employees served as volunteer mentors in the Trilha Empreendedora project, in partnership with Junior Achievement, which benefits high school students from 123 Rio de Janeiro state schools, offering knowledge about financial education, the job market, entrepreneurship, and sustainability.

## GRI Content Summary

PRIO reports the information in this GRI Content Summary for the January 1 to December 31, 2022 period, based on GRI Standards.

Indicador	Tema material	ODS	GRI Standard	Descrição	Página
2-1	Standard Content		General Content	Organization's Details	8
2-10	Standard Content		General Content	Nomination and selection for the highest governance body	17
2-15	Standard Content		General Content	Conflicts of interest	19
2-16	Standard Content		General Content	Communicating critical concerns	20
2-17	Standard Content		General Content	Collective knowledge of the highest governance body	17
2-18	Standard Content		General Content	Evaluation of the highest governance body's performance	17
2-22	Standard Content		General Content	Declaration regarding sustainable development strategy	3
2-23	Standard Content		General Content	Policy Commitments	16, 19
2-25	Standard Content		General Content	Processes for repairing negative impacts	20, 33
2-26	Standard Content		General Content	Mechanisms for counseling and raising concerns	19
2-27	Standard Content		General Content	Compliance with laws and regulations	33
2-29	Standard Content		General Content	Approaches for stakeholder engagement	5, 36, 37
2-3	Standard Content		General Content	Reporting period, periodicity, and point of contact	5
2-6	Standard Content		General Content	Activities, value chain, and other business relationships	8
2-9	Standard Content		General Content	Governance structure and its composition	18
201-1		8, 10	Economic Performance	Generated and Distributed Direct Economic Value	35, 36
205-2	Preventing Corruption and Anti-competitive Practices	16	Fighting Corruption	Communication and training in anti-corruption policies and procedures	19
3-1			Temas materiais	Process for defining material topics	6
3-2			Temas materiais	List of material topics	6
303-1	Residue & Effluent Management and Pollution Prevention	6,14	Water & Effluents	Interactions with water as a shared resource	42
303-2	Residue & Effluent Management and Pollution Prevention	6,14	Water & Effluents	Managing water disposal-related impacts	42
304-1	Biodiversity Protection	14, 15	Biodiversity	Owned, leased or managed operating units within or adjacent to environmental protection areas and high biodiversity value areas located outside environmental protection areas	43
304-2	Biodiversity Protection	14, 15	Biodiversity	Significant impacts of activities, products and services on biodiversity	43
304-3	Biodiversity Protection	14, 15	Biodiversity	Protected or Restored Habitats	43
305-1	Climate Change: Mitigation and Adaptation	13	Emissions	Direct (Scope 1) greenhouse gas (GHG) emission	40, 41
305-2	Climate Change: Mitigation and Adaptation	13	Emissions	Indirect (Scope 2) greenhouse gas (GHG) emissions from energy acquisition	40

305-3	Climate Change: Mitigation and Adaptation	13	Emissions	Other indirect (Scope 3) greenhouse gas (GHG) emissions	40
305-4	Climate Change: Mitigation and Adaptation	13	Emissions	Greenhouse gas (GHG) emission intensity	39
305-5	Climate Change: Mitigation and Adaptation	13	Emissions	Reducing greenhouse gas (GHG) emissions	40
306-1	Residue & Effluent Management and Pollution Prevention	12	Effluents & Residues	Waste generation and significant impacts related to waste	42
306-2	Residue & Effluent Management and Pollution Prevention	12	Effluents & Residues	Managing significant waste-related impacts	42
306-3	Residue & Effluent Management and Pollution Prevention	12	Effluents & Residues	Generated Waste	43
306-4	Residue & Effluent Management and Pollution Prevention	12	Effluents & Residues	Transporting hazardous waste	43
306-5	Residue & Effluent Management and Pollution Prevention	12	Effluents & Residues	Bodies of water affected by discarding and/or water runoff	43
401-1		8	Employment	New hires and employee turnover	22, 23, 24
401-2		8	Employment	Benefits offered to full-time employees that are not offered to temporary or part-time employees	25
401-3	Health and Safety Conditions	5	Employment	Maternity/Paternity leave	25
402-1		8	Labor relations	Minimum notice period for operational changes	22
403-1	Health and Safety Conditions	3,8	Occupational Health & Safety	Occupational health and safety management system	27
403-10	Health and Safety Conditions	3,8	Occupational Health & Safety	Occupational Diseases	31
403-3	Health and Safety Conditions	3,8	Occupational Health & Safety	Occupational health services	27
403-4	Health and Safety Conditions	3,8	Occupational Health & Safety	Worker participation, consultation and communication to workers regarding health and safety at work	27
403-6	Health and Safety Conditions	3,8	Occupational Health & Safety	Fostering worker's health	27, 28, 29, 30 e 31
403-7	Health and Safety Conditions	3,8	Occupational Health & Safety	Preventing and mitigating impacts on occupational health and safety directly linked to business relations	27, 28, 29, 30 e 31
403-8	Health and Safety Conditions	3,8	Occupational Health & Safety	Workers covered by an occupational health and safety management system	27, 28, 29, 30 e 31
403-9	Health and Safety Conditions	3,8	Occupational Health & Safety	Labor Accidents	31
404-2	Career Management and Fostering Employability	4	Qualification & Education	Programs for improving employee skills and career transition assistance	25, 26
405-1	Non-Discrimination and Diversity	5, 8, 10	Diversity & Equal Opportunities	Diversity in governance bodies and employees	22, 23, 24
411-1	Human Rights & Free Association	11	Indigenous Peoples' Rights	Cases of violation of rights of indigenous peoples	44
413-2	Community Relations	11	Local Communities	Operations with significant actual or potential negative impacts on local communities	44

## Credits and **Corporate Information**

### **PRIO**

#### **HUMAN ENERGY GENERATES ENERGY**

Praia de Botafogo, 370, 13º andar Botafogo - Rio de Janeiro - RJ

+55 (21) 3721-3800

[www.prio3.com.br](http://www.prio3.com.br)

#### **Report Coordination**

Milton Salgado Rangel Neto – Financial Director

Franciso Francilmar Fernandes – Operations Director

Carlos Leal – Manager, Sustainability

Aline Almeida – Coordinator, Socio-economy

Pedro Henrique C. F. Mendes – Junior Environmental Engineer

#### **Communication**

Ana Carolina Cachoni – Specialist, Corporate Relations & Press

#### **Investor Relations**

Gabriela Moraes Ferezin - Analyst, Investor Relations

#### **Images**

PRIO – Dissemination

#### **Contact**

Sustainability Management

[sustentabilidade@prio3.com.br](mailto:sustentabilidade@prio3.com.br)

**Beon ESG Strategies** ([beonesg.com](http://beonesg.com))

Content, Editing, Graphic Project & Design

An underwater photograph showing a clear view of the water's surface. Sunlight filters through the water, creating a shimmering effect. The water is a deep blue color, and the surface is slightly rippled. The word "PRIO" is overlaid in the center in a bold, white, sans-serif font.

**PRIO**