

PETROBRAS' POSITION DIVERSITY AND COMBATING HARASSMENT AND DISCRIMINATION

We express in our **Code of Ethical Conduct** and **Human Rights Guideline** Petrobras' commitment to promoting Diversity and the rigorously combating harassment and discrimination situations. Our commitments are:

"To guarantee a work environment that respects, welcomes, and promotes the diversity of culture, race, skin color, ethnic origin, nationality, social position, age, religion, gender, sexual orientation, personal aesthetics, physical, mental or psychological condition, marital status, opinion, political conviction, gender identity or any other individual differing factor"

"Suppress, refrain from practicing, and not accept any type of aggressive behavior, or physical and psychological violence, including moral or sexual harassment, as well as welcoming the person who reports being a victim of such practices"

Even with this clear and explicit commitment, we understand that work environments, at Petrobras and in all companies, are part of a broader societal context influenced by historical and cultural factors. In personal relationships, this can intrinsically reflect structural problems such as racism, sexism, ableism, homophobia, and transphobia, among others, even if unintentional.

Therefore, the company makes it clear its position and continues to act assertively in raising awareness about the importance of respecting individuals for a healthy, inclusive, and safe environment, committed to addressing eventually identified harassment cases.

WE SEEK:

- A work environment that values diversity and provides safe and equitable conditions for all persons. We pay special attention to groups that are historically discriminated against based on physical characteristics, gender, sexual orientation, color, race and ethnicity, beliefs, and religion, among others. We develop and support inclusive and affirmative actions for specific groups such as women, Black people, Indigenous people, people with disabilities, and LGBTQIA+ individuals.

WE DO NOT TOLERATE:

- Violence, physical or verbal aggressions, acts of moral or sexual harassment, or discriminatory attitudes and behaviors towards any individual, with special attention to the protection of women, Black people, Indigenous people, people with disabilities, and LGBTQIA+ individuals, among others.
- Everyday microaggressions, not expressed directly as physical or verbal violence, but manifested in the form of jokes and insinuations that result in disrespect towards individuals or underrepresented groups, creating discomfort, unease, and imbalance in the workplace.
- Retaliation against whistleblowers of workplace violence, whether they are Petrobras employees or workers linked to service providers.

WE ENCOURAGE AND PROMOTE:

- Actions for awareness and education on the value of diversity and the importance of promoting human rights, combating harassment, discrimination, and microaggressions.
- Affirmative actions aimed at increasing representation and inclusion of women, Black people, people with disabilities, and LGBTQIA+ individuals, among other groups, within the company.
- The possibility of reporting through independent channels, followed by diligent and timely handling of suspected cases of harassment or discrimination. When confirmed, these cases will be met with effective and proportionate punishments according to the identified conduct.

We recognize that several improvements are necessary towards a more just, equitable, and equal society. It is Petrobras' duty to lead by example and be a reference in promoting diversity, respect for individuals, justice, and human rights.