ESG Datasheet 2023

Complementary document to the 2023 Sustainability Report

PETROBRAS

Reduce carbon footprint [1]

Disclosure	Accounting metric	Unit of measure	2019	2020	2021	2022	2023	Target	Target year
GRI 11.1.5 GRI 11.1.6 SASB EM-EP-110a.1 SASB EM-MD-110a.1 SASB EM-RM-110a.1	Operational absolute emissions - direct (Scope 1) and indirect (Scope 2) greenhouse gases (GHG) emissions [2]	million tCO_2e	59	56	62	48	46	55	2030
SASB EM-EP-110a.2	Routine flaring [3]	million m^3		10	5	59	150	0	2030
-	CO_2 reinjection in CCUS projects (accumulated)	million tCO_2	14.4	21.4	30.1	40.8	53.7	80.0	2025
GRI 11.1.8	GHG intensity in E&P segment [4]	$kgCO_2e$/boe	17.3	15.9	15.7	15.0	14.2	15.0	2030
GRI 11.1.8	GHG intensity in Refining Segment [5]	$kgCO_2e$/CWT	41.7	40.2	39.7	37.9	36.8	30.0	2030
-	Upstream methane emissions intensity	tCH_4/thousand tHC	0.58	0.45	0.32	0.25	0.22	0.20	2030

1 Our emissions inventory is prepared according to the technical specifications of the Brazilian GHG Protocol Program, in alignment with the guidelines of the standard "A Corporate Accounting and Reporting Standard (GHG Protocol)" from the Greenhouse Gas Protocol - A Corporate Accounting and Reporting Standard (GHG Protocol), developed by the World Resources Institute (WRI) and the World Business Council for Sustainable Development (WBCSD), and with the specific guidelines published by the International Petroleum Industry Environmental Conservation Association (IPIECA) in the Petroleum industry Guidelines for Reporting Greenhouse Gas Emissions. We rely on proprietary software, the Atmospheric Emissions Management System (SIGEA®). This computerized system consolidates our emissions inventory through the monthly processing of information from approximately 10,000 sources. Emission calculations are based on international references such as the American Petroleum Institute Compendium, the Compilation of Air Pollutant Emission Factors from the U.S. Environmental Protection Agency (US-EPA AP-42), and calculation tools from the Brazilian GHG Protocol Program.
a) Emissions over the period refer to E&P operations, refining, fertilizers, petrochemicals, electricity generation, land (pipeline and road) and maritime transport operations, as well as marketing activities in Brazil, Argentina, Bolivia, Colombia, United States, Mexico, Paraguay, and Peru. The range of activities types and countries of operation may vary over the years according to our portfolio management.
b) CO_2 equivalent emissions were calculated based on the Global Warming Potential (GWP) values from the Fourth Assessment Report of the Intergovernmental Panel on Climate Change (IPCC) - AR4. In reports prior to 2016, these emissions were calculated considering the GWP values of the IPCC's Second Assessment Report (SAR); therefore, changes in the data may be observed.
c) Other possible changes in historical numerical information regarding publications prior to 2023 Sustainability Report, are due to improvements in the atmospheric emissions management system or recommendations resulting from third-party verification processes.
d) Our emissions are verified annually by a third party, with a forecast that data verification for 2023 will be completed by July 2024, and may undergo adjustments until then.
e) Biogenic CO_2 emissions are not representative in our inventory.

2 The values for 2023 refer to the total operational emissions, without considering the use of carbon credits to offset the emissions of Greenhouse Gas Emissions (GEE) from Petrobras Podium Carbon Neutral Gasoline calculated through Life Cycle Assessment (LCA). Of the offset emissions, approximately 11.7 thousand tCO_2e correspond to operational emissions.

3 The increase in values is due to the revision and optimization of flaring classifications between 2022 and 2023. Throughout 2022, we improved the identification of flaring reasons in order to classify the entirety of our flaring volume into routine flare, non-routine flare, and safety flare categories. In 2023, we achieved 100% classification.

4 The Scope 1 and 2 emissions and the gases CO_2, CH4, N_2O, HFCs, and SF6 are included. The E&P segment indicator that composed our top metric in 2023 referred to the greenhouse gas emissions intensity of units that were already in operation as of January 2023. The target for this indicator was 15.04 kgCO2e/boe, and the result achieved was 13.8 kgCO2e/boe. The 2023 result presented in the table corresponds to the overall GHG Intensity in E&P segment, which is related to our sustainability history and commitment.

5 The $kgCO_2e$/CWT indicator uses the activity unit called CWT (Complexity Weighted Tonne), which takes into account both the effect of processed load and the complexity of each refinery, allowing for the comparison of GHG emission potentials between refineries with different profiles and sizes. The external verification process of the inventory and emission indicators for the year 2023 is expected to be completed by July 2024, and may be subject to changes until that date. It includes Scope 1 and 2 emissions, as well as CO_2, CH_4, N_2O, HFCs, and SF_6 gases.

Protecting the environment

Disclosure	Biodiversity, water, and waste metrics	Unit of measure	2019	2020	2021	2022	2023	Target	Target year
-	Facilities with a biodiversity action plan [1]	%			25%	25%	55%	100%	2025
-	Number of endangered species of fauna protected, studied, and/or monitored [2]	species	56	52	56	58	82	70	2030
-	Recovered and conserved biomes [3]	thousand hectares	100	95	175	254	358	220	2030
-	Areas with strengthened environmental protection management [4]	million hectares	35	35	25	28	28	32	2030
GRI 11.8.2 SASB EM-EP-160a.2	Oil and oil product spills [5]	m^3	415.3	216.5	11.6	218.0	16.9	120.0	2024
GRI 11.6.4 SASB EM-EP-140a.1 SASB EM-RM-140a.1	Freshwater withdrawal [6]	megaliters	156,864	146,251	150,749	122,167	114,663	91,000	2030
GRI 11.5.4 SASB EM-RM-150a.1	Generation of solid waste from processes [7]	thousand t	307	289	278	249	224	195	2030
SASB EM-RM-150a.1	Disposal of solid waste from processes into RRR routes [8]	%	63%	69%	68%	76%	76%	80%	2030
-	Environmental monitoring programs and projects in environmental licensing processes [9]	million BRL			221	348	431		

1 The commitment to develop Biodiversity Action Plans (BAPs) has a national scope and includes facilities operated by Petrobras, as well as facilities operated by Libra, Transpetro, and Petrobras Biocombustível.

2 Cumulative result of ongoing projects in 2023.

3 The area directly affected by voluntary environmental projects in restoration, productive reconversion, and direct conservation actions, such as sustainable management. Cumulative result of ongoing projects in 2023.

4 The size of the protected areas in which the actions of voluntary environmental projects contribute to strengthening their management and conservation, especially Indigenous Lands and Quilombola Territories. Cumulative result of ongoing projects in 2023.

5 The volumes of oil and oil product spills related to our operations (not including clandestine tapping) from all occurrences that individually account for a volume leaked above one barrel (0.159 m^3) and that have reached water bodies or non-waterproofed soil. The data includes Petrobras parent company, Libra, Petrobras Bolivia, Petrobras International Braspetro - Colombia branch, and Transpetro. The targets correspond to the maximum permissible limit.

6 The data includes the parent company and the companies Petrobras Biocombustível, Petrobras Bolivia, Petrobras Colombia Biocombustibles, and Transpetro. It does not consider open circuit cooling water (30,557 megaliters in 2023) and rainwater harvesting (123 megaliters in 2023).

7 The data includes the parent company and the companies Petrobras Biocombustível, Petrobras Colombia Combustibles, and Transpetro.

8 The total mass of hazardous/non-hazardous waste disposed of in RRR routes (Reuse, Recycling, and Recovery) divided by the total mass of hazardous/non-hazardous waste disposed of.

9 Until 2021, the number only referred to the parent company.

Caring for people

Disclosure	Social metrics	Unit of measure	2019	2020	2021	2022	2023	Target	Target year
GRI 2-7	Number of employees [1]	employees	57,983	49,050	45,532	45,149	46,730		
GRI 2-8	Number of contractors (workers who are not employees)	workers	103,133	92,766	99,126	105,397	107,819		
-	Women in leadership positions [2]	employees	18.4%	19.1%	19.3%	19.4%	22.1%	25%	2030
-	Black people in leadership positions [2] [3]	employees	19.3%	20,0%	21.3%	21.9%	22.2%	25%	2030
-	Number of employees with disabilities [4]	employees	337	278	404	537	793		
GRI 11.9.10 SASB EM-RM-320a.1 EM-EP-320a.1	Fatalities [5]	people	2	0	3	5	2	0	2024
GRI 11.9.10 EM-EP-320a.1 EM-RM-320a.1	Total Recordable Injury Rate (TRIR)	[6]	0.76	0.56	0.54	0.68	0.80	< 0.7	2024
-	Percentage of employees trained in Human Rights [7] [8]	%				8%	97%	100%	2025
-	Investments in cultural projects [9]	million BRL	37	18	37	28	61		
-	Investments in sport projects [9]	million BRL	71	5	1	4	4		
-	Investments in business, science and technology projects [9] [10]	million BRL	13	8	12	17	24		
-	Investments in socio-environmental projects	million BRL	116	89	88	121	159		
-	Social and environmental projects with measurement of social return [7] [11]	%	0.94	5.88	12.75	23.60	34.09		
-	Return on social and environmental benefits for every R$1.00 invested in socio-environmental projects [7] [12]	BRL	4.55	6.51	5.10	5.29	4.84	> 1.50	2030
-	Donations [13]	million BRL	1	26	101	272	2		
-	Projects to minimize and offset socio-economic impacts [9]	million BRL			108	114	135		

1	The calculated numbers correspond to the employees registered in the system under the regime as of December 31, 2023, assigned to equivalent regions. Therefore, it does not consider fluctuations in hiring or termination, as it represents a specific snapshot of the company's profile on a given date and not an average over the period. Members of the Executive Board and President are governed by the company's bylaws and the Brazilian Corporate Law, and are not subject to the CLT (Consolidation of Labor Laws). The data does not include information from Fábrica Carioca de Catalisadores, Petronect, and Transbel.
2	Leadership positions are the management functions that include: coordinator, sector manager, manager, general manager, assistant, executive manager, officers and the CEO. Excludes employees of contracted companies working on the company's premises.
3	Self-declared employees of Black or brown color/race.
4	Until 2020 the number only referred to Petrobras parent company.
5	The data for 2023 includes information from the parent company, Libra, Transpetro, Petrobras Bolivia, Petrobras International Braspetro - Colombia branch, Petrobras Colombia Combustibles, Petrobras Logística de Exploração e Produção, Petrobras Biocombustível, Transportadora Brasileira Gasoduto Bolívia-Brasil, Araucária Nitrogenados, Fábrica Carioca de Catalisadores, Petronect, Petrobras America, Petrobras Singapore Private Limited, Petrobras Global Trading, and Petrobras Netherlands.
6	Number of recordable injuries per million man-hours. Data from the parent company, Libra, Petrobras Bolivia, Petrobras International Braspetro - Colombia branch, and Transpetro.
7	Data from the parent company only.
8	In 2023, the parent company expanded its goal beyond employees and committed to training 100% of employees and contractors by 2025.
9	Until 2021 the number only referred to Petrobras parent company.
10	NCT = Business, Science and Technology.
11	The percentage considers the cumulative number of projects measured from 2019 onwards by the number of projects in the portfolio on December 31 of each year.
12	The value considers the cumulative average of measured projects starting from 2019 (total value generated/total investment).
13	Until 2019, the number only referred to the parent company. The presented data is rounded to millions of Brazilian Reais, without decimal places. The value for 2023 corresponds to precisely BRL 1,628,355.55.

Acting with integrity

Disclosure	Integrity metrics	Unit of measure	2019	2020	2021	2022	2023
GRI 11.20.4	Cases of corruption involving employees in 2023, as defined by article 317 of the Brazilian Penal Code	cases	0	0	0	0	0
-	Percentage of employees trained in ethics and integrity [1]	%	99	98	99.2	99.2	97.6
-	Employee disciplinary measures [2]	cases	351	250	147	107	72

1 Data from the parent company. Considering the target audience of the training (including professionals requested from other corporate shareholdings and external entities), excluding employees on long-term leave of absence theand those seconded to other companies within the Petrobras System and external entities, the achievement percentage reached was 99.4%.

2 Data from Petrobras parent company.

Economic impacts

Disclosure	Proportion of spending on local suppliers [1]	Unit of measure	Value
GRI 11.14.6	Brazil	%	78.3%
GRI 11.14.6	Argentina	%	100%
GRI 11.14.6	Bolivia	%	95.7%
GRI 11.14.6	Colombia	%	49.7%
GRI 11.14.6	USA	%	29.2%
GRI 11.14.6	Netherlands	%	2.7%
GRI 11.14.6	Singapore	%	9.1%
GRI 11.14.6	**Total**	**%**	**54.1%**

1 Local suppliers are considered those contracted in the same country where the respective company is located. The percentage is calculated based on the ratio of the amount spent on local suppliers to the total amount spent on suppliers in general. The data includes the parent company and the following companies: Araucária Nitrogenados, Fábrica Carioca de Catalisadores, Petronect, Transportadora Brasileira Gasoduto Bolívia, Transpetro, Transbel, Petrobras Operaciones, Petrobras Bolivia, Petrobras Colombia Combustibles, Petrobras International Braspetro - Sucursal Colombia, Petrobras America, Petrobras Global Trading, Petrobras Netherlands, Transpetro International, and Petrobras Singapore Private Limited.

Anti-corruption

Disclosure	Anti-corruption [1]	Unit of measure	Proportion
GRI 11.20.2	Processes assessed for risks related to corruption	%	100%
GRI 11.20.3	Members of the Board of Directors, Fiscal Council, and Executive Board who have been informed about the anti-corruption policies and procedures adopted by the organization	%	100%
GRI 11.20.3	Members of the Board of Directors, Fiscal Council, and Executive Board who received anti-corruption training in 2023	%	66.67%
GRI 11.20.3	Employees in management positions who have been informed about the anti-corruption policies and procedures adopted by the organization	%	99.96%
GRI 11.20.3	Employees in management positions who received anti-corruption training in 2023	%	8.54%
GRI 11.20.3	Employees in management positions who have received anti-corruption training in the last 3 years [2]	%	104.90%
GRI 11.20.3	Employees in different position with additional payment (includes supervisor and specialist positions) who have been informed about the anti-corruption policies and procedures adopted by the organization	%	99.94%
GRI 11.20.3	Employees in different position with additional payment (includes supervisor and specialist positions) who received anti-corruption training in 2023	%	8.35%
GRI 11.20.3	Employees in different position with additional payment (includes supervisor and specialist positions) who have received anti-corruption training in the last 3 years	%	99.58%
GRI 11.20.3	Employees without additional payment who have been informed about the anti-corruption policies and procedures adopted by the organization	%	98.98%
GRI 11.20.3	Employees without additional payment who received anti-corruption training in 2023	%	8.50%
GRI 11.20.3	Employees without additional payment who have received anti-corruption training in the last 3 years	%	97.64%

1 **Data from Petrobras parent company.**

2 **The percentage exceeds 100% due to fluctuations in the number of employees during the period.**

Diversity in governance bodies

Disclosure	Composition in the Board of Directors, committees, Executive Board, and Fiscal Council	Unit of measure	Percentage
-	Petrobras' Nominations in the Board of Directors, advisory committees, Executive Board, and Fiscal Council (seats held by women)	%	21.0%

Compliance with laws and regulations

Disclosure	Compliance with laws and regulations [1]	Unit of measure	Number of fines	Million BRL
GRI 2-27	Fines related to Environmental licensing/ Ibama	fines million BRL	13	54.99
GRI 2-27	Discharges - oil-based (Ibama)	fines million BRL	6	30.00
GRI 2-27	Discharges - water-based (Ibama)	fines million BRL	5	7.01
GRI 2-27	Oil slick (Ibama)	fines million BRL	3	3.36

1 Data from Petrobras parent company.

Main associations

Disclosure	Association	Year of membership	Unit of measure	2023 Value
GRI 2-28	Instituto Brasileiro de Petróleo, Gás e Biocombustíveis (IBP) [1]	1957	BRL	-
GRI 2-28	Sociedade Brasileira de Geologia (SBG)	1957	BRL	50,000.00
GRI 2-28	Associação Brasileira das Companhias Abertas (ABRASCA)	1984	BRL	71,500.00
GRI 2-28	Associação Brasileira de Engenharia Automotiva (AEA)	1984	BRL	54,419.72
GRI 2-28	International Association of Oil and Gas Producers (IOGP)	1988	BRL	1,146,924.00
GRI 2-28	Camara Boliviana de Hidrocarburos Energía (CBHE)	1996	BRL	93,355.90
GRI 2-28	Camara Brasilera Boliviana	1996	BRL	4,595.55
GRI 2-28	Associação Brasileira de Normas Técnicas (ABNT)	1998	BRL	19,519.00
GRI 2-28	Camara de Industria y Comercio (CAINCO)	2000	BRL	34,264.83
GRI 2-28	Instituto Ethos [2]	2000	BRL	51,000.00
GRI 2-28	Comitê Brasileiro de Materiais, Equipamentos e Estruturas Oceânicas para Indústria de Petróleo e Gás Natural da Associação Brasileira de Normas Técnicas (ABNT/CB-50)	2002	BRL	-
GRI 2-28	Instituto Brasileiro de Governança Corporativa (IBGC) [3]	2002	BRL	46,999.00
GRI 2-28	Instituto Brasileiro de Relacionamento com Investidores (IBRI)	2002	BRL	25,000.00
GRI 2-28	International Gas Union (IGU)	2003	BRL	31,800.00
GRI 2-28	Rede Brasil do Pacto Global das Nações Unidas	2003	BRL	194,400.00
GRI 2-28	Associação Brasileira dos Comercializadores de Energia (ABRACEEL)	2004	BRL	88,452.00
GRI 2-28	American Petroleum Institute (API)	2005	BRL	-
GRI 2-28	Associação Nacional de Pesquisa e Desenvolvimento das Empresas Inovadoras (ANPEI)	2005	BRL	39,000.00
GRI 2-28	Well Testing Network (WTN)	2005	BRL	39,568.63
GRI 2-28	International Petroleum Industry Environmental Conservation Association (IPIECA)	2006	BRL	397,203.81
GRI 2-28	Electric Power Research Institute (EPRI)	2007	BRL	-

Main associations (continued)

Disclosure	Association	Year of membership	Unit of measure	2023 Value
GRI 2-28	Center for Chemical Process Safety (CCPS)	2009	BRL	178,458.62
GRI 2-28	Associação Brasileira de Geradoras Termelétricas (ABRAGET)	2011	BRL	1,068,828.62
GRI 2-28	Associação Brasileira de Exploração e Produção (ABEP)	2013	BRL	1,670,667.00
GRI 2-28	International Association of Drilling Contractors (IADC)	2014	BRL	252,475.95
GRI 2-28	Centro de Tecnologia em Dutos (CTDUT)	2015	BRL	146,000.00
GRI 2-28	Pacto Nacional para Erradicação do Trabalho Escravo (InPacto)	2015	BRL	15,000.00
GRI 2-28	Rede Integrada de Emergência do Vale do Paraíba (RINEM)	2015	BRL	12,466.00
GRI 2-28	Asociación Colombiana de Petróleo (ACP)	2015	BRL	110.82
GRI 2-28	Camara de Empresas Productoras de Hidrocarburos (CEPH)	2016	BRL	52,915.55
GRI 2-28	CDP Benchmark Club [4]	2017	BRL	47,344.50
GRI 2-28	World Economic Forum (WEF)	2017	BRL	711,225.00
GRI 2-28	American Society for Testing and Materials (ASTM)	2018	BRL	3,164.16
GRI 2-28	Associação Brasileira dos Executivos de Licenciamento (Les Brasil)	2018	BRL	600.00
GRI 2-28	Laboratório Nacional de Computação Científica (LNCC)	2018	BRL	-
GRI 2-28	The Welding Institute (TWI)	2018	BRL	471,536.36
GRI 2-28	The Open Group	2018	BRL	149,696.88
GRI 2-28	University of Tulsa (TULSA)	2018	BRL	276,634.40
GRI 2-28	Fieldcomm Group	2019	BRL	7,297.95
GRI 2-28	Iniciativa Empresarial pela Igualdade - ONG Afrobras e Faculdade Zumbi dos Palmares	2019	BRL	28,000.00
GRI 2-28	International Chamber of Commerce (ICC Brasil)	2019	BRL	52,735.00
GRI 2-28	Association for Supply Chain Management (ASCM)	2019	BRL	71,598.00

Main associations (continued)

Disclosure	Association	Year of membership	Unit of measure	2023 Value
GRI 2-28	Associação Brasileira de Downstream (ABD)	2020	BRL	2,097,000.00
GRI 2-28	Centro Brasileiro de Relações Internacionais (CEBRI)	2021	BRL	55,000.00
GRI 2-28	Instituto Combustível Legal (ICL)	2021	BRL	2,650,000.00
GRI 2-28	Oil Spill Response Limited (OSRL)	2021	BRL	8,314,910.62
GRI 2-28	Baltic and International Maritime Council (BIMCO)	2021	BRL	145,569.87
GRI 2-28	Conselho Empresarial Brasileiro para o Desenvolvimento Sustentável (CEBDS) [5]	2021	BRL	181,279.00
GRI 2-28	Conselho Empresarial Brasil-China (CEBC)	2022	BRL	91,600.00
GRI 2-28	Centro de Pesquisas de Energia Elétrica (CEPEL)	2022	BRL	600,000.00
GRI 2-28	The Sprint Robotics Collaborative (SPRINT ROBOTICS)	2022	BRL	158,163.00
GRI 2-28	Associação de Empresas de Petróleo, Gás e Energias Renováveis da América Latina e do Caribe (ARPEL)	2022	BRL	183,634.50
GRI 2-28	Oxford Institute for Energy Studies (OIES)	2022	BRL	156,360.00
GRI 2-28	Society of International Gas Tanker and Terminal Operators (SIGTTO)	2022	BRL	61,317.77
GRI 2-28	Associação Brasileira de Ensaios Não Destrutivos e Inspeção (ABENDI) [6]	2023	BRL	14,469.00
GRI 2-28	Associação Brasileira de Corrosão (ABRACO) [7]	2023	BRL	16,320.00
GRI 2-28	Associação Brasileira de Manutenção e Gestão de Ativos (ABRAMAN) [8]	2023	BRL	6,684.00
GRI 2-28	International Marine Contractors Association (IMCA)	2023	BRL	49,370.40
GRI 2-28	Center for Advanced Subsurface Earth Resource Models (CASERM)	2023	BRL	244,755.00
GRI 2-28	Instituto Iniciativa Empresarial pela Igualdade	2023	BRL	28,000.00
GRI 2-28	Associação de Empresas Proprietárias de Infraestrutura e de Sistemas Privados de Telecomunicações (APTEL)	2023	BRL	15,000.00
GRI 2-28	Oil Companies International Marine Forum (OCIMF)	2023	BRL	63,177.60

1 IBP receives resources through the Associação Brasileira de Exploração e Produção (ABEP) and Associação Brasileira de Downstream (ABD).

2 Instituto Ethos - member from 2000 to 2008, resumed membership in 2018.

3 IBGC - member from 2002 to 2015, resumed membership in 2021.

4 CDP - member since 2017, with the exception of the year 2020.

5 CEBDS - payment made in 2021 for the years 2021, 2022, and 2023.

6 ABENDI - member from 1979 to 2018; resumed membership in 2023.

7 ABRACO - member from 1971 to 2020; resumed membership in 2023.

8 ABRAMAN - member from 1984 to 2015; resumed membership in 2023.

Greenhouse gases (GHG) emissions [1]

Disclosure	Greenhouse gases (GHG) emissions	Unit of measure	2015	2016	2017	2018	2019	2020	2021	2022	2023
GRI 11.1.5 SASB EM-EP-110a.1 SASB EM-MD-110a.1 SASB EM-RM-110a.1	Direct (Scope 1) GHG emissions	million tCO_2e	77.5	66	66.6	61.4	58.8	55.5	61.3	47.6	45.8
GRI 11.2.3 SASB EM-EP-110a.3 SASB EM-MD-110a.2 SASB EM-RM-110a.2	Accumulated reduction of Scope 1 operational GHG emissions [2]	million tCO_2e		11.5	10.9	16.1	18.7	22.0	16.2	29.9	31.6
GRI 11.2.3 SASB EM-EP-110a.3 SASB EM-MD-110a.2 SASB EM-RM-110a.2	Accumulated reduction of Scope 1 operational GHG emissions [2]	%		15%	14%	21%	24%	28%	21%	39%	41%
GRI 11.1.6	Indirect (Scope 2) GHG emissions	million tCO_2e	0.8	0.5	0.4	0.4	0.3	0.2	0.4	0.1	0.1
GRI 11.2.3 SASB EM-EP-110a.3 SASB EM-MD-110a.2 SASB EM-RM-110a.2	Accumulated reduction of Scope 2 operational GHG emissions [2]	million tCO_2e		0.3	0.4	0.4	0.5	0.6	0.4	0.7	0.7
GRI 11.2.3 SASB EM-EP-110a.3 SASB EM-MD-110a.2 SASB EM-RM-110a.2	Accumulated reduction of Scope 2 operational GHG emissions [2]	%		38%	50%	50%	63%	75%	50%	88%	84%
GRI 11.1.5 SASB EM-EP-110a.1 SASB EM-MD-110a.1 SASB EM-RM-110a.1	Operational absolute emissions - direct (Scope 1) and indirect (Scope 2) greenhouse gases (GHG) emissions	million tCO_2e	78.2	66.5	67.1	61.8	59.1	55.8	61.7	47.7	45.9
GRI 11.1.7	**Other indirect (Scope 3) GHG emissions [3]**	million tCO_2e	537	472	450	423	414	427	435	442	441
-	Category 10	million tCO_2e	10	12	13	11	14	16	15	17	18
-	Category 11 [3]	million tCO_2e	527	460	437	412	400	411	420	425	422
GRI 11.2.3	Accumulated reduction of Scope 3 operational GHG emissions [2]	million tCO_2e		65	87	114	123	110	102	95	96
GRI 11.2.3	Accumulated reduction of Scope 3 operational GHG emissions [2]	%		12%	16%	21%	23%	20%	19%	18%	18%

Greenhouse gases (GHG) emissions [1] (continued)

Disclosure	Greenhouse gas emissions (Scope 1) by gas type	Unit of measure	2015	2016	2017	2018	2019	2020	2021	2022	2023
GRI 11.1.5 SASB EM-EP-110a.1 SASB EM-MD-110a.1 SASB EM-RM-110a.1	CO_2 emissions	million tCO_2e	73.8	62.3	63.2	58.1	55.4	52.7	59.3	46.1	44.5
GRI 11.1.5 SASB EM-EP-110a.1 SASB EM-MD-110a.1 SASB EM-RM-110a.1	CH_4 emissions	million tCO_2e	3.7	3.6	3.3	3.2	3.2	2.6	2.0	1.2	1.2
GRI 11.1.5 SASB EM-EP-110a.1 SASB EM-MD-110a.1 SASB EM-RM-110a.1	Other GHG emissions [4]	million tCO_2e	0.7	0.6	0.6	0.5	0.5	0.4	0.5	0.4	0.2

Disclosure	Greenhouse gas emissions (Scope 1) by business segment	Unit of measure	2015	2016	2017	2018	2019	2020	2021	2022	2023
SASB EM-EP-110a.1	E&P	million tCO_2e	23.1	22.3	21.6	21.0	21.7	21.0	20.2	19.7	19.9
SASB EM-RM-110a.1	Refining	million tCO_2e	25.0	24.0	22.9	22.9	22.1	21.5	21.4	19.5	18.9
-	Thermal power generation	million tCO_2e	21.7	11.8	14.6	10.4	9.5	8.4	15.2	4.2	3.2
-	Others [5]	million tCO_2e	8.3	8.4	8.0	7.5	5.8	4.8	5.0	4.2	3.9

Disclosure	Direct (Scope 1) GHG emissions [6]	Unit of measure	2023
SASB EM-EP-110a.2	Flared hydrocarbons	million tCO_2e	3.6
SASB EM-EP-110a.2	Other combustion	million tCO_2e	32.8
SASB EM-EP-110a.2	Process emissions	million tCO_2e	8.6
SASB EM-EP-110a.2	Other vented emissions	million tCO_2e	0.3
SASB EM-EP-110a.2	Fugitive emissions	million tCO_2e	0.4
SASB EM-EP-110a.1 SASB EM-MD-110a.1	Methane percentage	%	3%
SASB EM-EP-110a.1 SASB EM-RM-110a.1 SASB EM-MD-110a.1	Percentage covered under emissions-limiting regulations	%	0%

1	Our emissions inventory is prepared according to the technical specifications of the Brazilian GHG Protocol Program, in alignment with the guidelines of the standard "A Corporate Accounting and Reporting Standard (GHG Protocol)" from the Greenhouse Gas Protocol - A Corporate Accounting and Reporting Standard (GHG Protocol), developed by the World Resources Institute (WRI) and the World Business Council for Sustainable Development (WBCSD), and with the specific guidelines published by the International Petroleum Industry Environmental Conservation Association (IPIECA) in the Petroleum industry Guidelines for Reporting Greenhouse Gas Emissions. We rely on proprietary software, the Atmospheric Emissions Management System (SIGEA®). This computerized system consolidates our emissions inventory through the monthly processing of information from approximately 10,000 sources. Emission calculations are based on international references such as the American Petroleum Institute Compendium, the Compilation of Air Pollutant Emission Factors from the U.S. Environmental Protection Agency (US-EPA AP-42), and calculation tools from the Brazilian GHG Protocol Program. a) Emissions over the period refer to E&P operations, refining, fertilizers, petrochemicals, electricity generation, land (pipeline and road) and maritime transport operations, as well as marketing activities in Brazil, Argentina, Bolivia, Colombia, United States, Mexico, Paraguay, and Peru. The range of activities types and countries of operation may vary over the years according to our portfolio management. b) CO_2 equivalent emissions were calculated based on the Global Warming Potential (GWP) values from the Fourth Assessment Report of the Intergovernmental Panel on Climate Change (IPCC) - AR4. In reports prior to 2016, these emissions were calculated considering the GWP values of the IPCC's Second Assessment Report (SAR); therefore, changes in the data may be observed. c) Other possible changes in historical numerical information regarding publications prior to the 2023 Sustainability Report, are due to improvements in the atmospheric emissions management system or recommendations resulting from third-party verification processes. d) Our emissions are verified annually by a third party, with a forecast that data verification for 2023 will be completed by July 2024, and may undergo adjustments until then. e) Biogenic CO_2 emissions are not representative in our inventory.
2	Reduction compared to 2015.
3	The emissions from category 11 in 2022 were adjusted to align with internally used conversion factors. As a result, the Scope 3 emissions were adjusted to 442 million tCO_2e, instead of the 435 million tCO_2e published in the 2022 Sustainability Report. The values for 2023 refer to the main emissions in Petrobras' value chain without considering the use of carbon credits to offset the emissions from Petrobras Podium Carbon Neutral gasoline, which amount to 96.1 thousand tCO_2e and are calculated through LCA (Life Cycle Assessment).
4	"Others" includes HFCs and SF_6 gases. No emissions of PFCs and NF_3 were identified in our activities.
5	"Others" include gas treatment units, LNG terminals, maritime transport, gas transport activities (Transpetro and Transportadora Brasileira Gasoduto Bolívia-Brasil), office activities of Petrobras, in addition to operational activities not previously described: Petrobras Biocombustível; Fertilizantes (until 2020); Liquigás (until 2019); and Petrobras Distribuidora (until 2018).
6	a) We consider the records of gas flaring volume in activities while they are a part of our portfolio, including exploration and production, refining, fertilizer production, gas treatment, and transportation. b) We consider records of gas released directly into the atmosphere through venting and depressurization events (fugitive emissions from pipeline and equipment components are not included). c) Approximately 99% of the gas flaring volume occurs in Brazil.

Air emissions

Disclosure	Emissions of regulated pollutants [1]	Unit of measure	2019	2020	2021	2022	2023
GRI 11.3.2 SASB EM-EP-120a.1 SASB EM-MD-120a.1 SASB EM-RM-120a.1	NO_x	t	216,901	215,131	243,824	199,662	186,593
GRI 11.3.2 SASB EM-EP-120a.1 SASB EM-MD-120a.1 SASB EM-RM-120a.1	CO	t	118,960	82,523	116,209	77,445	121,427
GRI 11.3.2 SASB EM-EP-120a.1 SASB EM-MD-120a.1 SASB EM-RM-120a.1	PM	t	12,872	11,198	12,695	11,003	10,246
GRI 11.3.2 SASB EM-EP-120a.1 SASB EM-MD-120a.1 SASB EM-RM-120a.1	SO_x	t	137,682	108,043	92,843	86,855	84,622
GRI 11.3.2 SASB EM-EP-120a.1 SASB EM-MD-120a.1 SASB EM-RM-120a.1	VOC	t	272,627	279,269	243,284	170,988	223,063

1 Our emissions inventory is prepared according to the technical specifications of the Brazilian GHG Protocol Program, in alignment with the guidelines of the "A Corporate Accounting and Reporting Standard (GHG Protocol)" standard from the Greenhouse Gas Protocol, developed by the World Resources Institute (WRI) and the World Business Council for Sustainable Development (WBCSD), and with specific guidelines published by IPIECA in the Petroleum industry Guidelines for Reporting Greenhouse Gas Emissions. We rely on a proprietary software, the Atmospheric Emissions Management System (SIGEA®). This computerized system consolidates our inventory through the monthly processing of information from approximately 10,000 sources. The emissions calculations are based on international references such as the American Petroleum Institute Compendium, the Compilation of Air Pollutant Emission Factors from the U.S. Environmental Protection Agency (US-EPA AP-42), and the calculation tools of the Brazilian GHG Protocol Program. HAP and H_2S gases are not inventoried by Petrobras.

Energy consumption

Disclosure	Energy consumption within the organization [1]	Unit of measure	2019	2020	2021	2022	2023
GRI 11.1.2	Fuels from non-renewable sources	TJ	823,828	808,350	916,641	692,550	655,236
GRI 11.1.2	Electricity [2]	TJ	13,740	12,811	13,615	12,185	12,123
GRI 11.1.2	Total	TJ	837,568	821,161	930,256	704,735	667,360

Disclosure	Total energy sold [3]	Unit of measure	2019	2020	2021	2022	2023
GRI 11.1.2	Electricity	TJ	124,756	102,488	113,183	99,401	99,969
GRI 11.1.2	Steam	TJ	401	1,290	1,424	7,897	4,719
GRI 11.1.2	Total	TJ	125,157	103,778	114,607	107,298	104,688

Disclosure	Total energy consumption	Unit of measure	2019	2020	2021	2022	2023
GRI 11.1.2	Total energy consumption within the organization	TJ	712,411	717,383	815,649	597,437	562,672

Disclosure	Energy consumption outside of the organization	Unit of measure	2019	2020	2021	2022	2023
GRI 11.1.3	Total energy consumption outside of the organization	millions TJ		5.7	5.9	6.0	5.9

Disclosure	Energy intensity	Unit of measure	2019	2020	2021	2022	2023
GRI 11.1.4	Refining energy intensity [4]	-	116.5	115.1	113.1	107.5	103.7

1	a) The consolidation of internal energy consumption follows the approach and standards adopted for our emissions inventory, including the scope of organizational limits for direct and indirect operations. b) The amounts in mass or volume of fuel consumption consumed are converted to energy considering the values of calorific value by fuel type. Electricity and steam are accounted for based on the theoretical thermal equivalent (0.0036 TJ = 1 MWh). c) Conservatively, we consider that the total energy consumption reported is of fossil origin, since a possible consumption of energy from renewable sources has a low representation in the total, and to separate these in the report there would be a need to improve its tracking. d) Reported fuel consumption includes all those necessary for ours various operations, including: generation of electric energy and steam for internal use, heating and cooling currents, transportation, and processes, among others. e) In previous reports, values of energy in the form of steam consumed by Petrobras were reported. This consumption refers to the amount of steam acquired by our refineries, but which is imported directly from Petrobras' own thermal plants. In other words, there is no consumption of energy in the form of steam from sources outside of Petrobras. In this sense, there is no energy in the form of steam consumed by third parties to be reported. Thus, we excluded the item from the table, also correcting previous years. f) The volume of natural gas and liquid fuels burned through flaring in 2023, totaled 74.7 thousand TJ and is not considered in the calculation of energy consumption.
2	In the 2022 Sustainability Report, the electricity data for the years 2021 and 2022 were swapped, although the totals (total consumption) were correct. In the current table, the numbers have been corrected.
3	We do not sell “heating” and “cooling” energy. The energy sales volumes are those of the Free Trading Environment (ACL) and Regulated Trading Environment (ACR) of the thermoelectric plants we effectively control and are the same as those already reported to the market through Form 20-F reports (filed in the U.S. Securities and Exchange Commission - SEC) and Reference Form (filed at the Securities and Exchange Commission - CVM) converted by a factor of 3,600 in the transformation from MWh to Joule. 2021 steam volumes have been revised to account for steam sales to third party refineries.
4	The Refining Energy Intensity Index for 2023 indicates the quality of energy consumption in the Refining Business Units. It assesses the energy consumption of the refinery, which includes the energy (steam, electricity, fuel oil, fuel gas) required to operate the refining processes. It is the ratio between the consumption of primary energy sources in refineries and a standard consumption, which is calculated monthly using protocols for each process unit typology, taking into account the quality and quantity of the feedstock and process characteristics. These protocols are periodically reviewed and updated by SOLOMON. The indicator follows the "lower is better" principle, meaning that a lower index value indicates better energy efficiency.

Waste

Disclosure	Waste [1]	Unit of measure	Hazardous	Non-hazardous	TOTAL
GRI 11.5.4	**Waste generated**	thousand t	79.6	143.9	223.5
GRI 11.5.4	Drilling fluids and cuttings	thousand t	2.1	0.0	2.1
GRI 11.5.4	Oily sludge	thousand t	39.6	0.0	39.6
GRI 11.5.4	Other waste	thousand t	37.9	143.9	181.8
GRI 11.5.5	**Waste diverted from disposal [2]**	thousand t	70.4	109.4	179.8
GRI 11.5.5	Reuse as fuel	thousand t	58.3	6.6	64.9
GRI 11.5.5	Recovery, recycling, and reuse	thousand t	12.1	102.7	114.8
GRI 11.5.5	Incineration (with energy recovery)	thousand t	0.0	0.0	0.0
GRI 11.5.6	**Waste directed to disposal [2]**	thousand t	6.7	49.1	55.8
GRI 11.5.6	Biological treatment	thousand t	0.6	2.5	3.1
GRI 11.5.6	Incineration (without energy recovery)	thousand t	1.9	0.6	2.4
GRI 11.5.6	Disposal in landfills	thousand t	3.8	40.2	43.9
GRI 11.5.6	Others (waste submitted to unconventional disposal technologies or to more than one type of treatment)	thousand t	0.4	5.9	6.3

1 **Data include Petrobras parent company, Petrobras Biocombustível, Petrobras Colombia Combustibles and Transpetro.**

2 **There is no waste disposal within the organization.**

Water and effluents

Disclosure	Water withdrawal by the sources [1]	Unit of measure	All areas	Water stressed areas [2]
GRI 11.6.4	**Surface water**	megaliters	136,302	0
GRI 11.6.4	Freshwater (salinity ≤ 0.5%) [3]	megaliters	128,381	0
GRI 11.6.4	Brackish/saline (salinity > 0.5%) [3]	megaliters	7,921	0
GRI 11.6.4	**Groundwater**	megaliters	3,740	0
GRI 11.6.4	Freshwater (salinity ≤ 0.5%) [3]	megaliters	3,581	0
GRI 11.6.4	Brackish/saline (salinity > 0.5%) [3]	megaliters	159	0
GRI 11.6.4	**Seawater (saline)**	megaliters	2,670,629	0
GRI 11.6.4	**Produced water (saline) [4]**	megaliters	93,569	0
-	**Third-party water (Petrobras facilities)**	megaliters	5,722	0
-	**[5]** Freshwater (salinity ≤ 0.5%) [3]	megaliters	5,654	0
-	Brackish/saline (salinity > 0.5%) [3]	megaliters	68	0
-	**Third-party water (utilities and other companies)**	megaliters	7,726	5
-	**[6]** Freshwater (salinity ≤ 0.5%) [3]	megaliters	7,726	5
-	Brackish/saline (salinity > 0.5%) [3]	megaliters	0	0
-	**TOTAL**	megaliters	2,917,688	5

1 Data include Petrobras parent company, Petrobras Biocombustível, Petrobras Bolivia, Petrobras Colombia Combustibles and Transpetro.

2 Water stress according to the criteria of the World Resources Institute "Aqueduct Water Risk Atlas": high baseline water stress (ratio between annual total water demand and annual renewable water supply) is considered when it ranges from 40% to 80%, and extremely high when it exceeds 80%. The Aqueduct tool was updated to version 4.0 in August 2023, and its most recent data revealed a lower exposure of our facilities to areas of annual baseline water stress.

3 Although the GRI requests the division of withdrawals into “freshwater” (≤1.000 mg/L Total Dissolved Solids) and “other water” (> 1.000 mg/L Total Dissolved Solids), we have chosen to follow the criterion to separate freshwater from brackish/saline water adopted in Brazil by CONAMA Resolution no. 357/2005.

4 Produced water generation values are estimated based on the BSW (Basic Sediments and Water) of the producing wells.

5 Due to our calculation system, when one of our facilities receives from another Petrobras facility or from a Petrobras subsidiary, this is calculated as “water from third parties.”

6 GRI requests a breakdown of 'Third-party Water in Water-Stressed Areas' (5 megaliters) by the original source typology of water withdrawal from suppliers. However, such breakdown is not available due to the variety of suppliers.

Water and effluents (continued)

Disclosure	Water/effluents discharge by destination [1]	Unit of measure	All areas	Water stressed areas [2]
GRI 11.6.5	**Total water/effluents discharge**	megaliters	2,827,495	56
GRI 11.6.5	Surface water	megaliters	89,736	52
GRI 11.6.5	Groundwater [3]	megaliters	202,956	4
GRI 11.6.5	Seawater	megaliters	2,533,833	0
GRI 11.6.5	Third-party (total)	megaliters	970	0
GRI 11.6.5	Third-party (reuse)	megaliters	182	0

Disclosure	Freshwater use and water reuse [1]	Unit of measure	All areas	Water stressed areas [2]
SASB EM-EP-140a.1 SASB EM-RM 140a.1	**Total demand (withdrawal + reuse)**	megaliters	150,468	5
SASB EM-EP-140a.1	Upstream	megaliters	17,367	0
SASB EM-RM 140a.1	Downstream	megaliters	127,392	5
-	Others	megaliters	5,708	0

1 Data include Petrobras parent company, Petrobras Biocombustível, Petrobras Bolivia, Petrobras Colombia Combustibles and Transpetro.

2 Water stress according to the criteria of the World Resources Institute "Aqueduct Water Risk Atlas": high baseline water stress (ratio between annual total water demand and annual renewable water supply) is considered when it ranges from 40% to 80%, and extremely high when it exceeds 80%. The Aqueduct tool was updated to version 4.0 in August 2023, and its most recent data revealed a lower exposure of our facilities to areas of annual baseline water stress.

3 In alignment with the CDP Water Security, the discharges to underground reservoirs are considering the injected water (or reinjected produced water) in oil and gas reservoirs for secondary recovery purposes. Without considering these portions, the value is 2,438 megaliters.

Oil and oil product spills

Disclosure	Significant spills [1]	Unit of measure	Volume	Location	Material
GRI 11.8.2	**Soil**	m^3	9.13	-	-
GRI 11.8.2	Petrobras	m^3	7.71	Araçás BA - Brasil	Oil
GRI 11.8.2	Transpetro	m^3	1.42	Santo André SP - Brasil	Gasoline
GRI 11.8.2	**Sea**	m^3	7.73	-	-
GRI 11.8.2	Petrobras	m^3	0.25	Bacia de Santos RJ - Brasil	Diesel oil
GRI 11.8.2	Petrobras	m^3	1.30	Bacia de Campos RJ - Brasil	Oil
GRI 11.8.2	Petrobras	m^3	3.34	Bacia de Campos RJ - Brasil	Diesel oil
GRI 11.8.2	Petrobras	m^3	2.50	Bacia de Campos RJ - Brasil	Hydraulic fluid
GRI 11.8.2	Petrobras	m^3	0.34	Bacia do Espírito Santo - ES - Brasil	Oil
GRI 11.8.2	**Total**	m^3	16.86	-	-

Process safety

Disclosure	Process safety events	Unit of measure	Number
GRI 11.8.3 SASB EM-EP-540a.1 GRI EM-RM-540a.1	Number of Tier 1 events	events	21
GRI 11.8.3 GRI EM-RM-540a.1	Number of Tier 2 events	events	42

1 **Volumes of oil and oil products spilled related to our operation (excluding clandestine tapping) that individually account for spills above one barrel (0.159 m^3) and have reached water bodies or non-waterproofed soil. The data includes Petrobras parent company, Libra, Petrobras Bolivia, Petrobras International Braspetro - Sucursal Colombia, and Transpetro.**

Biodiversity

Disclosure	Species in areas affected by operations [1]	Unit of measure	National list	International list (IUCN)
GRI 11.4.5	**IUCN Red List species and national conservation list species with habitats in areas affected by operations**	species	195	882
GRI 11.4.5	Critically endangered	species	37	22
GRI 11.4.5	Endangered	species	43	26
GRI 11.4.5	Vulnerable	species	89	51
GRI 11.4.5	Near threatened	species	1	34
GRI 11.4.5	Least concern	species	25	749

1 Data include Petrobras parent company, Petrobras Biocombustível, and Transpetro.

Intersection with protected areas

Disclosure	Company	Unit	Geographic location	Type of operation	Position	Type of area	Area (km²)	Biodiversity value characterized by listing of protected status
GRI 11.4.2	PETROBRAS	ALAGOAS TERRA	BR-AL	extractive	containing portions of the protected area	Surface	12.6	V and VI
GRI 11.4.2	PETROBRAS	SERGIPE MAR	BR-SE	extractive	containing portions of the protected area	Surface	3.1	Ia
GRI 11.4.2	PETROBRAS	ADUTORA REDUC-GASLUB	BR-RJ	production	containing portions of the protected area	Underground	1.9	V
GRI 11.4.2	TRANSPETRO	4150.54 - Faixa de Dutos Cabiúnas - Praia Lagomar - Monobóia	BR-RJ	production	containing portions of the protected area	Underground	0.2	II
GRI 11.4.2	TRANSPETRO	4450.81 - Faixa de Dutos Urucu-Coari-(AM)	BR-AM	production	containing portions of the protected area	Underground	11.1	Not Reported
GRI 11.4.2	PETROBRAS	EMISSÁRIO MARICÁ-COMPERJ	BR-RJ	production	containing portions of the protected area	Underground	2.0	III and V
GRI 11.4.2	PETROBRAS	GASDUC II	BR-RJ	production	containing portions of the protected area	Underground	3.0	V
GRI 11.4.2	TRANSPETRO	ESGUAR	BR-SP	production	containing portions of the protected area	Surface	0.2	II
GRI 11.4.2	TRANSPETRO	ESTAÇÃO DE BOMBEAMENTO DE ATIBAIA	BR-SP	production	containing portions of the protected area	Surface	0.2	V
GRI 11.4.2	TRANSPETRO	ESTAÇÃO DE BOMBEAMENTO DE RIO PARDO	BR-SP	production	containing portions of the protected area	Surface	0.1	II
GRI 11.4.2	TRANSPETRO	ESTAÇÃO DE BOMBEAMENTO DE SANTA ISABEL	BR-SP	production	containing portions of the protected area	Surface	0.1	V
GRI 11.4.2	TRANSPETRO	ESTAÇÃO DE BOMBEAMENTO TOPO DA SERRA	BR-SP	production	containing portions of the protected area	Surface	0.0	II
GRI 11.4.2	TRANSPETRO	Etanolduto Uberaba - REPLAN - LOGUM 20 e 24, OSBRA 6 POL GA (UBERLANDIA-SHELL), OSBRA 8 POL OD (UBERLANDIA - SHELL), OSBRA 12 POL (SEN.CANEDO-BRASÍLIA), OSBRA 12 POL OD (SEN.CANEDO-CIAS), OSBRA 20'' (REPLAN-SEN. CANEDO), OSBRA 4 POL GA (SEN.CANEDO- CIA	BR-DF, GO e BR-SP	production	containing portions of the protected area	Underground	38.5	IV e V
GRI 11.4.2	PETROBRAS	GASDUC II	BR-RJ	production	containing portions of the protected area	Underground	3.0	Ia
GRI 11.4.2	TRANSPETRO	GASODUTO DE MERLUZA (PTF MERLUZA - RPBC)	BR-SP	production	containing portions of the protected area	Underground	1.1	II
GRI 11.4.2	TRANSPETRO	GASODUTO DE MERLUZA (PTF MERLUZA - RPBC), GASODUTO RPBC / RECAP - GASAN 12", OSSP R1 14", OSSP R5 14", OSSP R6 18 POL, OSSP R7 -18", OSSP R8 18 POL, OSSP-B1-8 POL (EBC- TECUB), OSSP-R4-24 POL (PETRÓLEO), OSSP-R9-10 POL (GLP/BUT/PROP)	BR-SP	production	containing portions of the protected area	Underground	0.4	II
GRI 11.4.2	TRANSPETRO	OBATI 14' ESCUROS, OBATI 14'' CLAROS	BR-SP	production	containing portions of the protected area	Underground	1.7	Not Reported

Intersection with protected areas (continued)

Disclosure	Company	Unit	Geographic location	Type of operation	Position	Type of area	Area (km²)	Biodiversity value characterized by listing of protected status
GRI 11.4.2	TRANSPETRO	OSSP 18'' - OC, OSSP A 14, OSSP B 10 (CUBATÃO-SCS), OSSP-SSPC 18 (LINHA C/ CUBATÃO-SCS), OSSP-SSPP 12 P (RE-4 / CUBATÃO-RECAP), RE-5 / 6 POL (SCS - AGIP, EX-S.PAULO)	BR-SP	production	containing portions of the protected area	Underground	1.5	II
GRI 11.4.2	TRANSPETRO	OCAB	BR-RJ	production	containing portions of the protected area	Underground	2.7	III and V
GRI 11.4.2	TRANSPETRO	OCEVAP I E II	BR-SP	production	containing portions of the protected area	Underground	2.7	II and V
GRI 11.4.2	TRANSPETRO	OPASA / OP10 - CLAROS, OPASA 14 POL CLAROS, OPASA 16 POL - OC	BR-SP	production	containing portions of the protected area	Underground	3.9	IV and V
GRI 11.4.2	TRANSPETRO	ORBEL I	BR-RJ	production	containing portions of the protected area	Underground	7.0	Ia, III, IV and V
GRI 11.4.2	TRANSPETRO	ORBEL I	BR-MG	production	containing portions of the protected area	Underground	7.2	Ia
GRI 11.4.2	TRANSPETRO	ORBEL II	BR-RJ	production	containing portions of the protected area	Underground	2.9	III and V
GRI 11.4.2	TRANSPETRO	ORBEL II	BR-MG	production	containing portions of the protected area	Underground	10.2	Ia
GRI 11.4.2	TRANSPETRO	ORBIG	BR-RJ	production	containing portions of the protected area	Underground	4.8	II, IV and V
GRI 11.4.2	TRANSPETRO	OSBAT 24" (SÃO SEBASTIÃO - RPBC), OSBAT 24' (SÃO SEBASTIÃO-GUARATUBA), OSVAT 42 /OSV42 - (SSE - RIO PARDO)	BR-SP	production	containing portions of the protected area	Underground	4.8	II, IV and V
GRI 11.4.2	TRANSPETRO	OSDUC-II	BR-RJ	production	containing portions of the protected area	Underground	7.2	Ia and V
GRI 11.4.2	TRANSPETRO	OSPLAN 24 POL (S. SEBASTIÃO-GUARAREMA), OSVAT 38 / OSV38 - (RIO PARDO-GMA), OSVAT 42 /OSV42 - (SSE - RIO PARDO)	BR-SP	production	containing portions of the protected area	Underground	3.2	II
GRI 11.4.2	TRANSPETRO	OSPLAN I / RP24 - (GMA-REPLAN), OSPLAN II - RP18 - (REPLAN-GMA), OSVAT 30 / OSV30 - (GMA-REPLAN)	BR-SP	production	containing portions of the protected area	Underground	6.0	II, III, IV and V
GRI 11.4.2	TRANSPETRO	OSRIO 16 (LORENA-ESVOL)	BR-SP	production	containing portions of the protected area	Underground	10.3	V
GRI 11.4.2	TRANSPETRO	OSRIO 16 POL (GMA-REVAP-LORENA), OSVAT 16 - (SUZANO-RECAP), OSVAT 16 / GZ16 - (GUARAREMA - SUZANO), OSVAT 16 / RV16 - (REVAP-GUARAREMA), OSVAT 22 / GG22 - (GUARAREMA-GUARULHOS), OSVAT 22 / RV22 - (REVAP-GUARAREM	BR-SP	production	containing portions of the protected area	Underground	3.9	III and V
GRI 11.4.2	TRANSPETRO	OSSP A 14, OSSP-SSPP 12P	BR-SP	production	containing portions of the protected area	Underground	1.5	II
GRI 11.4.2	TRANSPETRO	OSVAT 22 / UG22 - (GUARULHOS-SÃO CAETANO), OSVAT 24, OSVAT 24 - (REVAP-TERMINAL DE S. CAETANO DO SUL)	BR-SP	production	containing portions of the protected area	Underground	0.8	II and V
GRI 11.4.2	TRANSPETRO	OSVOL 12	BR-RJ	production	containing portions of the protected area	Underground	1.6	Ia and V

Intersection with protected areas (continued)

Disclosure	Company	Unit	Geographic location	Type of operation	Position	Type of area	Area (km²)	Biodiversity value characterized by listing of protected status
GRI 11.4.2	TRANSPETRO	OSVOL 10	BR-RJ	production	containing portions of the protected area	Underground	2.3	V
GRI 11.4.2	PETROBRAS	RECÔNCAVO TERRA	BR-BA	production	containing portions of the protected area	Surface	256.6	IV
GRI 11.4.2	PETROBRAS	REDUC	BR-RJ	production	containing portions of the protected area	Surface	9.9	V
GRI 11.4.2	TRANSPETRO	TEBAR	BR-SP	production	containing portions of the protected area	Surface	3.2	II
GRI 11.4.2	TRANSPETRO	TEJAP	BR-RJ	production	containing portions of the protected area	Underground	0.1	V
GRI 11.4.2	TRANSPETRO	TERMINAL AQUAVIÁRIO DE SÃO LUÍS	BR-PA;BR-AP; BR-MA	production	containing portions of the protected area	Surface	0.1	VI
GRI 11.4.2	TRANSPETRO	TERMINAL DE GUARAREMA	BR-SP	production	containing portions of the protected area	Surface	2.8	III
GRI 11.4.2	PETROBRAS	ROTA 3	BR-RJ	production	containing portions of the protected area	Underground	4.0	III and V
GRI 11.4.2	PETROBRAS	RPBC	BR-SP	production	containing portions of the protected area	Surface	6.7	II
GRI 11.4.2	PETROBRAS	TRBA	BR-BA	production	containing portions of the protected area	Surface	1.2	V
GRI 11.4.2	PETROBRAS	TR-BGUA	BR-RJ	production	containing portions of the protected area	Surface	0.8	II
GRI 11.4.2	PETROBRAS	UTE-SRP-BF	BR-RJ	production	containing portions of the protected area	Surface	1.2	V
GRI 11.4.2	PETROBRAS	UTE-TLG	BR-MS	production	containing portions of the protected area	Surface	0.5	II
GRI 11.4.2	PETROBRAS	UTGSUL	BR-ES	production	containing portions of the protected area	Surface	0.2	VI

Habitats protected or restored

Disclosure	Country	Project	Restored habitats	Geographic location	Area (ha)
GRI 11.4.4	Brazil	Ecomuseu	Cerrado e Mata Atlântica	SP	26.97
GRI 11.4.4	Brazil	Florestando o Semiárido	Caatinga	PB	85.00
GRI 11.4.4	Brazil	Florestas de Valor	Amazônia	AM, PA	102,005.00
GRI 11.4.4	Brazil	Guapiaçu III	Mata Atlântica	RJ	306.00
GRI 11.4.4	Brazil	No Clima da Caatinga	Caatinga	CE, PI	6,448.95
GRI 11.4.4	Brazil	Raízes do Purus	Amazônia	AM	246,000.00
GRI 11.4.4	Brazil	Semeando Água	Mata Atlântica	SP;MG	92.83
GRI 11.4.4	Brazil	Vale Sustentável	Caatinga	RN	952.30
GRI 11.4.4	Brazil	Mangues da Amazônia	Amazônia e Marinho/costeiro	PA	49.00
GRI 11.4.4	Brazil	Recupera Caatinga	Caatinga	PE	507.00
GRI 11.4.4	Brazil	Sertão Carioca	Mata Atlântica	RJ	1,000.22
GRI 11.4.4	Brazil	Viveiro Cidadão	Amazônia	RO	471.00
GRI 11.4.4	Brazil	Corredor Caipira	Cerrado e Mata Atlântica	SP	65.68
GRI 11.4.4	Brazil	De olho nos rios	Mata Atlântica	SP	12.25
GRI 11.4.4	Brazil	Raízes da Cooperação	Mata Atlântica e Marinho/costeiro	SC	14.00
GRI 11.4.4	Brazil	Produtores de Água e Floresta	Mata Atlântica	RJ	244.00
GRI 11.4.4	Brazil	Uçá	Mata Atlântica e Marinho/costeiro	RJ	32.20
GRI 11.4.4	Brazil	Olha o Clima	Mata Atlântica	PR	8.60
GRI 11.4.4	Brazil	Guará Vermelho	Mata Atlântica	SP	2.61

Main drill exercises of 2023

Disclosure	Company or business area	
SASB EM-EP-540a.2 SASB EM-MD-540a.4	Engineering, Technology, and Innovation Officer	WELLS (Complete): January 10th and 11th – Oil spill with uncontrolled well – blowout, during offshore drilling activity (drill together with exploration in a scenario on the Equatorial Margin)
SASB EM-EP-540a.2 SASB EM-MD-540a.4	Engineering, Technology, and Innovation Officer	WELLS (Complete): March 22 – Object falls on a stimulation boat (Blue Orca)
SASB EM-EP-540a.2 SASB EM-MD-540a.4	Engineering, Technology, and Innovation Officer	WELLS (Complete): April 18 - Crash of object on rig (NS-39)
SASB EM-EP-540a.2 SASB EM-MD-540a.4	Engineering, Technology, and Innovation Officer	WELLS (Complete): May 23 – Fire and explosion on rig (NS-43)
SASB EM-EP-540a.2 SASB EM-MD-540a.4	Engineering, Technology, and Innovation Officer	WELLS (Complete): 15th of June - blowout in the onshore well RUC-24, followed by fire, during intervention with the Production Rig JP-025
SASB EM-EP-540a.2 SASB EM-MD-540a.4	Engineering, Technology, and Innovation Officer	Cenpes (Complete): December 12 – Fire in substation panel with multiple victims
SASB EM-EP-540a.2 SASB EM-MD-540a.4	Exploration & Production Officer	UN-ES (Complete): April 25th and 26th – Oil spills into the sea from P-62
SASB EM-EP-540a.2 SASB EM-MD-540a.4	Exploration & Production Officer	UN-BA (Complete): May 24 – Condensate spill from equipment at the Manati unit
SASB EM-EP-540a.2 SASB EM-MD-540a.4	Exploration & Production Officer	UN-BUZ (Tabletop): June 13 - Oil spills into the sea and formation of a gas cloud on P-76
SASB EM-EP-540a.2 SASB EM-MD-540a.4	Exploration & Production Officer	UN-BC (Complete): July 11 – Oil spills into the sea on the P-51
SASB EM-EP-540a.2 SASB EM-MD-540a.4	Exploration & Production Officer	UN-RNCE (Complete): August 9 – Oil spills into the sea in PCR-1
SASB EM-EP-540a.2 SASB EM-MD-540a.4	Exploration & Production Officer	UN-SEAL (TAR-GAD): September 27 - Oil spills into the sea due to uncontrolled well 44
SASB EM-EP-540a.2 SASB EM-MD-540a.4	Exploration & Production Officer	UN-ES: October 24 – Oil spill at sea on P-57
SASB EM-EP-540a.2 SASB EM-MD-540a.4	Exploration & Production Officer	UN-BS (Complete): November 22nd and 23rd – Explosion followed by oil spilling into the sea on the P-67
SASB EM-EP-540a.2 SASB EM-MD-540a.4	Exploration & Production Officer	UN-ES (Complete): April 25th and 26th - Oil spills into the sea from P-62
SASB EM-EP-540a.2 SASB EM-MD-540a.4	Fábrica Carioca de Catalisadores	Unit 430, on T-4103: January 17 - Rescue in confined space of a sudden illness victim
SASB EM-EP-540a.2 SASB EM-MD-540a.4	Fábrica Carioca de Catalisadores	Outdoor area on U-730 – restaurant: December 13th - LPG leak
SASB EM-EP-540a.2 SASB EM-MD-540a.4	Fábrica Carioca de Catalisadores	U-180 OUT on T-1817 – Settling basin: December 26th - Assistance to victims of a fall with a difference in level (masonry stairs)
SASB EM-EP-540a.2 SASB EM-MD-540a.4	MP Gulf of Mexico	Emergency simulation: December 4 – Unannounced emergency response drill conducted by the Bureau of Safety and Environmental Enforcement (BSEE)
SASB EM-EP-540a.2 SASB EM-MD-540a.4	Petrobras Bolivia	CARANDA (Communication): February 3 - Traffic accident: vehicle overturns while transporting personnel

Main drill exercises of 2023 (continued)

Disclosure	Company or business area	
SASB EM-EP-540a.2 SASB EM-MD-540a.4	Petrobras Bolivia	COLPA (Tabletop): February 25 - Oil leak on the TK-1 line
SASB EM-EP-540a.2 SASB EM-MD-540a.4	Petrobras Bolivia	OMSAN (Tabletop): February 17 - Social Conflict-Invasion of facilities at Capirendit Station
SASB EM-EP-540a.2 SASB EM-MD-540a.4	Petrobras Bolivia	OMSAL (Communication): February 12 - Spill in condensate pumps, SAL/ITU compression units
SASB EM-EP-540a.2 SASB EM-MD-540a.4	Petrobras Bolivia	SOPSAL (Communication): March 26 - Food poisoning
SASB EM-EP-540a.2 SASB EM-MD-540a.4	Petrobras Bolivia	OMSAN (Tabletop): March 30 - Propane leak in the P-20-B pump sector, during unloading from a tanker truck
SASB EM-EP-540a.2 SASB EM-MD-540a.4	Petrobras Bolivia	SOPSAL (Communication): March 18 - Contagious diseases
SASB EM-EP-540a.2 SASB EM-MD-540a.4	Petrobras Bolivia	CARANDA (Field): April 13 - Leak in the fuel gas line connection in the engine-generator room
SASB EM-EP-540a.2 SASB EM-MD-540a.4	Petrobras Bolivia	COLPA (Communication): April 18 – Personal Injury: Operator suffers snake bite
SASB EM-EP-540a.2 SASB EM-MD-540a.4	Petrobras Bolivia	OMSAL (Field): April 24 - Fire in drums with beds saturated with mercury in a hazardous waste deposit
SASB EM-EP-540a.2 SASB EM-MD-540a.4	Petrobras Bolivia	SOPSAL (Field): April 26th - Forest Fire on the way to PGSAL
SASB EM-EP-540a.2 SASB EM-MD-540a.4	Petrobras Bolivia	SOPSAN (Field): April 9 - Fire of electrical origin in emergency generator room
SASB EM-EP-540a.2 SASB EM-MD-540a.4	Petrobras Bolivia	OMSAN (Field): May 14 - Spill followed by fire in condensate pump sector P-9-B
SASB EM-EP-540a.2 SASB EM-MD-540a.4	Petrobras Bolivia	OMSAL (Tabletop): June 18 – Social Conflict: Blockades and invasion of facilities at the San Alberto Gas Plant
SASB EM-EP-540a.2 SASB EM-MD-540a.4	Petrobras Bolivia	SOPSAL (Communication): June 25 - Traffic accident on the way from BLA to PGSAL
SASB EM-EP-540a.2 SASB EM-MD-540a.4	Petrobras Bolivia	SOPSAN (Communication): June 18 - Spill of sludge contaminated with HCB due to leakage from the storage tank in the ATS Drilling Cuttings Treatment Station sector
SASB EM-EP-540a.2 SASB EM-MD-540a.4	Petrobras Bolivia	COLPA (Evacuation): July 25 - Fire starts and evacuation of gas plants
SASB EM-EP-540a.2 SASB EM-MD-540a.4	Petrobras Bolivia	CARANDA (Evacuation): July 31 - Gas leak, accompanied by fire and/or explosion in sector PIC-14001
SASB EM-EP-540a.2 SASB EM-MD-540a.4	Petrobras Bolivia	OMSAN (Field): July 9 - Chemical poisoning during drum transfer tasks (PTA)
SASB EM-EP-540a.2 SASB EM-MD-540a.4	Petrobras Bolivia	PEB/CORP (Evacuation): July 5th - Evacuation of the facility due to fire
SASB EM-EP-540a.2 SASB EM-MD-540a.4	Petrobras Bolivia	OMSAL (Communication): August 27 - Leak due to rupture in the Condensate Export Line

Main drill exercises of 2023 (continued)

Disclosure	Company or business area	
SASB EM-EP-540a.2 SASB EM-MD-540a.4	Petrobras Bolivia	SOPSAL (Tabletop): August 27 - Food poisoning in dormitories and administrative areas BLA
SASB EM-EP-540a.2 SASB EM-MD-540a.4	Petrobras Bolivia	SOPSAN (Tabletop): August 3 - Wildfire around Palos Blancos Airfield
SASB EM-EP-540a.2 SASB EM-MD-540a.4	Petrobras Bolivia	OMSAN (Field): August 19 - Start of fire in pastures at PGSAN
SASB EM-EP-540a.2 SASB EM-MD-540a.4	Petrobras Bolivia	COLPA (Field): August 25th – Gas leak and fire in the Base kitchen
SASB EM-EP-540a.2 SASB EM-MD-540a.4	Petrobras Bolivia	CARANDA (Tabletop): August 21 - Invasion of PCG CAR facilities by community members (social conflict)
SASB EM-EP-540a.2 SASB EM-MD-540a.4	Petrobras Bolivia	PEB (Tabletop): August 23 – Air crash with multiple injuries
SASB EM-EP-540a.2 SASB EM-MD-540a.4	Petrobras Bolivia	SOPSAN (Field): September 17 – Forest fire near the gas tank at Palos Blancos Airfield
SASB EM-EP-540a.2 SASB EM-MD-540a.4	Petrobras Bolivia	COLPA (Field): September 29 - Fire in pastures near field collector (forest fire)
SASB EM-EP-540a.2 SASB EM-MD-540a.4	Petrobras Bolivia	PEB/CORP (Evacuation): September 8 - Evacuation of the facility due to fire
SASB EM-EP-540a.2 SASB EM-MD-540a.4	Petrobras Bolivia	CARANDA (Field): October 23 – Personal injury due to snake bite
SASB EM-EP-540a.2 SASB EM-MD-540a.4	Petrobras Bolivia	OMSAL (Field): October 23 - Propane gas leak in 4”-300 flanged joint, in the V-803 accumulator
SASB EM-EP-540a.2 SASB EM-MD-540a.4	Petrobras Bolivia	SOPSAL (Field): October 11 - BLA dormitory fire
SASB EM-EP-540a.2 SASB EM-MD-540a.4	Petrobras Bolivia	OMSAN (Communication): October 15 - Injection water spill on SBL-101i
SASB EM-EP-540a.2 SASB EM-MD-540a.4	Petrobras Bolivia	SOPSAN - (Communication): November 25 - Traffic accident with personal injuries
SASB EM-EP-540a.2 SASB EM-MD-540a.4	Petrobras Colombia Combustibles	Puente Aranda: September 8th – Plant evacuation drill exercise
SASB EM-EP-540a.2 SASB EM-MD-540a.4	Petrobras Colombia Combustibles	Puente Aranda: December 4th – Plant evacuation drill exercise
SASB EM-EP-540a.2 SASB EM-MD-540a.4	Petrobras Biocombustível	UBC: November – Field drill exercise
SASB EM-EP-540a.2 SASB EM-MD-540a.4	Petrobras Biocombustível	December – Communication drill exercise
SASB EM-EP-540a.2 SASB EM-MD-540a.4	Petrobras Biocombustível	UBC: December – Tabletop exercise
SASB EM-EP-540a.2 SASB EM-MD-540a.4	Petrobras Biocombustível	UBMC: April 4 – Abandonment

Main drill exercises of 2023 (continued)

Disclosure	Business area or company	
SASB EM-EP-540a.2 SASB EM-MD-540a.4	Petrobras Biocombustível	UBMC: May 18th – Tabletop exercise
SASB EM-EP-540a.2 SASB EM-MD-540a.4	Petrobras Biocombustível	UBMC: August 24th – Communication
SASB EM-EP-540a.2 SASB EM-MD-540a.4	Petrobras Biocombustível	UBMC: September 22nd – Tabletop exercise
SASB EM-EP-540a.2 SASB EM-MD-540a.4	Petrobras Biocombustível	UBMC: October 24th – Field drill exercise with Confined Space
SASB EM-EP-540a.2 SASB EM-MD-540a.4	Petrobras Biocombustível	UBMC: November 22nd – Full field drill exercise, with resource mobilization, abandonment, and communication
SASB EM-EP-540a.2 SASB EM-MD-540a.4	Petronect	Building abandonment: May
SASB EM-EP-540a.2 SASB EM-MD-540a.4	Petrobras International Braspetro - Colombia Branch	Bogotá Office (emergency drill): September 14 – office evacuation
SASB EM-EP-540a.2 SASB EM-MD-540a.4	Petrobras International Braspetro - Colombia Branch	Bogotá Office (emergency drill): September 14 – district earthquake evacuation drill
SASB EM-EP-540a.2 SASB EM-MD-540a.4	Industrial Processes and Products Officer	REGAP (Complete): August 24 – Imminent risk of dam failure, caused by water infiltration
SASB EM-EP-540a.2 SASB EM-MD-540a.4	Industrial Processes and Products Officer	REPLAN (Complete): November 1st – Full surface fire in oil tank, no casualties
SASB EM-EP-540a.2 SASB EM-MD-540a.4	Industrial Processes and Products Officer	UTGCAB (Complete): December 1st – Loss of containment in the tank, followed by fire, with casualty
SASB EM-EP-540a.2 SASB EM-MD-540a.4	Transportadora Brasileira Gasoduto Bolívia-Brasil	Brusque/SC: December 7th – Type 2 emergency drill, which involves TBG's own and contracted employees, external entities, and the community
SASB EM-EP-540a.2 SASB EM-MD-540a.4	Corporate Affairs Officer	Edisa (Complete): September 21 – Fire followed by explosion at the Gas Plant with multiple victims
SASB EM-EP-540a.2 SASB EM-MD-540a.4	Transbel	Communication: February and November
SASB EM-EP-540a.2 SASB EM-MD-540a.4	Transbel	Tabletop: December
SASB EM-EP-540a.2 SASB EM-MD-540a.4	Transbel	Field: December
SASB EM-EP-540a.2 SASB EM-MD-540a.4	Transpetro	Drill in the GASAN II Pipeline Range: July 20th – Exercise carried out in Ribeirão Pires, SP, with a large oil spill scenario, with evacuation of residents, support for Civil Defense, São Paulo Fire Department and CETESB
SASB EM-EP-540a.2 SASB EM-MD-540a.4	Transpetro	Suape Waterway Terminal: November 22 – Drill with large oil spill, with impacts on the environment, health, and image. Performance of Transpetro's response teams, in support of the Suape Port Complex and participation of the Port Authority and representative of the local environmental agency
SASB EM-EP-540a.2 SASB EM-MD-540a.4	Transpetro	Bay of All Saints (BA): December 14 – Drill of a leak during the transfer of fuel oil between ships (ship to ship operation), caused by the rupture of one of the hoses. This activity included the participation of the Institute of Environment and Water Resources of Bahia (INEMA) and the Port Authority of Bahia

Employee profile [1]

Disclosure	Diversity of governance bodies and employees	Unit of measure	Executive Board		Management position		Other APL/MP [2]		Employees without APL/MP [2]		Total	
GRI 11.11.5	**Biological sex**	employees %	17	100%	5,200	100%	3,639	100%	37,874	100%	46,730	100%
GRI 11.11.5	Female	employees %	2	11.8%	1,148	22.1%	505	13.9%	6,345	16.8%	8,000	17.1%
GRI 11.11.5	Male	employees %	15	88.2%	4,052	77.9%	3,134	86.1%	31,529	83.2%	38,730	82.9%
GRI 11.11.5	**Self-declaration of gender identity [3]**	employees %	9	100%	4,615	100%	3,065	100%	32,524	100%	40,213	100%
GRI 11.11.5	Woman	employees %	0	0.0%	237	5.1%	70	2.3%	883	2.7%	1,190	3.0%
GRI 11.11.5	Man	employees %	0	0.0%	605	13.1%	292	9.5%	2,626	8.1%	3,523	8.8%
GRI 11.11.5	Non-binary	employees %	0	0.0%	0	0.0%	1	0.0%	16	0.0%	17	0.0%
GRI 11.11.5	Prefer not to answer	employees %	0	0.0%	4	0.1%	0	0.0%	22	0.1%	26	0.1%
GRI 11.11.5	Not specified	employees %	9	100%	3,769	81.7%	2,702	88.2%	28,977	89.1%	35,457	88.2%
GRI 11.11.5	**Skin color**	employees %	17	100%	5,200	100%	3,639	100%	37,874	100%	46,730	100%
GRI 11.11.5	Yellow	employees %	0	0.0%	60	1.2%	53	1.5%	593	1.6%	706	1.5%
GRI 11.11.5	White	employees %	12	70.6%	3,513	67.6%	2,100	57.7%	20,742	54.8%	26,367	56.4%
GRI 11.11.5	Brown	employees %	2	11.8%	944	18.2%	911	25.0%	9,975	26.3%	11,832	25.3%
GRI 11.11.5	Black	employees %	0	0.0%	188	3.6%	194	5.3%	2,599	6.9%	2,981	6.4%
GRI 11.11.5	Red	employees %	0	0.0%	8	0.2%	8	0.2%	82	0.2%	98	0.2%
GRI 11.11.5	Prefer not to answer	employees %	0	0.0%	38	0.7%	11	0.3%	283	0.7%	332	0.7%
GRI 11.11.5	Not specified	employees %	3	17.6%	449	8.6%	362	9.9%	3,600	9.5%	4,414	9.4%
GRI 11.11.5	**Age range**	employees %	17	100%	5,200	100%	3,639	100%	37,874	100%	46,730	100%
GRI 11.11.5	Below 30 years old	employees %	0	0.0%	13	0.3%	11	0.3%	1,288	3.4%	1,312	2.8%
GRI 11.11.5	From 30 to 50 years old	employees %	2	11.8%	4,379	84.2%	2,676	73.5%	26,719	70.5%	33,776	72.3%
GRI 11.11.5	Above 50 years old	employees %	15	88.2%	808	15.5%	952	26.2%	9,867	26.1%	11,642	24.9%

Disclosure	Employees per work regime	Unit of measure	Full-time permanet regime		Part-time permanent regime [4]		Non-guaranteed hours employees		Total	
GRI 2-7	**Biological sex**	employees %	46,345	100%	385	100%	0	-	46,730	100%
GRI 2-7	Female	employees %	7,786	16.8%	214	55.6%	0	-	8,000	17.1%
GRI 2-7	Male	employees %	38,559	83.2%	171	44.4%	0	-	38,730	82.9%
GRI 2-7	**Self-declaration of gender identity [3]**	employees %	39,852	100%	361	100%	0	-	40,213	100%
GRI 2-7	Woman	employees %	1,145	2.9%	45	12.5%	0	-	1,190	3.0%
GRI 2-7	Man	employees %	3,505	8.8%	18	5.0%	0	-	3,523	8.8%
GRI 2-7	Non-binary	employees %	16	0.0%	1	0.3%	0	-	17	0.0%
GRI 2-7	Prefer not to answer	employees %	25	0.1%	1	0.3%	0	-	26	0.1%
GRI 2-7	Not specified	employees %	35,161	88.2%	296	82.0%	0	-	35,457	88.2%
GRI 2-7	**Region**	employees %	46,345	100%	385	100%	0	-	46,730	100%
GRI 2-7	Brazil	employees %	45,753	98.7%	376	97.7%	0	-	46,129	98.7%
GRI 2-7	Midwest	employees %	238	0.5%	1	0.3%	0	-	239	0.5%
GRI 2-7	Northeast	employees %	4,190	9.0%	17	4.4%	0	-	4,207	9.0%
GRI 2-7	North	employees %	746	1.6%	1	0.3%	0	-	747	1.6%
GRI 2-7	Southeast	employees %	38,634	83.4%	348	90.4%	0	-	38,982	83.4%
GRI 2-7	South	employees %	1,945	4.2%	9	2.3%	0	-	1,954	4.2%
GRI 2-7	Other countries in the Americas	employees %	499	1.1%	0	0.0%	0	-	499	1.1%
GRI 2-7	Asia	employees %	41	0.1%	0	0.0%	0	-	41	0.1%
GRI 2-7	Europe	employees %	52	0.1%	9	2.3%	0	-	61	0.1%

Disclosure	Employee profile by type of employment contract	Unit of measure	Permanent		Temporary		Total	
GRI 2-7	**Biological sex**	employees %	46,500	100%	230	100%	46,730	100%
GRI 2-7	Female	employees %	7,949	17.1%	51	22.2%	8,000	17.1%
GRI 2-7	Male	employees %	38,551	82.9%	179	77.8%	38,730	82.9%
GRI 2-7	**Self-declaration of gender identity [3]**	employees %	40,213	100%	0	-	40,213	100%
GRI 2-7	Woman	employees %	1,190	3.0%	0	-	1,190	3.0%
GRI 2-7	Man	employees %	3,523	8.8%	0	-	3,523	8.8%
GRI 2-7	Non-binary	employees %	17	0.0%	0	-	17	0.0%
GRI 2-7	Prefer not to answer	employees %	26	0.1%	0	-	26	0.1%
GRI 2-7	Not specified	employees %	35,457	88.2%	0	-	35,457	88.2%
GRI 2-7	**Region**	employees %	46,500	100%	230	100%	46,730	100%
GRI 2-7	Brazil	employees %	45,913	98.7%	216	93.9%	46,129	98.7%
GRI 2-7	Midwest	employees %	237	0.5%	2	0.9%	239	0.5%
GRI 2-7	Northeast	employees %	4,207	9.0%	0	0.0%	4,207	9.0%
GRI 2-7	North	employees %	747	1.6%	0	0.0%	747	1.6%
GRI 2-7	Southeast	employees %	38,772	83.4%	210	91.3%	38,982	83.4%
GRI 2-7	South	employees %	1,950	4.2%	4	1.7%	1,954	4.2%
GRI 2-7	Other countries in the Americas	employees %	497	1.1%	2	0.9%	499	1.1%
GRI 2-7	Asia	employees %	41	0.1%	0	0.0%	41	0.1%
GRI 2-7	Europe	employees %	49	0.1%	12	5.2%	61	0.1%

Disclosure	Local employment [5]	Unit of measure	Executive Board	Management position	Other employees	Total
GRI 11.11.2 GRI 11.14.3	Brazil	%	100%	99.8%	100%	99.9%
GRI 11.11.2 GRI 11.14.3	Argentina	%	-	100%	100%	100%
GRI 11.11.2 GRI 11.14.3	Bolivia	%	-	100%	100%	100%
GRI 11.11.2 GRI 11.14.3	Colombia	%	-	66.7%	100%	94.3%
GRI 11.11.2 GRI 11.14.3	USA	%	-	100%	100%	100%
GRI 11.11.2 GRI 11.14.3	Netherlands	%	-	100%	100%	100%
GRI 11.11.2 GRI 11.14.3	Singapore	%	-	100%	100%	100%

Disclosure	Hiring costs [6]	Unit of measure	Cost
-	Total hiring cost	thousand BRL	8,136.64
-	Average hiring cost/FTE	thousand BRL	3.20

Disclosure	Internal hires	Unit of measure	Proportion
-	Percentage of open positions filled by internal candidates	%	75%

Disclosure	Total number of new employee hires [6] [7]	Unit of measure	Hires	Rate
GRI 11.10.2	**Biological sex**	employees %	2,546	5.4%
GRI 11.10.2	Female	employees %	537	1.1%
GRI 11.10.2	Male	employees %	2,009	4.3%
GRI 11.10.2	**Self-declaration of gender identity [3]**	employees %	2,275	4.9%
GRI 11.10.2	Woman	employees %	49	0.1%
GRI 11.10.2	Man	employees %	208	0.4%
GRI 11.10.2	Non-binary	employees %	2	0.0%
GRI 11.10.2	Prefer not to answer	employees %	2	0.0%
GRI 11.10.2	Not specified	employees %	2,014	4.3%
GRI 11.10.2	**Age range**	employees %	2,546	5.4%
GRI 11.10.2	Below 30 years old	employees %	819	1.8%
GRI 11.10.2	From 30 to 50 years old	employees %	1,541	3.3%
GRI 11.10.2	Above 50 years old	employees %	186	0.4%
GRI 11.10.2	**Region**	employees %	2,546	5.4%
GRI 11.10.2	Brazil	employees %	2,465	5.3%
GRI 11.10.2	Midwest	employees %	11	0.0%
GRI 11.10.2	Northeast	employees %	372	0.8%
GRI 11.10.2	North	employees %	1	0.0%
GRI 11.10.2	Southeast	employees %	2,002	4.3%
GRI 11.10.2	South	employees %	79	0.2%
GRI 11.10.2	Other countries in the Americas	employees %	66	0.1%
GRI 11.10.2	Asia	employees %	5	0.0%
GRI 11.10.2	Europe	employees %	10	0.0%

Disclosure	Number of employees who leave the organization and turnover rate [8]	Unit of measure	Voluntary resignations	Voluntary turnover rate	Employees who leave the organization	Turnover rate
GRI 11.10.2	**Biological sex**	employees %	802	1.7%	1,038	2.2%
GRI 11.10.2	Female	employees %	78	1.0%	113	1.4%
GRI 11.10.2	Male	employees %	724	1.9%	925	2.4%
GRI 11.10.2	**Age range**	employees %	802	1.7%	1,038	2.2%
GRI 11.10.2	Below 30 years old	employees %	11	0.8%	12	0.9%
GRI 11.10.2	From 30 to 50 years old	employees %	209	0.6%	296	0.9%
GRI 11.10.2	Above 50 years old	employees %	582	5.0%	730	6.3%

Disclosure	Parental leave [3]	Unit of measure	Women	Men
GRI 11.10.4 GRI 11.11.3	Total number of employees that were entitled to parental leave	employees	328	996
GRI 11.10.4 GRI 11.11.3	Total number of employees that took parental leave	employees	328	996
GRI 11.10.4 GRI 11.11.3	Total number of employees due to return to work after taking parental leave	employees	344	1,016
GRI 11.10.4 GRI 11.11.3	Total number of employees that returned to work in the reporting period after parental leave ended	employees	344	1,016
GRI 11.10.4 GRI 11.11.3	Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work	employees	342	1,010
GRI 11.10.4 GRI 11.11.3	Return to work rate [9]	%	100%	100%
GRI 11.10.4 GRI 11.11.3	Retention rate [10]	%	99.4%	99.4%

Disclosure	Annual total compensation	Unit of measure	Value
-	Annual total compensation for the organization's highest-paid individual [11]	thousand BRL	2,728.52
-	Annual total compensation for the CEO [11]	thousand BRL	2,728.52
-	Median annual total compensation of all employees [11] [12]	thousand BRL	393.57
GRI 2-21	Ratio of the annual total compensation for the organization's highest-paid individual to the average annual total compensation for all employees [11] [13]	-	6.39
GRI 2-21	Ratio of the percentage increase in annual total compensation for the organization's highest-paid individual to the average percentage increase in annual total compensation for all employees [11] [14]	-	1.51

Disclosure	Gender pay indicators [15]	Unit of measure	Average women salary	Average men salary
-	Executive level (base salary only) [12]	thousand BRL	881.28	949.66
-	Executive level (base salary + other cash incentives) [11] [12] [16]	thousand BRL	881.28	949.66
-	Management level (base salary only) [12]	thousand BRL	452.71	490.09
-	Management level (base salary + other cash incentives) [11] [12]	thousand BRL	597.55	651.79
-	Non-management (base salary only) [12]	thousand BRL	258.40	272.73
-	Non-management (base salary + other cash incentives) [11] [12]	thousand BRL	312.08	329.38

Disclosure	Ratio of basic salary of women to men [15] [16]	Unit of measure	Executive Board	Management position	Other APL/MP [2]	Employees without APL/MP [2]
GRI 11.11.6	**Ratio of basic salary of women to men**	unit	0.96	0.89	0.90	0.95
GRI 11.11.6	Petrobras parent company	unit	0.99	0.94	0.88	0.96
GRI 11.11.6	Brazilian subsidiaries	unit	0.97	0.62	0.80	0.89
GRI 11.11.6	Foreign subsidiaries	unit		0.31	1.38	0.59

Disclosure	Ratio of remuneration of women to men [15] [16]	Unit of measure	Executive Board	Management position	Other APL/MP [2]	Employees without APL/MP [2]
GRI 11.11.6	**Ratio of remuneration of women to men**	unit	0.96	0.89	0.89	0.96
GRI 11.11.6	Petrobras parent company	unit	0.99	0.93	0.89	0.96
GRI 11.11.6	Brazilian subsidiaries	unit	0.97	0.62	0.80	0.89
GRI 11.11.6	Foreign subsidiaries	unit		0.52	1.38	1.65

Disclosure	Average hours per FTE of training and development per year [3]	Unit of measure	Average hours
GRI 11.10.6 GRI 11.11.4	**Biological sex**	hours	**71.3**
GRI 11.10.6 GRI 11.11.4	Female	hours	54.6
GRI 11.10.6 GRI 11.11.4	Male	hours	74.7
GRI 11.10.6 GRI 11.11.4	**Employee category**	hours	**71.3**
GRI 11.10.6 GRI 11.11.4	Executive Board	hours	1.0
GRI 11.10.6 GRI 11.11.4	Management position	hours	56.1
GRI 11.10.6 GRI 11.11.4	Other APL/MP [2]	hours	69.1
GRI 11.10.6 GRI 11.11.4	Employees without APL/MP [2]	hours	73.7

Disclosure	Incidents of discrimination [17]	Unit of measure	Under analysis	Analysis completed	Implementation of the reparation plan	Reparation plan completed	Reparation plan and analysis of results completed	Not subject to corrective measures	Total
GRI 11.11.7	Incidents of discrimination that occurred in 2023 and the situation as of December 31, 2023	incidents	48	0	0	12	0	93	153

1	The calculated numbers correspond to employees registered in the system under the regime on 12/31/2023, assigned to equivalent regions; therefore, it does not consider fluctuations in hiring or termination, since it is data from the company's profile on a specific date and not an average of the period. The members of the Executive Board (officers and CEO) are governed by the company's bylaws and also by the Brazilian Corporate Law, not being subject to the CLT (Consolidation of Labor Laws). Does not include data from Fábrica Carioca de Catalisadores, Petronect, and Transbel. Does not include employees from contracted companies.
2	APL/MP = additional payment for leadership/management position (includes supervisor and specialist positions).
3	Data from Petrobras parent company.
4	Administrative regime in reduced working hours (part-time) with a reduction of 20 or 25% of the working hours.
5	Percentage of locally hired employees compared to the total number of employees in each category.
6	Araucária Nitrogenados, Termobahia, Termomacaé, Petrobras Logística de Exporação e Produção, Petrobras Bolivia, Petrobras Operaciones, and Transpetro International did not have any hirings during the period.
7	The rate considers the number of new hires divided by the total number of employees.
8	Voluntary turnover is the proportion of employees who chose to leave the company (such as resignation, retirement, early retirement, etc.) during 2023, expressed as a percentage of the total number of employees on December 31, 2023. Total turnover is the proportion of employees who left the company voluntarily or involuntarily.
9	Return to work rate is the percentage of employees that did return to work after parental leave compared to the number of employees due to return to work after taking parental leave.
10	Retention rate is the percentage of employees retained 12 months after returning to work following a period of parental leave compared to the number of employees returning from parental leave in the prior reporting period.
11	Total compensation including all bonuses, but excluding pension benefits and additional benefits. Variable compensation values (PPP and PLR) refer to the 2022 fiscal year and were paid throughout 2023.
12	Consolidation between companies performed with a weighted average based on the respective number of employees in each company.
13	For the calculation, each company determined the ratio between the total annual compensation of the highest-paid individual in the company and the average compensation of the remaining employees. Consolidation between the companies was then performed by taking the weighted average of the ratios calculated in each company, based on their respective number of employees.
14	For the calculation, each company determined the ratio between the percentage increase in total annual compensation of the highest-paid individual in the company and the average percentage increase of the remaining employees' compensation. Consolidation between the companies was then performed by taking the weighted average of the ratios calculated in each company, based on their respective number of employees.
15	According to Directive 7 of our Human Resources Policy and item 4.2.a of our Code of Ethical Conduct, Petrobras' Career and Compensation Plan (PCR) does not differentiate between genders in terms of compensation for individuals of the same position or role, who are at the same salary level and under the same working conditions (administrative, shift work, or on-call). However, the predominance of men in special working conditions (shift work and on-call) in the oil and gas industry leads to a small overall salary difference when analyzing positions/roles/salary levels/working conditions that are not equivalent. We have a salary table with different levels of basic salary, applicable to both men and women. However, for the calculation of compensation, basic salaries and additional benefits such as transportation allowance, childcare assistance, etc., are taken into account. To avoid erroneous calculation tendencies, nine employees classified in the following cases were excluded from the control group: those on unpaid leave, with suspended contracts, reinstated employees, terminated due to contractual nullity, and retirees on non-remunerated leave from the National Social Security Institute (INSS).
16	The proportion cannot be calculated in cases where there are no men or women in the country within the functional category in question.
17	Unlike what is stated in note [1], for this disclosure, all companies in the system are included.

Occupational health and safety

Disclosure		Unit of measure	2019	2020	2021	2022	2023
GRI 11.9.10 SASB EM-EP-320a.1 SASB EM-RM-320a.1	**Total Recordable Injuries Rate (TRIR) - Total [1]**	injuries per million man-hours	0.76	0.56	0.54	0.68	0.80
GRI 11.9.10 SASB EM-EP-320a.1 SASB EM-RM-320a.1	Total Recordable Injuries Rate (TRIR) - Employees [1]	injuries per million man-hours	0.71	0.31	0.27	0.45	0.41
GRI 11.9.10 SASB EM-EP-320a.1 SASB EM-RM-320a.1	Total Recordable Injuries Rate (TRIR) - Contractors [1]	injuries per million man-hours	0.78	0.66	0.64	0.75	0.92
GRI 11.9.10 SASB EM-EP-320a.1 SASB EM-RM-320a.1	**Lost Time Injury Rate (LTIR) - Total [2]**	accidents with absenteeism per million man-hours	0.48	0.35	0.34	0.46	0.46
GRI 11.9.10 SASB EM-EP-320a.1 SASB EM-RM-320a.1	Lost Time Injury Rate (LTIR) - Employees [2]	accidents with absenteeism per million man-hours	0.62	0.25	0.19	0.39	0.25
GRI 11.9.10 SASB EM-EP-320a.1 SASB EM-RM-320a.1	Lost Time Injury Rate (LTIR) - Contractors [2]	accidents with absenteeism per million man-hours	0.43	0.39	0.40	0.48	0.53
GRI 11.9.11	Occupational Disease Incidence Rate (TIDO) - Employees [3]	lost days per employee	0.00	0.00	0.00	0.00	0.00
-	Average Lost Work Days Cases (Average LWDC) - Employees [4]	lost days per employee	0.15	0.11	0.15	0.15	0.15
-	Percentage of time lost due to illness or accident – PTP/PTP-S – Employees [5]	%	2.37	1.53	1.83	2.28	2.39

1 **Data from parent company, Libra, Petrobras Bolivia, Petrobras International Braspetro – Colombia branch and Transpetro. Number of recordable injuries per million man-hours of risk exposure. It includes typical cases of injuries without leave (excluding first aid cases), injuries with leave, occupational diseases, and fatal accidents.**

2 **Data from parent company, Libra, Petrobras Bolivia, Petrobras International Braspetro – Colombia branch and Transpetro. Number of injury victims that take leave from work resulting from typical accidents or cases of occupational disease per million man-hours of risk exposure.**

3 **Data from parent company only. Total number of new cases of occupational diseases, per 1,000 employees, characterized by the company. The Workplace Accident Communication issued by court decision and the characterizations by the INSS are not computed, when contested for being in disagreement with the company's technical-based evaluation.**

4 **Data from parent company only. Number of days lost per company employee to absences due to work-related health causes – work accident and occupational disease. The calculation considers the days from the day after the injury to the day before the return.**

5 **Data from parent company only. Total hours not worked due to illness and injury accumulated during the period, divided by the total planned hours accumulated during the period, multiplied by 100. As of 2020, this indicator will be called Percentage of time lost due to illness or accident - PTP-S. We decided to make an adjustment in the calculation of the Percentage Lost Time indicator - PTP, in order to remove hours referring to vacation from the total planned hours of work, as well as data related to assigned employees. As a result, it was necessary to adjust its calculation formula, as well as to establish a target for 2021 based on the new parameters.**

Communities

Disclosure	Indicators of the coverage area [1]	Unif of measure	Value
SASB EM-RM-120a.2	Number of refineries in or near areas of dense population	refineries	10
GRI 11.15.2	Percentage of current production assets for which community consultations were conducted	%	98%
-	Percentage of projects under development for which community consultations have been or are being conducted	%	93%
GRI 11.18.2	Security workforce	workers	4,501
GRI 11.18.2	Security workforce trained in human rights	workers	3,341
GRI 11.18.2	Percentage of the security workforce trained in human rights	%	74%

1 Data from parent company only.

Donations made in 2023

Disclosure	Donating company	Beneficiary	Description	Unit of measure	Value
-	Petrobras parent company	Movimento União BR	Financial donation for the acquisition and distribution of stoves and refrigerators to the families affected by heavy rains on the coast of São Paulo	BRL	1,000,000.00
-	Petrobras parent company	Ministério da Defesa	Physical scale model, replica of the FPSO Carioca for the Ministry of Defense, represented by the Permanent Representation of Brazil to the International Maritime Organization (RPBOMI)	BRL	134,132.68
-	Fábrica Carioca de Catalisadores	Volunteer	Financial donation to support the population of Rio Grande do Sul affected by the rains (in partnership with the Corporate Volunteering - Corrente do Bem)	BRL	3,260.00
-	Petronect	Associação dos Moradores do Morro do Cruz (Projeto Favela Viva)	100 boxes of chocolates for Easter	BRL	1,400.00
-	Petronect	Exército da Salvação	120 blankets during the winter period	BRL	2,248.60
-	Petronect	Associação dos Moradores do Morro do Cruz (Projeto Favela Viva)	Furniture for the library (shelves)	BRL	-
-	Petronect	Associação Beneficiente São Martinho (Província Carmelitana de Santo Elias)	Furniture for the computer room (cabinet)	BRL	-
-	Petronect	Instituto Trilho	110 toys for the children	BRL	2,013.90
-	Transpetro	Equipes de Atendimento à Emergência (Marinha, Polícia Militar, Prefeitura Municipal de São Sebastião)	Aviation fuel for aircraft involved in the climate emergency response in the municipality of São Sebastião (SP), which occurred on February 18, 2023	BRL	268,261.56
-	Transpetro	Fundo Social de Solidariedade de São Sebastião	Mineral water, bleach, laundry detergent, whole milk, toilet paper, wet wipes	BRL	9,027.77
-	Transpetro	Câmara Municipal de São Sebastião	Personal Protective Equipment (PPE) boots	BRL	1,720.00
-	Transpetro	Defesa Civil de São Sebastião	Provision of helicopters and boats to support the actions of the Civil Defense during the climate emergency on February 18, 2023	BRL	62,871.18
-	Transpetro	Fundo Social de Solidariedade de São Sebastião	Chocolate milk, mineral water, garbage bags, powdered milk	BRL	9,713.69
-	Transpetro	Doações diretas para comunidade ou empregados	Basic food baskets	BRL	24,375.00
-	Transpetro	Defesa Civil de Coari/AM	Basic food baskets for communities affected by extreme drought in the northern region (isolated families mapped by Transpetro in communities surrounding the operational facilities)	BRL	83,518.68
-	Transpetro	Secretaria de Meio Ambiente da Prefeitura de São Mateus/ES	Hygiene and cleaning supplies for socially vulnerable families affected by the heavy rains that occurred in the region at the end of 2022 and the beginning of 2023. Emergency Decree No. 14.323/2022	BRL	14,463.98
-	Petrobras Biocombustível	Corpo de Bombeiros do Estado do Ceará	Furniture and utensils	BRL	11,348.51

PETROBRAS

cebds
WWW.CEBDS.ORG
REPORTING MATTERS

PETR
B3 LISTED N2

PBR
LISTED
NYSE

PBRA
LISTED
NYSE

BME X
Cotizado en Latibex
XPBRA

BME X
Cotizado en Latibex
XPBR

MINISTRY OF
MINES AND ENERGY

BRAZILIAN GOVERNMENT
BRASIL
UNITING AND REBUILDING