

PROGRAMA **ASG** PARA FORNECEDORES

ESG PROGRAM FOR SUPPLIERS



An **ESG** guide for
partners and
suppliers



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1. MESSAGE FROM THE EXECUTIVE MANAGER

Petrobras is undergoing a cycle of transformations that reaffirms its commitment to a fair, safe, and sustainable energy transition. We combine excellence in oil and gas with the development of low-carbon businesses and solutions, guided by sustainability, safety, respect for the environment, and a people-centered approach, generating long-term value for society.

This journey depends on the engagement of the entire supply chain. We regard our suppliers as strategic partners in enhancing efficiency, quality, and integrity, promoting ESG best practices, and accelerating the adoption of more sustainable solutions.

With a portfolio characterized by dual resilience (economic and environmental), we are prepared for a fair energy transition that unfolds in a gradual, orderly, and competitive manner, while respecting the specificities of the markets in which we operate.

Our corporate culture values diversity, equity, and inclusion, and places respect for human rights at the core of our decisions and conduct. These pillars strengthen safety, innovation, and performance. By integrating sustainable practices into our activities and adopting human rights due diligence across our value chain, we reinforce partnerships with suppliers and strive to build a legacy of responsible development that benefits Petrobras, its business partners, and society.

This governance is supported by strategic guidelines defined by the Board of Directors and the Executive Board; by policies and procedures coordinated by technical and corporate areas such as Procurement, HSE, Compliance, Social Responsibility, Climate, and Legal; and by operational implementation carried out by business units.

In 2025, the Board of Directors approved, within the 2026–2030 Business Plan, Petrobras' ESG positioning, structured around four strategic drivers that guide the company's management: **reducing carbon footprint; protecting the environment; caring for people; and acting with integrity.**

The ESG Program for Suppliers is fully aligned with this Plan and translates these guidelines into targets, criteria, and initiatives applicable to supplier registration, qualification, contracting, management, and development cycles, in proportion to the risk and criticality of each supply.

Based on this foundation, we remain steadfast in our purpose: to evolve, together with our suppliers, toward an increasingly sustainable, responsible, and ethical supply chain.



2. FOUNDATIONS

2.1. Environmental, Social, and Governance (ESG)

ESG stands for Environmental, Social, and Governance, encompassing corporate practices focused on sustainability, ethics, and responsibility. These practices are structured around three pillars:

- **Environmental (E):** aspects related to human and labor rights, occupational health and safety, diversity and inclusion, stakeholder engagement, and the generation of positive social impact.
- **Social (S):** aspectos associados a direitos humanos e trabalhistas, saúde e segurança ocupacional, diversidade e inclusão, engajamento com partes interessadas e geração de impacto social positivo.
- **Governance (G):** integrity, transparency, and accountability; leadership structure; internal controls and independent audits; prevention and combating fraud and corruption; and relationships with shareholders and regulators.

In practice, ESG guides how the organization operates and makes decisions, ensuring that its actions are responsible and sustainable.

2.2. Sustainable Development Goals (SDGs)

The Sustainable Development Goals (SDGs) are 17 global goals established by the United Nations in 2015 as part of the 2030 Agenda. They represent a call to action to eradicate poverty, protect the planet, and promote peace and prosperity.



In the business context, the SDGs serve as a reference framework to identify which development goals can be advanced through our actions and operations. While ESG provides a management foundation, it enables these actions to be translated into commitments, targets, and measurable results.

Petrobras aligns with the SDGs through its ESG strategy across the supplier chain, with a focus on:



The company annually reports on the performance of its commitments and ESG strategic drivers aligned with the SDGs in its sustainability reports and long-term strategic plans.

2.3. Regulatory References

Petrobras' approach to sustainable procurement and ESG governance in Supply Chain is guided by national and international legal and regulatory frameworks, ensuring transparency, integrity, competitiveness, and sustainability throughout the entire supply cycle.

2.3.1. International Reference

ISO 20400 – Sustainable Procurement: an international standard that provides guidance to organizations on integrating sustainable practices into procurement processes, promoting environmental, social, and economic responsibility across the entire supply chain.

2.3.2. National Reference

Law No. 13,303/2016 (Lei das Estatais): establishes rules for bidding processes and contracts applicable to public companies and mixed-capital companies, such as Petrobras, ensuring principles of transparency, competitiveness, governance, and socio-environmental responsibility.

2.4. Sustainable Procurement

Sustainable procurement, according to ISO 20400, refers to procurement practices that “aim to generate the most positive environmental, social, and economic impacts possible throughout the entire life cycle, while minimizing adverse impacts.” In other words, it involves making decisions on the acquisition of goods and services that meet the organization's needs while seeking to enhance benefits for society and reduce environmental impacts.

In practice, this means considering the incorporation of sustainability criteria and principles into all stages of the procurement process, from planning and specification to supplier selection, contracting, and management, considering aspects such as working conditions across the supply chain, ethics, transparency, and social and environmental responsibility.

2.5. ESG in the Goods and Services Procurement Process and in Petrobras' Supply Chain

Petrobras has been incorporating these principles into its procurement practices to promote a responsible, ethical, and sustainable supplier base. Within the macro-process of Goods and Services Procurement, the guidelines aim to prevent conflicts and ethical risks, strengthening integrity and compliance with frameworks such as Law No. 13,303/2016, Petrobras' Code of Ethical Conduct, the Supplier Ethical Conduct Guide, and internal standards and procedures that define best practices and responsibilities.

Adherence to these references contributes to achieving compliance (adherence to applicable rules and requirements), fairness (equal treatment for all), traceability (transparent and verifiable recording of process stages), and greater efficiency throughout the life cycle (more consistent technical and economic decision-making over time).

Through these efforts, Petrobras strengthens risk management and drives ESG performance across the entire supply chain, reinforcing its commitment to social and environmental responsibility and contributing to sustainable development and long-term value creation for its stakeholders.

2.6. ESG Program in the Supply Chain

The **ESG Program for Suppliers** was created as an unfolding of Petrobras' ESG Strategy, and this document consolidates the company's initiatives to strengthen concrete actions within the supplier base. Its purpose is to foster maturity in the Environmental, Social, and Governance (ESG) pillars across Petrobras' supply chain, strengthening long-term relationships, generating shared value, and contributing to the competitiveness of the supplier ecosystem.

Program objectives:

1. To enhance suppliers' ESG performance through measurable results and continuous improvement.
2. To integrate ESG criteria into contracting, qualification, and contract management processes, in proportion to risk and criticality.
3. To strengthen compliance with applicable legal, regulatory, and internal requirements, including integrity and sustainable procurement guidelines.
4. To promote training and technical support, disseminating knowledge and tools that enable supplier development.
5. To foster transparency by strengthening dialogue channels (webinars, forums, and consultations) and monitoring performance indicators throughout the supply cycle.
6. To encourage innovation and efficiency, prioritizing solutions that reduce environmental impacts, improve social conditions, and reinforce good governance practices.
7. To structure supplier relationships through segmentation, relationship plans, listening mechanisms, conflict resolution processes, and recognition of best practices.

The adoption of robust ESG standards contributes to mitigating operational, social, environmental, and reputational risks, improving the quality of goods and services, driving efficiency and innovation, and reaffirming Petrobras' commitment to the transition toward a low-carbon economy.

Who does it apply to?

Petrobras' ESG Program for Suppliers covers all actors in the supply chain that maintain, intend to maintain, or are in the process of establishing a business relationship with Petrobras, in Brazil or abroad, regardless of size, legal structure, or sector of activity. It includes:

- Service providers and suppliers of goods that have or may enter contracts with Petrobras, in any modality, in Brazil or abroad.
- Companies and consortia participate in procurement processes (including qualification and registration), with emphasis on those considered strategic or of high socio-environmental or ethical impact.
- Already registered suppliers and potential suppliers intending to register in Petrobras' Supplier Portal.



3. STRATEGIC OVERVIEW

3.1. ESG Governance in the Supply Chain

3.1.1. Board of Directors

The Board of Directors is the highest corporate governance body of the company. It acts as a strategic and oversight instance, responsible for guiding, supervising, and monitoring the Executive Board's management, in alignment with Petrobras' interests, its shareholders, and society.

Within the ESG governance framework, the Board of Directors plays a central role, acting in the following areas:

- Definition and approval of corporate ESG policies: establishes strategic guidelines related to sustainability, ethics, social responsibility, and governance that guide the company;
- Approval of ESG targets and indicators: validates clear and measurable targets aligned with Petrobras' long-term strategy and commitments related to sustainability and the energy transition;
- Monitoring of ESG performance: periodically follows up on results and the achievement of ESG targets, assessing associated risks and opportunities;
- Risk governance: oversees the management of environmental, social, and governance risks, ensuring they are integrated into the company's decision-making process;
- Stakeholder engagement: ensures that the demands and expectations of stakeholders are considered in ESG strategies.

3.1.2. Advisory Committee to the Board of Directors

The Health, Environment, and Safety Committee advise the Board of Directors on the establishment of ESG-related policies and guidelines, including the strategic management of HSE, climate change, the transition to a low-carbon economy, social responsibility, among other topics. This committee also monitors HSE indicators and image and reputation surveys, recommending actions when necessary.

3.1.3. Organizational Structure

Executive Board: responsible for defining corporate sustainability and ESG policies, managing strategic targets and indicators, and ensuring alignment with Petrobras' vision, purpose, values, and positioning.



Executive Management of Procurement: responsible for implementing Board guidelines in procurement and contract management, including the integration of ESG criteria into contracting processes. It coordinates communication between internal areas and suppliers, ensuring alignment of procurement practices with the company's ESG strategy.

ESG Management in the Supply Chain: centralizes the management of ESG initiatives with suppliers, developing specific policies, evaluation and selection criteria, and establishing indicators for continuous monitoring of ESG performance across the supply chain. It also promotes training and ensures regulatory compliance and adherence to Petrobras' internal standards.

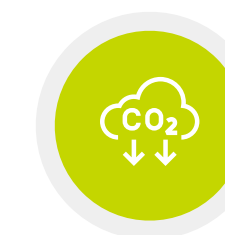
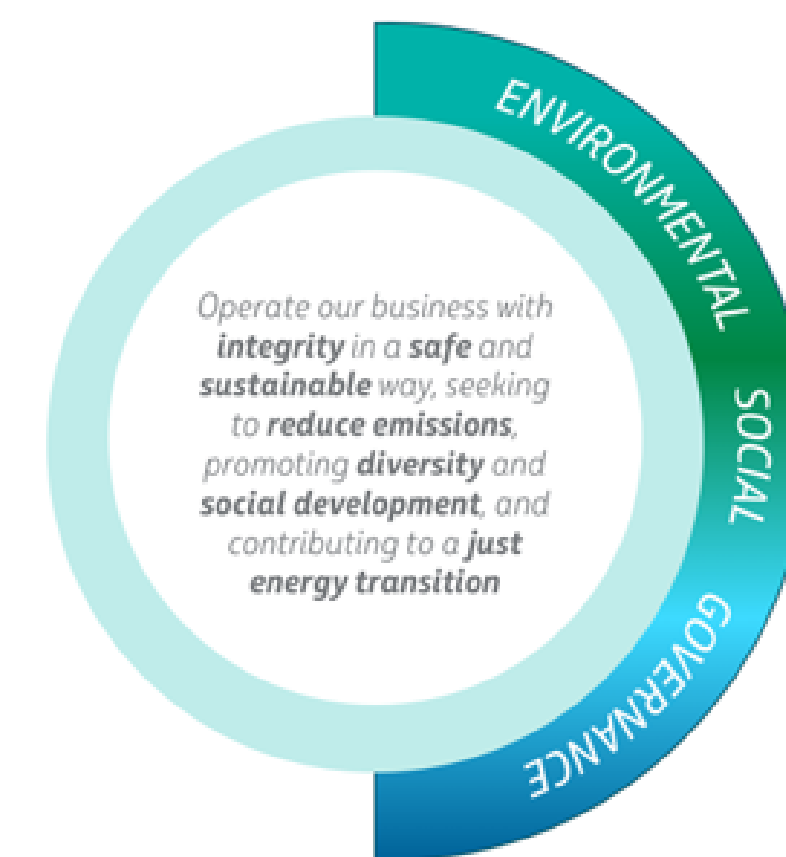
Sustainable Procurement Committee in Supply Management: Under the responsibility of the ESG Management in the Supply Chain, this Committee acts as an alignment and deliberation forum for ESG matters within the macro-process of Goods and Services Procurement. It plays an advisory and consultative role in supporting the decision-making process of the Procurement Management Committee and other relevant instances. It assesses opportunities for sustainable procurement with ESG requirements, in response to the company's contracting demands, the current strategic plan, and best market practices.

3.2. Strategic and Business Plan

Petrobras' Business Plan incorporates sustainability as an essential strategic pillar for the development of its operations and for the generation of long-term sustainable value. In this context, the integration of Environmental, Social, and Governance criteria into the supply chain is fundamental to ensuring compliance with corporate commitments, risk mitigation, and the promotion of innovation.

The commitments established in the company's Business Plan guide actions to promote ESG best practices among stakeholders, including the supplier base. These commitments include the following targets:

Our ESG Positioning



Ambition: (i) Net Zero 2050; (ii) Near Zero Methane 2030; (iii) Ambition to keep Emissions Bellow 55 MM tCO₂e by 2030



PROTECT THE ENVIROMENT
Zero Leaking Ambition



TAKE CARE OF PEOPLE
Zero Fatality Ambition



ACT WITH INTEGRITY
Ambition to be a reference in ethics, integrity and transparency

BUSINESS PLANN 2026-2030 ESG COMMITMENTS



3.3. Petrobras ESG Guidelines

Petrobras adopts high ESG standards, with a focus on integrity, social and environmental responsibility, and ethical conduct, and requires the same commitment from its suppliers. To ensure this alignment, Petrobras maintains regulatory and guidance instruments that establish clear guidelines for relationships with business partners. Prior to contract execution, suppliers must complete and sign the Declaration of Compliance with the Code of Ethical Conduct, the Supplier Ethical Conduct Guide, the Supplier Quality Guide, and the Social Responsibility Policy.

This commitment is contractually established, in accordance with item 24.2 of Petrobras' standard service contract template, which sets forth the contractor's acknowledgement and agreement with the provisions of these documents, as well as the responsibility to comply with them and disseminate their guidelines among its employees, including aspects related to moral harassment, sexual harassment, and discrimination.

In this way, suppliers and subcontractors must comply with the provisions set out in the Supplier Ethical Conduct Guide, ensuring safe working conditions, dignified and respectful treatment of individuals, ethical and integrity-based conduct, and compliance with applicable laws and regulations

Main documents guiding supplier relationships:

Petrobras System Code of Ethical Conduct

Document defining the ethical principles that guide our actions and conduct commitments, both institutional and individual, employees, explicitly expressing the ethical meaning of our mission, vision, and Strategic Plan.

[Read it here](#)

Supplier Ethical Conduct Guide

Document exclusively addressed to suppliers, establishing the expected ethical values, principles, and standards of conduct in business relationships, applicable to national and international companies with contractual ties. It reinforces zero tolerance for fraud and corruption, respect for legislation, human rights, and the environment, as well as the adoption of ethical, responsible, and transparent practices throughout the supply chain.

[Read it here](#)

Supplier Quality Guide

Guide that presents Petrobras' expectations for goods and services supply, orienting suppliers toward safe, competitive, and technically excellent performance, as a complementary support to contractual relationships, highlighting the essential role of suppliers in ensuring the highest levels of quality and performance.

[Read it here](#)

Petrobras Compliance Policy and Compliance Program

The company is guided by the Compliance Policy and the Petrobras Compliance Program, a set of mechanisms directed at our various stakeholders and structured around three pillars (prevent, detect, and remedy) to prevent misconduct and harmful acts against the company

[Read it here](#)

[Download it here](#)

Social Responsibility Policy

Updated in December 2024, Petrobras' new Social Responsibility Policy establishes guidelines for the company's ESG performance, in line with the positioning and targets defined in the Strategic Plan for social responsibility topics.

[Read it here](#)

Health, Safety, and Environment (HSE) Policy and Guidelines

Establishes principles guiding the company's operations, focusing on safety, environmental protection, and health through risk management, action plans, emergency drills, and continuous training..

[Read it here](#)

Guidelines on Receiving and Offering Gifts, Hospitality, and Courtesies

Petrobras establishes criteria for receiving and offering gifts, hospitality, and courtesies, ensuring transparency and integrity in relationships.

[Read the complete document here](#)

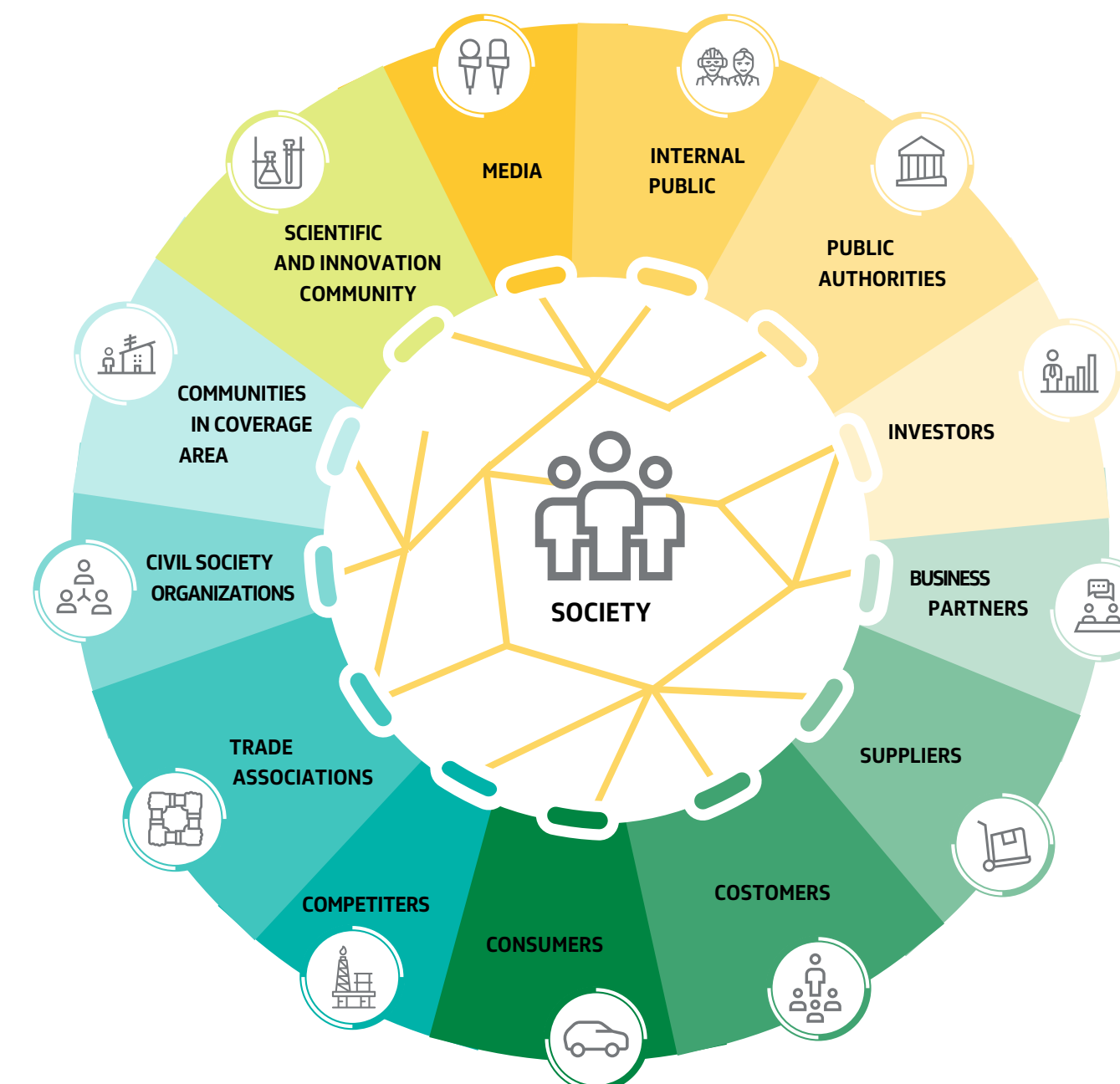
These manuals and guidelines are important allies in your journey as a Petrobras partner supplier. Access them whenever you need!

4. ORGANIZATION

4.1. Stakeholder Groups

Stakeholder groups are individuals, groups, and organizations that have, or may have, a relationship with the company and that influence or are influenced by its activities, business operations, and reputation.

At Petrobras, the identification and prioritization of stakeholder groups consider criteria such as relevance, impact, and the history of engagement, which may vary according to the characteristics of each group. Stakeholder engagement aims to strengthen dialogue, align expectations, and foster trusted relationships, contributing to transparency, effective communication, and the creation of shared long-term value.



4.2. Relationship Channels

4.2.1. Supplier Channel

The relationship with the supplier market is fostered through engagement initiatives directed to the entire supplier base, with the **Supplier Channel** serving as the primary communication platform. The portal provides institutional information for suppliers of goods and services, as well as procurement rules, guidance on supplier registration, qualification and pre-qualification processes, technical specifications, contract templates, and information regarding procurement procedures and contract management. The Supplier Channel also offers **Supplier Support** services to address questions related to registration processes and participation in procurement opportunities.

4.2.2. Whistleblowing Channel

Petrobras maintains an independent, third party-managed **Whistleblowing Channel**. Any individual, including suppliers, employees, or other third parties, may report concerns related to misconduct such as fraud, corruption, money laundering, harassment, or discrimination. The channel operates 24 hours a day, 365 days a year, allows reports to be submitted anonymously, and ensures complete confidentiality and impartiality throughout the process.

In addition, the Petrobras **Ombudsman Office** plays a key role in our integrity program, as it is responsible for receiving, handling, and addressing all reports, complaints, requests, suggestions, and other communications submitted by our various stakeholder groups.

4.3. Training and Capacity Building

4.3.1. Internal Audience

The continuous development of the workforce is a fundamental pillar of the Supplier ESG Program and aims to ensure that procurement and supplier management teams are proficient in sustainable procurement, integrity, and human rights concepts, standards, and practices, applying them consistently throughout all stages of the Goods and Services Supply Process.

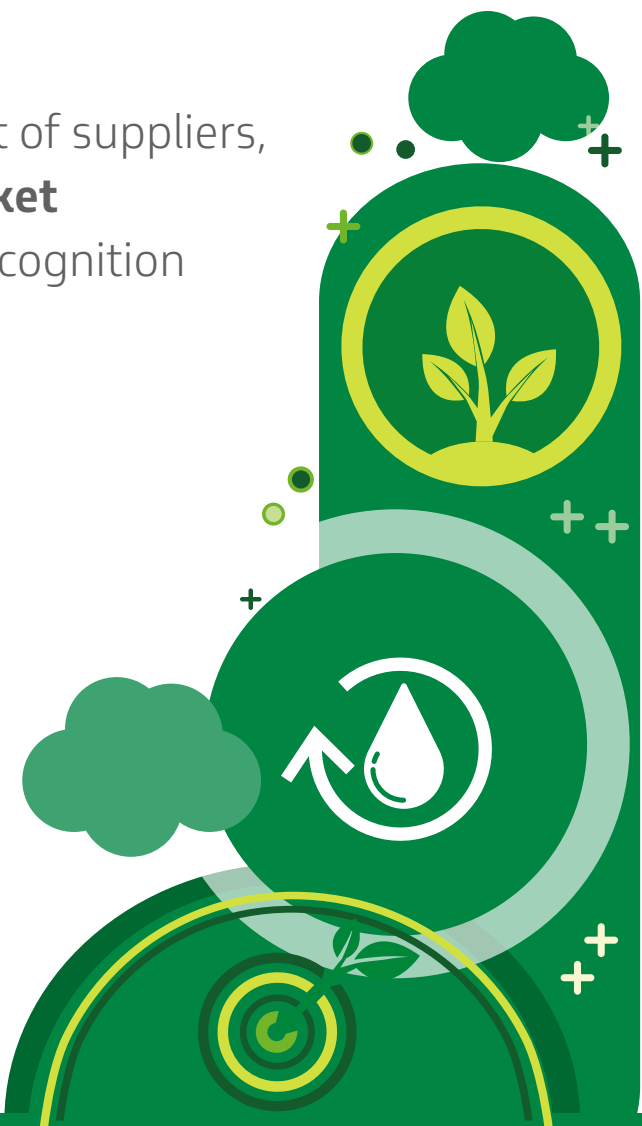
Petrobras offers training in two formats. In the virtual format, self-paced e-learning learning paths are available, featuring modules, case studies, and assessments covering topics such as ESG in the Supply Chain, Human Rights, Prevention and Combating Discrimination, Workplace Harassment and Sexual Violence, the Code of Ethical Conduct, and Data Privacy (LGPD) in Practice. These learning paths are accessible to the entire workforce, promoting the standardization of practices and the continuous enhancement of knowledge.

In the in-person format, sustainable procurement and contracting courses are offered, focusing on knowledge updates and practical application. These courses are designed for Supply Chain professionals as well as employees from other business areas, including contract managers, contract inspectors, internal requesters, and contracting strategy teams.

The training provides context on the role of sustainable procurement in ESG performance and addresses the fundamentals of sustainable management based on ABNT NBR ISO 26000 and ISO 20400 standards, applicable legal and regulatory frameworks for state-owned and mixed-capital enterprises, as well as other topics related to sustainable procurement practices.

4.3.2. External Stakeholders

A key element of Petrobras’ commitment to its supply chain is the training and development of suppliers, business partners, and sub-suppliers. This initiative is detailed in Chapter 6, **“Supplier Market Engagement”**, which presents the development and capacity-building actions, as well as recognition mechanisms and financial incentives aimed at the company’s suppliers.



5. THE PROCUREMENT PROCESS AT PETROBRAS

Petrobras' procurement processes are governed by Law No. 13,303/16 (the State-Owned Companies Law), the regulatory framework applicable to state-owned enterprises, mixed-capital companies, and their subsidiaries, which establishes procedures and responsibilities for contracting processes. According to Article 28 of this Law, procurement processes must, as a rule, be conducted through public bidding procedures, open to any interested party that meets the requirements established in the tender notice..

For further information, access the content available on the Supplier Channel, as indicated below:

- [Learn more about the State-Owned Companies Law](#)
- [Petrobras' Procurement Methods](#)
- [Procurement Process Stages](#)

5.1. ESG Integration into the Procurement Process

5.1.1. Procurement Preparation

5.1.1.1. Goods and Services Categories

Petrobras integrates ESG criteria into the procurement process for goods and services in order to align purchasing decisions with corporate sustainability goals, risk management practices, and value creation throughout the supply chain. This integration takes place during the definition of the procurement strategy for each category.

The Goods and Services Category Segmentation consist of classifying each Petrobras goods and services family into macro-areas and grouping these macro-areas for subsequent prioritization, according to the following types: Strategic, Critical, Operational, and Simplified. Some attributes of the Category segments are presented in Figure 1.

Attributes of Category Segments

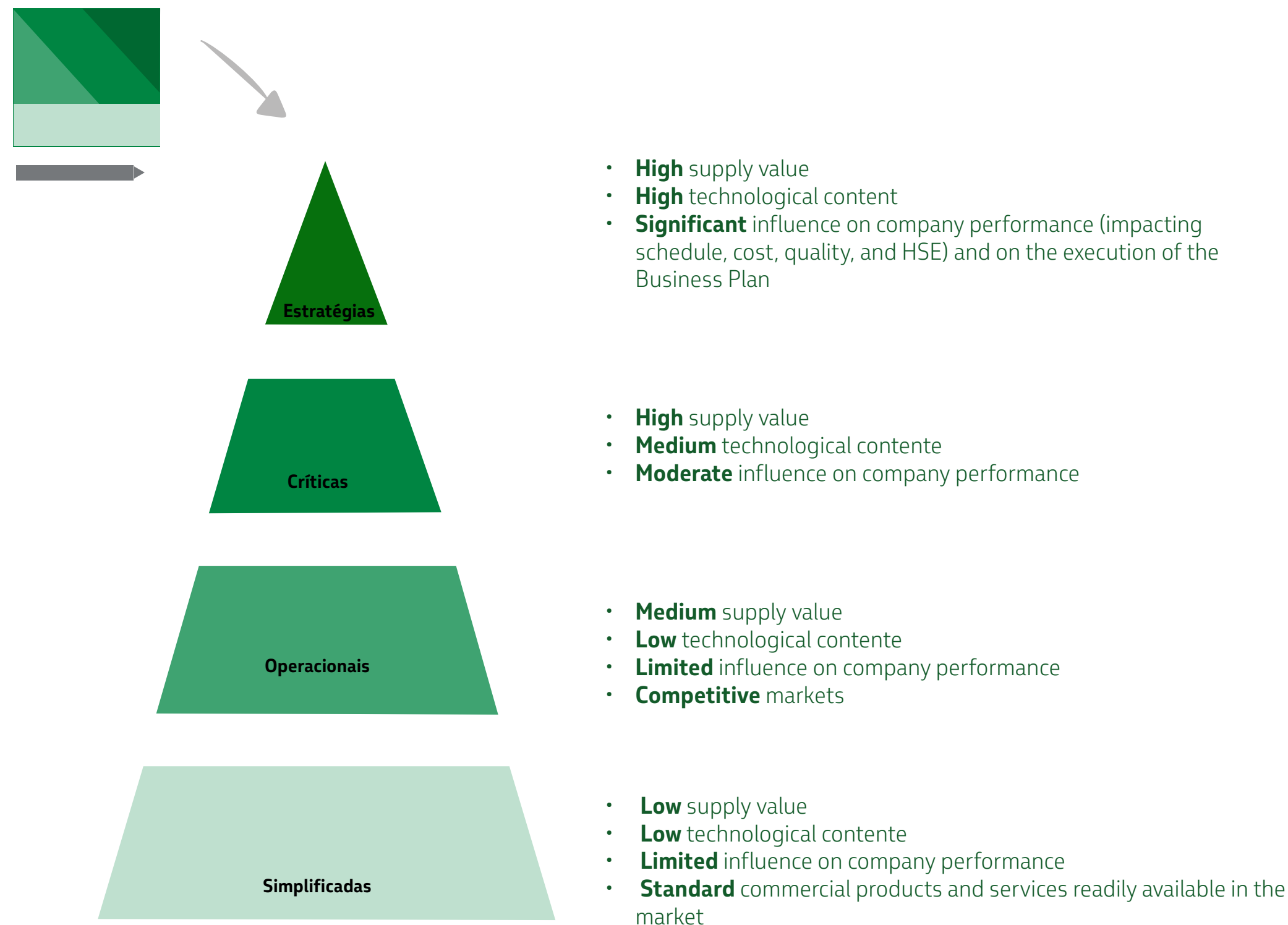


Figure 1. Attributes of Category Segments

The classification is performed based on the positioning of categories within a segmentation matrix that combines two axes: Economic Impacts and Criticality Levels, as illustrated in Figure 2:

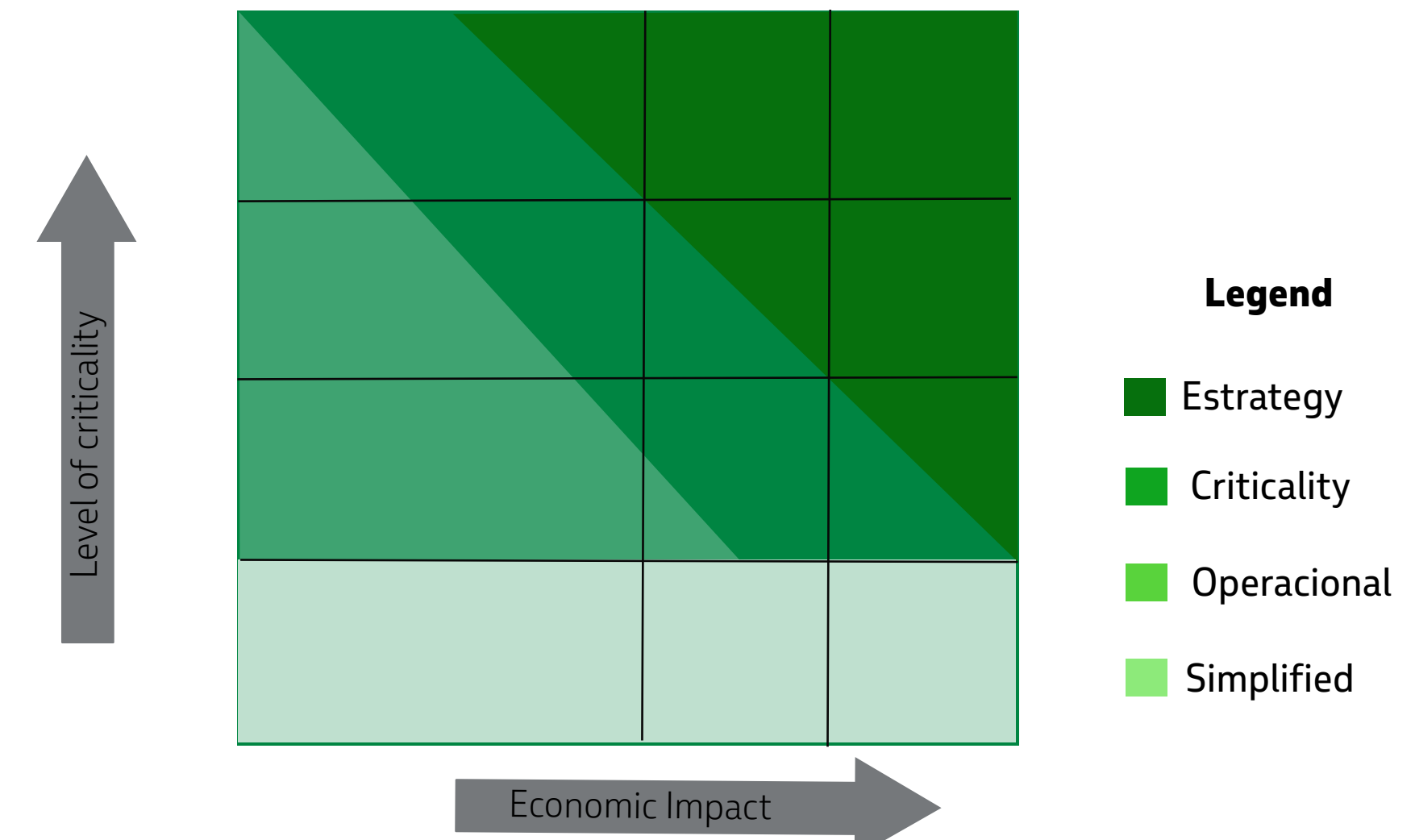


Figure 2. Example of a Category Segmentation Matrix

The Economic Impact criteria consider:

- The contribution of the goods or services to Petrobras' Business Plan objectives;
- Contracted volume and annual expenditure by supply family;
- Procurement frequency and average purchase order value.

The Criticality criteria include:

- Market economic concentration level, level of competition, and predominantly international markets;
- Challenges related to continuous supply, distribution channels, and inability to maintain inventory;
- HSE risks;
- Compliance risks and occurrences of contractual or regulatory violations;
- Operational impact;
- Industry innovation level.

5.1.1.2. Procurement Strategy and Integration of ESG Requirements

Petrobras adopts a strategic approach to incorporating ESG requirements and criteria throughout procurement processes within its supplier chain. As part of this approach, the company established, in its Business Plan, the target of assessing, by 2028, the expansion of ESG requirements in 100% of procurement processes classified under strategic categories.

Additionally, the most recent revision of Petrobras’ Procurement and Contracting Regulation (RLCP), published on April 15, 2025, introduced Article 4-A, which prohibits the direct or indirect participation of individuals or legal entities listed in the **Register of Employers who have subjected workers to conditions analogous to slavery** in Petrobras’ procurement procedures or contract execution.

Following this regulatory update, internal procurement standards were revised to ensure that all professionals responsible for procurement processes perform a mandatory consultation of this Register prior to completing any contracting process.

During the contract management stage, as detailed in the following sections, the Supply Chain area monitors the issuance of the Register, which is updated every six months by the Ministry of Labor and Employment (**MTE**), and implements the automatic blocking of suppliers subsequently included in the Register.

5.1.1.3. Relevant Suppliers

To guide monitoring, communication, and supplier base management actions, Petrobras develops and applies a screening methodology to identify suppliers that are critical from an ESG perspective, in line with the commitments and targets established in its Business Plan. The methodology is applied in three stages:

- Commercial relevance consolidation: considers suppliers with current contractual values exceeding R\$ 240 million;;

- Identification by category and ESG impact potential: prioritizes strategic and/or critical goods and services categories (according to the segmentation) and applies additional parameters to identify suppliers with high potential impact, including representativeness in Scope 3 emissions and/or human rights-related risks, considering sector-specific risks and those inherent to the supply chains of the materials;
- Discretionary assessment and adjustments: reviews the consistency of the list and evaluates the inclusion of additional suppliers, considering risks associated with market types, as well as commercial, logistical, geopolitical, and ESG aspects, in addition to specific characteristics of sectors, commodities, and their value chains.

The consolidation is carried out by the technical areas, and validation takes place through the Sustainable Procurement Committee. The list undergoes an annual review and may be updated at any time in response to market changes, new regulatory requirements, or events that alter the risk profile.

5.1.2. Procurement Execution

5.1.2.1. Qualification and Eligibility Criteria

Supplier qualification and selection are based on integrated requirements that ensure delivery capacity, compliance, and sustainable performance. Initially, legal compliance is verified through the submission of incorporation and registration documents, as well as integrity due diligence, which assesses information related to reputation, reliability, and anti-corruption practices.

Subsequently, technical capability is evaluated, including experience within the contracted scope, adequacy of infrastructure and technologies employed, as well as track record in similar contracts and applicable certifications. The economic and financial assessment examines financial statements and indicators related to liquidity, leverage, and equity, in order to ensure solvency and continuity of deliveries without risks to the supply chain.

Regarding Health, Safety and Environment (HSE), the effectiveness of environmental management, occupational health, and safety policies and practices is assessed, considering prevention programs, training initiatives, and, where applicable, recognized certifications.

5.1.3. Contract Management

5.1.3.1. Contractual Clauses

The procurement of goods and services at Petrobras incorporates Health, Safety and Environment (HSE) and sustainability requirements, proportionate to the risks and nature of each procurement process. These requirements are established through contractual clauses and monitored and assessed throughout the entire contract lifecycle. Attention to the working conditions of employees of contracted companies is also a central element of Petrobras' human rights agenda. Learn about the mandatory clauses included in Petrobras' contractual templates:

Human Rights Clause

Suppliers must ensure safe working conditions, operate with integrity, and fully comply with applicable legislation. To prevent degrading practices throughout the supply chain, Petrobras adopts contractual clauses requiring labor compliance, prohibiting child labor and work analogous to slavery, and providing for contract termination in the event of non-compliance with labor and human rights obligations. Since 2024, contracts have included a specific Human Rights Clause, reinforcing commitments to maintaining safe working environments, combating discrimination and harassment, protecting vulnerable groups, promoting equal pay, respecting freedom of association and collective bargaining rights, cooperating with audits, and safeguarding whistleblowers.

Compliance Clause

Establishes the obligation to comply with anti-corruption laws, anti-money laundering regulations, and international sanctions, prohibiting the offering or acceptance of improper advantages and requiring the adoption of internal controls, ethics policies, and cooperation in audits and investigations. Non-compliance constitutes a serious breach, subjecting the contractor to legal and contractual sanctions, including contract termination.

Data Protection Clause

The data protection clause requires compliance with the LGPD and related rules, stating that the processing of personal data must be limited to the contractual purpose, for legitimate reasons, and with proper protection, as well as adopting governance, keeping processing records, and being responsible for any violations, including those by subcontractors.

Social Responsibility Declaration Clause

For contracts considered to present higher risks of Human Rights violations, such as those involving intensive use of labor, Petrobras includes a Social Responsibility Declaration Clause, establishing social responsibility and human rights commitments for contracted companies.

HSE Attachment

All service contracts include an HSE Annex containing the requirements fulfilled by contracted companies. Contracts classified as high HSE risk must include specific HSE requirements during the procurement process and monitor the HSE performance of service providers according to the criteria established in the respective contracts. Necessary measures are taken to correct potential non-conformities and encourage suppliers and partners to adopt HSE best practices.

5.1.3.2. Contract Management and Oversight

Petrobras suppliers must ensure safe working conditions, respect for workers, ethical conduct, and compliance with applicable legislation. Contract execution is monitored based on procedures that verify compliance with contractual clauses, including prohibitions on child labor and work analogous to slavery, as well as adherence to the **Supplier Code of Ethical Conduct, the Code of Ethical Conduct**, and the Social Responsibility Policy.

Within ESG monitoring, aspects related to HSE, social responsibility, and labor obligations are assessed. Suppliers are required to provide, monthly, supporting documentation demonstrating compliance with labor, social security, and severance fund (FGTS) obligations. Non-compliance may result in administrative sanctions. For contracts with higher risks of human rights violations, commitments are verified through a Checklist (CL).

Contracts that include an HSE Annex are monitored through the HSE Management Assessment Program (PAG-SMS), with a level of rigor proportional to the associated risk. High-risk contracts undergo monthly monitoring prior to each payment, including document reviews, on-site inspections, and audits. These contracts must establish requirements, indicators, monitoring criteria, and corrective measures.

Petrobras continuously monitors media and public sources to identify ESG risks. The Supplier Market Risk Analysis Center of Excellence assesses geopolitical, geographic, economic, and compliance aspects related to the supply chain. These assessments are limited to first-tier suppliers; however, in projects such as EPC (Engineering, Procurement and Construction), the procurement of critical items from pre-qualified sub-suppliers may be required. These suppliers are included in a selected company list, known as the vendor list, associated with specific contracts.

Supplier Evaluation

Supplier performance is consolidated into the Supplier Performance Index (IDF), which is updated daily on a scale from 1 (poor) to 6 (excellent), considering delivery performance, quality, management, and HSE criteria, with differentiated weighting factors.

Consequence Management System

The identification of technical or performance discrepancies in goods or services, detected after delivery, may result in the issuance of a “Discrepancy Occurrence Notice” (COD). This process involves a joint analysis by Petrobras’ technical team and the supplier’s technical team, with the purpose of determining the root cause of the failure and identifying the necessary corrections and corrective actions, in accordance with the Quality Management System standards.

Failure by the supplier to adequately address such discrepancies may trigger a consequence management system, including reimbursement, contract termination, notification to certification bodies, supplier registration disqualification, and the application of administrative sanctions, such as warnings, fines, suspension, restriction from contracting, and disqualification from bidding processes.

In cases involving unlawful acts, the CAASE may recommend penalties, while ensuring the supplier’s right to defense. Legislation also provides for self-remediation through evidence that the causes leading to the sanction have been addressed, assessed through document reviews, contract performance analysis, and audits, in accordance with the **Self-Remediation Guide**.



5.1.4. Cross-Cutting Topics

Integrity and Human Rights Due Diligence in Suppliers

Petrobras adopts the Integrity Due Diligence (IDD) procedure as one of the main mechanisms for preventing and detecting integrity risks in its business relationships. The process aims to assess, in a structured manner and proportionate to the level of risk, the integrity mechanisms and procedures of third parties with whom the company maintains relationships, supporting more responsible decisions aligned with its governance and compliance commitments.

Over the years, the process has undergone significant enhancements. In line with the strategic driver “Act with Integrity”, established in the company’s Strategic Plan, Petrobras began incorporating human rights-related aspects into the Integrity Due Diligence questionnaire. This expansion represents a significant advancement in supplier risk management by incorporating a broader perspective on potential impacts on people.

The revised instrument requires suppliers to demonstrate commitments regarding topics such as the promotion of diversity and inclusion; the prohibition of prejudice, discrimination, harassment, sexual exploitation, child labor, and work analogous to slavery; compliance with labor obligations; and other risks related to human rights violations. The information collected supports preventive actions and periodic risk assessments, focusing on verifying suppliers’ publicly stated commitments to promoting and respecting human rights.

Among the aspects assessed are the existence of specific guidelines, policies, and procedures; risk assessments in operations; remediation of potential impacts; implementation of training and awareness initiatives; establishment of channels for recording complaints, grievances, and reports; and the inclusion of contractual clauses addressing these matters.

As part of this commitment, Petrobras established the target of implementing Human Rights Due Diligence for 100% of relevant suppliers by 2030, reinforcing the integration of this topic into its long-term strategy and responsible business conduct. Aligned with international best practices and internal guidelines, Human Rights Due Diligence for relevant suppliers promotes active listening and positions people as a central element of the process.

These actions reinforce our commitment to international treaties and conventions ratified by Brazil, such as the International Bill of Human Rights, the United Nations Guiding Principles on Business and Human Rights, the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work, and IPIECA guidelines.

The results of Human Rights Due Diligence assessments for relevant suppliers are integrated into the Integrity Due Diligence (IDD) process, whose outcome is expressed through the Integrity Risk Level (IRL), categorized as low, medium, or high. The IRL is considered by managers in decision-making processes, strengthening risk management within the company.

Within this context of maturity process, the Integrity Due Diligence System (SDDI) also achieved an important milestone by obtaining registration certification from the National Institute of Industrial Property (INPI). The registration recognizes the originality, robustness, and innovation of the developed solution, providing official protection and enabling its replication within the Petrobras System and, in the future, in other public organizations. This initiative reaffirms the company’s commitment to integrity, innovation, and the continuous strengthening of its integrity risk prevention mechanisms.

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6. RELATIONSHIP WITH THE SUPPLIER MARKET

6.1. Engagement and Development of the Supplier Chain

The company operates by guiding, communicating with, and engaging its partners in initiatives, opportunities, and procurement procedures, with the aim of increasing the competitiveness, quality, and performance of the supply chain. Our commitment is to ensure compliance with requirements, expand the impact of ESG drivers across the entire supply chain, and invest in the continuous development of suppliers, potential suppliers, business partners, and subcontractors.

6.1.1. Supplier Market Engagement Events

To expand the reach of its communication initiatives with the supplier base, Petrobras holds monthly virtual sessions covering a range of topics relevant to the supplier market. These sessions are recorded and made available in the **"Lives, Events and Opportunities"** section of the Supplier Channel, along with the schedule of upcoming sessions.

In addition, Petrobras actively participates in meetings, workshops, and trade fairs across different regions of the country, with a focus on strengthening relationships with regional supplier markets and reinforcing local production chains. During these events, Petrobras presents regional opportunities and projects, decarbonization initiatives, financing programs available to suppliers, and guidance on how to do business with the company.

6.1.2. ESG Training Journey

With the aim of strengthening relationships across the value chain and promoting continuous improvement in sustainable procurement practices and supplier management, Petrobras maintains an **ESG Training Journey**. In 2023, the initiative was expanded to engage potential suppliers, business partners, and their subcontractors through e-learning courses on topics such as Human Rights, Compliance, HSE, and Climate Change, among others. In addition to the courses, Petrobras also offers podcasts on ESG topics and guides on Diversity, Equity, and Inclusion.



6.1.3. Fortalecer Program

In 2025, the Fortalecer Program was launched, aligned with the company's commitment to building a more diverse, equitable, and inclusive supply chain. The Program aims to promote the inclusion of Micro and Small Enterprises (MSEs) owned by underrepresented groups within the contracting ecosystem. The initiative also seeks to strengthen the sustainability and competitiveness of these businesses, contribute to regional socio-economic development, ensure the supply of goods and services required for operations, and reinforce the company's social license to operate.

The Program was carried out in partnership with the Brazilian Micro and Small Business Support Service (SEBRAE) and covered municipalities in the Vale do Paraíba region — such as São José dos Campos, Jacareí, Caçapava, and Taubaté — located in the vicinity of the Henrique Lage Refinery (REVAP). This first cycle focused on the development of MSEs led or owned by women, Black and Brown people, persons with disabilities, and elderly individuals, in alignment with corporate diversity and inclusion guidelines.

A total of 30 companies were included in this first cycle of the Fortalecer Program and had the opportunity to participate in training sessions and individualized management consulting provided by SEBRAE. This phase covered topics such as strategic planning, marketing, financial management, people management and leadership, occupational safety, use of artificial intelligence, and guidance on registration in Petrobras' Supplier Channel.

Upon completion of the training stages, the companies went through the registration process on the Petronect Portal, where technical, legal, and economic criteria were assessed. The closing ceremony of the Program included the issuance of the Supplier Registration Certificate (CRC), a key requirement for participation in procurement processes.

Through the Fortalecer Program, we advance the implementation of the diversity, equity, and inclusion agenda within the value chain, while also promoting the development of local entrepreneurs in the vicinity of our operations. The initiative contributes to strengthening a more diverse, competitive, and sustainable supplier base, in alignment with corporate guidelines on social responsibility and sustainability.

To ensure the continuity of the initiative, the lessons learned, challenges, and best practices identified throughout the first cycle of the Fortalecer Program were analyzed, mapped, and systematized, to consolidate a reference framework that supports continuous improvement. In this context, the aim was to define the premises for scaling the project, ensuring replicability and consistency in future cycles.

6.2. Initiatives to Strengthen the ESG Agenda in the Supply Chain

6.2.1. ESG Questionnaire

Implemented since 2023, this questionnaire is based on a voluntary online self-assessment and is completed by suppliers from a wide range of sectors and sizes. It allows us to monitor the level of engagement and development of our suppliers on topics of high relevance within the ESG agenda, serving as a "barometer" that enables more effective management of our actions with the supplier market.

Participate in the ESG Questionnaire

6.2.2. CDP Supply Chain Program

On an annual basis, selected suppliers are invited by Petrobras to respond to the CDP Supply Chain questionnaire, a global and independent environmental disclosure platform widely used by purchasing organizations to engage and monitor the performance of their value chains. The initiative promotes the measurement and reporting of management practices, targets, and actions related to climate change, water security, and forests.

Although participation is voluntary, each response is highly valued as it strengthens the management of opportunities and risks across these three topics, both for Petrobras and its suppliers. Based on the questionnaire responses, it is possible to identify action priorities (such as emissions and efficiency) and improve the quality of information related to contracted goods and services

Learn more about the CDP Supply Chain Program

6.2.3. New Technology Suggestion Form

We support and encourage projects and new technologies that contribute to sustainability in our operations. To submit new ideas, please complete the **form**. For questions or clarifications, please contact us at: **cc-suprimentosasg@petrobras.com.br**.

6.2.4. Carbon Neutral Program

Our Carbon Neutral Program includes a supply chain-related pillar and encompasses initiatives that support supplier engagement in decarbonization, expanding sustainable procurement practices. Internal processes for mapping opportunities and analyzing greenhouse gas (GHG) emissions performance across our supply chain are managed in partnership between the Climate Change and Decarbonization areas, Procurement, and other operational departments.

6.3. Incentives and Recognition

6.3.1. Petrobras Best Suppliers Award

The award recognizes suppliers that have made a significant contribution to the delivery of goods and services, as well as to the development of high-impact technological solutions for the business. It encourages the pursuit of excellence and is aligned with Petrobras’ standards and expectations regarding performance in delivery timelines, management, quality, HSE, ESG, and value creation.

Companies are recognized in several categories, including nine special categories: Decarbonization, Human Rights, Governance, Safety, Environment, Health, Quality Management, Small Businesses, and Research, Development and Innovation.

In its 8th edition, held in October 2025 during OTC Brasil, the award recognized suppliers in 28 recognition groups and 9 special categories, covering supplies considered strategic and critical to Petrobras.

6.3.2. Autonomy and Income Program

The Petrobras Autonomy and Income Program focuses on the professional qualification of people experiencing socioeconomic vulnerability and/or unemployment, aiming to expand employment opportunities in the Oil and Gas sector in locations within the areas of Petrobras’ operations. The program prioritizes the qualification of underrepresented groups, such as women, Black and Brown people, transgender people, people with disabilities, refugees, Indigenous Peoples, and Quilombola communities, with the objective of expanding the availability of qualified labor to work across the supplier chain. In addition, the initiative addresses the communities’ ongoing demand for professional training and increases the opportunities for utilizing local labor in Petrobras’ operations. More information is available on the **Autonomy and Income | Petrobras** website.

6.3.3. Connections for Innovation

The Petrobras Connections for Innovation Program encompasses innovation initiatives aimed at establishing partnerships and creating an innovation ecosystem involving researchers, students, institutes, companies, and startups, both in Brazil and abroad.

As a result, the program currently has a network of more than 220 innovation partners, over 9,000 researchers collaborating internally and externally, and more than 900 ongoing partnerships. The Connections Program accelerates technological development and reduces the time required for the adoption of innovations, strengthening relationships with partner institutions and universities and aligning with the objectives of the National Innovation Policy (Decree No. 10,534/2020).

More Information

6.3.4. Operational Excellence Programs

To contribute to our strategic objective of achieving zero fatalities and preventing occupational and environmental accidents in our operations, Petrobras encourages service providers to invest in improving their operational performance.

To this end, Petrobras implements several excellence programs that periodically assess compliance with best practices and standards related to Quality, Health, Safety and Environment (HSE), as well as Legal Requirements, including PEOTRAM (Operational Excellence Program for Air and Maritime Transportation), PEO-SONDAS (Operational Excellence Program for Offshore Rigs), and PEOTER (Operational Excellence Program for Onshore Operations).

Companies' scores in these excellence programs are used as a competitive differentiator in vessel procurement processes, ensuring that companies with better performance results and differentiated safety standards are selected, while recognizing and valuing suppliers with superior performance.

To learn more about our Operational Excellence Programs, [click here](#).

6.3.5. *Mais Valor and Progredir*

To strengthen the supplier chain and improve contractual performance, Petrobras provides two industry development programs:

Progredir: launched in 2012 and redesigned in 2020, the program aims to expand suppliers' access to credit, both in volume and under competitive conditions, through relationship rules between financial providers and borrowers that reduce risks. It currently involves approximately 162 financial institutions, supporting the growth of the oil and gas industry in Brazil. More information is available on the [Progredir website](#), or suppliers may contact support.progredir@idtrust.com.br.

Mais Valor: launched in 2020, the program enables the anticipation of invoices issued to Petrobras. Registered companies verify invoices related to delivered goods and provided services and may anticipate payment through a digital platform. The program brings together approximately 66 financial institutions, which participate daily in a reverse auction of interest rates; the lowest rate offered is applied to the transaction. When a supplier chooses to anticipate payment, the amount is credited on the same day, expanding access to financial resources at more competitive rates based on Petrobras' payment risk (reverse factoring / supplier finance). More information is available on the [Mais Valor website](#), or suppliers may contact forneceedores.promais@gpnet.com.br.



7. INDICATORS

Table 1. ESG commitments related to the supply chain associated with the 2026–2030 Business Plan.

ESG COMMITMENTS RELATED TO THE SUPPLY CHAIN ASSOCIATED WITH THE 2026–2030 BUSINESS PLAN	RESULT/TARGET (2025) (%)	TARGET BUSINESS PLAN 2026–2030 (%)
Carry out human rights due diligence in our relevant suppliers by 2030	37/35	100
Establish that relevant suppliers have their (GHG) emissions inventory published by 2028	53/30	70
Evaluate contracts in the strategic categories, the expansion of ESG requirements by 2028	74/25	100
Relevant suppliers trained in Integrity and/or Privacy by 2030	56/20	100

Table 2. Suppliers assessed ESG-related requirements in procurement

SUPPLIERS ASSESSED AGAINST PROCUREMENT REQUIREMENTS	RESULT (2025)
Total number of suppliers assessed against legal requirements	15.281
Total number of suppliers assessed against economic-financial requirements	5.985
Total number of suppliers assessed against integrity criteria (DDI, including Human Rights risk factors)	2.787
Total number of suppliers assessed against technical criteria	1.931
Total number of suppliers assessed against HSE requirements.	198

Table 3. Supplier Development Programs

DEVELOPMENT PROGRAMS	RESULT (2025)
Total number of suppliers registered in the Progredir Program	2.512
Total number of suppliers registered in the Mais Valor Program.	3.701

