

2025
SUSTAINABILITY
REPORT

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INTRODUCTION

About the report 

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ABOUT THE REPORT

GRI 2-3, 2-14

PRIO—an independent oil and gas company headquartered in Rio de Janeiro with operating assets in Rio de Janeiro and Espírito Santo—is here publishing its fourth Sustainability Report, summarizing the Company's performance, practices, and commitments for the period from January 1 to December 31, 2025.

During this cycle, the Double Materiality Matrix—which was developed over the course of the year—was updated. This methodology served as the basis for defining the topics and indicators reported, enabling a structured assessment across two dimensions: the impacts of PRIO on society and the environment, and the financial risks and opportunities that sustainability agendas present for the business.

Given PRIO's expansion on the global stage, this report highlights our efforts to combine operational efficiency with corporate responsibility. When optimizing the management of mature fields, we prioritize the mitigation of

impacts and extending the useful life of assets. It is through this integrated strategy that we ensure the sustainability of our business and deliver real value to society.

To ensure the quality, consistency, and credibility of the information, the 2025 report complies with the Standards published by the Global Reporting Initiative (GRI), a globally adopted standard for sustainability reporting, reports the standards set forth by the Sustainability Accounting Standards Board (SASB), and addresses the management of risks and opportunities related to climate change based on the recommendations of the TCFD (Task Force on Climate-related Financial Disclosures).

The highest governing body is responsible for reviewing and approving the information contained in the Company's reports. The review and approval of the information in this report and of material topics are carried out by the Sustainability Committee.

All financial figures are presented in US dollars. The amounts originally denominated in BRL were converted using the closing exchange rate for 2025 (5.4749 BRL/US\$).

The information regarding future production and reserves is taken from the 2026 Certification Report by DeGolyer & MacNaughton.

Except where the text explicitly refers to sales (offtakes), for which volumes are expressed in barrels of oil (bbl), all references to "barrels" in this report refer to barrels of oil equivalent per day (boe/d).

For a straightforward reading experience, qualitative information is provided in the main text, while quantitative data can be accessed via the [Disclosures Supplement](#).



Visit the [Investor Relations](#) website for detailed information on the Company's financial and operational performance.



Contact PRIO: Questions or comments regarding this report or the Company's sustainability practices can be sent to: sustentabilidade@prio3.com.br

MESSAGE FROM LEADERSHIP

GRI 2-22

It is with great pleasure that I am able to share PRIO's fourth Sustainability Report. More than just a financial statement, this report offers an overview of how the Company operates, makes decisions, and engages with the world around it. At PRIO, producing oil means operating responsibly, ensuring that every barrel extracted generates maximum value for society, with a focus on safety, efficiency, and a commitment to sustainability.

This edition marks a year that deserves special attention: 2025 marked the tenth anniversary of the establishment of the model that defines PRIO. Ten years is enough time to test a hypothesis and understand what actually sustains it. When PRIO consolidated its operations in 2015, the goal was to manage mature assets efficiently, with discipline, and a genuine commitment to growth. Since then, the path has been far from straightforward, but what we have built is clear: we have become Brazil's biggest independent oil and gas company, with a record production of 155,800 barrels per day in December 2025. These results cannot be explained solely by technical decisions

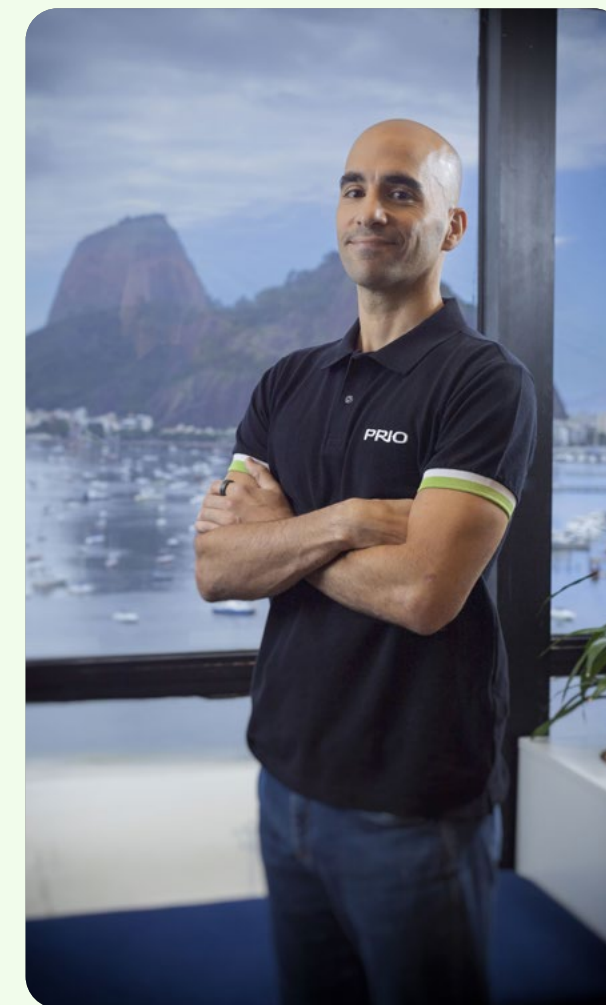
or favorable market conditions: they are the result of our culture. We have proven that a culture rooted in people, results, nonconformism, and boldness fosters and drives progress. These are the pillars of PRIO: we strive to be a leader in the global industry, building a legacy of social transformation, environmental responsibility, and organizational excellence. We have a team with an ownership mindset: today, 95% of our employees are also shareholders in the Company. This dynamic aligns personal and collective interests, creating an active presence that is crucial to the business' success.

In 2025, we made systematic progress in strengthening our governance standards, with a particular focus on developing our Human Rights Policy, which guides our practices, decisions, and relationships throughout the entire value chain. This year, we also founded the PRIO Institute, a concrete expression of our belief that operational performance and social and environmental responsibility are inseparable. The Institute aims to expand our

involvement in long-term social and environmental initiatives, scaling up a commitment that has always been at the heart of the Company.

What has brought us this far is exactly what will take us forward. We are starting a new decade on a whole new level, with the launch of two strategic assets, Peregrino and Wahoo, which will be pivotal in the coming years. We are continuing with the same culture that has brought us this far, now applied on a larger scale, with greater complexity and responsibility. It is this combination of entrepreneurial spirit, discipline, and trust in people that supports our conviction that we are ready for the challenges ahead.

We move forward guided by strong values, a commitment to continuous learning, and the conviction that responsible production is the path to creating a lasting positive impact. And so, we begin the next chapter of our story: with the same spirit, greater maturity, and even more ambition to bring about change.



Nelson Queiroz Tanure
Chairman of the Board of Directors



Roberto Bernardes Monteiro
Chief Executive Officer

The year 2025 marked a transformative milestone for PRIO, setting a new standard of complexity and scale for the Company. It was a period in which our ability to execute was put to the test and proved itself, as we balanced operational challenges with structural achievements.

One of the major highlights was the start of operations in the Peregrino Field. In May, we signed the contracts for the acquisition of a 60% stake and the operation of the field, structured in two tranches. In August, the FPSO Peregrino, which was still being operated by the previous operator, was interdicted by the ANP (National Agency of Petroleum, Natural Gas and Biofuels), and we worked closely with the previous operator at the time and the regulator to ensure the safe resumption of operations. With operations authorized to resume in October and the remaining regulatory approvals secured, we completed the first tranche of the transaction in November, covering a 40% stake and the operation of the field. With this, combined with the 40% stake acquired in December 2024, we have consolidated an 80% stake in the asset and immediately begun realizing operational synergies, resulting in cost reductions.

At the same time, we are making progress on the Wahoo Project. In 2025, we obtained the necessary permits from Ibama (the Brazilian

Institute of the Environment and Renewable Natural Resources) to begin drilling wells and installing subsea infrastructure in the field. Thus, on March 18, 2026, we drilled the first oil in the Wahoo Field, with initial production of 12,000 barrels per day from the first of the four planned production wells. This is the first field developed by PRIO since its founding, and the way it was structured—integrated with the existing infrastructure of the Frade Field—reflects exactly what defines us: growing efficiently and with discipline in capital allocation.

Across our other assets, we focused on efficiency and execution, performing workovers at Tubarão Martelo, launching a new drilling campaign at Polvo, and making improvements to the topside at Frade. In Albacora Leste, we have seen a consistent improvement in operational efficiency, reflecting stabilization and proactive measures in the field. As a culmination of these efforts, in our tenth year, we achieved our best-ever safety performance, meeting the global benchmark set by the IOGP (International Association of Oil & Gas Producers).

These advances were made possible by proactive financial management. In 2025, we issued debentures in the domestic market and a new bond in the international market, thereby strengthening our balance sheet and ensuring liquidity for our projects.

PRIO's vision, however, goes beyond the barrels of oil produced, and in 2025 we will further strengthen our commitment to responsible business practices. Throughout the year, we have strengthened our risk management practices and consolidated our Human Rights Policy, reflecting the maturity of our governance. We have also launched the PRIO Institute, which was created to institutionalize and expand our social and environmental commitment, while our cultural projects continue to operate under our I♥PRIO platform, which has reached the historic investment milestone of approximately US\$ 23.74 million to support more than 100 projects.

As part of the progress made during the period, we also brought the Impulso I♥PRIO initiative to life, expanding the reach of our culture of management and efficiency to support the transformation of social and environmental projects.

None of what we have built would be possible without the people who make up PRIO. What has brought us this far is a non-negotiable culture rooted in people, results, nonconformism, and boldness. In 2025, we reaffirmed our commitment to our values, and it is with this same energy—dreaming big and executing with discipline—that we look to the future. With the support of our team and our deep sense of responsibility, we will continue to build a PRIO that is increasingly solid, efficient, and ethical.

Ten years of results, nonconformism, and boldness

 Barrels per day
  Market value (US\$)
  Employees

20
15

PetroRio is founded.

 5,100

 30 million

 95

20
16

PetroRio now holds 100% of the production rights for the Polvo Field.

 8,200

 52 million

 99

20
17

Acquisition of a 10% stake in Manati.
 Launch of the Stock Option Program with the approval of the first Stock Option Plan.

 10,100

 197 million

 120

20
18

Drilling Campaign in the Polvo Field.

 11,700

 242 million

 135

20
19

PRIO takes over the environmental compensation projects related to the TAC Frade.
 Acquisition of a 70% stake in the Frade Field, including the FPSO Valente.
 Establishment of the Ethics and Compliance Committee.

 18,200

 865 million

 289

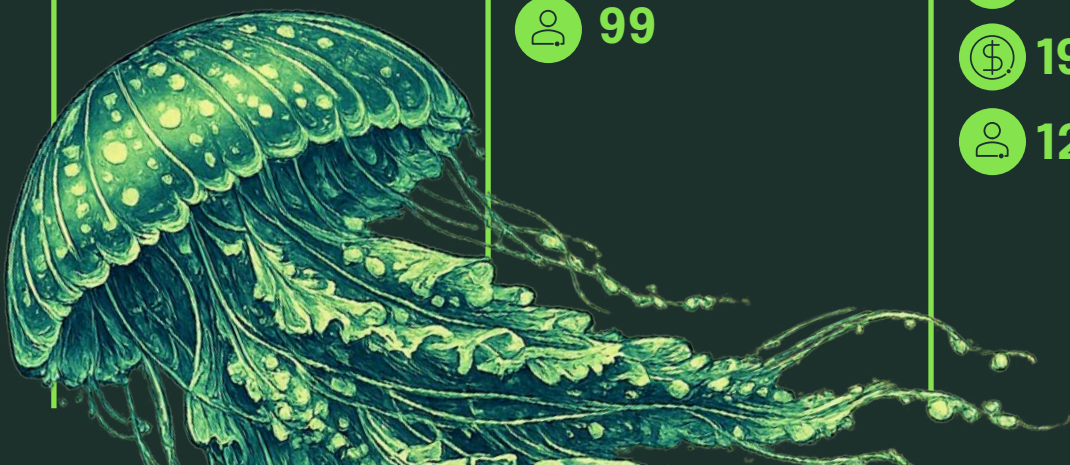
20
20

Acquisition of an 80% stake in the Tubarão Martelo Field.
 Start of the drilling campaign in the Polvo Field.

 26,600

 1.85 billion

 429



20
21

- Polvo Tieback—TBMT.
- Acquisition of a 64.3% stake in the Wahoo Field.
- Acquisition of a 30% stake in the Frade Field (bringing the total stake to 100%).
- Follow-on offering (US\$ 365 million); bond issuance (US\$ 600 million).
- Establishment of the Nomination and Audit Committees.
- Completion of the Company's first emissions inventory.

 31,600

 3.32 billion

 421

20
22

- PetroRio is PRIO.
- Issuance of debentures (US\$ 365 million).
- Acquisition of the Hunter Queen drilling rig.
- First phase of the Frade Field revitalization campaign.
- Publication of the Company's first sustainability report.

 40,500

 6 billion

 630

20
23

- Acquisition of the Albacora Leste Field.
- Consolidation of the Domm Group through the acquisition of the entire Tubarão Martelo Field.
- Sale of the stake in the Manati Field.
- Second phase of the Frade revitalization campaign.
- Establishment of the Compensation and Sustainability committees.
- Approval of the new Stock Option Plan.
- Launch of the I♥PRIO Cultural Projects Platform.

 88,100

 7.46 billion

 744

20
24

- Acquisition of a 40% stake in the Peregrino Field.
- Recognition of 100% of the rights to develop the Wahoo Project.
- Acquisition of the PLSV Genesis I.

 84,000

 6.54 billion

 810

20
25

- Acquisition of a 40% stake and start of operations in the Peregrino Field in November.
- Start of drilling and construction of the tieback for the Wahoo Project.
- Raising of US\$ 700 million in bonds and US\$ 745 million in local debentures.
- Development of the Human Rights Policy.
- Launch of the PRIO Institute.

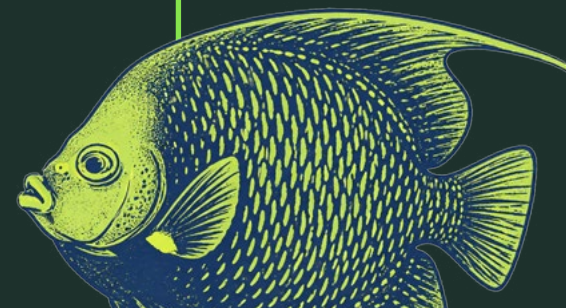
 106,400

 6.58 billion

 1,099

20
26¹

- First oil from Wahoo**

¹ Year in progress at the time of publication of this report.


2025 HIGHLIGHTS



Operational

Production

38.8 million
barrels of oil equivalent

Emissions Intensity

27.7 kgCO₂e/boe

Sales

37.8 million
of barrels of oil sold

Certified Reserves¹

757.3 million

¹ Information based on the DeGolyer and MacNaughton certification with a reference date of January 1, 2026, and considering an 80% stake held by Peregrino.



Financial

Total revenue

US\$ **2.5 billion**

Adjusted EBITDA (ex-IFRS16)

US\$ **1.4 billion**

Lifting Cost

13.90 /boe

Net income (ex-IFRS16)

US\$ **405 million**





Corporate Credit Ratings

FitchRatings

brAAA (national index)
and BB+ (international index)

MOODY'S

Ba2¹ (international
index)

S&P Global

brAAA (national index) and
BB (international index)



Key Milestones

Closing of the acquisition of a 40% stake and beginning of full operations in the Peregrino Field

in November, consolidating an 80% stake in the asset and adding 40,000 barrels per day to PRIO's production

Start of drilling and subsea construction in the Wahoo Field,

with first oil in 2026, marking the first field developed by PRIO since its founding

Launch of the PRIO Institute,

a strategic division designed to manage projects in a technically sound and long-lasting manner, generating socio-environmental value



Awards and Rankings

GHG Protocol Gold Certification:

for the 2025 emissions inventory

ESG Rankings (FGV and Insight Comunicação):

In the ranking of the top 100 companies in ESG, PRIO climbed 17 spots in one year, moving from 59th place in 2024 to 42nd place in 2025

ABQV (Brazilian Quality of Life Association):

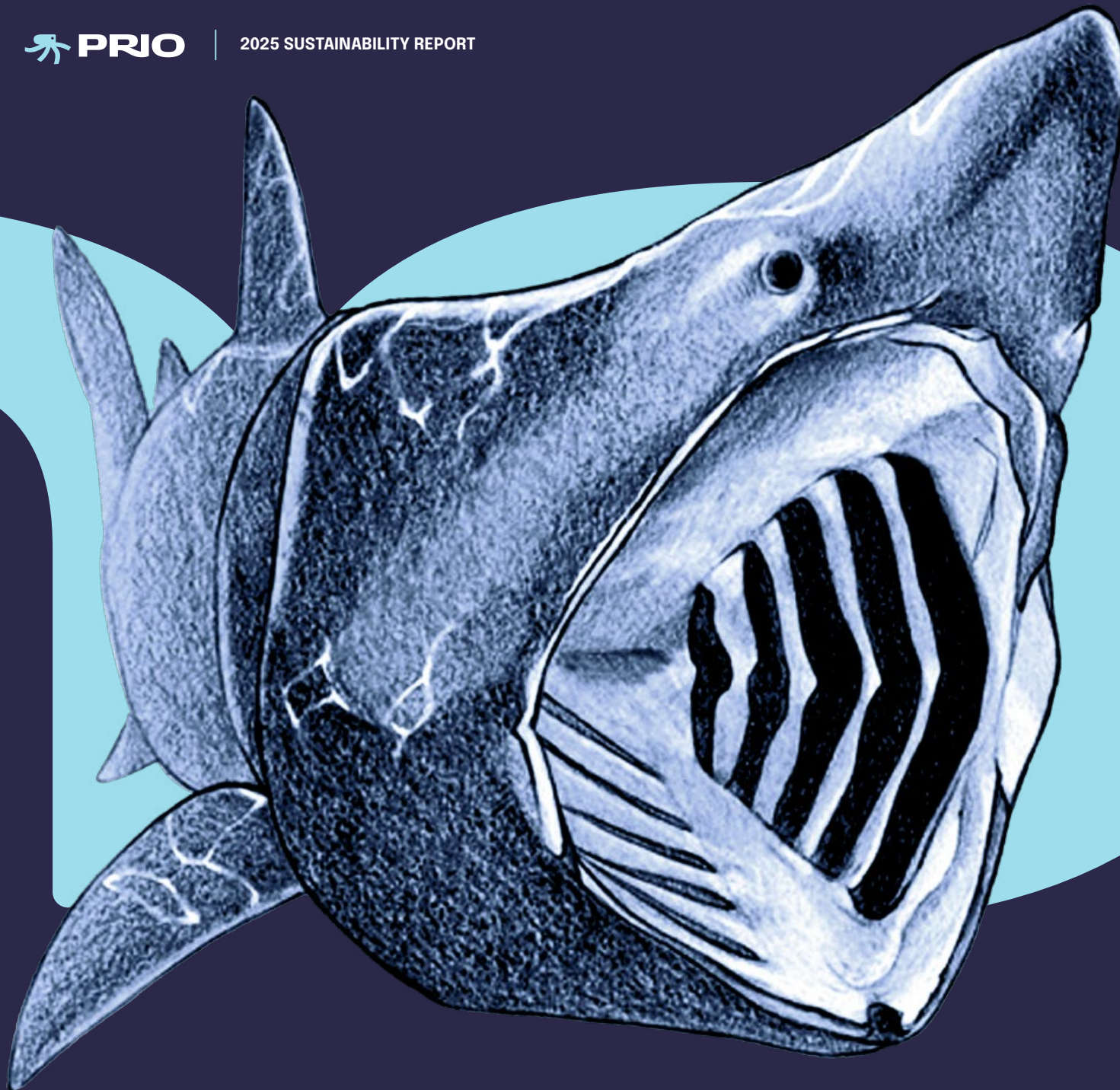
Silver Certification in Health and Safety at the National Quality of Life Awards

B rating from the CDP (2025):

awarded for the second consecutive year by the world's largest environmental data disclosure system



¹ Upgrade completed in January 2026



ABOUT PRIO

Much more than oil and gas

The PRIO way

Business model

Operations and assets

Approach to sustainability

Materiality

MUCH MORE THAN OIL AND GAS

GRI 2-1, 2-6

As it marks its tenth anniversary in 2025, PRIO has established itself as Brazil's biggest independent oil and gas exploration and production (E&P) Company. The Company is engaged in the acquisition, redevelopment, and operation of mature fields, with production coming from its own assets. The business model is based on increasing recovery rates and reducing unit costs through engineering solutions and financial discipline.

PRIO's value chain includes the exploration, drilling, production, and marketing of oil and gas. The products are sold to markets in Asia, Europe, and North America.

PRIO's commitment goes beyond operational results. Through the PRIO Institute and the I♥PRIO sponsorship platform, the Company reinvests a portion of its profits in initiatives with a social impact, including educational programs in communities near its operations, support for environmental causes, and

partnerships with civil society organizations focused on sustainable development. The initiative also includes projects related to sports, culture, and education, reinforcing its mission to contribute to Brazil's development and create value that extends beyond energy production.

The Company is headquartered in Rio de Janeiro (Brazil) and has offices in Luxembourg and Austria. Incorporated as a publicly traded corporation, PRIO is listed on B3's Novo Mercado, a segment that brings together companies that adhere to the highest standards of corporate governance. In 2025, PRIO ended the year with a market value of US\$ 6.58 billion and recorded a record average annual production of 106,400 barrels per day.

In 2025, PRIO began its own sales of natural gas, replacing diesel use in its operations and transforming the Company's energy efficiency profile. The operational schedule for the period

includes the start of well drilling in the Wahoo Field and the start of operations in the Peregrino Field, following the consolidation of an 80% stake in the asset.





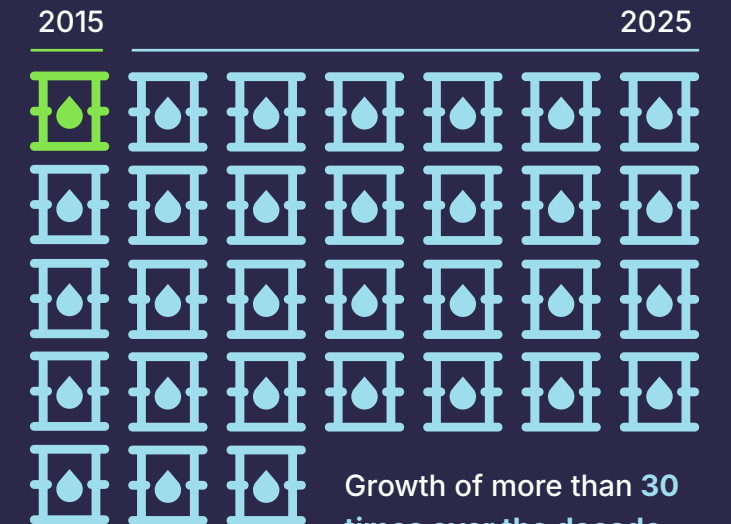
THE PRIO WAY

GRI 2-6

Over the past decade, PRIO has structured its operations around the revitalization of mature fields, combining acquisitions (M&A) with organic growth. The strategy prioritizes assets with proven reserves and existing infrastructures, with a focus on increasing recovery factors and operational efficiency. This approach helps extend the productive life of the fields, sustaining revenue generation, tax contributions, and royalties for a longer period and helping to mitigate the environmental impacts associated with the development of new assets.

The model incorporates the widespread use of tiebacks—subsea interconnections between fields—which PRIO views as a key tool for creating value. By enabling the development of new reservoirs from existing facilities, tiebacks generate significant operational synergies, reduce costs, and significantly lower the environmental footprint. This is a concrete example of how operational efficiency works in practice as a sustainability strategy.

As a result of this strategy, production rose from approximately **5,000 barrels** per day, in 2015, to about **156,000 barrels** per day in December 2025.



Growth of more than **30 times over the decade**, reflecting the consistency of the strategy of acquisition, redevelopment, and operational efficiency gains.

In 2025, PRIO continued this strategy with the signing of contracts to acquire the remaining 60% of the Peregrino and Pitangola fields and the closing of the acquisition of a 40% stake and operatorship. The transaction added approximately 40,000 barrels per day to production and expanded the potential for operational synergies.

PRIO's execution capabilities are strengthened by its integrated business model, which is characterized by coordinated operations across all stages of the business—from field planning and development to drilling, production, and marketing. This model sets the Company apart in an industry where many operators rely heavily on third parties for critical stages of their operations, giving it greater control over costs, deadlines, and risks.

The tiebacks generate significant operational synergies, and reduce costs as well as **the environmental footprint.**

In 2025, this approach was evident in the Wahoo project, which utilized its own assets—such as the Hunter Queen drilling rig—to help reduce the daily cost of operations and improve operational efficiency.

The ongoing pursuit of efficiency was reflected in a reduction in the lifting cost, which fell by 60.4% between 2015 and 2025, from US\$ 35.1 to US\$ 13.9 per barrel. Similarly, the commercial and logistics strategy prioritized increasing the use of VLCCs, thereby reducing the number of voyages required to transport the production, combining operational competitiveness with emissions reduction.



Featured Innovation

If a company aims to grow and remain competitive in its segment, it must adapt. Much of this transformation stems from people’s unwillingness to accept the status quo as they seek better ways to go about their daily lives or apply new technologies available on the market.

PRIO was founded in an extremely challenging environment, and this has shaped our history and our values. At our core, we are a group of innovators, and adapting to any scenario is what we do every day as pioneers in the redevelopment of mature offshore fields in Brazil.

This commitment to achieving increasingly consistent results, without compromising safety or environmental protection, is what drives innovation at PRIO. In 2025, the division underwent a restructuring aimed at strengthening its governance, improving project prioritization, and ensuring strategic alignment with the business.

As a company specializing in the redevelopment of mature fields in Brazil, we have identified four key areas where our Innovation team will focus its efforts, in collaboration with our

operational departments, in the search for new solutions: cost optimization; operational efficiency; production growth; and sustainability.

Even when it comes to innovation, focus is essential. In 2025, PRIO established its priority technical goals, on which the Company will focus its efforts in the search for innovative solutions. These targets have been grouped into broad categories which are listed on the right:

As pioneers in the redevelopment of mature offshore fields in Brazil, **we are, at our core, a tribe of innovators.**

SUBSURFACE



Application of artificial intelligence to support studies of reserves and decision-making that contribute to increasing production and operational efficiency.

DEVELOPMENT OF PRODUCTION



Evaluation of solutions aimed at ensuring the reliability of production systems, including challenges related to the deployment, installation, and inspection of subsea equipment.

TOPSIDE



Initiatives focused on asset integrity, improving produced-water treatment, and evaluating options for electrification of the operations.

SUSTAINABILITY



Projects for the offshore operation, such as solutions for the management of hazardous waste, the integration of environmental studies in the Campos Basin, and the strengthening of medical support in the offshore environment.

PROCUREMENT AND LOGISTICS



Initiatives aimed at improving logistical efficiency, with a focus on route optimization and evaluating new solutions for maritime transport.

All impact areas and technical priorities can be funded through the three main channels PRIO uses to develop and implement innovation: RD&I (Research, Development & Innovation) funds, in accordance with the terms of PRIO's concession contracts with the ANP; acquisition of minority equity stakes in startups through CVC (Corporate Venture Capital); and the direct contracting of suppliers and partners for the implementation of products or services.

Since the second half of 2023, PRIO's production has reached the threshold that triggers the special participation clause with the ANP (National Petroleum Agency) in some of our fields. Once an operator exceeds this production level, it is required to make investments in

US\$ 2.25 million
invested in RD&I projects
aimed at improving
operational efficiency.

RD&I, in accordance with the rules established by the regulatory agency. [Learn more by clicking this link.](#)

This trend has been gaining momentum at PRIO, since, in addition to the redevelopment of its fields and the resulting increase in production, the Company has also been expanding its portfolio through M&A (Mergers & Acquisitions), as in the recent cases of Peregrino/Pitangola (2024 and 2025), with investment obligations combined under the same regulations.

PRIO selects its investments strategically, diligently, and pragmatically. The mandatory nature of these funds does not compromise the discipline of capital investment; on the contrary, it reinforces the Company's commitment to investments that generate both technical and strategic returns. In the area of RD&I, we maintain the focus and spirit of innovation that have defined our journey, striving to turn these investments into transformative projects and, consequently, into sustainable growth.

In 2025, the Company invested US\$ 2.25 million in RD&I projects aimed at improving operational efficiency, generating significant gains through the partial or full adoption of new technologies.

The Company also voluntarily established a division to manage its investments through CVC (Corporate Venture Capital). In partnership with an investment manager, PRIO launched a private equity fund with the goal of investing US\$ 21.92 million of its own capital in Brazilian or international startups that are aligned with the Company's innovation strategy.

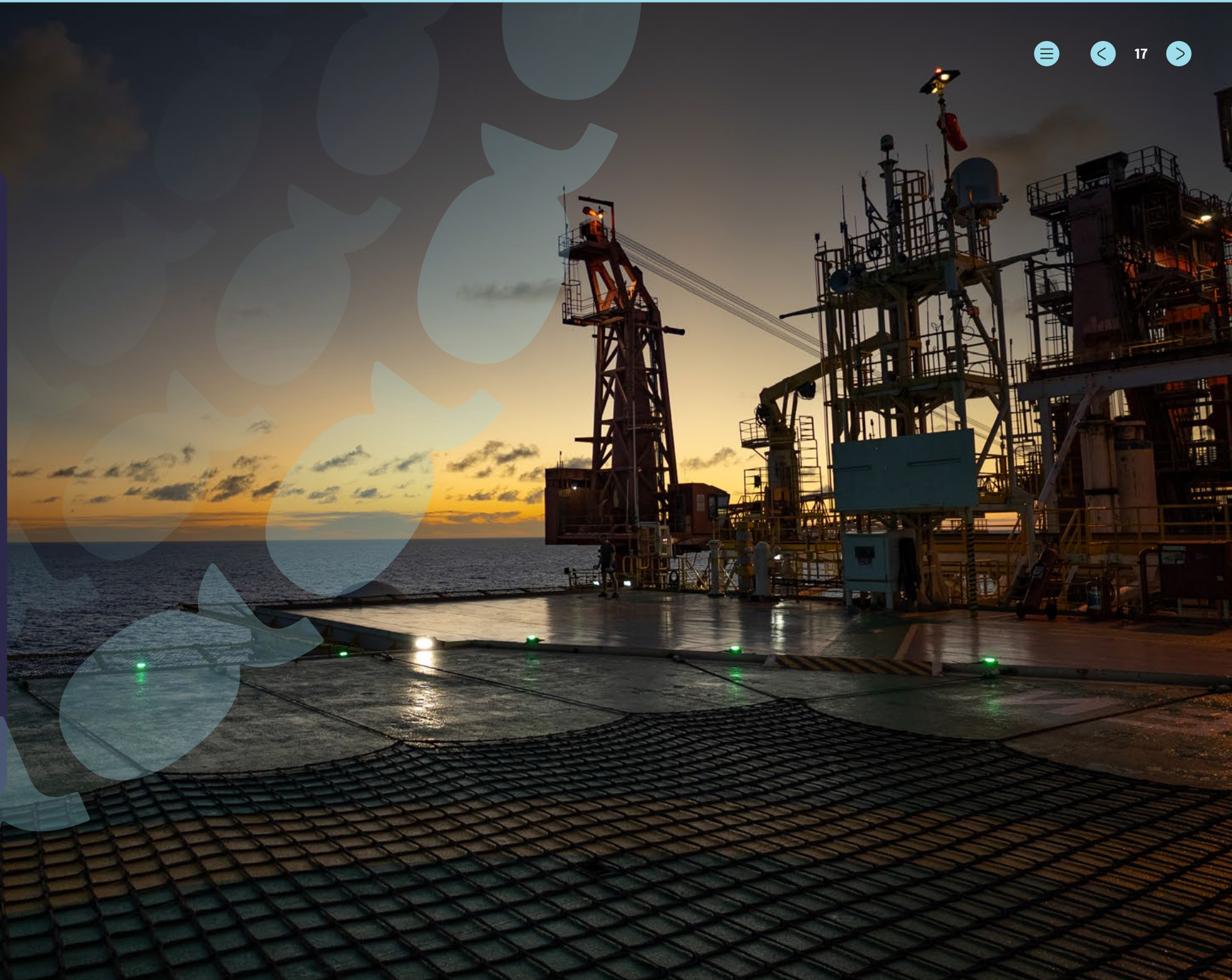
By 2026, the focus will be on establishing innovation as a strategic pillar of PRIO, strengthening the Company's position within the innovation ecosystem, and attracting companies and entrepreneurs (startups and small, medium, or large enterprises) eager to test their technologies (products or services), in addition to substantially increasing investments in R&D&I.

Ultimately, as detailed in the [Operations and Assets](#) chapter, PRIO operates a broad and diversified portfolio—which includes fixed platforms, FPSOs, submersible rigs, and multi-purpose multipurpose vessel naturally positioning us as an ideal environment for testing and implementing new technologies.

Natural Gas

Natural gas management has proven to be a competitive advantage for PRIO, generating value through the integration of infrastructure and optimization of logistics. In the Frade and Albacora Leste fields, access to the integrated gathering, processing, and transportation system has led to significant improvements in operational safety and savings in lifting cost, in addition to enabling the sale of surplus gas.

By 2026, we expect to resume using natural gas for power generation in the Peregrino Field and reduce diesel consumption. This initiative will reduce the lifting cost of the asset, since diesel is more expensive to use, and will also help reduce PRIO's carbon emissions.



Inputs



Financial capital

- Net revenue: US\$ 2.5 billion
- Adjusted EBITDA: US\$ 1.4 billion
- Project financing



Manufactured capital

- 7 fields in operation
- 9 production and drilling units and 1 dedicated support vessel
- Approximately 757.3 million barrels of proven reserves (1P)



Intellectual capital

- A management model focused on efficiency and innovation
- Experience in operating tiebacks
- Research, Development, and Innovation (RD&I) Division



Human capital

- A team of 1,099 specialists
- Health, Wellness, and Occupational Safety Programs



Social and relationship capital

- Shareholders, investors, regulators, and the public authorities
- Strategic partnerships with suppliers and industry organizations
- An investment of approximately US\$ 2.37 million in social and cultural projects
- Activities in 11 municipalities through the Environmental Education Project (PEA)
- Investments totaling US\$ 25.9 million through TAC Frade



Natural capital

- Seawater for well injection
- Energy and fossil fuels for powering offshore platforms
- Hydrocarbon reserves as a raw material

PRIO Business Model

Business activities

Purchasing, developing, and revitalizing mature fields
Focus on increasing production

Extraction and processing hydrocarbons
Operating with synergy and sustainable practices

Allocation of investments in strategic assets
Enabling growth and expansion of production

Transportation and marketing the produce
Optimizing the logistics and the generation of revenue

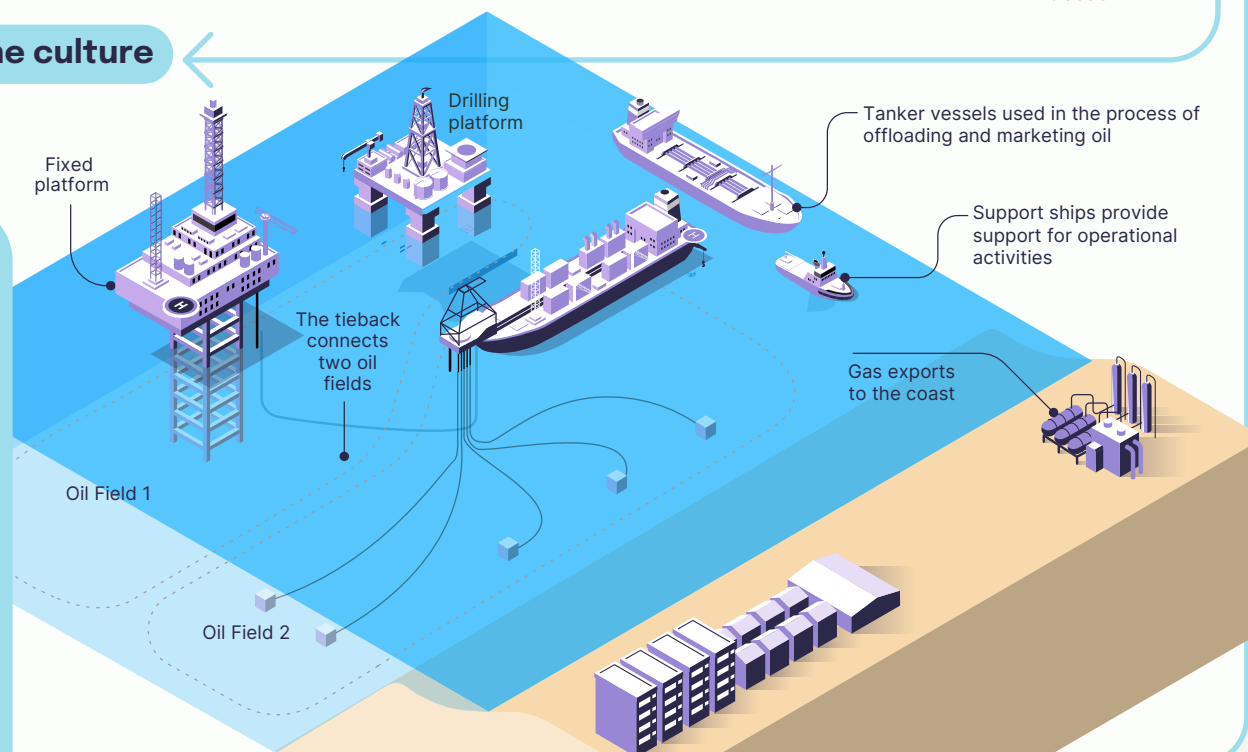
Managing reservoirs and exploring new reserves
Extending the useful life of assets

Implementing solutions that reduce costs and maximize returns
Creating production clusters via tieback

Pillars of the culture

Products and services

- Production and marketing of crude oil
- Management and operation of offshore assets
- Revitalization of mature fields
- Production and sale of natural gas



Governance



Strategy and allocation of resources



Performance



Outlook



Risks and opportunities

Impacts

✔ Positives ✖ Negatives



Financial capital

- ✔ Payment of royalties and taxes
- ✔ History of operating cost reductions
- ✖ Exposure to oil prices and exchange rates
- ✖ Risk of delays in environmental permits and approvals



Manufactured capital

- ✔ Expansion of infrastructure
- ✔ Extending the useful life of the fields
- ✖ High costs associated with equipment maintenance and ongoing upgrades



Intellectual capital

- ✔ Pioneers in Brazil in the revitalization of mature fields
- ✔ Maximizing operational efficiency and optimizing production through technology
- ✖ High cost of new technologies



Human capital

- ✔ Job creation
- ✔ Training of skilled workers
- ✔ Reducing accidents through safety training
- ✔ Promoting employee health and well-being
- ✖ High level of exposure to risk in offshore activities, requiring strict protocols



Social and relationship capital

- ✔ Community development through social and environmental projects
- ✖ Interference in fishing areas
- ✔ Building stakeholder confidence through robust governance



Natural capital

- ✔ History of reductions of emissions CO₂ and per barrel produced
- ✔ Continuous environmental monitoring
- ✔ Reducing environmental impacts through environmental projects
- ✖ Exploration of finite natural resources



OPERATIONS AND ASSETS

ESPÍRITO
SANTO

RIO DE
JANEIRO

Macaé

Rio das
Ostras

Cabo Frio

Rio de Janeiro

Santos Basin

ATLANTIC
OCEAN

Campos Basin

Polvo
Tubarão
Martelo
Pitangola
Peregrino

PRIO assets



Wahoo



Frade



Albacora
Leste



0 15 30 60 km

PRIO asset coordinates and dimensions

Albacora Leste Field	511.56 km ²
Frade Field	154.11 km ²
Polvo Field	134.19 km ²
Tubarão Martelo	31.465 km ²
Peregrino Field	535.56 km ²
Pitangola Field	35.64 km ²
Wahoo Field	276 km ²

Total	1,678.525 km ²
-------	---------------------------

FPSO Valente	-21°53'00" -39°51'05"
FPSO Bravo	-23°08'08" -41°04'24"
FPSO Forte	-22°05'10" -39°49'40"
Polvo A	-23°04'59" -40°59'42"
FPSO Peregrino	-23°19'02.12" -41°15'26.65"
Peregrino A	-23°20'01.82" -41°17'52.70"
Peregrino B	-23°17'43.50" -41°12'26.61"
Peregrino C	-23°20'53.50" -41°24'31.59"

Hunter Queen semi-submersible rig	Operates in all fields
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The multi-purpose vessel Genesis I	Operates in all fields
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Clusters: co-production

PRIO has established itself as a pioneer in cluster operations in Brazil, an approach that maximizes efficiency by sharing infrastructure: the same production unit (FPSO) is used in different fields, interconnected by subsea tiebacks.

This strategy, which was successfully validated in the Bravo Cluster—including the Polvo and Tubarão Martelo Fields,—entered a new phase in 2025 with the development of the Wahoo Field. The project formed a new cluster, called the Valente Cluster, by connecting it to the Frade Field, using the FPSO Valente as the processing unit. Work on the tieback (approximately 35 km long) progressed throughout 2025, preparing the Company for the first oil, which was drilled in March 2026.

The formation of clusters translates PRIO's business model into competitive and sustainable advantages. From a business perspective, synergy reduces operating costs and extends the economic life of the reserves. From an environmental perspective, the model significantly mitigates environmental impacts and reduces greenhouse gas emissions by avoiding the construction and deployment of new production units (FPSOs) and optimizing the operation's energy consumption.



Operational efficiency

Bravo Cluster

Polvo and Tubarão Martelo Fields (TBMT)

PRIO owns and operates 100% of the concessions

Maritime Unit

- FPSO Bravo and Fixed Platform — Polvo A

Maximizing operational efficiency and continuously mitigating the environmental impacts of its activities are priorities for PRIO. To fulfill this commitment, even before we acquired a 100% stake in the asset—a milestone we did not reach until 2023—we became the first independent Brazilian company to implement a subsea tieback between two fields, connecting Polvo and Tubarão Martelo. This strategy allowed for the oil produced at Polvo—which is connected to the Polvo A platform—to be processed on the FPSO Bravo, which is already integrated with the Tubarão Martelo wells, thereby forming a more efficient and resilient production cluster.

As a result of these and other measures, two assets that were in an advanced stage of decline had their economic life extended until 2035, representing an extension of approximately one decade in the production of the cluster. Since acquiring its stake in Tubarão Martelo in 2020, PRIO has invested approximately US\$ 171 million in revitalization projects for the cluster, enhancing the integrity of the assets and extending their useful life.

2025 was notable for the steady progress made in our activities. Significant investments were made in integrity and drilling as part of the unit's strategy to prepare for future campaigns—with the equipment already used to drill a well in 2025. In addition, the asset's condition has improved significantly through the implementation of permanent solutions in accordance with applicable technical standards, the execution of structured painting projects, and increased reliability of equipment and systems.

In 2025, after obtaining the necessary approvals from Ibama (Brazilian Institute of Environment and Renewable Natural Resources), two wells that had been shut in since 2024 due to failures in the Submersible Centrifugal Pumps (BCS) were restored (TBMT-10H and TBMT-4H), and we were able to respond promptly after the shutdown of the TBMT-6H well in July. In 4Q25, we began the sixth drilling campaign in the Polvo Field, utilizing existing infrastructure, which helps reduce costs and optimize resources throughout the project; and in December we began production at a new well. As a result, the cluster

ended the year with an efficiency of 98.8% in 4Q25, the highest level recorded since 4Q23. These advances strengthened the resilience of the cluster and supported the increase in production toward the end of 2025, helping to extend the asset's useful life.

Results

- Average daily production 2025
12,700 bbl/d
- Total production in 2025
4.8 MMbbl
- Efficiency of 4Q25
98.8%
- Emissions for 2025
30.7 kg CO₂e/bbl



Valente Cluster

Frade and Wahoo Fields

PRIO owns and operates 100%¹ of the Frade and Wahoo concessions

Maritime Unit

- FPSO Valente

Six years ago, PRIO acquired a 100% stake in the Frade Field concession, and, since then, two phases of the revitalization campaign have been implemented, extending the asset's useful life from 2033 to 2052. As an operator, the Company has facilitated the expanded use of natural resources through the efficient extraction of oil and gas for nearly two decades, reinforcing its commitment to operational efficiency and long-term sustainability.

In 2022, four wells were drilled—two production wells and two injection wells—followed by the implementation of Flexi-Coil®, an innovative technology unique in the world that enables the unblocking of production lines, the opening of new exploration fronts, and the commissioning of new wells. In total, the two phases of the revitalization campaign in Frade have so far involved investments of approximately US\$ 415 million, with plans for additional phases in the future.

¹ Considering the development perimeter, under the terms of the arbitration decision proffered in April 2024, which recognized PRIO as the holder of 100% of the economic rights to the oil produced in the Wahoo project.

In 2025, the Frade Field maintained a stable production profile, averaging approximately 31,400 boe/d, with a slight increase in December, when it reached approximately 31,700 boe/d, establishing itself as one of PRIO's main pillars of continuous oil and gas production.

Over the course of the year, the Company made significant investments in maintenance and integrity, totaling US\$ 76.2 million. Among the key initiatives were the replacement of two of the four turbines, which improved the reliability of the power generation system and reduced the need to use more polluting fuels; the resumption of water injection into the reserve, which is essential for the field's recovery and increased production; and the execution of a scheduled shutdown for structural work on the topside, preparing the asset to receive oil from Wahoo. In 2025, the operational schedule included extensive *topside* work and the connection of a flotel to expand operational capacity. At the same time, the model's efficiency was evident in the drilling of the first pre-salt wells, which were completed at costs below the market average.

The Company drilled its first oil from the Wahoo project on March 18, 2026, with the first producing well and initial production coming in at 12,000 barrels of oil, marking a strategic turning point for PRIO.



Results

- Average daily production 2025
31,400 boe/d
- Total production in 2025
11.5 MMboe
- Relative emissions 2025
24.3 kg CO₂e/boe
- Production is expected to increase with the start of operations at Wahoo, adding 40,000 bpd



Albacora Leste Field

PRIO holds and operates a 90% stake in the concession

Maritime Unit

- FPSO Forte

When PRIO completed the acquisition of a 90% stake in the Albacora Leste Field concession in January 2023, an immediate and extensive campaign to upgrade the FPSO Forte was launched. The focus was on strengthening integrity, reliability, and operational safety. This acquisition was of great importance because, at the time, the field more than doubled the Company's reserves, establishing Albacora Leste as a strategic asset in the Campos Basin. Notable among

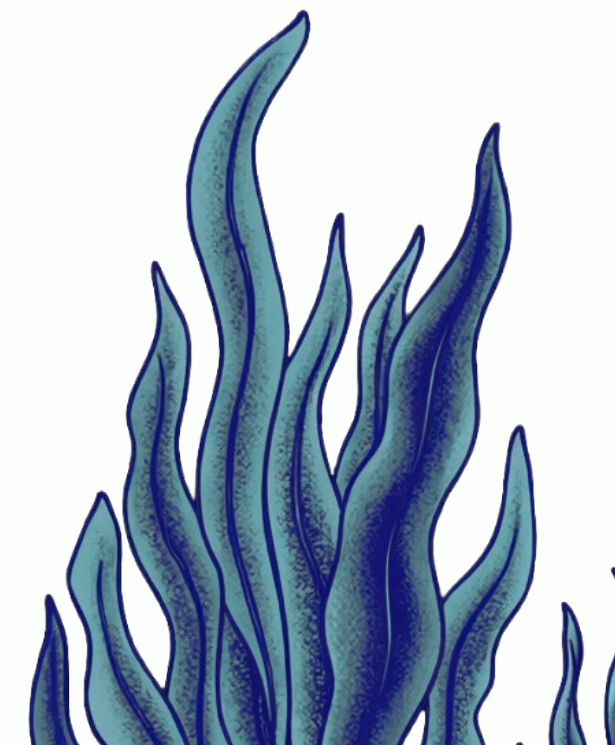
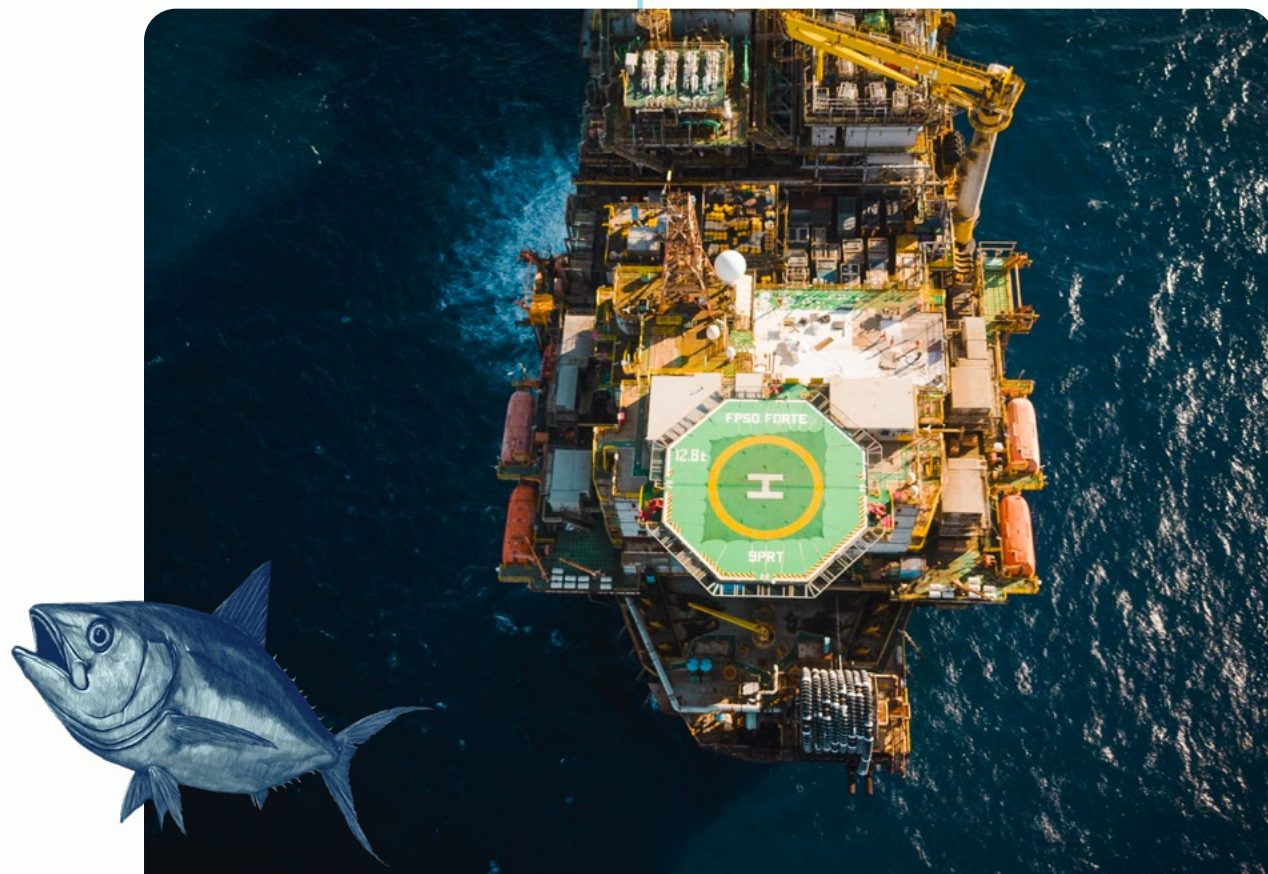
the initiatives implemented were the revision and expansion of maintenance plans, the adoption of more modern operational integrity techniques, and measures aimed at crew well-being.

As part of this strategy, PRIO launched the SEALs Project, focused on the reliability and integrity of critical equipment, and invested in the redundancy of compressors and electrical components to mitigate failures, reduce instances of flaring, and facilitate the resumption of regular production in the field.

In 2025, these investments in maintenance and equipment, totaling approximately US\$ 60 million, translated into tangible results. With the completion of the turbine and compressor installations, coupled with the hydrate break-up in well ABL-87, the field has entered a consistent stabilization phase, with operational efficiency exceeding 88% since 2Q25. Thus, for the full year, the Albacora Leste Field recorded an average production of approximately 25,200 boe/d, ending the year with production of 26,200 boe/d in December. PRIO remains committed to continuing its asset integrity initiatives.

Results

- Average daily production 2025
25,200 boe/d
- Estimated service life until **2049**
- Total production in 2025
9.2 MMboe
- Relative emissions 2025
57.7 kg CO₂e/boe



Peregrino and Pitangola Fields

In 2025, PRIO became the operator of the Peregrino and Pitangola Fields, with an 80% stake

Maritime Unit

- FPSO Peregrino and Peregrino A, Peregrino B, and Peregrino C Fixed Platforms

Located in the Campos Basin, about 85 kilometers off the coast of Rio de Janeiro, the Peregrino Field was discovered in 1994 and began production in 2011. The production system is centered on the FPSO Peregrino, which receives oil from three fixed platforms—Peregrino A, B, and C—responsible for well connection and completion, with support from operational drilling rigs.

PRIO entered the Peregrino Field in December 2024 by acquiring a 40% stake previously held by Sinochem. In May 2025, the Company signed agreements to acquire the 60% stake held by Equinor and to assume operation of the field, structured in two phases: (i) acquisition of a 40% stake and operation of the field, and (ii) acquisition of the remaining 20%. The first tranche was completed in November 2025, for US\$ 1,545 million, increasing PRIO's stake to 80% and marking the start of the Company's operations at the field. As a result, PRIO expanded its presence in the Campos Basin and began to realize operational synergies, in line with its strategy of disciplined growth and focus on operational efficiency. The Company is currently moving forward with the completion of the remaining 20%,

which will bring PRIO's ownership stake to 100% of the asset.

The acquisition of the asset posed a significant organizational challenge, effectively doubling the Company's size. In 2025, Peregrino reported an average annual production of approximately 37,100 bbl/d (net PRIO), reaching about 82,200 bbl/d in December, reflecting the consolidation of the 40% stake acquired in November in PRIO's production base. For reference, the Company's total average production in December 2025 was 155,800 boe/d.

Before PRIO assumed operation of the Peregrino, the FPSO was temporarily suspended by the National Agency of Petroleum, Natural Gas and Biofuels (ANP) due to non-conformities identified in connection with its previous operation. The shutdown halted production in the field from August 15 through to October 17, 2025, affecting the year's consolidated volume. PRIO took immediate action with the former operator, assisting with the implementation of regulatory requirements, which resulted in authorization to resume production once the necessary adjustments had been completed.

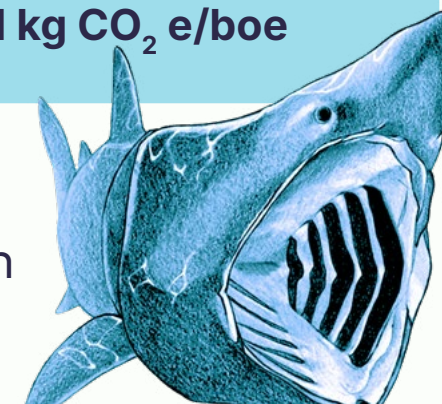
The operational transition required the harmonization of management systems, safety standards, and sustainability indicators, as well as the process of acculturation of a significant number of new employees to the Company's values and practices. With the integration of the operation, PRIO has identified significant opportunities for gains in efficiency, including logistical synergies with nearby assets, as well as initiatives such as the resumption of gas pipeline operations, which have the potential to reduce operating costs and mitigate emissions associated with high diesel consumption.

Results

- Average daily production 2025
37,100 bbl/d
- Total production in 2025
13.5 MMbbl
- Related emissions 2025
16.1 kg CO₂ e/boe



Contribution of **80,000 barrels per day** to PRIO's production



Technology and integrated management to enhance the reliability and safety of our assets.



Asset integrity

GRI 3-3 Management of material topics – Asset integrity

As a cornerstone of PRIO's operational safety, asset integrity aims to extend the useful life of mature fields and ensure the economic efficiency of their operations. In 2025, the Company made steady progress in this area by strengthening technical practices, increasing technological maturity, renewing its workforce, and further developing the synergy between operational and engineering teams.

PRIO has adopted a structured strategy called "Restoration of Basic Condition – Integrity," aimed at modernizing asset management through the extensive use of technology. This approach prioritizes the structural integrity and operational reliability of the units, continuous monitoring of critical equipment, and ensuring that the plants are capable of supporting new projects and service life extensions.

The implementation of this strategy has facilitated the transition from conventional methods to advanced digital solutions, including the use of algorithms and artificial intelligence (AI). Among the highlights is the use of SCan 3D, a technology that enables the capture of

three-dimensional images and Street View-style views of the units, as well as detailed mapping of the piping. The advantage of these tools is that they reduce uncertainty, ensure asset traceability, and speed up the identification of structural risks, thereby helping to prevent failures and incidents.

For the period from 2025 to 2026, our work plan includes specific categories of projects focused on asset integrity, with a solid foundation in probability risk analysis.



Learn more in the
[Disclosures Supplement](#)

APPROACH TO SUSTAINABILITY

At PRIO, responsible production means continuously striving to improve our operational and environmental performance. We take both preventive and corrective measures to minimize the adverse impacts our activities may have on the environment, with a focus on reducing greenhouse gas emissions and promoting safer and more efficient operations. This directive informs our technical and operational decisions, ensuring that value creation is aligned with risk management and asset efficiency.

Our acquisitions focus on identifying opportunities to maximize the efficiency of mature assets. In these areas, our approach—driven by engineering solutions, financial discipline, and excellence—enables us to generate returns throughout the entire asset lifecycle. By prioritizing the redevelopment of already discovered reserves, we extend the productive life of the fields and maximize the use of existing resources reducing the need for new exploration projects and infrastructure expansion, thereby mitigating the environmental impacts associated with new developments.

In the Peregrino Field, this approach means a focus on making gradual improvements to the asset's energy efficiency. The acquisition presented challenges related to carbon intensity, which have been addressed since the operation was assumed. The main initiative currently under development is the reconstruction of the gas pipeline in the Peregrino Field, with construction started in 2026. The project is expected to enable the replacement of diesel with natural gas in power generation, thereby reducing the emissions intensity associated with operations.

In this context, the early approval by the ANP (National Agency of Petroleum, Natural Gas and Biofuels) was a decisive step. It has enabled us to accelerate the implementation of PRIO's integrity standards and leverage logistical synergies, proving that it is possible to balance profit with responsibility. PRIO thus reaffirms its commitment to the responsible operation of mature fields, gradually evolving in line with the expectations of society and regulators.



PRIO Commitment



ETHICAL

Management based on integrity, accountability, and absolute transparency.



ENVIRONMENTAL

Maximum efficiency to minimize emissions and environmental impact.



SOCIAL

We place the highest priority on the health, safety, and well-being of our employees, while also promoting cultural initiatives and social projects.

 Learn more in the: [Environmental Responsibility](#) and the [Socio-Environmental Dimension](#) chapter

 Learn more about PRIO's commitments in the [Code of Ethics and Conduct](#)

MATERIALITY

GRI 3-1

In 2025, PRIO completed the review and updating of its materiality matrix, with the aim of aligning its management practices with best global ESG practices and regulatory requirements, ensuring a holistic approach that integrates financial and socio-environmental impacts.

The analysis was based on international guidelines, such as those published by the IFRS (International Financial Reporting Standards) and those contained in the CSRD (Corporate Sustainability Reporting Directive), as well as regulatory updates from the CVM (Brazilian Securities and Exchange Commission). The study included an industry-wide benchmarking analysis of large companies in the energy sector to identify and validate priority topics.

The identification of IROs (Impacts, Risks, and Opportunities) and the prioritization of material topics followed a five-phase structured process, using the Materiality Definition and Prioritization Methodology. The study incorporated the concept of Double Materiality, assessing financial materiality—related to the effects of ESG factors on the Company’s performance—and impact materiality, which considers the effects of PRIO’s operations on the environment and society.

The list of material topics has changed since the previous report. Two thematic areas have been added to the list: Asset Integrity, and Public Policy and Stakeholder Relations. Four themes were also renamed to better reflect their scope of activity.

Material topics

GRI 3-2



Environmental

- 🐟 Pollution Prevention and Waste Management
- 🐟 Asset Integrity
- 🐟 Protection of Biodiversity
- 🐟 Climate Change Management



Social

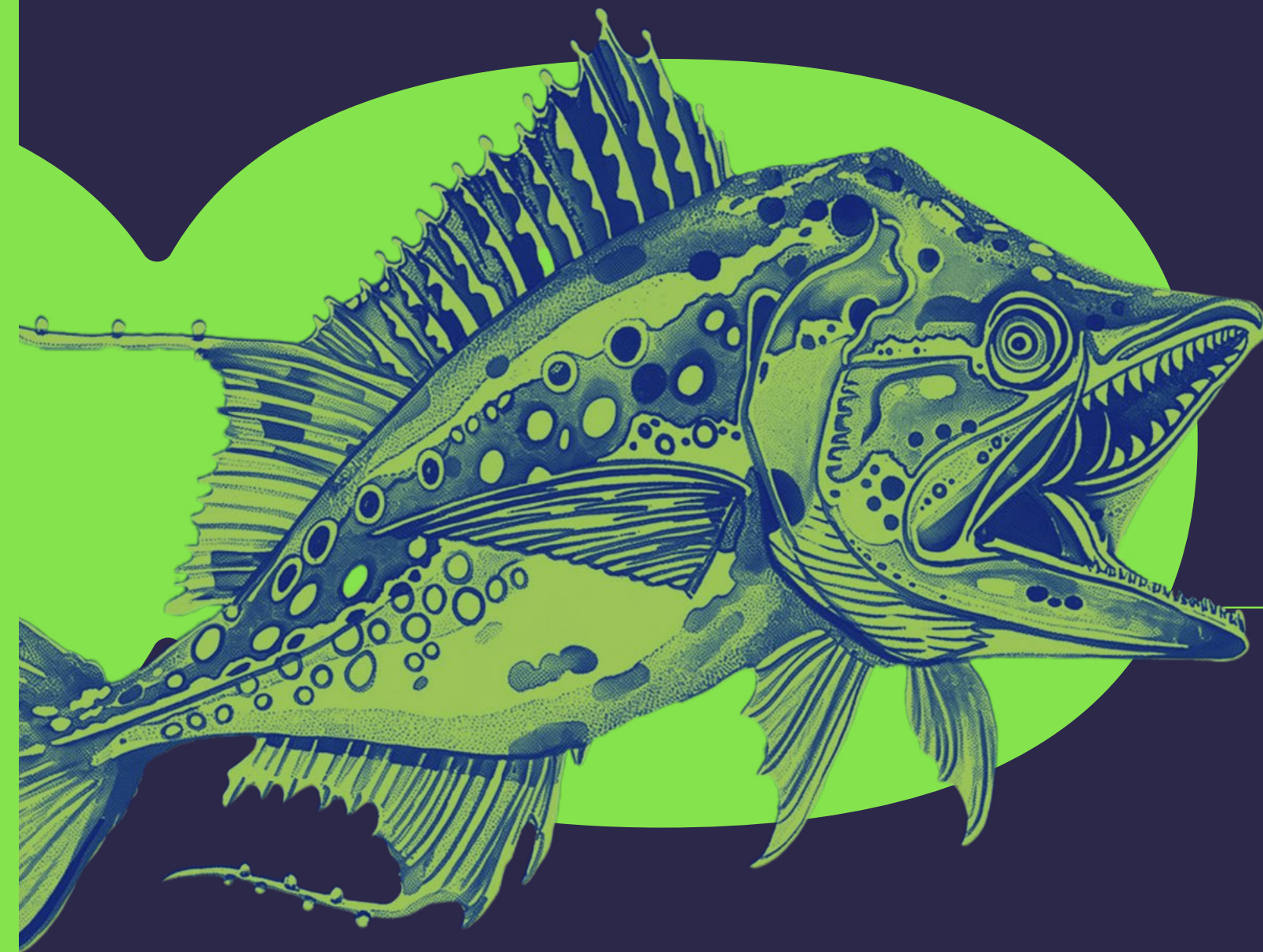
- 🐟 Personnel Safety and Accident Prevention
- 🐟 Community Relations and Socioeconomic Development
- 🐟 Talent Attraction and Retention



Governance

- 🐟 Governance
- 🐟 Public Policies and Stakeholder Relations
- 🐟 Human Rights, Ethics, and Integrity





ENVIRONMENTAL RESPONSABILITY

Excellence in environmental protection ←

Water, effluent, and waste management ←

Combating climate change ←

Protection of biodiversity ←

Socio-environmental dimension ←

EXCELLENCE IN ENVIRONMENTAL PROTECTION

EM-EP-160A.1

At PRIO, environmental management is guided by ethical principles and integrated into corporate governance. Our operations are guided by the Code of Ethics and Conduct and the guidelines of the Sustainability Committee's Internal Regulations, which guide the Company in identifying, preventing, and mitigating environmental risks, thereby ensuring regulatory compliance and operational discipline.

As an advisory body to the Board of Directors, the Sustainability Committee monitors the Company's social and environmental commitments.

In its engagement with local communities, the Social Communication Project (PCS) facilitates dialogue regarding the Company's activities. Our goal with this project is to establish transparent channels of communication between PRIO and the public. To ensure a swift and efficient response to environmental

emergencies, we have established our emergency preparedness procedures in each asset's Individual Emergency Plan (PEI). As part of this framework, the Oil Spill Emergency Plan (PEVO) establishes actions, procedures, and resources for an immediate response to environmental incidents, with a primary focus on containing and removing the spilled product and mitigating any resulting environmental impacts as quickly as possible.

In 2025, we invested approximately US\$ 7.2 million in emergency response equipment and strategies. This investment focused on operational robustness, going beyond regulatory requirements. Among the advances made, we have expanded satellite monitoring and radar systems on our vessels—with completion expected by 2026. We have also optimized our strategy by preparing our own vessels for emergency scenarios within the scope of the PEVO. These

solutions, developed in close consultation with environmental agencies, contribute to responsible business practices and generate shared value for PRIO and for society as a whole.



Read about other initiatives and quantitative indicators in the [Disclosures Supplement](#).





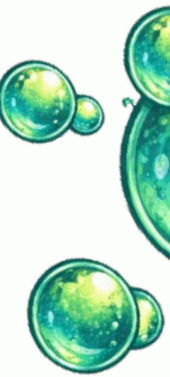
WATER, EFFLUENT, AND WASTE MANAGEMENT

GRI 3-3 Management of material topics - Pollution prevention and waste management

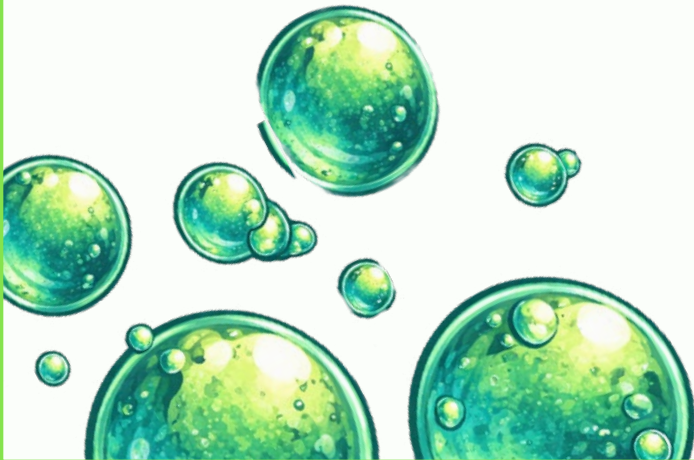
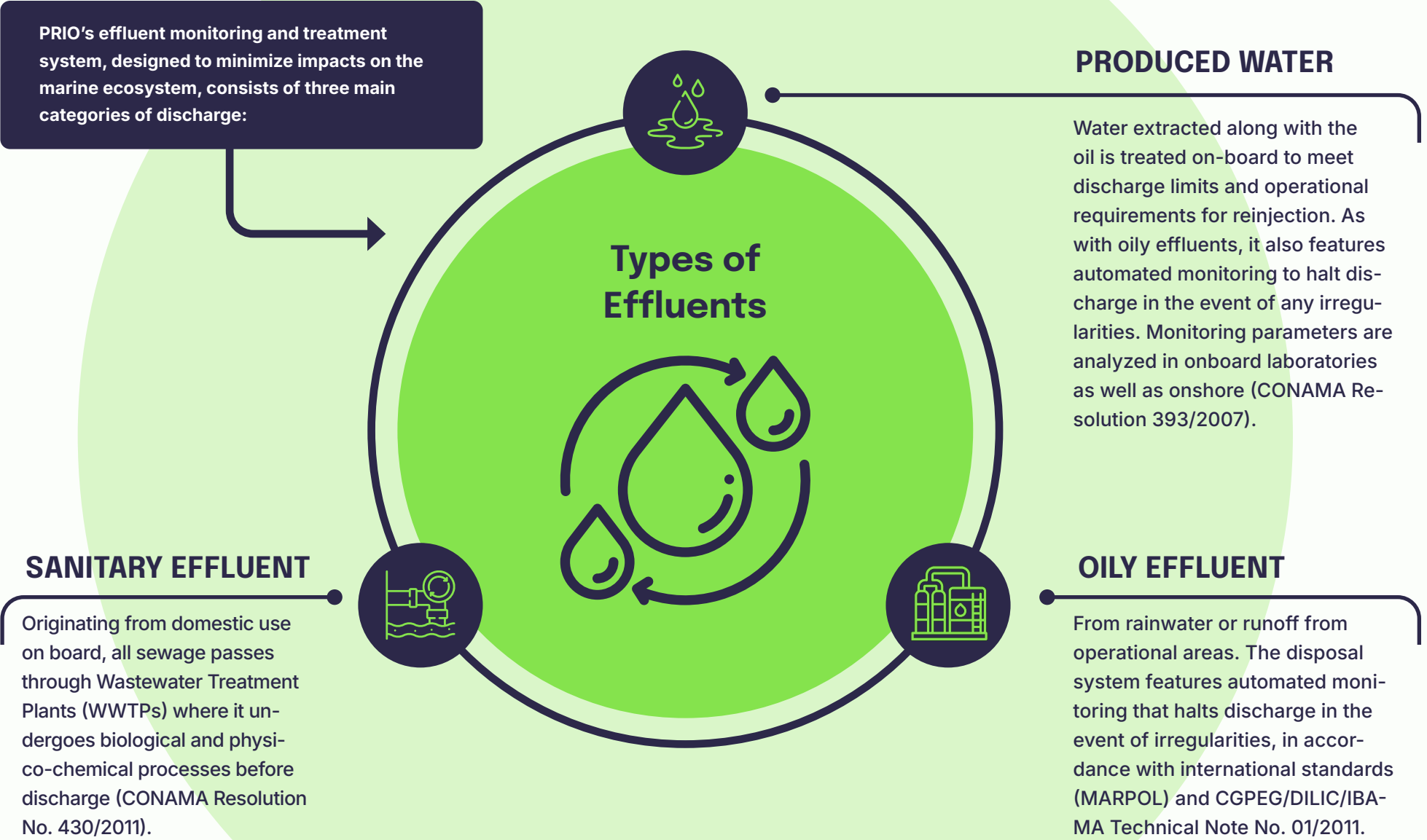
We have implemented robust procedures for pollution prevention and effluent control in our offshore operations. Before being discharged into the ocean, the effluent undergoes treatment processes tailored to its physical and chemical characteristics, ensuring compliance with applicable regulatory standards. The entire process is conducted in accordance with the resolutions of the National Environment Council (Conama), the Technical Note issued by the Brazilian Institute of Environment and Renewable Natural Resources (Ibama), and the International Convention for the Prevention of Pollution from Ships (MARPOL). Water quality monitoring in the vicinity of our facilities is conducted in accordance with the Environmental Monitoring Project (PMA) for each of our operations, where applicable, and the results obtained during the reporting period indicate that there were no significant impacts on environmental standards.

In 2025, PRIO began integrating produced water management into its innovation initiatives, identifying and evaluating technologies developed by startups with potential for operational application. This approach aims to continuously improve effluent treatment and management processes by expanding technical alternatives that will improve the quality of discharged and re-injected effluent, as well as optimize reservoir management.

Operational efficiency and innovation for responsible water and wastewater management.



This entire strategy helps mitigate the impacts associated with offshore operations and ensures the efficient use of resources. By combining technological innovation and efficiency, PRIO reinforces its operational excellence and its commitment to increasingly sustainable operations.



Waste Management

GRI 306-2

Waste management in the oil and gas sector is structured to comply with strict environmental standards and prevent ecosystem contamination, especially in offshore operations. The process begins with sorting and segregation at the source, where materials are separated into hazardous (Class I) materials, such as oily water and drill cuttings, and non-hazardous (Class II) materials, such as metal and wood.

To ensure legal compliance and the necessary operational efficiency, PRIO has implemented a system aligned with environmental legislation and best practices in the oil and gas industry, prioritizing waste prevention, reduction, and the circular economy. Management covers the entire value chain, from offshore facilities to onshore treatment, in compliance with the environmental licensing requirements issued by Ibama through the Pollution Control Project (PCP).

The process focuses on the proper disposal of waste, ensuring traceability through technical tools such as the Maritime Waste Manifest (MMR), the Weighing Ticket, and the Waste Transportation Waybills, culminating in the

issuance of the Waste Disposal Certificate (WDC). Environmental performance is tracked using specific metrics, such as the Reuse Rate and the Treatment Percentage, and is subject to periodic audits conducted by third-party experts, ensuring that operations strive for continuous improvement and legal compliance.

The management covers the entire chain, from the offshore units to onshore processing.



COMBATING CLIMATE CHANGE

GRI 3-3 Management of material topics– Climate change 11.2.4 | EM-EP-110a.3 | TCFD -A

Climate change poses a structural challenge to the oil and gas sector and directly influences how PRIO plans, operates, and allocates capital. In this context, the Company structures its climate management with a focus on operational efficiency and the continuous reduction of direct emissions associated with its activities, integrating risks, opportunities, and mitigation measures into its decision-making processes.

Governance of this issue is overseen by the Sustainability Committee, which is responsible for formulating and recommending guidelines and improvements to the corporate strategy related to climate change, which are submitted to the Board of Directors for consideration. The Fiscal Council, in turn, assesses whether the Company's budget is aligned with its business plan, the defined strategy, and the corresponding allocation of resources.

To reduce its Scope 1 and Scope 2 carbon footprint, the Company continuously invests

in operational improvements and innovative solutions that combine gains in operational efficiency with environmental performance. This directive covers everything from reducing direct emissions to optimizing energy consumption. Notable among these are investments in subsea tiebacks, which centralize production and reduce carbon intensity. We also prioritize more efficient power generation solutions, including the use of gas turbines, which reduce our reliance on diesel and increase the use of natural gas.

PRIO's climate management is conducted in a structured and transparent manner. In 2023, we joined the CDP by submitting data for the 2022 fiscal year. Since then, the Company has evolved and maintained its B rating in subsequent assessments, reflecting the ongoing strengthening of its climate management and reporting practices. In addition, our greenhouse gas (GHG) inventories have been awarded the Gold Seal by the Brazilian GHG Protocol



Program. This proactive commitment is reflected in a structured risk management approach, based on the ongoing analysis of factors that may impact the business, its financial position, and its operational performance. In accordance with the Risk Management Policy, approved by the Board of Directors, our strategy follows the recommendations of the TCFD (Task Force on Climate-related Financial Disclosures) to identify and assess climate-related risks and opportunities, always from a medium- and long-term perspective. [Check out the TCFD indicators in the Disclosures Supplement.](#)

The emissions performance in the 2024–2025 period was affected by an atypical operating environment, which led to a temporary increase in carbon intensity. This upswing began in 2024 due to delays in the environmental permitting process, which postponed critical interventions. In Bravo, for example, the lack of availability of assets extended from the second half of 2024 through June 2025, when work-overs on the Tubarão Martelo wells (TBMT-10H and TBMT-4H) were completed after the necessary permits were obtained.

In 2025, the situation was further impacted by operational challenges at Albacora Leste at the beginning of the year, as well as temporary outages in gas compression and utilization equipment at Frade. In addition to the

intensive use of diesel in Peregrino to maintain operational stability, these interrelated factors temporarily reduced energy efficiency and led to increased emissions. PRIO reiterates that these events are temporary and that it continues to implement structural measures aimed at restoring normal operations and resuming the trend of improving emissions intensity.

In response, PRIO implemented immediate corrective and structural measures, as outlined alongside.

The Company continuously invests in operational improvements and innovative solutions that combine operational efficiency gains with environmental performance.



Valente:

Investments in maintenance and the deployment of a task force to fully restore the gas compression system.



Bravo:

Installation of a new, more efficient turbine, reducing diesel consumption.



Albacora Leste:

A second compressor has begun operations, increasing the capacity to utilize produced gas and reduce flaring.



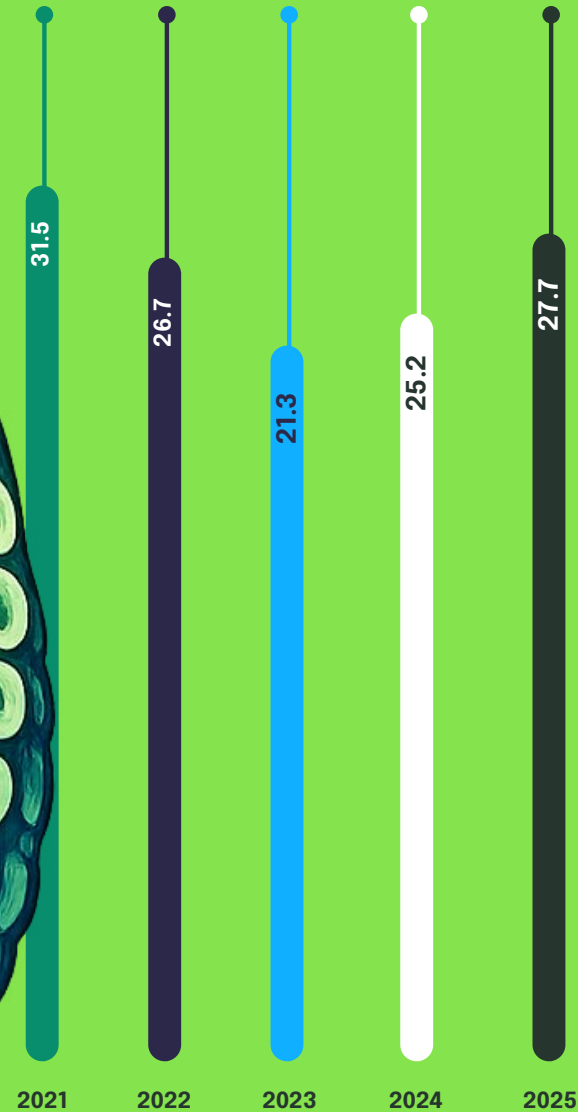
Peregrino:

In 2025, while still part of the consortium and prior to taking over operations, PRIO began preparing for the reconstruction of the gas pipeline, including the removal of remaining sections of the previous infrastructure from the seabed. Construction of the new permanent infrastructure began in 2026.

In addition, throughout 2025, PRIO invested in the maintenance and modernization of turbines at its fleet facilities, with a focus on improving the reliability of power generation and the energy efficiency of offshore operations. These measures help reduce fuel consumption, increase the use of produced gas, and decrease reliance on diesel and the frequency of flaring. These initiatives are part of a set of structural measures adopted to enhance operational efficiency and support the trend toward improving emissions intensity over the next few operating cycles.

Emissions intensity (2021-2025)

An 12% cumulative reduction in emissions.



Strategies for combating climate change

* SHORT TERM (0-1 YEAR)

Identify risks and opportunities and implement operational synergies to reduce emissions through efficiency.

* MEDIUM TERM (1-3 YEARS)

Estimate the domestic carbon price and review the portfolio of mitigation projects.

* LONG TERM (3-10 YEARS)

Assess risk mitigation measures and adaptation costs, including research on carbon capture and low-emission technologies.

PROTECTION OF BIODIVERSITY

GRI 3-3 Management of material topics - Protection of Biodiversity

With all of its assets located offshore in the Campos Basin, in the states of Rio de Janeiro and Espírito Santo, PRIO acts responsibly and proactively to protect the region's marine environment and biodiversity. The Company's environmental initiatives are structured in accordance with the requirements of environmental permits and carried out with a high degree of planning, aiming to go beyond regulatory compliance and achieve the best possible environmental outcomes.

According to the nature of the activities carried out in each field—drilling, well intervention, installation, or production—specific environmental projects are implemented, combining technical training, monitoring, and preventive measures. These initiatives underscore PRIO's commitment to current environmental legislation and to preserving the ocean as a source of life, while also reflecting an integrated and responsible approach to environmental management that is tailored to the complexity of its operations.

Major projects developed



Beach Monitoring Program (PMP)

In 2025, following the assumption of operations at the Peregrino Field, PRIO expanded the scope of its biodiversity-related activities by joining part of the PMP. This initiative focuses on the care and rehabilitation of Magellanic penguins (*Spheniscus magellanicus*) rescued along the coast from Espírito Santo to northern Rio de Janeiro, in collaboration with Petrobras' Beach Monitoring Project.



Environmental Monitoring Project (PMA)

The purpose of this project is to monitor environmental conditions in a specific area or region in order to assess the impacts of a particular activity on water quality and/or sediments. The project assesses the state of the environment at the beginning and end of drilling operations, identifying the potential impacts of these activities.



Wildlife Protection Plan (PPAF)

This project involves actions taken in response to oil spills, within the context of protecting wildlife associated with drilling and production activities at the facility.



Invasive Species Prevention and Control Project (PPCEX)

The focus is on presenting the strategies and methodologies used in efforts to prevent the introduction and facilitate the early detection of invasive alien species, with a particular focus on sun coral.



Bird Impact Monitoring Project (PMAVE)

This project establishes guidelines for reporting sightings of weakened or injured birds, as well as gatherings of birds on the structures of offshore facilities. It also establishes procedures for the capture, collection, transportation, and handling of birds, ensuring animal welfare and the safety of staff and operations.



Marine Biota Monitoring Project (PMBM)

This initiative aims to monitor the presence of marine wildlife—such as turtles, birds, marine mammals, and fish—and assess the potential effects of attraction exerted by the Marine Units on these organisms.



Read more about this in the
[Disclosures Supplement](#)



SOCIO-ENVIRONMENTAL DIMENSION

GRI 413-1, 413-2 | SASB EM-EP-210B.1

With a focus on its ESG agenda, PRIO continuously invests in social and environmental initiatives through community engagement efforts aimed at social transformation. Since 2015, the Company has been fostering a relationship based on transparency and mutual respect with the communities in its area of influence, maintaining open channels of communication to strengthen the bond of trust with local residents. By combining mandatory and voluntary initiatives, the organization's socio-environmental policy aims to maximize the positive impact of actions that promote socioeconomic development and environmental education.

INSTITUTO PRIO

As part of its tenth anniversary celebrations in 2025, the Company established the PRIO Institute, an independent nonprofit organization designed to transform impact initiatives into structured, large-scale programs. The organization was established to institutionalize and expand our commitment to the future by serving as an umbrella organization responsible for developing impactful methodologies and broadening the scope of social transformation.

This structure marks a strategic separation between social and environmental initiatives (now under the Institute) and the sociocultural projects of the I♥PRIO platform, allowing for greater focus and depth in each area. With

a systemic approach that bridges science, communities, and traditional practices, the Institute seeks to strengthen the ties between "sea, land, and the future." Its activities are organized around three strategic pillars: Environmental Education, Biodiversity and Climate, and Blue Economy.

The goal is to turn good ideas into lasting benefits by incorporating new initiatives ranging from small-scale fishing to the blue economy.

Among the highlights of 2025, the exhibition *Manguezais* at the CCBB-RJ cemented this new phase by broadening the discussion on strategic ecosystems and establishing technical cooperation for future projects.

In 2026, our focus is on expanding the Institute's reach, bringing our initiatives to more people and establishing its identity as a leader in effective socio-environmental transformation, with a long-term perspective.



Click here to watch an instructional video on the topic

Strategic pillars

The experience gained during PRIO's first decade has enabled the development of a proprietary management methodology, which now also guides the Company's voluntary initiatives. This learning process led to the identification of three strategic pillars that guide the prioritization and selection of projects:

Environmental Education



Through educational programs, workshops, and campaigns, the PRIO Institute promotes environmental awareness and collective engagement. These initiatives inspire communities, schools, and the public sector to embark on a journey of learning, critical thinking, and transformative action, thereby strengthening environmental conservation, climate adaptation, and the sustainable development of coastal regions.

Biodiversity and climate



Addressing climate change through research, monitoring, environmental restoration, and adaptation and mitigation strategies, always in partnership with communities and scientific institutions.

Blue Economy



Always keeping a close eye on the impact on the daily lives of the surrounding communities, the Institute promotes the sustainable development of coastal and maritime communities by valuing and encouraging economic practices that respect and preserve natural resources.



Click here to learn more about the [PRIO Institute](#)

Respect and preservation

PRIO seeks to align the Company's growth with respect for local ways of life, transforming environmental licensing requirements into tools for positive social impact. PRIO's social and environmental initiatives in the Campos Basin (RJ and ES) are therefore focused on regional development and strengthening the communities, based on three main pillars:

Protection of traditional activities

PRIO carries out initiatives aimed at preserving traditional activities in the areas surrounding its operations, with a particular focus on small-scale fishing. These measures aim to ensure the continuity of the practice through interaction with fishermen, the mitigation of potential operational disruptions, and support for initiatives focused on technical improvements and best practices, thereby balancing tradition, safety, and sustainability.

Communication and Dialogue (Social Communication Project – PCS)

PRIO's communication is designed to foster dialogue in the areas where we operate. The Company ensures transparency and access to relevant information through site visits and the distribution of informational materials (containing details on operational activities, schedules, potential impacts, and contact information).

Training (Environmental Education Project – PEA)

This project operates by running and strengthening 11 observatories, monitoring the conflicts faced by communities in order to develop intervention strategies to mitigate the impacts of the oil and gas production chain in the Campos Basin.



PEA Observation Network

Committed to building on a legacy of socio-economic development in the regions where it operates, PRIO pursues the Environmental Education Project (PEA)—a requirement for environmental licensing conducted by Ibama—through its Observation Network.

In 2025, the initiative was present in 11 municipalities across the Campos Basin, directly engaging more than 250 people. The main focus has been on empowering vulnerable groups to enable their meaningful participation in public management. A significant achievement was made in Itapemirim (ES), where the project's coordination made it possible to include shellfish in school meals through the Catrapovos Program. The initiative ensured food security for the students and generated direct income for local shellfish gatherers.

The strength of this community organization has gained national recognition this year, with the election of two representatives to participate in the municipal and state phases of the National Conference on Sustainable Rural Development, held in Brasília (DF). Organized by the Ministry of Agrarian Development (MDA), the event brings together representatives from civil

society and government to discuss guidelines and public policies for the sector. The participation of these representatives helps to increase the involvement of the communities supported by PRIO in institutional forums for dialogue and the formulation of national public policies.

At the same time, the PEA worked in partnership with the Vorá Institute through one of the TAC FRADE projects, which contributed to the basic well-being of the community in Chavão, Cabo Frio, RJ. This support for waste pickers in Guaiamum led to projects providing access to clean drinking water and the installation of biodigesters for 50 families. In the area of education, the *Alicerce* (Foundation) Project, which focuses on academic support and social-emotional skills, certified 66 students across four classes of PEA participants.

11 municipalities benefited from initiatives focused on training in public environmental management.

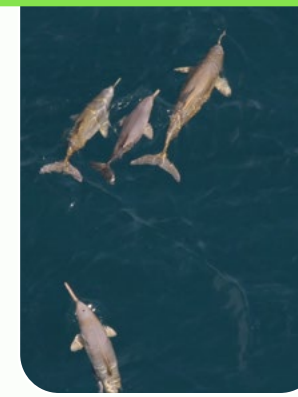


Click here to watch an instructional video on the topic

TAC Frade

The Conduct Adjustment Agreement (TAC) of Frade Field serves as an important mechanism for providing financial support to social and environmental projects in the Campos Basin (RJ and ES) and is an offsetting measure for which PRIO is responsible, administered by the Federal Public Prosecutor's Office (MPF). Operated by Funbio (Brazilian Biodiversity Fund) since 2015, TAC's core objectives are the conservation of coastal biodiversity, the sustainable use of fishing resources, the strengthening of small-scale fisheries, and the promotion of environmental education. Since taking over operations at the Frade Field in 2019, TAC Frade (Conduct Adjustment Agreement) has already contributed approximately US\$ 25.9 million to these initiatives.

In 2025, our administration focused on strengthening local autonomy. We ended the year with 45 sub-projects led directly by local associations, empowering those who are most familiar with the day-to-day life of the community. TAC Frade is divided into four main projects:



Franciscana Dolphins Conservation

These projects serve as guardians of the South American porpoise, the most endangered cetacean in the South Atlantic. We invest in cutting-edge science and monitoring to mitigate the risk of accidental catches, ensuring the survival of the species.

Marine Life & Fisheries

The initiative supports research projects focused on the sustainable use of fishery resources. In 2025, we promoted mariculture and strengthened our partnership with the National Museum and the Ciências do Mar III research vessel.

Conservation Areas

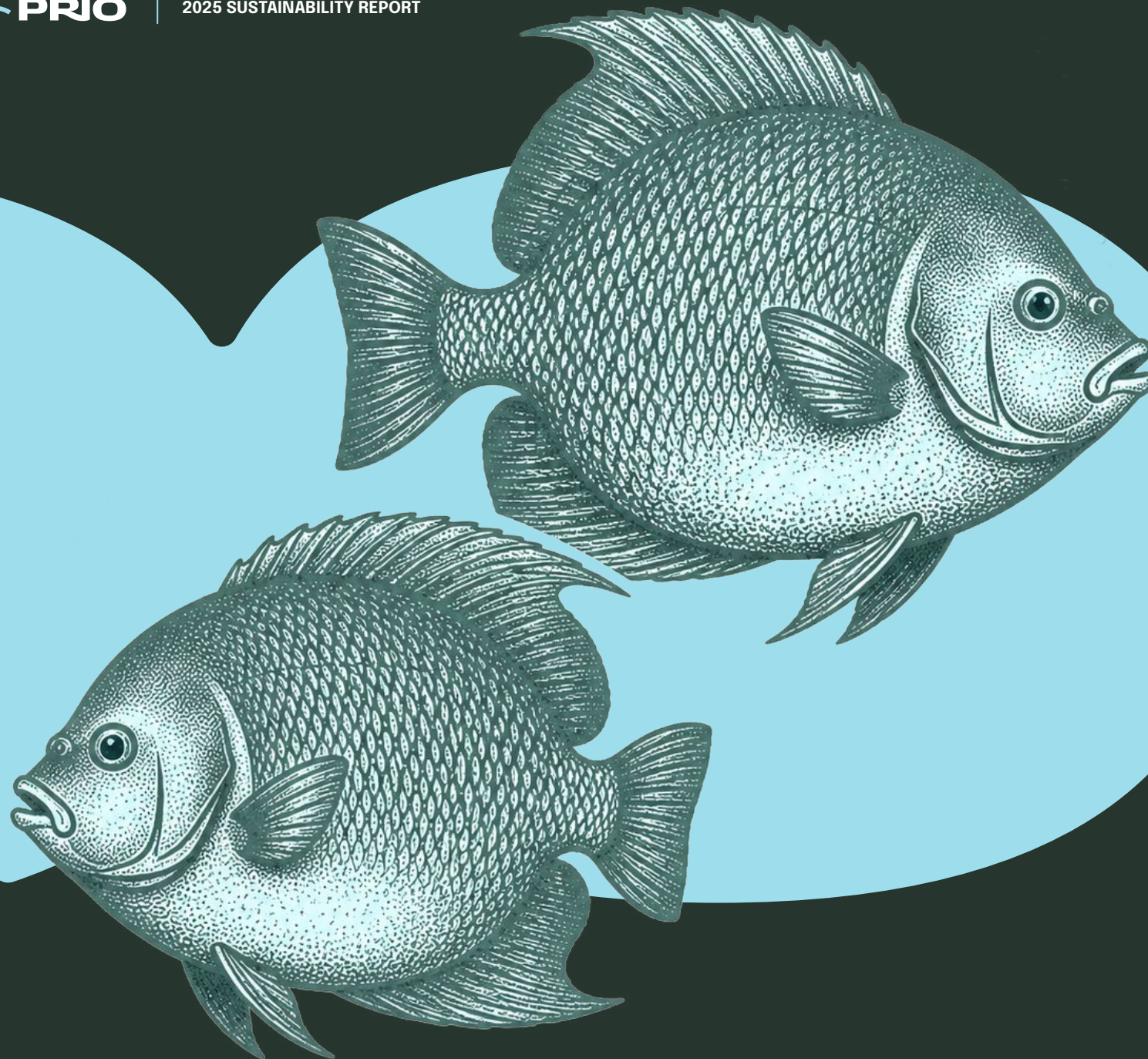
The projects strengthen the infrastructure of 11 Federal Conservation Areas in Rio de Janeiro. We invest in enforcement, staff, and visitor infrastructure to ensure that these natural sanctuaries are protected and accessible.

Environmental Education

This project supports initiatives aimed at income generation, sustainable production, and institutional strengthening for fishing and mariculture communities in the municipalities of Guanabara Bay, the Lakes Region, and Northern Rio de Janeiro.



Click here to watch an instructional video on the topic



SOCIAL COMMITMENT

Social transformation ←

PRIO, where "P" stands for people ←

Recruitment, retention, and development ←

Safety management ←

Health and well-being ←

SOCIAL TRANSFORMATION

GRI 3-3 Management of material topics – Community relations and economic development | SASB EM-EP-210b.1

PRIO's social agenda stems from the belief that creating value goes beyond financial results. As part of the corporate strategy for creating shared value, it reflects the Company's commitment to making a tangible and positive contribution to society. Based on this vision, we invest in projects that drive social development, ensuring that each initiative is aligned with our values, our organizational culture, and our strategic business priorities.

This commitment takes the form of structured social investments, funded by the Company's own resources and government incentives, and designed to generate a positive and lasting impact. As of 2025, these efforts were bolstered by the creation of the PRIO Institute, with the aim of expanding the scope of social transformation.



Learn more about the PRIO Institute in the **Socio-Environmental Dimension** chapter.



Impact ecosystem



I ♥ PRIO is PRIO's strategic social investment platform. More than just a sponsorship model, it is a structured framework for impact that connects financial resources, institutional development, and human engagement to drive sustainable transformation.

The platform design was based on an investment strategy aimed at supporting initiatives and strengthening ecosystems. To this end, it operates in an integrated manner across three complementary pillars:

1

Financial investment using a Cross Social strategy

PRIO provides funding through incentive grants and direct investments in cultural, sports, and socio-environmental projects. The Company has adopted a **Cross Social** strategy, which combines culture, sports, and social initiatives in hybrid projects, in which one initiative enhances the other.

Major institutional assets—such as the **PRIO Theater**, the **PRIO Orchestra**, **ArtRio**, **Spetaculu**, the **Rio Marathon**, and **WTR** — are no longer isolated initiatives but have become platforms for visibility, inclusion, and regional development.

The focus is on creating structured social benefits, expanding access, strengthening community ties, and ensuring that the investment leaves a lasting legacy.

2

Acceleration and Institutional Sustainability — Impulso I ♥ PRIO

With the launch of Impulso I ♥ PRIO, the Company began to expand its activities beyond financing, investing in the professionalization and sustainability of the organizations it supports.

The program's main aim is to ensure financial independence and strengthen the governance of partner institutions. In its first edition, the program supported 10 socio-cultural and socio-environmental organizations, providing technical training, mentoring, and strategic connections in five key areas: management and leadership, strategic communication, financial sustainability, social innovation, and partnership building.

By strengthening the institutional foundations of these organizations, PRIO enhances the efficiency of social investment and helps ensure the long-term sustainability of the impact generated.

3

Corporate volunteering and engagement

The third pillar links social strategy to the organizational culture. Through corporate volunteering, PRIO engages employees in structured initiatives that make a difference, fostering a sense of ownership, belonging, and development of skills. In 2025, these efforts were bolstered both by technical volunteer work under the Impulso I ♥ PRIO initiative and by direct outreach activities, such as support for the **Rede Cruzada** during the Community Christmas campaign, strengthening ties with local communities and expanding the social reach of these initiatives.



Click here to watch an instructional video on the topic



CULTURE



INCLUSION



INCOME GENERATION



SPORTS



VOLUNTEERING

Cross Social

Operational efficiency converted into social impact

In 2025, PRIO connected operational practices with the creation of social and environmental value, combining efficiency, sustainability, and social impact. The initiative began with the renewal of offshore PPE. The new overalls have improved employee well-being and safety, offering greater protection, comfort, and mobility, thereby reducing physical strain and improving working conditions. At the same time, the material offers greater durability with lower environmental impact.

The replaced uniforms, which could have been sent for conventional disposal, were redirected to a new production cycle. In partnership with the Dona de Si Institute, PRIO turned this material into an upcycling project with social impact. Over the course of four months, 60 women received training in sewing and accessory manufacture, thus expanding their opportunities for income generation. In the final stage, they worked together to make backpacks and pencil cases from the PPE, with support from a designer at Carandaí 2025, an initiative sponsored by PRIO through the I♥PRIO platform.

As a result, 225 children from the Professora Margarida Glória de Faria Municipal School (RJ), in partnership with the Vini Jr. Institute, received school kits produced as part of the project.

The initiative demonstrates how PRIO integrates safety, sustainability, and social responsibility to turn resources into opportunities, generating a positive impact efficiently and in line with its strategy.

225 children receive school kits produced as part of the project



Click here to watch an instructional video on the topic



2025 Key Projects



Sports Pillar

Rio Marathon

PRIO participated in one of Latin America's biggest events, sponsoring the 5K race, which was renamed the I ♥ PRIO.

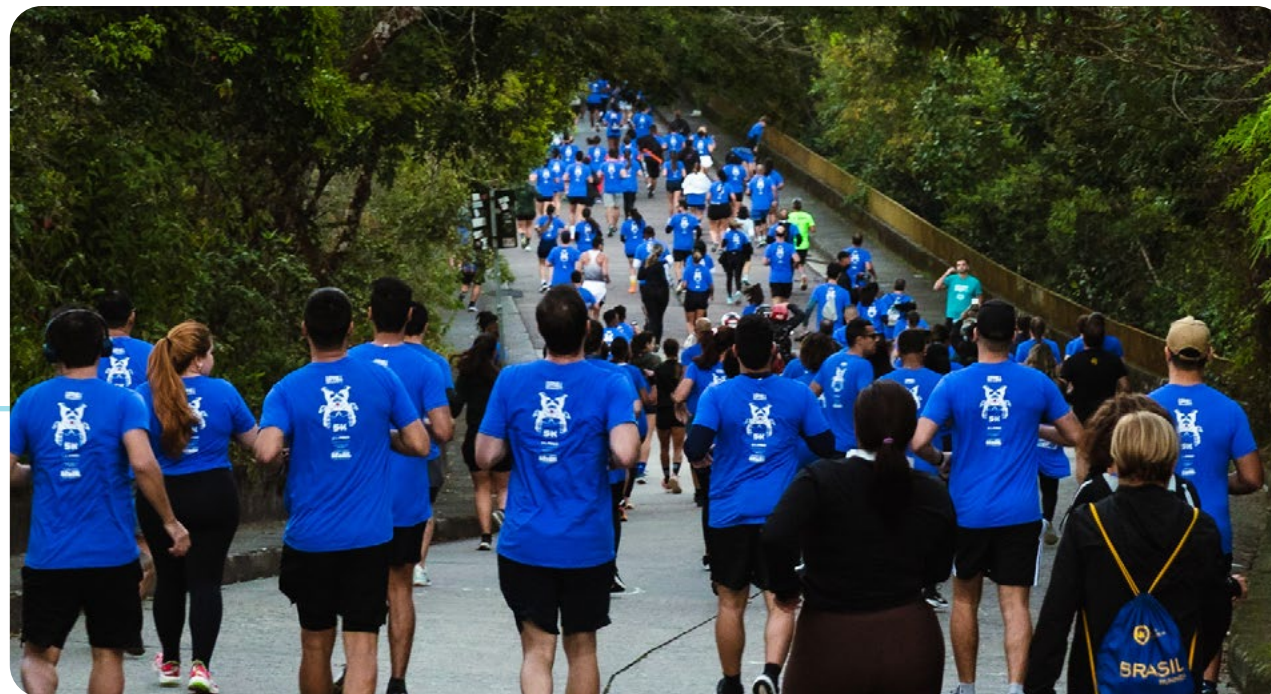
PRIO XTerra (Armação dos Búzios Stage)

Support for the final stage of the world's longest off-road circuit, held in Búzios. The event featured a triathlon, mountain biking, and trail running, combining athletic achievement with a celebration of the local area and nature.



I ♥ PRIO Race

The first proprietary running event organized by the Company, the race broke new ground by offering an all-round experience that combines sports and entertainment, featuring musical performances, food, and 5km and 10km races (individual and relay).

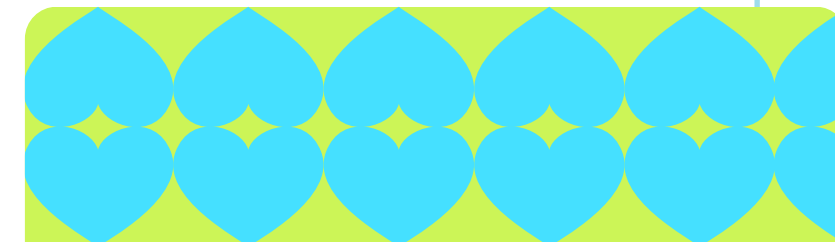


WTR (World Trail Races)

In this outdoor circuit, which combines trail running, a duathlon, and direct contact with nature, PRIO's involvement went beyond sports sponsorship. We act as a facilitator by establishing a direct connection with Rede Cruzada, making a unique educational experience possible: we take children from the institution on a behind-the-scenes tour of the event. In this way, we have transformed the sports arena into a space for inclusion and learning, putting our strategy of creating shared impact into practice.

UPHILL:

This is Brazil's first uphill marathon, always held in lush natural settings and open to anyone seeking a high-performance challenge that pushes everyone to their limits.





Culture Pillar

ArtRio and SP-Arte

PRIO continued its strategic support for ArtRio and SP-Arte, boosting the international visibility of Brazilian art. In 2025, we put the social aspect of this sponsorship into practice by leading a training program for more than 30 children and teenagers from the institutions we support. The initiative consisted of an audiovisual immersion program that began at the PRIO offices and continued with hands-on coverage of the event, conducted under the guidance of professionals hired by the Company, providing behind-the-scenes access and the opportunity to develop new skills.



Fronteiras do Pensamento

Sponsorship of one of the world's most prestigious lecture series, featuring speakers such as Yuval Harari and Chimamanda Adichie to discuss the challenges facing contemporary society.



PRIO Orchestra

Launch of a free music education program in the Providência neighborhood (RJ). Under the direction of conductor Carlos Prazeres, the program offers scholarships and 30 hours of training per week to 45 young people, combining classical and popular music.

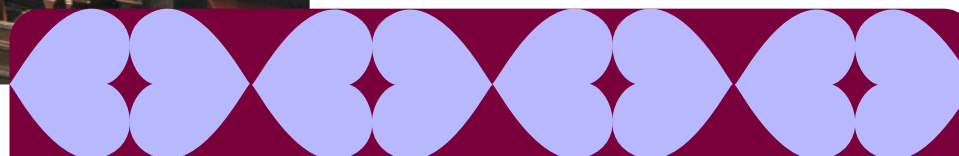
I ♥ PRIO Theater

Maintenance of a comfortable, state-of-the-art venue at the Brazilian Jockey Club (RJ), dedicated to the performing arts, featuring major productions and a musical program with concerts by world-famous artists. The theater's auditorium, renowned for its exceptional acoustics, seats 352 people and features an outdoor area for cultural gatherings.



Theatrical Productions

Sponsorship of award-winning productions such as the musical Mamma Mia and the play Prima Facie. The latter, starring Débora Falabella, was the standout hit of the year, winning awards such as the APCA, Shell, and Bibi Ferreira awards, as well as sparking nationwide debates about the judicial system and violence against women.





Social Pillar

Reação Institute

With 11 centers in 5 states, this institute welcomes 4,000 young people each year for sports and education initiatives. In 2025, the high-achievement program won state championships while maintaining its focus on the Caminho Potente (Powerful Path initiative – from childhood to first job).



Learn more about the program and its results on the website and in the section on **Attraction, Retention, and Development**.



Sem Barreiras

PRIO sponsors this project conceived by Olympic medalist Adriana Samuel, which aims to empower people through sports. In addition to financial support, PRIO works to provide professional experiences for the young people in the project. The project welcomes 380 participants a month to practice volleyball, judo, and track and field at facilities in Estácio and Complexo do Lins (RJ).

Todos na Luta

Focused on boxing in Vidigal and Rocinha, this project has athletes on the Olympic team. In 2025, it professionalized its governance through the Impulso Program and operates as a partner in the Reação Offshore program (training for the oil and gas market).

In addition to sponsoring elite boxing in Vidigal and Rocinha, in 2025 we served as a management accelerator through the Impulso I ♥ PRIO program, providing training and volunteer mentoring from our employees. This institutional strengthening enabled the NGO to simultaneously serve as an implementing partner for Reação Offshore (training for the oil and gas industry), thereby closing the loop by preparing young people for the job market.



PRIO WHERE "P" STANDS FOR PEOPLE

At PRIO, people are a strategic asset for creating value and sustaining growth. Our culture is driven by excellence and high performance, with a focus on consistent and lasting achievements built on operational efficiency, disciplined execution, and strategic vision.

The Company follows a merit-based approach, in which we avoid favoritism and recognize those who exceed expectations. Variable remuneration is tied to performance and corporate results, with bonuses linked to performance paid out in shares over the years, reinforcing the commitment to creating sustainable long-term value.

This approach is based on a clear premise: companies thrive when they create value. For this reason, consistency in delivery and discipline in decision-making are central elements of the "PRIO Spirit", with a constant focus on creating value.

To maintain this standard, we use performance metrics to measure team performance and the Company's results, tracking what creates value (profit), what destroys value (loss), operational efficiency, and delivery deadlines. These indicators provide a basis for objective budget preparation, performance monitoring, and management evaluation.

The vitality of this culture is also reflected in the dynamics of our workforce. In 2025, we hired 494 new employees and ended the year with 1,099 active employees, further strengthening our ability to attract and onboard talent that is aligned with the Company's performance standards. The cumulative turnover rate of 29% reflects the dynamism of a booming market and the level of specialization required by our operations, requiring disciplined talent management and agility in replacing critical skills. At the same time, because we recognize that diverse teams enhance the quality

of decision-making, innovation, and business sustainability, we continuously monitor the composition of our workforce and are making structured and responsible progress toward increasing gender diversity.

For PRIO, the "PRIO Spirit" extends beyond the office and operational units. We understand that well-being and performance are directly linked, and that one's ability to perform depends on good physical and mental health. Therefore, we have extended access to fitness centers and platforms offering psychological (Psiconline) and nutritional (Nutrium) support to families. By promoting holistic care, we help employees maintain their energy, focus, and consistency so they can deliver more and better results, thereby ensuring lasting success for the Company.



Corporate culture

PRIO's culture is non-negotiable and based on an owner mentality, a strict focus on results and a long-term vision. We are driven by ethical, talented, and dedicated individuals who act as partners in the business, putting the collective interest above personal pride. We prioritize capital discipline, operational efficiency, absolute safety, and well-founded technical decisions, always guided by the goal of creating sustainable value. We reject excessive bureaucracy, shortcuts, empty grandstanding, and short-term incentives, because we believe that consistent growth is only possible through responsibility, merit, and a balance between effort, commitment, and reward.

Our nonconformism drives us to question the obvious, see opportunities where others see problems, and turn adverse situations into tangible results—always with responsible boldness and technical expertise. The only hierarchy we recognize is that of ideas, and we encourage lively yet respectful debates in a collaborative, transparent, and friendly environment. At PRIO, culture is not just discussed: it is daily practice, reflected in the way we make decisions, execute them, and relate to each other. It is this coherence between values, behavior, and results that preserves our essence and guarantees solid, resilient, and sustainable growth over time.

PRIO's culture takes shape and is strengthened through the Company's results, projects, decisions, and programs. Here are a few examples that illustrate this culture:

Budget Cycle:



An annual process that reinforces our commitment to financial discipline, in which we develop the budget for the following year based on pragmatic premises and with the participation of the members of the management, all of whom are committed to the year's objectives and PRIO's guiding principles of culture, efficiency, and a sense of ownership.

Target Breakdown:



Where we convert and connect PRIO's strategy with objectives and metrics to ensure success in the coming year, reinforcing our focus on sustainable results—a hallmark of PRIO's culture.



Each letter of the PRIO brand carries a meaning that goes beyond the boundaries of business, forming an acronym that captures and guides our way of being and doing things:

PRIO

People

We connect, adapt, learn, and grow together

Results

We are obsessed with excellence and a high level of performance

Nonconformism

If it makes sense, we do it differently

Boldness

We dream big and have a plan to implement



Integration

In 2025, the integration of the Peregrino Field teams practically reinforced the strength of our DNA. As new assets were integrated, the PRIO culture served as a key factor in mitigating the impacts of the transition process. Our values have served as the foundation for welcoming new talent, fostering alignment, and ensuring a smooth onboarding process. This shift has confirmed that our identity is solid but not rigid: it preserves a non-negotiable commitment to high performance while, at the same time, evolving and growing stronger through the energy of those who join us.

What has brought us this far is exactly what will take us forward: **a clear, disciplined vision focused on sustainable growth.**



RECRUITMENT, RETENTION, AND DEVELOPMENT

GRI 3-3 [Management of material topics – Attracting and retaining talent], 404-2

PRIO recognizes that the efficiency, growth, and continuity of its operations depend on the technical expertise and commitment of its professionals. The Company invests in structured programs focused on inclusion, skills development, and competitive benefits. From the moment of recruitment, structured initiatives are implemented to ensure new hires are integrated into the Company culture.

In 2025, the People and Performance division solidified its growth by becoming fully integrated into PRIO's core business. By immersing ourselves in the day-to-day operations of our corporate and operational divisions, we gain the insight needed to address challenges with agility and surgical precision. More than just a support provider, we have become a partner in solutions, ensuring that internal expertise flows freely and strengthens the "PRIO Way" of security and continuous development.

With the integration of the teams from the recently acquired asset, the Peregrino Field, PRIO's corporate culture played a central role in mitigating the impacts of the merger and managing change, from the initial stages of the process through to the onboarding of new employees. Cultural fit assessments were conducted during the hiring process, followed by intensive onboarding programs after new hires joined the Company, which were essential for aligning expectations and the long-term vision.

Our talent acquisition and retention strategy remains focused on attracting professionals who, in addition to technical excellence, demonstrate full alignment with the Company's values. This cultural filter is applied from the moment of hiring and is continuously monitored through performance evaluations. In 2025, this tool evolved to directly link cultural alignment to delivered results, through a process involving self-assessment and analysis by the managers.

One of the major milestones of the period was the establishment of the PRIO Academy, which was officially launched in January 2025. This corporate university has established itself as the cornerstone of skills development, offering a wide range of educational solutions. The development platform offers more than 50 online courses, as well as in-person initiatives such as Onboarding and the PRIO Academy Week. The portfolio ranges from technical and industry-specific training in the oil and gas sector—with a focus on developing training programs designed to address maintenance-related problems—to courses on emotional intelligence, soft skills, and financial literacy.

To foster leadership development within the Company, the “Leadership Dojo” program offered more than 50 hours of training through customized courses tailored to the needs of each hierarchical level within the Company. Onshore managers and coordinators participated in management and business training programs offered by ISE Business School and the Dom Cabral Foundation, respectively. The offshore leadership program was developed as a customized course that combines immersive in-person sessions in Rio de Janeiro with on-board training, grounded in the realities and day-to-day challenges of the production units. The program achieved scores in the “excellent” range for content satisfaction and applicability.

The implementation of this corporate training strategy yielded significant results as early as the first year. The platform achieved approximately 90% compliance in regulatory training, a key indicator of safety and operational efficiency. Furthermore, in-person initiatives in the off-shore environment, focused on leadership and prevention of harassment, have helped foster a safer, more respectful work environment that is aligned with the Company’s guidelines.

At PRIO, the compensation policy is a key tool for aligning employees, leadership, and the Company’s strategic objectives. More than just attracting and retaining talent, it reinforces behavior, guides decision-making, and links individual and collective performance to value creation in the short, medium, and long term.

Our model is built on three complementary pillars. The fixed salary is competitive and in line with market standards, ensuring predictability and security. This pillar is complemented by a range of benefits designed to support the health and well-being of employees and their families, reinforcing our commitment to people and the long-term sustainability of our workforce.

The third pillar, variable compensation, is a key element of alignment. By linking a significant portion of the bonus to stock acquisition and the achievement of corporate goals—which

include sustainability-related objectives—we strengthen the connection between results, long-term vision, and a sense of shared responsibility. These triggers apply at different levels of the organization, ensuring that leadership and teams are committed to executing the strategy and ensuring the business’ long-term success.

This structure creates a virtuous cycle of trust and alignment of interests. Proof of this is the widespread adoption of our stock options program: in 2025, 95% of employees were PRIO shareholders—up from 91% in 2024—confirming that, here, a sense of ownership is genuine and shared by everyone.

95%
of employees are PRIO
shareholders,
as part of the 2025 Stock Option Plan.



Reação Offshore Program

The *Reação Offshore* program established itself in 2025 as a strategic initiative supported by PRIO that combines social responsibility with the training of a skilled workforce for the oil and gas sector. Launched in 2022 as a strategic initiative to address the shortage of qualified professionals, the program is a partnership between PRIO, Firjan SENAI, and the Todos na Luta and Reação institutes, designed to provide training that combines technical knowledge, resilience, and safe work practices.

The results confirm the effectiveness of this strategy: between 2022 and 2025, the program trained 527 professionals for the oil and gas industry. In addition to this, another 120 participants began their training in December 2025, continuing the training cycle. We are proud to have brought about 100 of these talented individuals directly onto the PRIO team. For graduates who are not hired internally, the Company organizes employment initiatives, such as job fairs, to help them enter the job market and create shared value for the entire sector.

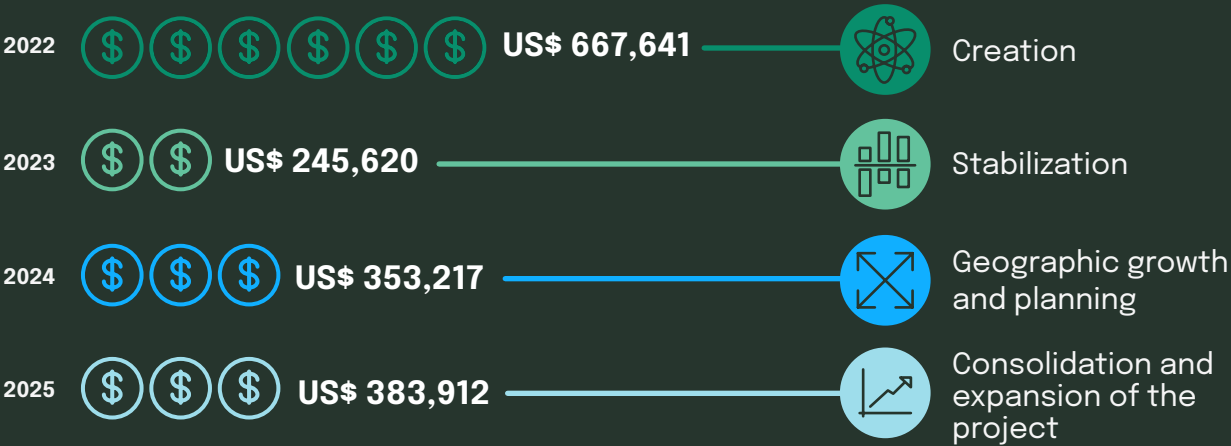
To expand access to professional training and reduce socioeconomic barriers, PRIO offered the course free of charge and supported students' continued enrollment with monthly financial aid in 2025. The intensive training program, consisting of 340 hours over five months, was designed for professionals with prior technical training and reinforces the Company's commitment to generating a positive social impact by enhancing employability and expanding opportunities related to its operations.

2025 also notable as a historic milestone in gender equality with the launch of the *Engrena* Project. Focused exclusively on providing technical training for women, the initiative was launched in Rio de Janeiro, giving priority to students in socially vulnerable situations. The initiative was instrumental in ensuring that women accounted for 28% of the positions offered during that period by the *Reação Offshore* program.

We wrapped up the event on a high note: a record number of registrations and the inspiring presence of the legendary Carlos Burle as the classes' patron, reinforcing the message that, at PRIO, mental resilience is just as important as technique.



Financial support 2022–2025

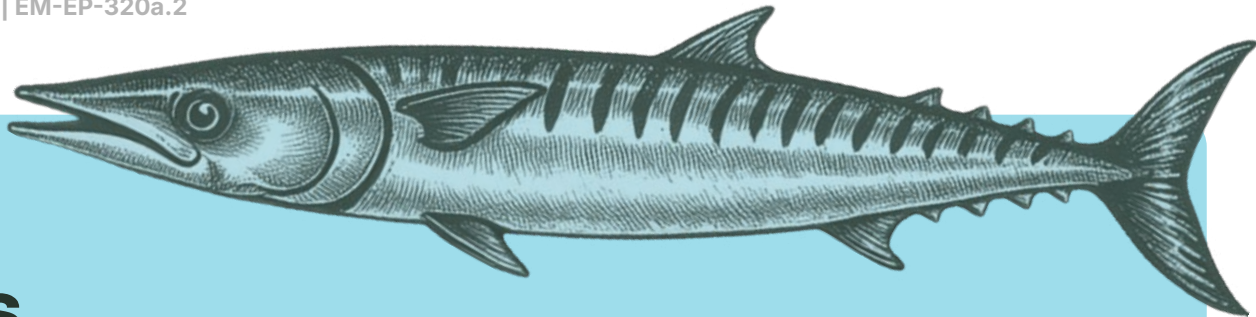


SAFETY MANAGEMENT

GRI 3-3 Management of material topics – Personal safety and accident control, 403-1, 403-2, 403-4, 403-7, 403-8, 403-9 | EM-EP-320a.2

People’s safety and environmental preservation are the cornerstones of PRIO’s operations, guiding its strategic and operational decisions. The management model adopted by the Company is based on shared responsibility, strict adherence to procedures, and the belief that physical and environmental safety take precedence over any production goals. Safety policies and practices apply to 100% of our employees (both in-house and contractors), and their effectiveness is ensured through internal or external audits.

From senior management to on-site teams, everyone shares responsibility for ensuring that every activity complies with the highest national and international safety standards adopted by the Company. This strategy is guided by 22 corporate guidelines—divided into Occupational Safety Principles and Process Safety Fundamentals—developed using the practices of the International Association of Oil and Gas Producers (IOGP) as a base and adapted to the Company’s specific circumstances.



Occupational Safety Principles

Based on an analysis of the main causes of accidents in the oil and gas industry and tailored to PRIO’s specific operational conditions, the corporate safety guidelines are set forth in the document PRIO Safety Principles. The material also reinforces two key principles that guide day-to-day decision-making: “there’s always time to do it right” and “do it safely or don’t do it at all.”

No activity may begin or continue if any of the Safety Principles are not fully met:

- 1

Personal protective equipment
- 2

Load lifting
- 3

Safe positioning
- 4

Permit to work
- 5

Lockout-tagout
- 6

Confined spaces
- 7

Work at heights
- 8

Dropped objects
- 9

Work in heat
- 10

Work stop authority
- 11

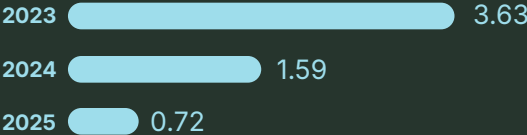
Safety controls

Advances in Operational and Occupational Safety



The results of this integrated approach reflect the consistency and maturity of the safety management model adopted by PRIO over the years. In 2025, the Company achieved its best-ever performance levels. **The Total Recordable Incident Rate (TRIR) ended the year at 0.72, a significant decrease from the 1.59 recorded in 2024**, bringing the Company into line with the industry’s international benchmark. This result reflects a risk management approach structured around two complementary pillars: occupational safety and procedural safety, which are coordinated jointly, recognizing the interdependence between operational integrity and the protection of human life.

Reduction in TRIR



In 2025, the safety management system demonstrated its maturity by achieving the best result on record for the TESP-1 indicator. This key process safety indicator measures the occurrence of major internal spills at facilities. During the period, the result was zero, underscoring the Company’s commitment to asset integrity and the protection of life and the environment.



Technical and behavioral training remains a central pillar of this strategy. Through the PRIO Academy, the Company provides ongoing onshore and offshore health and safety training, as well as daily briefings and educational campaigns. **In 2025, more than 1,400 hours of safety training were recorded**, including training for new classes in risk analysis and training focused on workplace safety, with customized training on best practices for work control, confined spaces, and working at heights. In this context of continuous improvement, the Company has stepped up its efforts to enhance regulatory compliance at the Peregrino Field, prioritizing the improvement of indicators that required greater attention and accelerating their alignment with PRIO’s operational excellence standards.



The **Observation Card** is one of the tools used by PRIO to proactively identify unsafe conditions and behaviors, so that all employees and contractors must report any deviations for resolution before an incident occurs. Using this data, the Company analyzes and addresses trends based on the data generated from its observations.



In 2025, **commitment to safety was reinforced with Safety Day, held under the theme “Safety Means Value, Belonging, and Results.”** The event expanded its scope to include field teams, reinforcing the message that safety is a core value that is integral to and cuts across all operations. With activities led by experts and featuring the athlete Minotauro, the event encouraged reflections on discipline, perseverance, and teamwork, based on the idea that “promoting safety is a game-changer.”



HEALTH AND WELL-BEING

GRI 403-6

PRIO operates on a clear premise: the Company's greatest asset is its employees, and an employee's greatest asset is their health. The PRIO Health & Wellness Program serves as a strategic pillar for personalized prevention and operational continuity, integrating data-driven assessments, technical guidance, and personalized support at onshore and off-shore facilities.

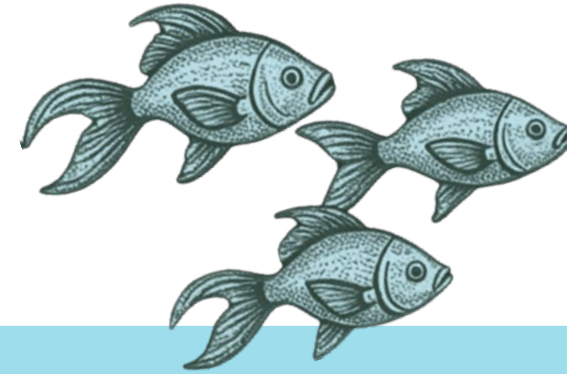
The program is based on a continuous cycle: assess – prescribe – monitor – reassess. Regular morphofunctional assessments track body composition, mobility, and risk profiles, serving as the basis for personalized plans that take into account medical history, job, and work routine. Having full-time physical education professionals on staff ensures daily technical supervision, allowing for adjustments to training programs to reduce fatigue, prevent injuries, and maintain operational readiness.

The programs combine physical, mental, and organizational activities: onboard gyms, functional training, workplace exercise programs, jiu-jitsu and boxing with a safe progression

plan, physical therapy and rehabilitation, yoga, meditation, shiatsu, psychological support, and nutritional guidance. Outdoor activities such as PRIO Trekking increase participation and promote cardiovascular and mental health benefits, strengthening team bonds and involving family members whenever possible

The program's governance structure integrates Health & Wellness, HR, and Occupational Health Services, with a clinical workflow organized through the PAC—the Clinical Monitoring Program for multidisciplinary referrals. The communication emphasizes both technical and human language: field reports, the names of professionals, and practical results all reinforce trust and transparency.

By prioritizing personalized prevention and empathetic care, PRIO aims not only to reduce absenteeism and increase attendance, but also to enhance safety, resilience, and operational performance. For PRIO, caring for people's health is a sustainability strategy: protecting lives, maintaining operations, and creating lasting value for employees and the Company.



“ The communications and initiatives of PRIO's Health and Wellness team were key to emphasizing **the importance of taking better care of one's health**. The approachable, consistent, and accessible way in which the topic was addressed helped turn that intention into action.

*The wellness program supported me throughout the process—from the medical certificate and physical evaluation to close monitoring of my workouts—**always taking my needs and capabilities into account**. The team played a vital role in providing support and motivation, and, in addition to a significant reduction in excess weight by the end of the year, I also noticed clear improvements in my energy levels, sleep quality, and performance in my daily activities.*

”

Cleantho Albuquerque Santiago - Training Analyst



Click here to watch an instructional video on the topic



Health and well-being highlights



Investments made



Satisfaction with
the program – PRIO
(employees)

NPS **80.3**

2025



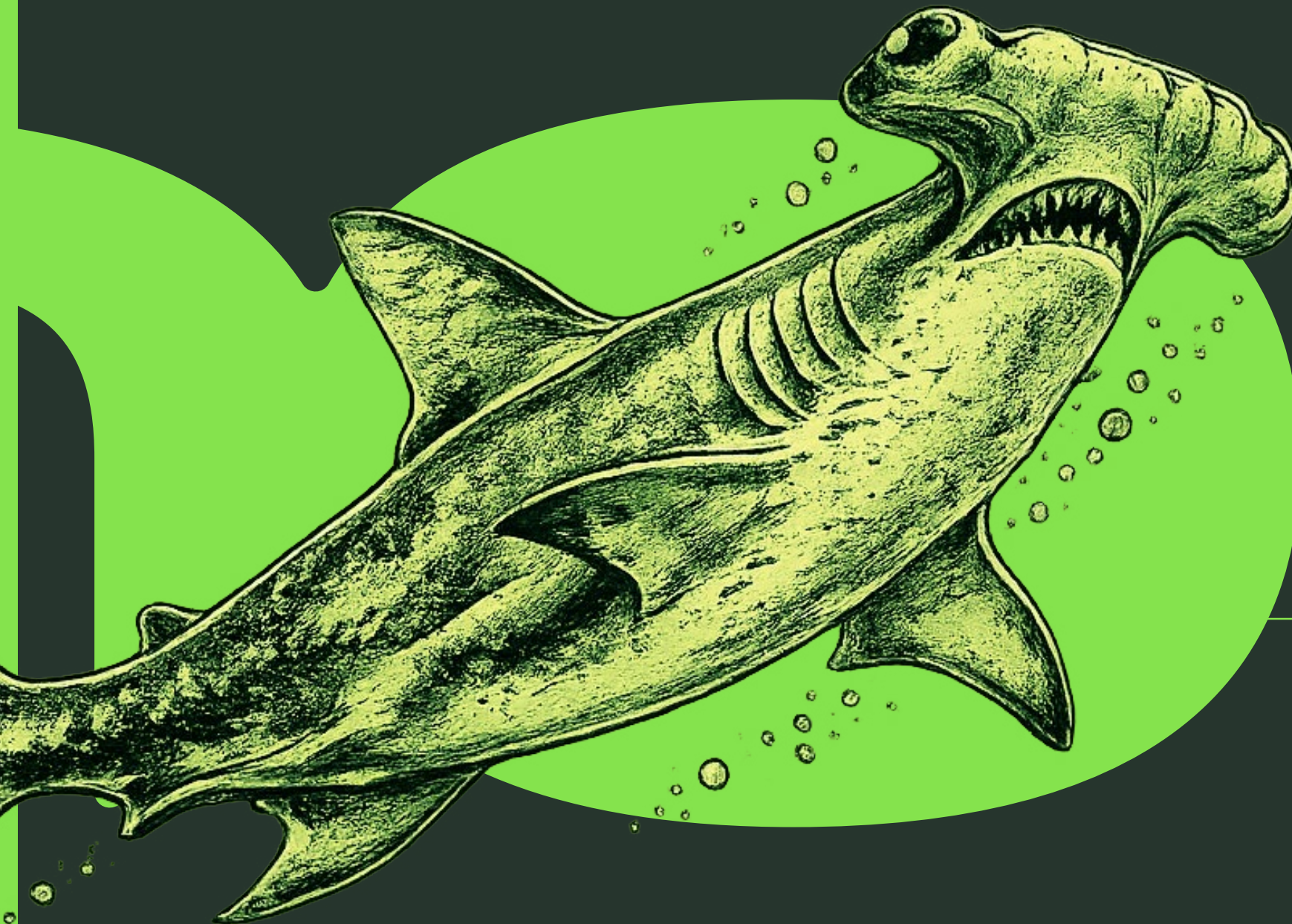
Average enrollment in the Health and Well-being Program

2025 – Only PRIO employees

Onshore – **74.5 %**

Offshore – **93.8 %**





CORPORATE GOVERNANCE

Structure, policies, and practices ←

Investor relations ←

Institutional relations ←

Commercial relations ←

Ethics and compliance ←

Risk management ←

STRUCTURE, POLICIES, AND PRACTICES

GRI 3-3 Governance, 2-9, 2-10, 2-11, 2-12, 2-13, 2-17, 2-18, 2-23

PRIO's corporate governance is structured in accordance with the strict standards of B3 S.A.'s Novo Mercado (B3 S.A. - Brasil, Bolsa, Balcão; the Brazilian stock exchange), built on the pillars of transparency, fairness, and accountability. The Company's management model exceeds conventional regulatory standards, distinguished by the representation of independent members on its Board of Directors and the technical and specialized work of its five advisory committees.

Constantly evolving, PRIO continues to make steady progress in strengthening its integrity mechanisms: it has consolidated the autonomy of its Compliance department by establishing the role of Compliance Officer, and has undertaken a comprehensive review of its corporate policies, with a particular focus on its human rights agenda. This robust framework ensures alignment between growth strategy, risk management, and social and environmental responsibility, safeguarding shareholder interests and the long-term sustainability of operations.

Governance Organizational Chart





Board of Directors

PRIO's governance structure consists of the **General Meeting, the Board of Directors, the Fiscal Council, the Executive Board, the Advisory Committees, the Compliance Officer, and the Internal Audit department**, in accordance with the legal and statutory powers of each body.

Under this structure, the Board of Directors consists of eight members, 50% of whom are independent—a proportion higher than the 20% minimum required by the B3 S.A. Novo Mercado – Brasil, Bolsa, Balcão – Regulations—and are for a two-year term. Among other duties, the board is responsible for setting the general direction of the business, defining the Company's long-term strategy, overseeing financial performance, and monitoring

the Executive Board's operational execution, as well as approving corporate policies and overseeing business risk management.

In accordance with applicable regulations and widely recognized international guidelines on corporate governance, PRIO maintains a separation of duties between the Chair of the Board of Directors and the Chief Executive Officer (CEO), thereby reinforcing the independence between oversight and management.

To improve the decision-making process and strengthen oversight of environmental, social, and economic risks and opportunities, the Board of Directors is supported by five specialized committees: Statutory Audit Committee, Ethics and Compliance Committee, Nomination Committee, Compensation Committee, and Sustainability Committee. Acting directly or through its committees, the Board is responsible for identifying, assessing, and monitoring the key risks to which the Company is exposed, including those related to sustainability. Within this context, the Sustainability Committee plays a key role in advising the Board on the integration of social and environmental topics into the corporate strategy, proposing initiatives aimed at the continuous improvement of PRIO's ESG agenda.

The Company follows a structured and formal process for appointing members of the Board of Directors, led by the Nomination Committee, with support from the Ethics and Compliance Committee. In 2025, the Nomination Policy was revised with the aim of improving the clarity of the applicable procedures, while maintaining criteria regarding integrity, independence, and technical expertise, in accordance with applicable laws and regulations and the provisions set forth in PRIO's Articles of Incorporation.

The selection of candidates is guided by a Core Skills Matrix, which takes into account, among other factors, relevant experience in the oil and gas sector and at publicly traded companies, the ability to integrate social and environmental considerations into the business model, alignment with PRIO's values, availability, and the ability to work collaboratively in a team environment.

The performance of the Board of Directors is evaluated at least once during each two-year term through a process that includes an individual evaluation of each member as well as an assessment of the board's overall functioning. Based on the results, areas for improvement and opportunities for enhancement are identified, and actions are defined to promote the continuous evolution of governance practices and increase the effectiveness of the Company's strategic decisions.



Composition of the Board of Directors



Nelson de Queiroz Sequeiros Tanure

Chairman of the Board of Directors since 2020 / Board Member since 2019



Emiliano Fernandes Lourenço Gomes

Vice Chairman of the Board of Directors since 2020



Felipe Bueno da Silva

Independent Member since 2020



Felipe Villela Dias

Independent Member since 2020



Flávio Vianna Uihôa Canto

Board Member since 2022



Gustavo Rocha Gattass

Independent Member since 2020



Marcia Raquel Cordeiro de Azevedo

Independent Member since 2020



Roberto Bernardes Monteiro

Board Member since 2019

Advisory Committees

PRIO’s governance model is underpinned by the work of its Advisory Committees, which support the Board of Directors and contribute to improving the decision-making process through in-depth technical analyses within their respective areas of responsibility, in line with the Company’s strategic, ethical, and sustainability guidelines.

Statutory Audit Committee

Composed exclusively of independent members, the Statutory Audit Committee is responsible for issuing opinions, proposals, and recommendations on matters related to the audit activities, internal control systems, and corporate practices of the Company and its subsidiaries and affiliates, with a focus on preventing and mitigating corporate risks. Its key responsibilities include overseeing the financial statements, verifying compliance with applicable legal and regulatory requirements, monitoring internal audit activities, and liaising with the independent auditor.

-  **Felipe Villela Dias**, Coordinator
-  **Anderson dos Santos Amorim**, Member
-  **Felipe Bueno da Silva**, Member

Ethics & Compliance Committee

The Ethics and Compliance Committee is responsible for: (i) monitoring and overseeing the investigation processes for reports received through PRIO’s Integrity Channel, as well as deciding on the actions to be recommended upon completion of the investigation process; (ii) monitoring the implementation and development of PRIO’s Integrity Program by the Compliance Officer, and, whenever necessary, supporting its development; (iii) acting as an advisory body on ethical matters within the Company and providing opinions on matters submitted to it; and (iii) fostering a business environment characterized by integrity and adherence to the principles and guidelines set forth in the Code of Ethics and Conduct.

In addition, in accordance with the Company’s Bylaws and Nomination Policy, the Ethics and Compliance Committee is responsible for conducting a preliminary review of the suitability of candidates for the Company’s Board of Directors and Fiscal Council, based on the criteria described above and set forth in applicable laws and regulations, the Code of Ethics and Conduct, and PRIO’s Nomination Policy, and for preparing a report with its conclusions to be submitted to PRIO’s Nomination Committee.



-  **Emiliano Fernandes Lourenço Gomes**, Coordinator
-  **Luiza de Mello Martin**, Member
-  **João Zanine Barroso**, Member
-  **Johana Tkatchenko Coelho Simões de Almeida**, Member

Nomination Committee

The Nomination Committee is responsible for identifying, evaluating, and vetting candidates for the Board of Directors, the Fiscal Council, the Advisory Committees, and the Executive Board, ensuring that the nomination processes comply with applicable laws, regulatory standards, and the guidelines set forth in the Company's Bylaws and Nomination Policy.

In carrying out its duties, among other responsibilities, the Committee assesses candidates' technical qualifications, professional experience, reputation, independence, and availability of time, contributing to the proper composition of management and supervisory bodies in line with the Company's strategic needs and legal and regulatory requirements.

-  **Felipe Bueno da Silva**, Coordinator
-  **Emiliano Fernandes Lourenço Gomes**, Member
-  **Rodrigo Pinheiro Bastos de Carvalho Vianna (Compliance Officer)**, Member

Compensation Committee

The Compensation Committee is responsible for evaluating, structuring, and submitting proposals regarding the compensation of members of the Board of Directors, the Executive Board, and the Fiscal Council, ensuring that the models adopted are aligned with the Company's long-term strategic objectives, the guidelines set forth in its Compensation Policy, and best corporate governance practices, promoting the appropriate alignment of interests between management, shareholders, and other stakeholders.

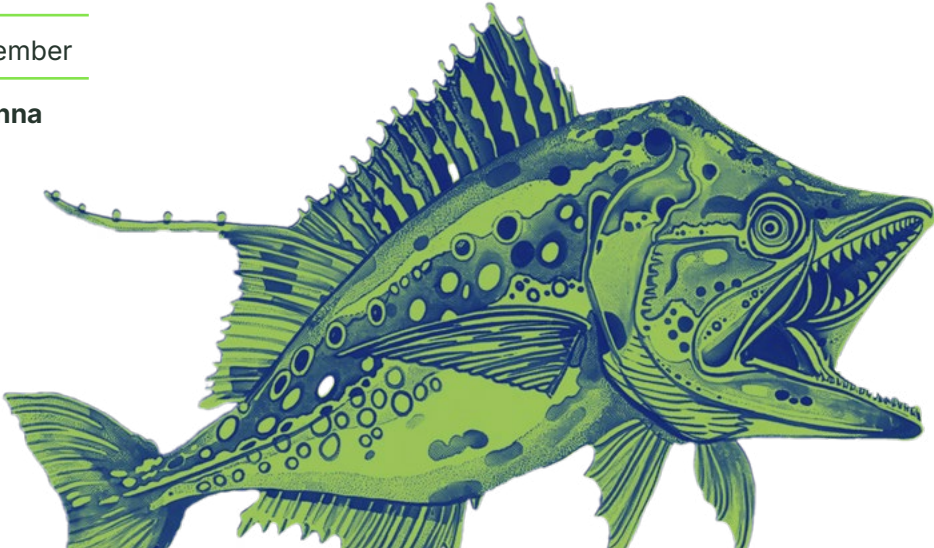
-  **Felipe Bueno da Silva**, Coordinator
-  **Felipe Villela Dias**, Member
-  **Rodrigo Pinheiro Bastos de Carvalho Vianna (Compliance Officer)**, Member

Sustainability Committee

Established in 2023, the Sustainability Committee is tasked with advising the Board of Directors on the integration of environmental and social topics into PRIO's corporate strategy, with a focus on climate change mitigation and adaptation, operational safety, and community relations in the regions where the Company operates.

Within the scope of its duties, the Committee contributes to the definition of guidelines, targets, and initiatives aimed at the responsible management of environmental and social impacts, the strengthening of ESG practices, and the alignment of the corporate strategy with the long-term expectations of stakeholders and best market practices. It is also responsible for reviewing the Sustainability Report, thereby contributing to greater transparency, the consistency of the information disclosed, and the continuous improvement of social and environmental governance.

-  **Milton Salgado Rangel Neto**, Coordinator
-  **Flávio Vianna Ulhôa Canto**, Member
-  **Gustavo Rocha Gattass**, Member



Executive Board

The Executive Board is responsible for implementing the business strategy established by the Board of Directors, managing the Company with a focus on operational excellence, financial strength, and the creation of sustainable value. In this role, it serves as a link between the strategic guidelines set out by the Board and their effective implementation in the day-to-day operations of the organization, translating long-term objectives into concrete and measurable initiatives.

Composed of four members elected by the Board of Directors for a two-year term, the Executive Board is responsible for ensuring the disciplined implementation of corporate decisions, promoting rigor in the investment of resource, efficiency in the conducting of operations, and consistency in the fulfillment of PRIO's strategic priorities. Its operations are guided by the key challenges, guidelines, and initiatives that underpin the Company's business model, with a constant focus on risk management, regulatory compliance, and long-term sustainable performance.



Roberto Bernardes Monteiro

Chief Executive Officer (CEO)/Investor Relations Officer (IRO) since 2020

Member of the Executive Board since 2015



Francisco Francilmar Fernandes¹

Chief Operating Officer since 2019



Milton Salgado Rangel Neto

Chief Financial Officer since 2021



Bruno Lowndes Dale Cabral de Menezes

Chief New Business and Trade Officer since 2025

¹ Francisco Francilmar Fernandes served as Chief Operating Officer during the 2025 fiscal year, remaining in that position until May 2026. Currently, Jean Carlos Calvi holds this position at the Company.

Fiscal Council

The Company's Fiscal Council, which is independent in nature and operates on a non-permanent basis, is the body responsible for overseeing the actions of the management and the Company's business operations. Composed of three regular members and their respective alternates, the body plays an essential role in the corporate control and oversight system, operating independently of the other management bodies.

statements and management reports, provides opinions on proposals to be submitted to the General Meeting, and monitors the work of the independent auditors, in accordance with applicable laws, PRIO's Bylaws, and its Internal Regulations. Its work contributes to the integrity of the information disclosed to the market and to strengthening the confidence of shareholders and other stakeholders.

The Fiscal Council is appointed by resolution of the General Meeting, as provided for in the Brazilian Corporations Law.

In the performance of its duties, the Fiscal Council verifies compliance with legal and statutory obligations, reviews the financial



Elias de Matos Brito, Full Member



Gilberto Braga, Full Member



Marco Antônio Peixoto Simões Velozo, Full Member



Ronaldo dos Santos Machado, Alternate Member



Cícero Ivan do Vale, Alternate Member



Anderson Mascouto Peixoto, Alternate Member



Internal Audit

The Internal Audit operates independently and systematically to add value to the operations of the Company and its subsidiaries. Taking a disciplined approach, the department assesses the effectiveness of the governance, risk management, and internal controls. Its focus is twofold: to ensure the quality of management mechanisms and to provide strategic advisory support, strengthening the organizational structure through objective recommendations and technical analyses.

The department remains functionally subordinate to and reports to the Statutory Audit Committee, a structure that preserves its independence and objectivity in the performance of its duties. The results of their work are periodically reported to the Board of Directors and the Statutory Audit Committee, ensuring that these oversight bodies have timely and well-founded information for decision-making and the effective monitoring of corporate risks.

Compliance Officer

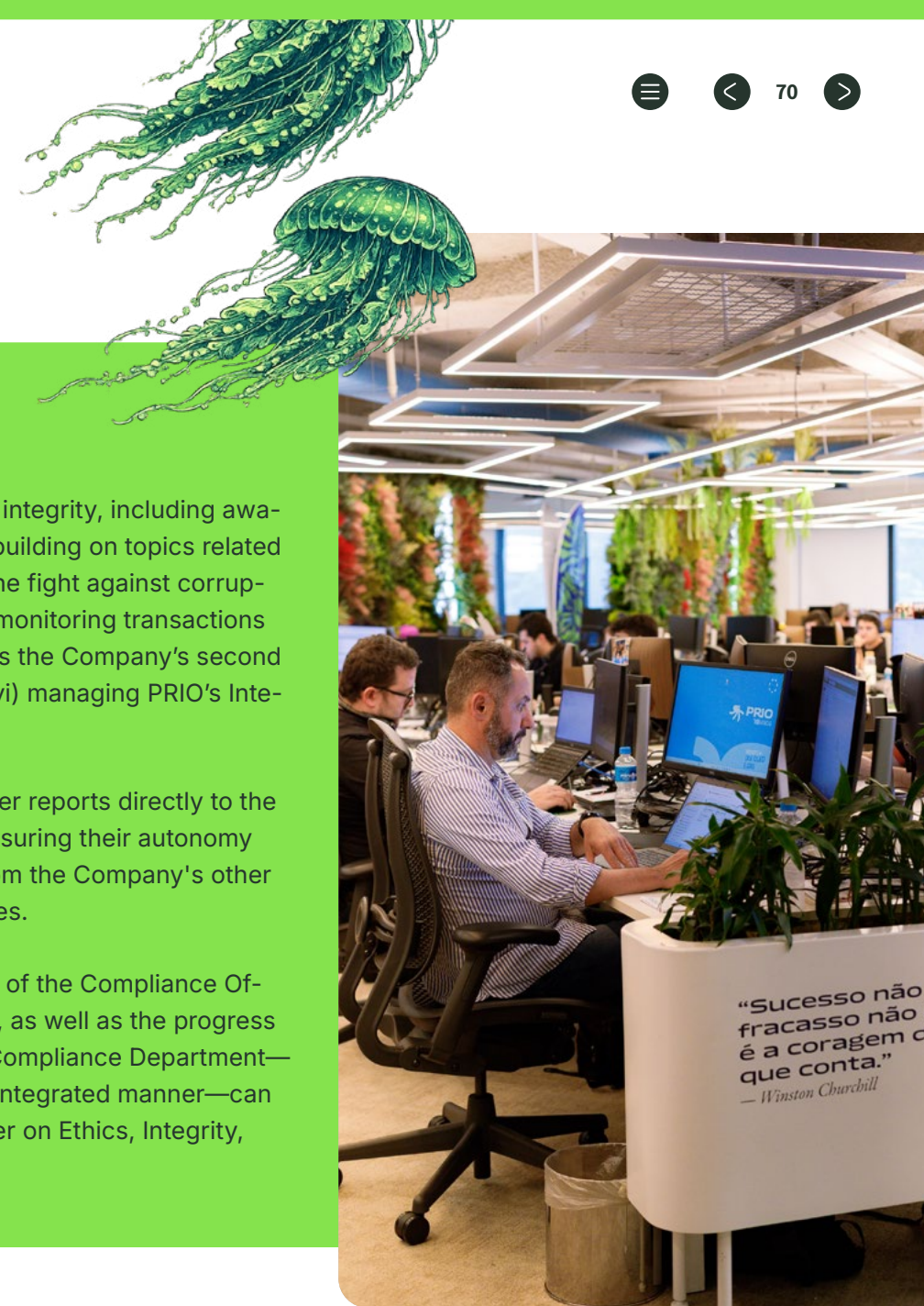
Established in 2024, the role of Compliance Officer was created to strengthen and promote PRIO's culture of integrity and ensure the Company's adherence to the highest standards of ethics, transparency, and corporate responsibility. The Compliance Officer leads the Compliance department and is responsible for promoting and continuously improving the Integrity Program.

The Compliance Officer's main duties include: (i) conducting ethics and integrity risk assessments, as well as reviewing the respective internal controls; (ii) reviewing and/or drafting regulatory documents; (iii) conducting rigorous integrity due diligence processes, which include topics related to human rights, anti-corruption, and compliance with international economic sanctions; (iv) periodically providing

training on ethics and integrity, including awareness and capacity-building on topics related to human rights and the fight against corruption; (v) tracking and monitoring transactions carried out by PRIO, as the Company's second line of defense; and (vi) managing PRIO's Integrity Channel.

The Compliance Officer reports directly to the Board of Directors, ensuring their autonomy and independence from the Company's other management structures.

A detailed description of the Compliance Officer's responsibilities, as well as the progress and initiatives of the Compliance Department—which operates in an integrated manner—can be found in the chapter on Ethics, Integrity, and Compliance.



Shareholder structure

Ordinary shares traded on the B3 exchange on April 30, 2026.

Shareholders	Ownership stake
Treasury Stock	7.82%
BlackRock, Inc.	7.52%
FMR LLC	5.13%
Other shareholders	79.53%
TOTAL	100%

Corporate policies

GRI 2-23

In 2025, PRIO conducted a comprehensive review of its institutional policies, updating key guidelines to reflect the adoption of best market practices and the Company’s growing maturity in corporate governance. A key highlight of this cycle was the adoption of the Human Rights Policy, which strengthens the integration of social aspects into the Company’s strategic direction, reaffirming its commitment to ethical conduct, respect for people, and responsible operations throughout its value chain.

A complete and up-to-date list of corporate policies is available on the Company’s Investor Relations website: [Investor Relations - Bylaws and Policies.](#)



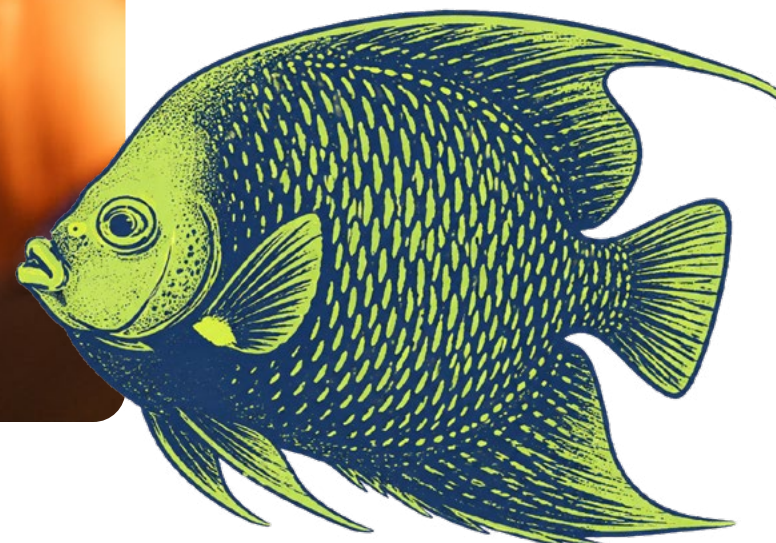


INVESTOR RELATIONS

GRI 2-29

PRIO's Investor Relations (IR) team diligently and transparently maintains an open dialogue with shareholders and the capital markets in general, using various communication channels, such as conference calls, webinars, and the official IR website.

The department's operations are strictly governed by the [Policy on Disclosure of Material Information](#), revised in 2025 in accordance with CVM regulations (Resolution No. 44/2021). This directive ensures the timely disclosure of material facts, the preservation of the confidentiality of inside information, and the equitable treatment of all shareholders. Furthermore, the Company continues to use the Shareholders' Meeting Guidelines for Attendance to provide guidance on voting and explain the decision-making process for investors.



Learn more on the [Investor Relations website](#), which provides information that is continuously, speedily, and transparently updated.

INSTITUTIONAL RELATIONS

GRI 3-3 [Management of material topics – Public policy and stakeholder engagement], 2-28, 2-29

Throughout 2025, PRIO remained engaged in discussions on topics relevant to the oil and gas sector through its strategic participation in Brazilian and international industry associations. The Company has strengthened its involvement in the **IOGP** (International Association of Oil & Gas Producers), the **IBP** (Brazilian Institute of Oil and Gas), the **AEB** (Brazilian Foreign Trade Association), the **ABPIP** (Brazilian Association of Independent Oil and Gas Producers), and **AmCham** (American Chamber of Commerce).

This proactive approach has led to improved relations with regulatory agencies, notably Ibama (the Brazilian Institute of the Environment and Renewable Natural Resources) and ANP (the National Agency of Petroleum, Natural Gas and Biofuels). As a result of this technical dialogue, PRIO obtained the environmental permit for the Wahoo project and made significant individual contributions during public consultations, helping to shape the sector's regulatory environment.

Innovation has also shaped institutional relations, with the implementation of an online monitoring system that serves as a direct channel of communication with Ibama. The tool, considered a unique selling point in the market, provides real-time transparency for transactions.



COMMERCIAL RELATIONS

In 2025, PRIO reached a new milestone in its marketing strategy. The total sales volume for the year amounted to 37.8 million barrels of oil, up 27% from 2024, driven primarily by the start of the sales of Peregrino oil, which added 13.4 million barrels to the total volume. The Company has made steady progress in managing the new business flow, supported by the growth of its sales division. The inclusion of Peregrino oil, which has a higher density, was handled with commercial rigor, enabling the Company to offer discounts lower than the benchmarks typically seen in the heavy oil market, reflecting the efficiency of the sales team and the product's effective positioning.

This performance reflects the investments made over the past two years to build and strengthen the sales team, which has focused on employee training. This preparation enabled the Company to capitalize on strategic opportunities and achieve the significant results observed in 2025, while continuing to strengthen PRIO's competitive advantages, such as

flexibility in delivery times and a diverse range of oil blends.

One of the key drivers of efficiency was the significant increase in the use of VLCCs (Very Large Crude Carriers), which rose from two operations in 2023 to 17 in 2025, enabling freight arbitrage strategies and contributing to lower logistics costs. Given the success of the operation at Frade, PRIO is conducting studies to replicate this model on other FPSOs in its portfolio.

The business strategy also led to an expansion of the range of partnerships, driven by increased brand exposure and participation in international conferences. This move enabled the expansion of the global customer base, opening up access to new markets in China, generating unprecedented sales to India, and reaching new refineries in the United States and South Korea. **GRI 2-6**



ETHICS AND COMPLIANCE

GRI 3-3 MANAGEMENT OF MATERIAL TOPICS – HUMAN RIGHTS, ETHICS, AND INTEGRITY, 2-24, 2-25, 205-1, 205-2|EM-EP-510A.2

At PRIO, ethics, transparency, and corporate integrity are the cornerstones of our operations. The Company believes that building a strong and responsible corporate culture depends on the commitment of all our employees and business partners. That is why PRIO counts on everyone’s support and cooperation to strengthen and uphold these values in all our relationships.

The actions of the Company, its management, employees, and business partners are also guided by the United Nations (UN) Guiding Principles on Business and Human Rights, the OECD Anti-Bribery Convention, and the 10 principles of the UN’s Global Compact, which guide our ethical, sustainable, and socially responsible conduct. Furthermore, PRIO’s endorsement of the Business Integrity and Anti-Corruption Pact, an initiative of the Ethos Institute for Business and Social Responsibility, reinforces this commitment.

PRIO values and encourages ethical and loyal conduct from all Employees and Business Partners acting on behalf of or in support of PRIO, and expects:



Strict compliance with applicable laws, rules, and regulations.

Business to be conducted transparently, impartially, respectfully, and with integrity, in order to foster credibility and uphold our reputation.

Respect for our values, with a focus on our excellence and longevity.

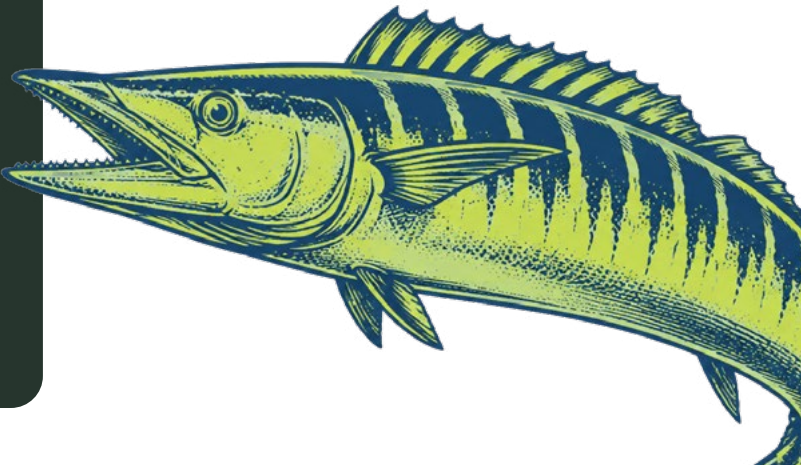
Continuous improvement in the quality of our services, while safeguarding the interests of shareholders and other stakeholders.

Responsible behavior, with a focus on preserving the reputation of PRIO and its executives, mitigating risks, and reporting any violations of the Code of Conduct, the Company’s internal policies, and applicable laws and regulations.

The exercising of corporate citizenship by respecting all parties with whom the Company interacts in the course of its activities and by adopting sustainable and socially responsible practices that combat prejudice, discrimination, and harassment.

Responsibility in the disclosing of complete and accurate information to the market, and treating all shareholders equally.

PRIO’s Integrity Program aims to establish a governance model that integrates ethics, integrity, and respect for human rights as inseparable elements of business conduct. The guidelines adopted cover the entire value chain, including employees, management, and business partners, such as suppliers and service providers, with their enforcement reinforced by contractual provisions and due diligence processes. Recognizing the highly regulated nature of the industry and its frequent interaction with government authorities, the Company considers processes involving licensing, permits, and regulated contracts to be sensitive, as detailed in the Policy on Relations with Public Officials.



2025 Compliance Highlights

PRIO's Compliance Department and the management of its Integrity Program reached new heights in 2025. The Company has revised its standard draft General Terms and Conditions for the Supply of Goods and/or Services in order to strengthen its anti-corruption provisions and to include new clauses on human rights and compliance with global sanctions. In terms of communication and training, 85% of business partners were involved.

PRIO has also improved its compliance risk management system and reviewed the effectiveness of its internal controls, particularly those focused on material topics related to human rights and anti-corruption, including the Code of Ethics and Conduct and the Anti-Corruption Policy, thereby improving the timeliness, clarity, and effectiveness of the applicable guidelines. The project involved analyzing more than 200 documents and conducting interviews with executives and employees, both onshore and offshore. This process sought to strengthen the culture of ethics and integrity, with the aim of identifying vulnerabilities and opportunities, as well as preventing, detecting, and correcting misconduct. The

implementation of such preventive measures was intended to protect the Company's reputation and the interests of its investors and members of the value chain.

Under the culture and training pillar of the Integrity Program, 2025 was notable for educational innovations that yielded measurable results. New mandatory training sessions have been implemented, focusing on critical topics such as harassment, discrimination, and

vulnerabilities. A key highlight was the in-person training for offshore leaders, which was particularly important during the integration of the Peregrino Field. The training sessions and communications reached 97% of employees, including 100% of executives, 88% of onshore leaders, 99% of offshore leaders, 95% of onshore staff, and 99% of offshore staff, with the exception of members of the governance body, who did not participate in the training.

A new online training course on the Code of Ethics and Conduct achieved a completion rate of over 93% among employees and was extended to third parties. The PRIO Onboarding Program, in conjunction with in-person training sessions held both onshore and offshore, trained 542 employees and service providers on compliance and anti-corruption.

The year also featured programs focused on helping managers manage their emotions when dealing with complaints, laying the groundwork for the Company's next steps, which include pursuing ISO certification and strengthening the compliance system focused on psychosocial health.

The Code of Ethics and Conduct, the internal anti-corruption policies, and the policies on preventing and combating money laundering and terrorist financing are available for public consultation on the Company's website: [Bylaws, Policies, and Code of Ethics - PRIO.](#)



Integrity Channel

GRI 2-26

As part of its governance and integrity framework, PRIO maintains established channels for reporting violations or potential violations of the Code of Ethics and Conduct, internal policies, and applicable laws. In line with the Human Rights Policy, the Integrity Channel serves as a central component of the Company’s management system, ensuring broad access, confidentiality, the option of anonymity, and protection against retaliation, while also facilitating the reporting of ethical, legal, and human rights-related violations.

Operating 24-hours a day, seven days a week, via phone and website, in Portuguese and English, the Channel is available to employees, business partners, and the general public. Reports may be submitted anonymously or not, being received by an independent, specialized firm and forwarded for proper investigation, with coordinated action by the Compliance Department and the implementation of corrective measures, regardless of position or rank.

All reports are reviewed impartially, confidentially, and independently by PRIO’s Ethics and Compliance Committee or its Statutory Audit Committee, which ensure that whistleblowers are protected against any form of retaliation, in accordance with the Company’s internal policies.

In 2025, 51 complaints were filed. To ensure the safety of those filing reports—who may choose to remain anonymous—we do not share the IP addresses of the computers used to file reports or track the calls. Of these, only four were found to be valid, relating to incidents in the workplace, and appropriate disciplinary measures were taken.



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Reports can also be filed online via **PRIO’s website**, where the status of the reports can also be tracked.



Complaints received in 2025	
28 Labor relations incidents	
11 Compliance incidents	
0 Supplier management incidents	
5 Personnel management incidents	
5 Other	

Human Rights

People are PRIO's greatest asset and the driving force behind both its mission and its desired outcomes. As such, the Company is committed to the well-being, health, and safety of its employees, business partners, and others affected by its activities.

PRIO reaffirms its commitment to respecting, promoting and raising awareness of Human Rights across all its activities. The Company continuously enhances the mechanisms designed to protect and promote these rights, as well as to developing effective practices to identify, prevent, and address any negative impacts arising from our operations or our value chain.

The Company recognizes that every person has the right to dignity, equality, and respect, and acts proactively to implement practices that comply with internationally recognized human rights, including those set forth in the International Bill of Human Rights, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, the United Nations Guiding Principles on Business and Human Rights, and the 10 Principles of the Global Compact.

PRIO is committed to the well-being, health, and safety of its employees, business partners, and the community.





PRIO's Key Commitments

To condemn all forms of discrimination, harassment, prejudice, modern slavery, human trafficking, child labor, or any other violation of human rights.

To foster a working environment characterized by respect, health, safety, and dignity, both for its employees and for all those affected by its activities.

Continuously improving (a) the protection and promotion of human rights in its operations and activities; as well as (b) mechanisms for identifying, preventing, and addressing any adverse impacts caused by its operations.

Cooperating with government authorities to ensure respect for and the promotion of human rights, including by assessing potential impacts and violations arising from its activities.

Addressing the adverse effects resulting from its activities in an appropriate manner, paying particular attention to the most vulnerable groups, including women, children, migrant workers, *quilombola* communities, farmers, and fishing and shellfish-gathering communities.

In 2025, PRIO reaffirmed its commitment to respecting and promoting human rights in all its operations and business relationships. The Company has enhanced its Compliance Program by implementing a Human Rights Policy and revising the Code of Ethics and Conduct to include a specific chapter on the subject.

PRIO has also revised its risk management system and internal compliance controls to ensure better prevention and mitigation of adverse impacts. Our approach incorporates ethical and integrity risk management, continuous monitoring, due diligence, mandatory training, and structured reporting and whistleblowing channels. PRIO remains committed to providing ongoing human rights training for its employees and suppliers.

Potential cases of harassment, discrimination, or violence are handled systematically and

rigorously: we conduct independent investigations, implement appropriate corrective measures, and ensure follow-up contact from the Compliance Department. The entire process guarantees complete confidentiality for whistleblowers and protection against any form of retaliation.

The model also incorporates proactive mechanisms to identify adverse impacts on human rights and specific controls that ensure accountability for those who fail to comply with our guidelines.

This framework reinforces a culture of integrity, prevention, and effective response, in line with the highest standards of governance and respect for human rights.

The implementation of the Human Rights Policy and the enhancement of the Compliance program **were highlights of 2025.**

RISK MANAGEMENT

GRI 2-16

PRIO is committed to managing its risks in an integrated, proactive, and effective manner, always prioritizing the safety of its employees, partners, and the communities where it operates, as well as caring for the environment. This approach is consistent with the Company's organizational culture, the principles and guidelines of the Code of Ethics and Conduct, and the Risk Management Policy.

PRIO adopts a risk management approach aligned with industry best practices, ensuring the periodic assessment and monitoring of key risks and opportunities, as well as the effectiveness of the methodologies and tools used. For reference, the Company uses established global standards such as that published by the COSO-ERM (Committee of Sponsoring Organizations), the ISO 31000, 37001, and 37301 certifications, and the UK Treasury's Orange Book.

The Board of Directors is responsible for periodically monitoring risks and their control mechanisms, and for ensuring systematic action through preventive or mitigating measures. The agency relies on the support of the Statutory Audit Committee to assess and monitor the effectiveness and adequacy of the risk management system.

PRIO's integrated risk management framework is based on the Institute of Internal Auditors' (IIA) 'Three Lines of Defense Model', which defines roles and responsibilities for risk management throughout the organization, promoting integrated governance and incorporating a risk perspective into our core business processes.

From an operational standpoint, the Occupational Risk Management (ORM) program is particularly noteworthy, as it serves as a platform for integrating other safety initiatives, such as the Risk Management Program (RMP), which is directly linked to the Company's risk matrix and asset risk analysis, in accordance with NR 37. From a Process Safety perspective, it is worth noting the implementation of the SGSO (Operational Safety Management System), SGSS (Subsea Systems Management System), and SGIP (Well Integrity Management System), which underscore the continuous improvement of operational management.



The methodology for analyzing and updating the risk matrix focuses on **strengthening a culture of prevention.**

2025 was also notable for the strengthening of our risk prevention culture, with improvements to our analysis methodology and an update to our corporate risk matrix. As part of this initiative, key regulatory documents were revised, including the Code of Ethics and Conduct, the Anti-Corruption Policy, and the Policy on the Prevention of Money Laundering and Terrorist Financing, thereby strengthening the Company's integrity and compliance mechanisms, as well as the guidelines on decision-making authority, consequence management, Relationships with Public Officials and Sanctions, and Export Controls.

Within this same context, the Human Rights Policy has established itself as a cross-sectional framework for guiding decisions, practices, and relationships throughout the supply chain, setting forth preventive guidelines and mechanisms for addressing violations, in line with ethical principles and international standards.

The effectiveness of this model is reflected in the integration of risk analysis into critical decision-making processes, such as M&A transactions and due diligence of third parties. The Company conducts biannual assessment cycles, and, in 2025, it prioritized the implementation of action plans for the identified vulnerabilities.

As next steps, at the end of 2025, PRIO launched a project to review the Company's governance of risk management, with the aim of defining management's duties and responsibilities more clearly and in a more up-to-date manner, updating the Company's risk map, priority topics, and risk appetite, as well as enhancing synergies among the lines of defense and ensuring greater effectiveness of the controls.



Classification of corporate risks

The framework facilitates the identification, assessment, and management of the key factors that can impact the business's strategy, performance, and sustainability.

STRATEGIC

Risks associated with the formulation and execution of strategy, including market conditions, competition, growth decisions such as M&A, political and economic changes, reputation, and ESG topics—including integrity and human rights—that have a direct impact on value creation.

FINANCIAL

Risks associated with market fluctuations that affect the Company's assets, as well as the creditworthiness of customers and payers, in addition to liquidity management in relation to financial obligations and sustainability of the capital structure.

OPERATIONAL

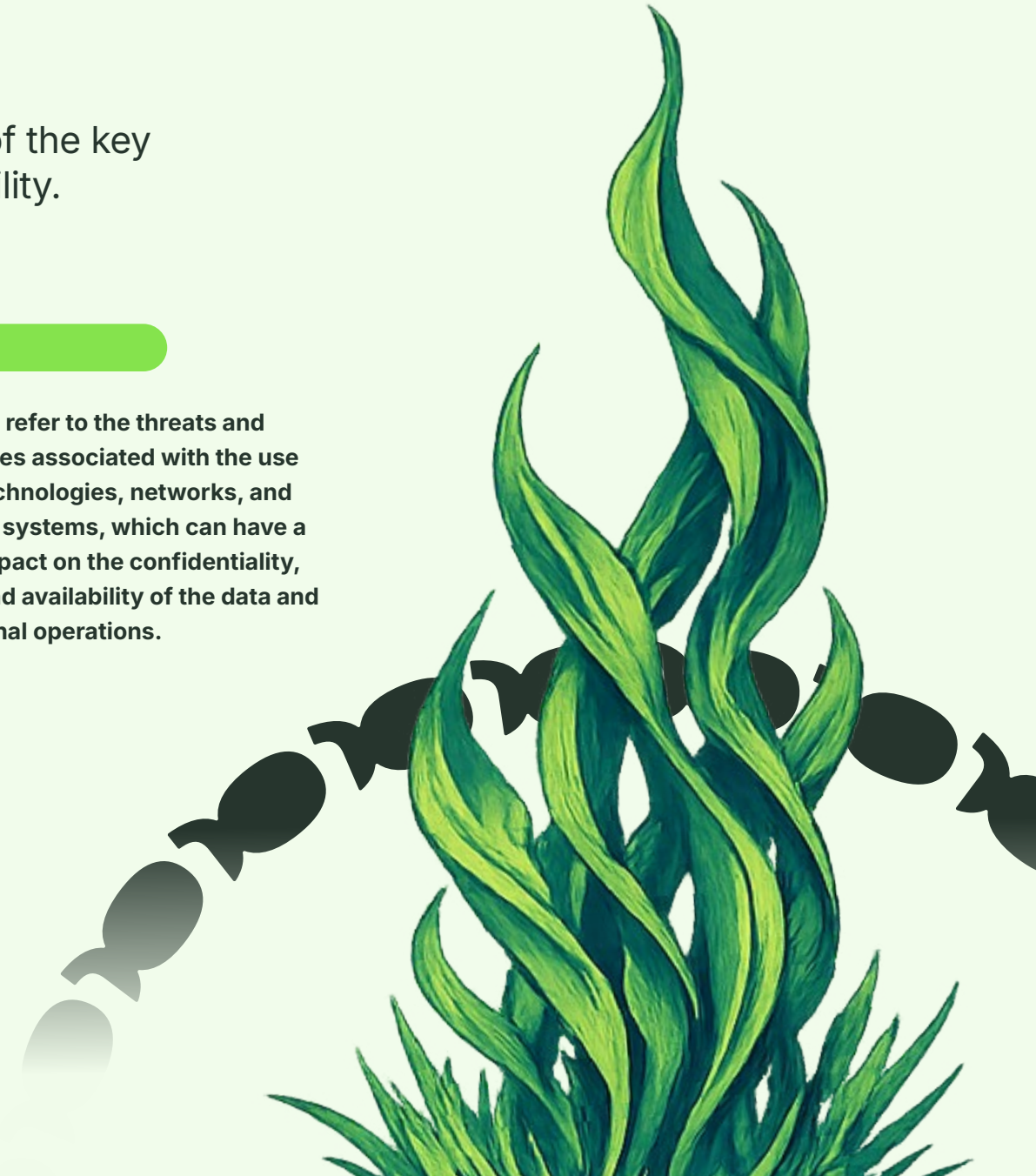
Risks arising from failures in processes and operations, third-party management, contracts, and information technology systems, as well as aspects related to personnel management, organizational structure, and HR practices.

ETHICS, INTEGRITY AND COMPLIANCE

These are the risks associated with legal or regulatory sanctions resulting from non-compliance with standards or laws, with potential reputational and financial impacts, including topics related to human rights, anti-corruption, integrity, and compliance with international trade sanctions.

CYBER

Cyber-risks refer to the threats and vulnerabilities associated with the use of digital technologies, networks, and information systems, which can have a negative impact on the confidentiality, integrity, and availability of the data and organizational operations.





OPERATING AND FINANCIAL PERFORMANCE

2025 results

Vision for the future

2025 RESULTS

2025 was notable for decisive progress in PRIO’s growth and operational efficiency strategy, elevating the Company to a new level, even in the face of a challenging external environment and operational setbacks throughout the year.

Among the key milestones were the signing of contracts to acquire the remaining 60% of the Peregrino Field in May, the closing of the 40% stake, and the start of our management of the operations in November. The asset transition was fully structured, with a focus on safety, operational continuity, and the realization of synergies, even considering the temporary shutdown of the field, which occurred before the Company took over operations.

As part of the Wahoo project, once we obtained the necessary regulatory approvals in 2025, we began the drilling campaign and the construction of the subsea infrastructure. On March 18, 2026, we withdrew the first oil from one of the four planned production wells. At our other assets, we performed workovers on three wells in Tubarão Martelo, began a new drilling campaign in Polvo, and saw consistent

improvements in Albacora Leste, which has achieved operational efficiency levels exceeding 88% since 2Q25. In addition, we stopped activities at Frade, as scheduled, to adapt the topside for receiving oil from Wahoo.

As a result of these efforts, the Company achieved a record average production of 106,400 barrels of oil equivalent per day and sales of 38.1 million barrels of oil for the year. In December, it reached its highest production level ever, with 155,800 barrels of oil equivalent per day, ending the fiscal year at a new operational scale.

The progress made throughout the year was made possible by a solid financial structure. In 2025, we issued US\$ 745 million in debentures on the domestic market, with a swap into U.S. dollars, and, in October, we completed the issuance of US\$ 700 million in bonds, at a cost of 6.75% per year, accompanied by the partial repurchase of the securities maturing in 2026. These initiatives have strengthened the Company’s liquidity position, and this improvement has been recognized with upgrades to its credit ratings by Fitch, Moody’s, and S&P on the

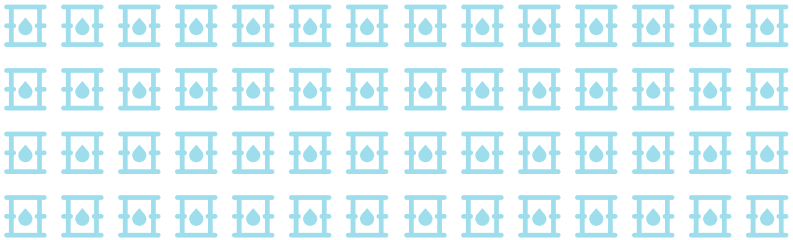
international scale.

We also remain committed to creating value and delivering shareholder returns; in 2025, the Company repurchased 11.4 million shares, canceled 3% of its treasury shares, and launched a new share buyback program in December.



Signing of contracts for the acquisition of the remaining 60% of the Peregrino Field

Average production record of 106,400 barrels of oil



Rating upgrades



VISION FOR THE FUTURE

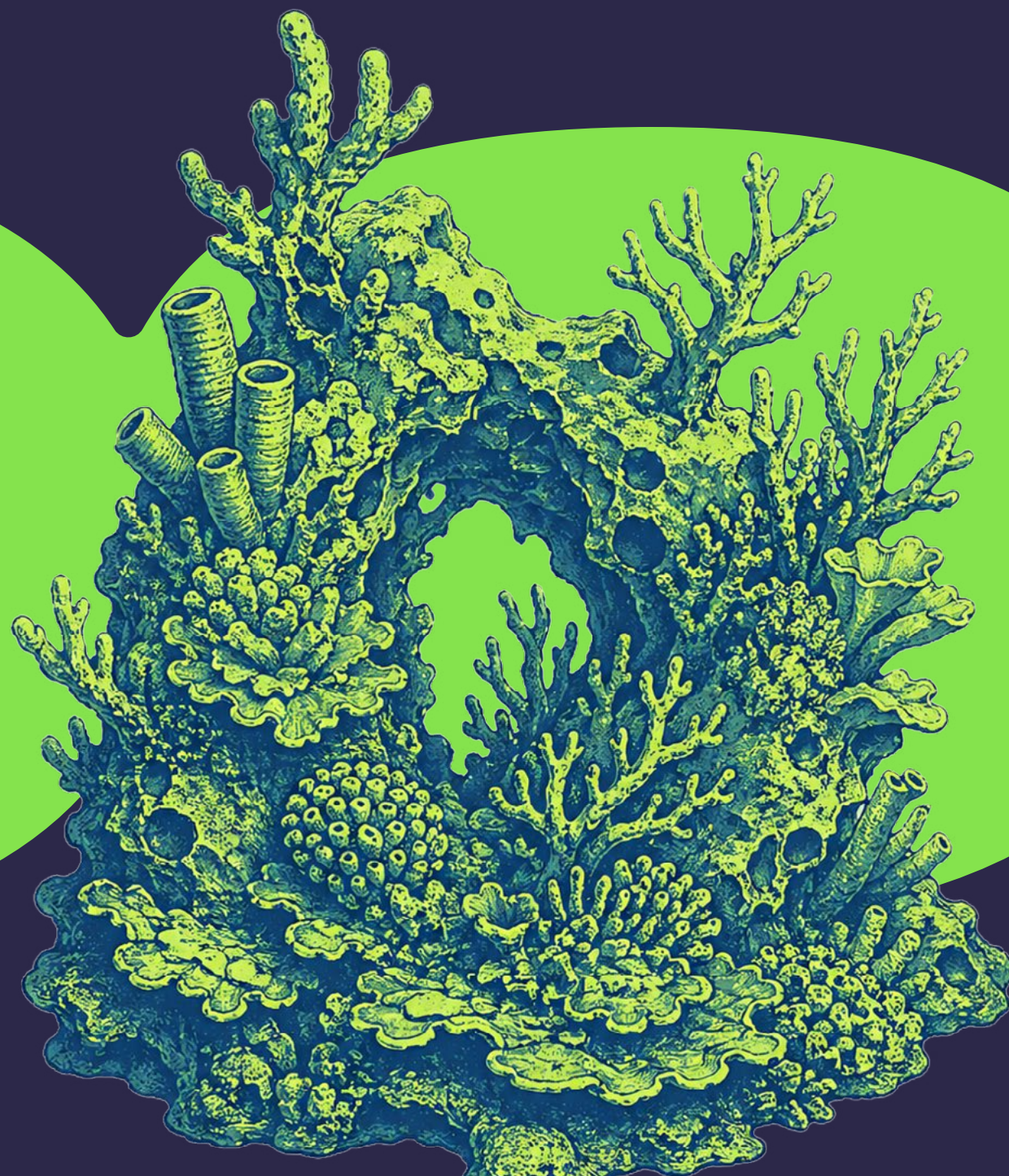
The challenges and achievements of 2025 spurred a cycle of learning and institutional strengthening, expanding PRIO's capacity for implementation. In the coming years, the Company will continue on its path of excellence, guided by a culture of constructive nonconformism, operational discipline, and a constant focus on efficiency, innovation, and responsibility.

This new phase is built on two pillars of transformational growth. The first is the Wahoo project, where the first oil to be withdrawn, on March 18, 2026, marked the first large-scale development led by PRIO, which has provided valuable insights into the environmental licensing process. The project, which connects a new field to existing infrastructure, strengthens our ability to expand production efficiently and with capital discipline.

The second pillar is our consolidation as the operator of the Peregrino Field. With the transition to direct management of the asset in November, PRIO began the process of realizing significant synergies and cost reductions, thereby improving the field's lifting cost. We are continuing to move forward with the completion of the acquisition of the remaining 20%, which will consolidate PRIO's 100% ownership of the asset and add 20,000 barrels per day to the Company's production.

The Company's growth strategy remains grounded in capital discipline, operational efficiency, and social and environmental responsibility, and is directly linked to a strong organizational culture, well-prepared leadership, and efficient processes. PRIO's corporate culture will continue to be strengthened through initiatives focused on employee well-being, safety, and continuous development. In the environmental area, we will continue to implement measures to reduce relative emissions and improve the energy efficiency of our assets, with a focus on continuously improving operational performance.





DISCLOSURES SUPPLEMENT

GRI, SASB, and TCFD content index

Credits

INTRODUCTION

GRI 2-2 Entities included in the organization's sustainability reporting

PRIO has 19 subsidiaries, all of which are included in the financial and sustainability report: PRIO Comercializadora Ltda, PRIO Energia Ltda., PRIO Internacional Ltda., PRIO Luxembourg Holding S.à.r.l, PRIO Tigris S.A., PRIO North America, LLC, PRIO Forte S.A, PRIO Stellina Netherlands Coöperatief U.A., HRT Walvis Petroleum (Pty) Ltd., Harmony Investment (Pty) Ltd., Limpet Investment (Pty) Ltd., Orange Petroleum Ltd, Kunene Energy (Pty) Ltd., PRIO Bravo Ltda., PRIO O&G International GmbH, PRIO GOM, LLC, PRIO O&G Trading & Shipping GmbH, Dommo Netherlands Holding B.V., and Dommo Netherlands B.V.





ABOUT PRIO

GRI 11.8.3 – Asset Integrity and Process Safety Incident Management | EM-EP-540a.1 Process Safety Event (PSE) Rate for Loss of Primary Containment (LOPC) of Greater Consequence (Tier 1)

To ensure the integrity of its assets, PRIO maintains strict policies, including EIMS (Equipment Integrity Management System) certification and the application of Risk-Based Inspection (RBI) methodology, in addition to systematic inspections and testing of safety valves. The effectiveness of these measures is monitored by means of technical reports and is continuously evaluated based on feedback from operational activities. This process of continuous improvement enables the updating of repair procedures and ensures alignment with the industry’s best practices in mechanical integrity.

With regard to performance indicators, production recorded a total of 7 safety incidents involving processes. There were no events classified as Tier 1. On the other hand, seven Tier 2 events were recorded: 5 gas leaks and 2 biocide leaks.

Safety Event Rate ^{1,2}	2023	2024	2025
Tier 1	0.32	0.44	0
Tier 2	0.95	3.39	1.99

¹ The base number of hours worked was 1,000,000.

² The historical data has been adjusted. [GRI 2-4](#)

SASB EM-EP-000.A – Production of petroleum, natural gas, synthetic oil, and synthetic gas

Products ¹	2024	2025
	Daily production	Daily production
Petroleum (Mbbbl/day)	82.36	105.35
Natural gas (MMscf/day)	1.63	1.03

¹ There is no production of synthetic oil or synthetic gas.

SASB EM-EP-000.B – Number of offshore sites

Unit Name	Geographic Location, Maritime Area, or Coordinates	Type of Installation	Operational Status	Type of Operation	Year of Commencement of Operations
Genesis I PLSV	Operates in all fields	Multi-purpose vessel	Active	A multi-purpose vessel operating in all fields	The Genesis I PLSV (Pipe Laying Support Vessel) has been in operation at PRIO since February 2024.
Hunter Queen semi-submersible rig	Operates in all fields	Drilling rig	Active	Hunter Queen semi-submersible rig operating in all fields	The drilling rig was purchased in 2022 but began operating at PRIO in September 2023.
Bravo Cluster (Polvo and Tubarão Martelo)	Polvo A Fixed Platform -23°04'59" -40°59'42" FPSO Bravo -23°08'08" -41°04'24"	Cluster: two production fields connected via a tieback from the Bravo (TBMT Field) FPSO to the fixed platform (Polvo-A) (Polvo Field)	Active – and both fields are wholly owned by PRIO	Oil production	PRIO acquired 100% ownership of the Polvo Field in 2015. In 2020, the Company acquired the FPSO Bravo and an 80% stake in the TBMT field; in 2023, with the completion of the acquisition of the Dommo Group, PRIO came to hold a 100% stake in the asset.
Albacora Leste Field	FPSO Forte -22°05'10" -39°49'40"	FPSO Forte	Active, with PRIO holding a 90% stake in the field	Oil and gas production	In January 2023, the acquisition was completed and we assumed operation of the asset.
Peregrino and Pitangola Fields	FPSO Peregrino: 23°19'02.12" N - 41°15'26.65" W PEREGRINO A: -23°20'01.82" -41°17'52.70" PEREGRINO B: -23°17'43.50" -41°12'26.61" PEREGRINO C: -23°20'53.50" -41°24'31.59"	3 Fixed Platforms and 1 FPSO	Active, the Company began its operation in November 2025. Today, the Company holds an 80% stake and has signed a contract to acquire the remaining 20%	Oil production	PRIO acquired a 40% stake in the field in December 2024. In May 2025, the Company entered into agreements with Equinor to acquire the remaining 60%, structured in two tranches: (i) a 40% stake, including the operation of the asset; and (ii) a 20% stake. In November 2025, the first tranche—covering the 40% stake—was completed, along with the transfer of operations, making PRIO the operator of the asset. The second tranche, representing the remaining 20%, has not yet been completed.
Valente Cluster (Frade and Wahoo Fields)	FPSO Valente -21°53'00" -39°51'05"	Cluster: two production fields connected via the tieback of the FPSO Valente	Frade: Active, with 100% of the field and associated infrastructure Wahoo: During the production phase, PRIO is entitled to all economic proceeds from the project; the field is connected to the FPSO Valente via tieback, utilizing all existing infrastructure in the Frade Field	Oil and gas production	In 2019, PRIO acquired a 70% stake in the Frade Field, including the FPSO Valente. In 2021, the Company acquired the remaining 30%, bringing its total stake in Frade to 100%. Regarding the Wahoo Field, PRIO acquired a 64.3% stake in 2021 and, as of April 2024, has held 100% of the economic rights to the oil produced under the field's development project (arbitration award). Between 2025 and 2026, the Company drilled the production wells and constructed the subsea infrastructure for the tieback to the Frade Field and the FPSO Valente. As a result, in March 2026, PRIO achieved the first oil at Wahoo.

SASB EM-EP-420a.4 Discussion of how price and demand for hydrocarbons and/or climate regulation influence the capital expenditure strategy for the exploration, acquisition, and development of assets

PRIO's capital strategy is adjusted in response to fluctuations in the price of Brent crude oil and regulatory changes, prioritizing projects with higher efficiency and, consequently, lower emissions intensity to mitigate financial and regulatory risks. PRIO's analysis includes energy transition scenarios, taking into account the evolution of demand for hydrocarbons in the context of the gradual decarbonization of the global energy mix, with a particular focus on the role of natural gas as a transition fuel.

PRIO is considering the prospect of implementing a carbon pricing mechanism in Brazil, whether through direct taxation or the creation of a regulated carbon market. In addition, changes in NDCs (Nationally Determined Contributions) and emerging climate regulations are being monitored to assess potential financial impacts. Based on these assessments, PRIO seeks to prioritize projects that are more energy-efficient and have lower emissions.

Although its core operations remain in the upstream oil and gas sector, the Company is evaluating opportunities for technological diversification, particularly in energy efficiency and emissions-reduction technologies. The strategy includes process optimization and investments in technology to minimize environmental impact. The integration of the Bravo FPSO's operations with the Polvo-A Platform and the modernization of the flare system are examples of initiatives designed to increase energy efficiency and reduce emissions, reflecting PRIO's ability to adapt its strategy in the face of climate and market challenges.



SASB EM-EP-530a.1 Discussion of corporate positions related to government regulations and/or policy proposals that address environmental and social factors affecting the industry

PRIO monitors and actively participates in regulatory discussions and legislative processes through transparent, technical dialogue with environmental agencies, regulators, and industry associations. The Company focuses on legal certainty and the improvement of regulations, contributing its technical expertise to public consultations and forums, without engaging in party political activities.

Strategically, the Company is preparing for the implementation of carbon pricing mechanisms in Brazil and new NDC guidelines by utilizing the GHG Protocol and investing in operational efficiency to mitigate the risk of rising costs. In the social sphere, it transforms community engagement requirements into projects that create shared value, aligning regulatory compliance with cost reduction and the strengthening of ESG governance to facilitate access to capital markets.

PRIO integrates emissions, waste, and effluent management into its operations, continuously monitoring water quality and the integrity of its offshore assets to ensure environmental safety. This commitment extends to human and social capital, prioritizing accident prevention, employee well-being, and transparent dialogue with communities—all underpinned by pillars of compliance and governance that aim to align internal performance with best practices in the oil and gas industry.

Although the Company evaluates these factors from a legal and operational perspective, it does not currently have a structured framework for managing the potential financial impacts associated with regulatory risks and opportunities. Thus, although compliance and security are central pillars, the financial quantification of the impact of regulatory changes has not yet been incorporated into the organization's active management model.

PRIOR identifies three main risks associated with environmental and social regulations:

- Changes to federal regulations governing licensing, emissions, or waste management, which have the potential to increase operating costs and require technical adjustments. The Company mitigates this risk through ongoing regulatory monitoring, dialogue with environmental agencies, and proactive technical compliance.
- The implementation of carbon pricing and a carbon market in Brazil, which could result in higher costs related to the Company's direct emissions. Mitigation measures include monitoring public policies, conducting a GHG inventory (in accordance with the GHG Protocol), and investing in energy efficiency.
- Greater demands for social investments and community engagement, which may necessitate new projects or adjustments to operating contracts. To mitigate this impact, PRIOR maintains active social programs, ongoing institutional relationships, as well as dialogue and transparency with stakeholders.

The Company also identifies opportunities arising from the regulatory environment and works to capitalize on them:

- Energy efficiency and emissions reduction: regulations that encourage these practices can reduce operating costs and improve PRIOR's competitive position. The Company may be able to capitalize on this opportunity by investing in efficiency technologies, flaring control, and emissions monitoring.
- ESG asset valuation: Alignment with best social and environmental practices facilitates access to capital and improves evaluation by ESG investors. PRIOR is taking this opportunity to promote continuous improvement in its climate governance and reporting frameworks, such as CDP, GRI, and the GHG inventory.
- Community engagement: social investment requirements offer the benefit of strengthening relationships with stakeholders and mitigating social risks. The Company carries out social projects using its own funds and grants, always in accordance with environmental requirements.

PRIOR continuously assesses its ESG factors based on legal requirements and best practices in the oil and gas industry. The most important factors for the Company's operations are:

- Air emissions, particularly greenhouse gases (GHGs). Waste and effluent management in accordance with federal environmental licensing requirements. Operational safety, employee health and well-being, with a focus on accident prevention. Water quality monitoring and control of discharges into the marine environment. Asset integrity to ensure the safety and continuity of offshore operations. Compliance, corporate governance, ethics, and transparency. Engaging with local communities through dialogue and social investments.



ENVIRONMENTAL RESPONSIBILITY

GRI 101-1 Policies to halt and reverse biodiversity loss

PRIO is committed to preventing and reversing the loss of biodiversity through policies and significant investments in environmental projects and initiatives in the Campos Basin. The Company adheres to regulatory frameworks such as the TAC Frade, which focuses on biodiversity conservation, sustainable fishing, and environmental education, and implements its own programs such as *Mar Atento*, dedicated to protecting marine biodiversity and coastal communities, and the Talude Project, aimed at conducting an environmental assessment of the slope area between Cabo Frio and Chuí. The completion of the final phase of the Toninhas Project in 2025—which monitors and identifies areas inhabited by the endangered species *Pontoporia blainvillai*—reinforces this commitment. The Company adheres to best environmental management practices and international standards (GRI, TCFD, SASB) that incorporate biodiversity-sensitive environmental indicators.

These policies and programs are aligned with the Kunming-Montreal Global Biodiversity Framework (2050 Goals and 2030 Targets). The environmental measures implemented in the federal licensing process focus on preventing environmental impacts, reducing pollution, monitoring and protecting marine ecosystems, and controlling invasive species. These efforts contribute to global goals such as reducing pollution to non-harmful levels, the preservation and restoration of ecosystems, mitigation of the introduction of invasive alien species, and the sustainable use of biodiversity, in compliance with the conditions established by Ibama for offshore operations. These commitments apply across the entire value chain, including suppliers, customers, and business partners.

Although PRIO does not set specific objectives and targets to combat the loss of biodiversity, its environmental permitting processes require compensatory measures that indirectly address and mitigate any such losses.



GRI 101-2 – Management of biodiversity impacts

The application of the biodiversity impact mitigation hierarchy is explained through preventive measures and the application of prior environmental impact studies in all operations. To minimize unavoidable impacts, the Company employs environmental control technologies, provides ongoing training for employees and partners, and uses alternative materials and processes that are less harmful. No ecosystems requiring restoration or rehabilitation were identified; consequently, there are no specific objectives or engagement of stakeholders for this purpose.

With regard to residual impacts that cannot be avoided or minimized, PRIO pays environmental compensation fees and implements environmental education programs, such as the PEA Observation Network, aimed at communities within its area of influence. The Company is also responsible for compensatory projects, such as the Frade TAC, which has already invested more than US\$ 24 million in biodiversity-related initiatives. No transformative measures or additional conservation actions were taken beyond the legal requirements. Currently, the Company does not have any areas under restoration or that have already been restored/

rehabilitated, and it does not yet have a consolidated management system for offsetting residual impacts.

The Company acknowledges that its operating units have a significant impact on biodiversity; however, none of them currently have a specific management plan, the development of which is under consideration, pending the progress of internal procedures and methodologies. PRIO seeks to balance biodiversity and climate goals through the revitalization of mature fields, an operational model that leverages existing infrastructure to optimize resources, resulting in lower energy consumption, reduced waste, greater operational efficiency, and a smaller environmental footprint. The management of impacts on biodiversity is ensured by striving for efficiency and employing the best engineering techniques, planning all processes to maximize positive impacts and reduce, mitigate, or eliminate any negative impacts, while placing equal emphasis on legal compliance and the legitimacy of activities in the eyes of stakeholders.

GRI 101-4 – Identification of biodiversity impacts

All operations carried out by PRIO are evaluated in advance through environmental risk management analyses and environmental impact assessments. These procedures allow us to identify potential risks and impacts that our operations may have on biodiversity. This analysis also extends to the main products and services offered by the Company's suppliers.

Within this context, PRIO incorporates strategic projects into its licensing processes, such as the Pollution Control Project (PCP), which manages sources of pollution, establishes control and mitigation measures, and ensures proper waste management throughout the production chain. The Company also exerts strict control over invasive species through the Invasive Species Prevention and Control Project (PPCEX), which is implemented on all vessels, offshore facilities, and other production structures, with the aim of preventing the spread of non-native species. In addition to these initiatives, PRIO carries out a series of Environmental Monitoring Projects (PMA), which are essential for monitoring the quality of the marine areas adjacent to its operations.

GRI 101-5 | 101-6 | 101-7 | 101-8 - Locations with biodiversity impacts / Changes to the state of biodiversity / Ecosystem services

The operations with the greatest impact on biodiversity take place at the FPSO Bravo and Polvo A units, located on the continental shelf, south of the Campos Basin. These units operate in shallow waters, at a depth of about 100 meters, and their underwater structure can extend over an area of 16,500 hectares (equivalent to the combined areas of the Tubarão Martelo and Polvo fields), characterized by the presence of biogenic banks. Although the risks and impacts are considered insignificant and production activities comply with the law, the area is ecologically sensitive, of great importance for biodiversity, and possesses high ecosystem integrity, making it crucial for the provision of ecosystem services (such as food) to local communities. The main activities are oil and gas drilling and production, and there was no conversion of the natural ecosystem during the reporting period.

The Company's operations take place entirely in the marine environment, encompassing both shallow-water and deep-water ecosystems, including pelagic zones (the open ocean), where nektonic organisms and other free-swimming and benthic (seabed) species are found. Environmental conditions in these areas remained

stable, with no significant changes recorded during either the base year or the reporting period.

The reported information was compiled based on environmental data from the Environmental Monitoring Program (PMA) for offshore operations. The acquisition of the Peregrino Field, completed in November 2025, falls outside the scope of the base year and was therefore not taken into account.

The organization’s activities may impact fishing, one of the ecosystem services that is affected or potentially affected, thereby benefiting fishing communities within the area of influence. This interference occurs due to the safety zone established around the production units, where fishing is prohibited, in addition to potential interference caused by the routes of support vessels.

Within the supply chain, products and services such as maritime and logistics services, off-shore maintenance, waste management, and industrial supplies have the greatest potential to impact biodiversity. These activities are concentrated primarily in the Campos Basin (RJ) and in Brazilian industrial hubs, particularly in the states of Rio de Janeiro, São Paulo, Minas Gerais, and Espírito Santo. Potential impacts include the generation of air pollution (CO₂, NO_x, SO_x, methane, particulate matter), water pollution (oil, effluents, grease, anti-fouling paints), soil pollution (oily waste, heavy metals, chemicals), underwater noise, light pollution, and the introduction of invasive alien species through hull fouling, submerged structures, or ballast water.

GRI 302-1 Energy consumption within the organization

Energy consumption within the organization ^{1,2,3}		2024 ³	2025
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Source		Quantity (GJ)	Quantity (GJ)
Fossil fuels	Diesel	6,881,910.49	7,281,757.19
	Natural Gas	1,806,577.00	19,045,202.17
	Aviation kerosene	52,110.26	50,558.45
Subtotal		8,740,597.75	19,045,202.17
Electricity		1,663.45	2,834.60
Total energy consumed		8,692,553.51	19,048,036.77

¹ No renewable fuels are used.

² The Company does not sell any surplus self-generated electricity, heat, cooling, or steam. To perform the calculations, standards such as those published by the Brazilian GHG Protocol (PBGHGP), the U.S. Environmental Protection Agency (EPA), and the American Petroleum Institute (API) have been adopted. The conversion factors used are based on various references, such as those published by the International Maritime Organization (IMO), the Intergovernmental Panel on Climate Change (IPCC), and the Ministry of Science, Technology, and Innovation (MCTI).

³ Inclusion of 2024 data on aviation kerosene consumption. [GRI 2-4](#)

GRI 302-3 - Energy intensity

Energy intensity (GJ)		2024	2025
Energy intensity rate		0.27	0.31
Total energy consumption within the organization (GJ)		8,692,553.51	19,048,036.77
Metric used	Barrels of oil equivalent produced	Barrels of oil equivalent produced	
Value of the metric	32,760,006	60,600,322.80	
Types of energy included in the calculation of energy intensity		fuel	fuel and electricity

GRI 303-1 Interactions with water

The organization uses alternative water sources, such as desalinated seawater and ground-water recovered from oil production, for withdrawal.

Water consumption at the Company serves a variety of purposes, including drinking water, restroom use, industrial cooling, firefighting systems, and cafeterias and kitchens. The Company has no operations in areas experiencing water stress. Wastewater is treated at public wastewater treatment plants, in accordance with the law.

The Company identifies water-related environmental impacts resulting from its activities or within its value chain, such as water pollution and the introduction of invasive species. The approach used to identify these impacts is environmental monitoring.

The scope of these impact assessments includes the evaluation of effluent discharges and the monitoring of water quality. The tools and/or methodologies used for this impact assessment include, among other things, the collection of samples and laboratory analysis of results. There are no detailed comments or additional information regarding water-related impacts.

GRI 303-2 – Water discharge-related impacts

The Company's operations take place in coastal waters under Brazilian jurisdiction and are therefore subject to applicable environmental laws and the National Environmental System (SISNAMA). The discharge of water and liquid effluents is primarily governed by CONAMA Resolution No. 357/2005, which addresses the classification of water bodies and establishes environmental quality standards; CONAMA Resolution No. 430/2011, which sets forth the conditions, parameters, and standards for the discharge of effluents into water bodies; and Law No. 9,433/1997, which establishes the National Water Resources Policy.

The organization discharges water and liquid effluents into bodies of water. It is important to note that the Company does not have facilities operating in locations where there is no legal requirement for water discharge; therefore, it does not operate in areas without specific regulations.

In addition, water discharge is carried out in accordance with the conditions set forth in the environmental permit issued by the competent environmental agency. The organization also follows strict internal monitoring procedures, which include on-board analyses and, where applicable, the collection of samples for on-shore laboratory analysis.



GRI 303-3 - Water withdrawal

Total water withdrawal in all areas, by source (ML)			2024			2025
	Fresh water	Other types of water	TOTAL	Fresh water	Other types of water	TOTAL
Seawater	0	46,221.8	46,221.8	0	163,024.97	163,024.97
Produced water	0	5,659.57	4,398.9	0	20,892.80	20,892.80
Third-party water	31.21	0	31.21	60.37	0	60.37
Total	31.21	50,620.7	50,651.91	60.37	183,917.77	183,978.14

¹ There is no withdrawal of surface water, groundwater, or water from areas experiencing water stress, as we use only seawater in our operations. However, there is also the purchase of additional water resources supplied by third parties. Since there is no complete traceability regarding the source of this purchased water, it is not possible to state with certainty whether or not it comes from regions classified as water-stressed. The Company is considering implementing a tracking system to improve the management and monitoring of this resource in the future.

² Water intake and usage volumes are continuously monitored via flow meters and consolidated in the PI Vision system. The quantification process uses direct measurements and engineering calculations, ensuring the reliability of the data in accordance with CONAMA Resolution No. 430/2011 and Ibama Instruction No. 6/2018, thereby guaranteeing the control and traceability required by environmental licensing.

³ For the year 2025, data from the period Jan 1, 2025–Dec 31, 2025 were used for the Peregrino Field, even though the transition took place on Nov 11, 2025.

GRI 303-4 Water discharge

Total water discharge across all areas (ML) ^{1, 2, 3}			2024			2025
	Fresh water	Other types of water	TOTAL	Fresh water	Other types of water	TOTAL
Groundwater	0	2,164.11	2,164.11	0	16,008.63	16,008.63
Seawater	0	49,793.11	49,793.11	0	168,368.07	168,368.07
Total	0	50,651.91	50,651.91	0	184,376.70	184,376.70

¹ The definition of substances of concern in wastewater discharge is based on the federal legal framework (SISNAMA), strictly adhering to the limits established by CONAMA Resolutions No. 357/2005, No. 430/2011, and No. 393/2007 (specific to offshore activities). In addition, the Company meets the requirements of the environmental permit, which may specify additional parameters depending on the characteristics of the operation.

² There is no discharge of surface water, groundwater, or third-party water. Offshore facilities discharge wastewater and production water into the open sea, outside areas experiencing water stress. At the Albacora Leste Unit (FPSO Forte) in accordance with Ibama requirements, all production water is re-injected into underground wells. Residual volumes are sent to licensed on-site treatment facilities, in accordance with CONAMA Resolution No. 393/2007 regarding the treatment of oily effluents.

³The indicator is calculated using data from continuous flow measurements in operational units, which are recorded in the PI Vision system for visualization and analysis. Water intake and usage volumes are quantified through direct measurements, operational analyses, and engineering calculations, ensuring the reliability of the data. The methodology complies with CONAMA Resolution No. 430/2011 and Ibama Normative Instruction No. 6/2018, which regulate the monitoring and traceability of water volumes at licensed projects.

GRI 303-5 - Water consumption

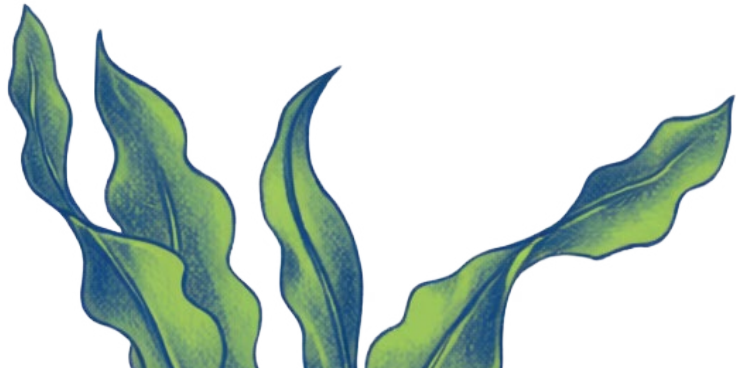
Total water consumption (ML) ^{1, 2, 3}	2024	2025
	Total areas	Total areas
Total water withdrawal	51,912.58	183,978.14
Total water disposal	51,217.16	184,376.70
Water consumption	-304.58	-398.56

¹ During the reporting period, no significant impacts related to water storage were identified. The organization's activities take place in the open sea, approximately 100 km off the coast, and involve the collection, storage, treatment, and disposal of water. According to the results of the Water Quality Monitoring Program in the vicinity of the offshore facilities, no significant impacts resulting from these operations were observed.

² The negative difference between the volume of water withdrawn and the volume of water discharged is due to the nature of offshore operations in the oil and gas sector. During the production process, it is common to extract significant volumes of produced water, which is separated from the hydrocarbons and subsequently treated for disposal or reinjection. The volume of treated water from production wells often exceeds the amount of water withdrawn for operational use. Therefore, the fact that the volume of water discharged exceeds the volume withdrawn does not represent an error, but rather a characteristic of the industry's production process.

³ There is no water consumption in areas experiencing water stress.

⁴ Water volumes are monitored in real time using flow meters and the PI Vision system, with calculations based on direct measurements and engineering principles, in accordance with CONAMA Resolution No. 430/2011 and Ibama Instruction No. 6/2018. All the water used comes from the sea and is returned to it in its entirety.



GRI 305-1 | SASB EM-EP110A.2 | TCFD 4.B – Direct (Scope 1) GHG emissions

Direct greenhouse gas emissions – Scope 1 (tCO ₂ e)	2024	2025
Stationary combustion	653,485	1,526,720
Mobile combustion	36,604	19,642
Fugitive emissions	104,520	108.110
Industrial processes	29,976	26,599
Effluents	146.301	28
Total	824,731	1,681,099

¹ The total direct GHG emissions in 2021 (base year) were 377,642 tCO₂e, the year in which the Company's first inventory was compiled

² The following gases are included in the inventory: CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, and NF₃.

³ The emission factors and global warming potentials (GWPs) used in the calculation are based on the GHG Protocol, the IPCC, the API (American Petroleum Institute), and the U.S. Environmental Protection Agency. The consolidation approach used for the calculation was the operational control method.

⁴ Emissions resulting from the combustion of hydrocarbons are included in the other categories in the table.

GRI 305-2 | TCFD 4.B – Energy indirect (Scope 2) GHG emissions

Scope 2 emissions (tCO ₂ e)	2022	2023	2024	2025
Scope 2	12	14	19	37

¹ Scope 2 emissions are reported in accordance with the GHG Protocol and based on the operational control approach.

² The only gas considered was CO₂

³ The IPCC, API (American Petroleum Institute), and the U.S. Environmental Protection Agency are used as references. The consolidation method used for the calculation was the operational control method.

⁴ The base year is 2021, the first full cycle of the inventory, which remains unchanged. The total emissions in the base year were 38.08 tCO₂e.

GRI 3-3 Management of material topics – Climate Change GRI 305-3 | TCFD 4.B – Other indirect (Scope 3) GHG emissions

Scope 3 emissions are calculated based on purchased goods and services. The gases (CH₄, N₂O, HFCs, PFCs, SF₆, and NF₃) have shown the following values in tons of CO₂ equivalent (tCO₂e) in recent years: 27,744 in 2022, 26,800 in 2023, 42,602 in 2024, and 74,212.31 in 2025. The base year for the inventory is 2021, the first full cycle, which remains unchanged, when total emissions amounted to 11,465.19 tCO₂e. The following were used as methodological references: The GHG Protocol, IPCC, API (American Petroleum Institute), and the U.S. Environmental Protection Agency, as well as the International Maritime Organization (IMO), the Intergovernmental Panel on Climate Change (IPCC), and the Ministry of Science, Technology, and Innovation (MCTI).

GRI 305-4 – GHG emissions intensity and 305-5 – Reduction of greenhouse gas (GHG) emissions

The Company's total emissions increased during the period, primarily reflecting the addition of new assets to the portfolio. The strategy of investing in mature fields initially tends to result in an absolute increase in emissions, linked to the resumption and intensification of operational activities. Throughout the redevelopment of the fields, however, emissions are trending downward as improvements in system efficiency, integrity, and reliability are implemented. Within this context, the Company believes that the most appropriate metric for assessing its climate performance is the emissions rate per barrel of oil equivalent produced. Between 2021 and 2025, this indicator decreased from 31.5 kgCO₂e/boe to 27.7 kgCO₂e/boe, meaning a reduction of approximately 12%, driven by operational and efficiency gains over the period.

Intensity and reduction of GHG emissions (Scopes 1 and 2) ^{1,2,3,}	2022	2023	2024	2025
Rate of emissions intensity (tons of CO ₂ equivalent per barrel of oil equivalent – 1,000 kgCO ₂ e/boe)	0.027	0.022	0.025	0.028
Value of the metric	238,321,350	35,961,594	32,760,007	60.600.322,80
Total Scope 1 and 2 emissions (tCO₂e)	405.027,06	767.795,90	824,731.117	1,681,099.05

¹ Emissions of 767,781 tCO₂e/boe were recorded in 2023 and 405.014 tCO₂e/boe were recorded in 2022.

² The gases considered were CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, and NF₃.

³ The figure reported for production differs from the Company's results. This is because, according to the Brazilian GHG Protocol Program, Peregrino's emissions and production must be reported for the entire year of 2025, even though the operational transition only took place in November. In addition, a percentage of the production of other assets is attributable to the Company's economic partners.

GRI 306-3 – Waste generated¹

Hazardous waste (tons)	2022	2023	2024	2025
Class I	1,244.27	2,775.92	3,078.86	2,739.30
Non-hazardous waste (tons)				
Class IIA	65.08	151.69	237.55	420.82
Class IIB	425.40	667.93	816.45	778.99
Waste generated (tons)				
Hazardous waste	1,244.27	2,775.92	3,078.86	2,739.30
Non-hazardous waste	490.48	819.62	1,054.00	1,199.81
Total waste generated	1,734.75	3,595.54	4,132.86	3,939.11

¹ Waste management at maritime facilities is regulated through the Waste Disposal Certificate (WDC). The support base (Port of Açu) handles the receipt, temporary storage, and weighing of waste, ensuring traceability through the Maritime Waste Manifest (MMR). The process is monitored by our own technical team and specialized consultants, ensuring compliance throughout the entire disposal chain.

GRI 306-4 – Waste diverted from disposal¹

Hazardous waste (tons)	2022	2023	2024	2025
Class I	1,263.50	2,678.64	3,063.35	2,722.05
Hazardous waste diverted from disposal, by type of recovery ⁴				
Preparation for reuse ²	37.93	59.84	76.72	46.34
Other recovery operations ³	1,225.57	2,618.80	2,986.62	2,643.46
Recycling	-	-	-	32.25
Total	1,263.5	2,678.64	3,063.34	2,722.05
Non-hazardous waste (tons)				
Class IIA	5.84	118.55	227.59	401.27
Class IIB	428.08	648.99	805.58	832.52
Total	433.92	767.54	1,033.17	1,233.79
Non-hazardous waste diverted from disposal, by type of recovery				
Preparation for reuse ²	0.62	0.85	0	509.10
Recycling	387.30	543.44	663.35	724.70
Other recovery operations ³	46	223.25	369.81	0
Total	433.92	767.54	1,033.16	1,233.80

¹ The methodology used to compile the data involved the total weights of the waste avoided, as recorded in the control and monitoring systems adopted by the Company.

² Preparation for reuse includes decontamination, depressurization, and reprocessing.

³ Other recovery processes include blending, treatment, and re-refining.

⁴ All recovery operations are performed outside the organization.

GRI 306-5 – Waste directed to disposal

Non-hazardous waste (tons)	2022	2023 ²	2024	2025
Class IIA	61.37	31.32	0	0.56
Non-hazardous waste directed to disposal, by disposal operation (tons) ¹				
Incineration (with energy recovery)	0	0	0	0
Incineration (without energy recovery)	0	0	0	0
Confinement in landfill	61.37	31.32	0	0.56
Total	61.37	31.32	0	0.56
Hazardous waste (tons)				
Class I	1.69	9.13	1.55	1.24
Hazardous waste directed to disposal, by disposal operation (tons)				
Incineration (with energy recovery)	0	0	0	0
Incineration (without energy recovery)	1.53	8.94	1.25	0.91
Confinement in landfill	0	0	0	0
Other recovery operations ³	0.16	0.19	0.30	0.33
Total	1.69	9.13	1.55	1.24

¹ All disposal operations are conducted outside the organization.

² As of May 2023, the Company has achieved zero landfill status.

³ No Class IIB non-hazardous waste was sent for final disposal.

SASB EM-EP-110A.1 – Gross global Scope 1 emissions, percentage of methane, percentage covered under emissions-limiting regulations^{1,2,3,4}

Global gross Scope 1 emissions (tCO ₂ e) and proportion of methane	2024	2025
Total direct greenhouse gas emissions (Scope 1) from all operational sources, in metric tons of CO ₂ equivalent.	824,731	1,681,099.05
Total methane emissions, converted to tons of CO ₂ equivalent.	94,009	158,915
Percentage of methane in total Scope 1 emissions (%)	11	9

¹ The Company's primary operational sources of greenhouse gas emissions (Scope 1) are its FPSOs; within this group, flaring is the most significant source.

² Emissions were estimated based on engineering calculations, in accordance with the methodology adopted by the organization.

³ In 2023, the proportion of methane (CH₄) was 12%; the remaining data were not available.

⁴ There are no Scope 1 emissions covered by regulations that directly limit emissions.

SASB EM-EP-120A.1 – Air emissions of the following pollutants: (1) NOx (excluding N₂O), (2) SOx, (3) Volatile organic compounds (VOCs), and (4) Particulate matter (PM10)¹

Air emissions, in metric tons, of the following pollutants: (1) NOx (excluding N ₂ O), (2) SOx, (3) volatile organic compounds (VOCs), and (4) particulate matter (PM10)	2024	2025
Total amount of nitrogen oxides emitted (NOx, excluding N ₂ O).	378.05	293.70
Total amount of sulfur oxides (SOx) emitted	8.01	5.38
Total amount of volatile organic compounds (VOCs) emitted	3.44	1.90
Total amount of particulate matter with a diameter of ≤ 10 micrometers (PM10)	91.12	81.63

¹ Emissions were determined based on calculations using emission factors, in accordance with the established methodology. AP-42, a publication by the U.S. Environmental Protection Agency (EPA) widely used for estimating air emissions, was adopted as the standard reference.

GRI 306-1 Waste generation and significant waste-related impacts

PRIO recognizes that waste generation is inherent to its core activities of drilling, well completion, oil and gas production, and maintenance. Significant impacts occur at every stage of the operational chain, beginning with the receipt of critical materials, such as chemicals for oil processing, drilling fluids, lubricating oils, and metal materials. Materials discharged include hazardous waste (contaminated fluids and gravel, oily sludge, filters, and sludge) and non-hazardous waste (scrap metal, wood, paper, plastic, and organic materials). Without proper control over segregation, storage, and transportation, this waste poses serious risks of soil, water, and marine contamination, as well as potential health impacts on workers and risks of legal non-compliance and reputational damage.



SASB EM-EP-160a.2 – Number and total volume of hydrocarbon spills, volume in the Arctic, volume impacting sensitive areas such as mangroves and coastal regions with high biodiversity, and volume recovered

PRIO reported two incidents of hydrocarbon spills (oily water) at its facilities. The first incident occurred during maintenance work on the FPSO Forte, resulting in the discharge of 0.09 m³ into the sea, while the second took place on the FPSO Valente during an offloading operation, with 0.103 m³ being discharged. In total, the volume spilled was 0.193 m³, with no reports of the spill reaching sensitive coastal areas, such as mangroves, since the incidents occurred in an offshore environment and were immediately contained and monitored. There

are no operations in the Arctic, and consequently, there have been no spills in that area.

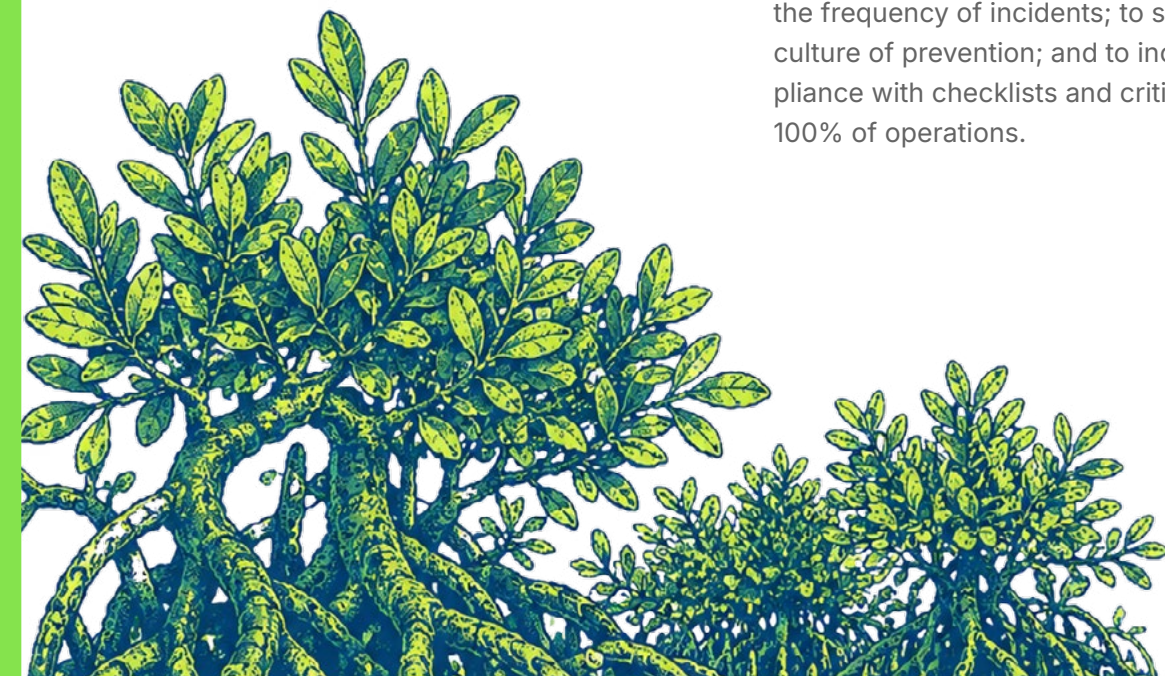
The Company recovered the oil on the decks and activated its response plans, conducting containment and cleanup operations for the spilled material, and promptly notifying the regulatory agencies (Ibama—Brazilian Institute of the Environment and ANP—National Petroleum Agency). As mitigation measures, PRIO has reviewed its operational procedures and stepped up safety training. The Company has set the following goals for the 2026 cycle: to reduce the frequency of incidents; to strengthen the culture of prevention; and to increase compliance with checklists and critical protocols in 100% of operations.

SASB EM-EP-420a.2 – Estimated carbon dioxide emissions embedded in proven hydrocarbon reserves

Oil reserves, totaling 102,342.21 Gg, are significantly higher than gas reserves, which total only 5.31 Gg. Despite this disparity, natural gas is more energy-efficient, with a net calorific value of 48.00 TJ/Gg, compared to 42.30 TJ/Gg for oil. Furthermore, natural gas has a lower emissions factor (56,100.00 kg/TJ) than oil (73,300.00 kg/TJ).

In terms of potential environmental impact, burning these reserves would result in the release of approximately 317,321,000 tCO₂eq from oil, while natural gas would contribute only 14,000 tCO₂eq. The calculations for these emissions follow the methodology set forth in the "2006 IPCC Guidelines for National Greenhouse Gas Inventories", specifically in "Volume 1: General Guidance and Reporting *4: "Corrected chapter(s) as of June 2010" and in "Volume 2 Energy *13: "Chapters corrected as of July 2023".

The reserve figures in gigagrams were obtained from the 2026 Certification Report by DeGolyer & MacNaughton. The conversion of reserves, such as those from MMbbls to Gg, is based on an estimated average density of kg/barrel. For calculation purposes, the following information regarding density and conversion was used: the density of oil is 0.85 kg/L; the density of gas is 20.67 Mscf/t; and the conversion from barrels to liters is 158.987.



TCFD 1.A – Describe the board’s oversight of climate-related risks and opportunities

The Board of Directors oversees climate-related matters in a structured manner through periodic reports prepared each quarter by the advisory committees, particularly the Sustainability Committee. These reports detail the main climate-related risks and opportunities, as well as the corresponding mitigation and adaptation measures.

In addition, the Fiscal Council takes these climate-related factors into account when assessing the alignment of annual budgets and business plans with the strategy defined by the Board of Directors. This ensures that the allocation of resources is consistent with the corporate strategy and climate change management initiatives.

TCFD 1.B – Describe the management’s role in assessing and managing climate-related risks and opportunities¹

PRIO’s climate governance is coordinated by advisory bodies that provide the Board of Directors with quarterly technical reports. The Sustainability Committee plays a central role, coordinating risk analysis, strategy development, and the monitoring of climate indicators. The Audit Committee monitors exposure to financial risks (climate included), while the Compensation Committee is responsible for setting individual performance goals for the Executive Board related to environmental management.

The Executive Board actively participates in developing and prioritizing the corporate risk portfolio. This process is overseen by the Ethics and Compliance Committee, which ensures that climate-related factors are incorporated into the Company’s overall risk strategy. In addition, the Nomination Committee ensures that members of the Board and its committees possess the technical expertise necessary for climate management, establishing a structure for continuous and specialized monitoring.

¹ Related information in GRI Standards 2-9, 2-12, and 2-13.

TCFD 2.A – Climate-related risks and opportunities the organization has identified over the short, medium, and long term | GRI 201-2 Financial implications and other risks and opportunities due to climate change¹

PRIO integrates climate risks (both physical and transition risks) into its corporate risk management process. The assessment is based on IPCC scenario analyses and covers short-term (up to 1 year), medium-term (2 to 4 years), and long-term (more than 5 years) time horizons. The significance of these risks is determined by their financial impact: items with an estimated impact exceeding US\$ 100,000 are considered significant, while amounts exceeding US\$ 70 million are classified as materially significant. This financial valuation criteria allows climate-related topics to be assessed against the Company’s risk framework and prioritized directly within the Company’s decision-making process.

The mapping was conducted with respect to the Company’s revenue over the 2025–2050 period, using global reference scenarios (such as SSP, NDC, and Net Zero). The risks listed below are related to extreme weather events that directly affect infrastructure:

- **Operational Interruption (RF05):** Strong winds and storms can bring operations to a standstill, with an estimated impact of between 0.6% and 5.6% of income.
- **Oil Spills (RF08):** The increase in the frequency of severe events raises the risk of incidents at sea and fines, impacting between 0.06% and 0.4% of income.

The risks listed below relate to structural changes in the low-carbon emissions economy:

- **Input Costs (RT01 and RT02):** The rise in biofuel and fossil fuel (diesel) prices due to new market dynamics could reduce income by up to 2.3%.
- **Political and Legal Pressure (RT3A and RT3B):** The emergence of a carbon market could result in costs ranging from 0.5% to 6.88% of income, based on Scope 1 and 2 emissions. In addition, new taxes specific to the oil sector could have an impact of up to 0.89%.

- **Market Behavior (RT04):** The shift in investor and customer preferences toward clean energy is expected to lead to a gradual decline in demand for oil and gas, with an estimated impact of between 0.10% and 0.87%.

The Company continuously monitors the evolution of these climate risks through internal risk assessment and strategic planning processes, taking into account climate and regulatory scenarios to guide operational and investment decisions.

TCFD 2.B – Describe the impact of climate-related risks and opportunities on the organization’s business, strategy, and financial planning¹

PRIO bases its strategy on operational resilience to weather volatility in the oil and gas market, particularly fluctuations in the price of Brent crude. Based on the 2025 Double Materiality Study and IPCC scenarios, the Company has identified critical impacts such as a structural decline in demand for fossil fuels, carbon pricing, and stricter regulations. To mitigate these risks, the Company focuses on maintaining a competitive lifting cost, improving operational efficiency, and continuously reducing GHG emissions intensity per barrel produced.

Climate management permeates the entire organization: in the portfolio, natural gas is prioritized as a transition fuel; in investments, the focus is on energy efficiency projects. In addition, proactive engagement with regulators and transparency in reporting (such as through the CDP) are used to strengthen the Company’s reputation and ensure access to capital markets, making climate compliance a cornerstone of financial credibility in the eyes of investors.

¹ Related information in TCFD Disclosure 2.A

TCFD 2.C – Describe the resilience of the organization’s strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario¹

PRIO demonstrates climate resilience by aligning its strategy with the Paris Agreement, focusing on operational efficiency and the continuous reduction of GHG emissions to maintain competitiveness, even amid volatility in Brent oil prices. The Company mitigates regulatory and physical risks through investments in energy-optimization technologies and emergency management plans that ensure the continuity of maritime operations in the face of extreme weather events.

PRIO used climate scenarios based on Shared Socioeconomic Pathways (SSP1 and SSP3), taking into account macroeconomic variables, carbon pricing, and transition technologies. 100% of the operations are exposed to physical risks, and 100% of the income is vulnerable to risks associated with legislative changes in Brazil. This transparency regarding premises and timelines enables investors to understand the adjustments needed to ensure the business’s sustainability considering different levels of global warming.

¹ Related information in GRI Standard 201-2.

TCFD 3.A – Describe the organization’s processes for identifying and assessing climate-related risks

PRIO uses a structured process to manage climate risks, categorizing them into physical risks (acute and chronic) and transition risks (regulatory, technological, market, and reputational). The significance of these risks is determined by the Company’s prioritization process, which assesses probability, magnitude, and financial impact. This model ensures that climate is treated with the same rigor and comparability as other strategic risks, in full compliance with the Company’s Risk Management Policy.

The assessment covers emerging regulatory requirements, such as carbon pricing and new reporting rules, integrating them into operational and financial decisions. To measure the scope and magnitude of these impacts, PRIO uses methodologies aligned with the TCFD, IFRS (S1 and S2), and CSRD frameworks, analyzing their effects on the supply chain and the international market across different time horizons. This standardization provides a consolidated view of risk severity, guiding the business’ resilience in the face of climate change.

¹ Related information in GRI Standard 201-2



TCFD 3.B - Describe the organization's processes for managing climate-related risks

Climate risks are managed as an integral part of the corporate risk management system, in accordance with a policy that encompasses identification, assessment, and prioritization based on impact and probability. The key feature of the process lies in comparing the identified risks with existing internal controls, enabling the Company to measure the actual and realistic exposure of the operation after applying these safeguards.

Handling decisions are made based on criticality and may result in mitigation, transfer, acceptance, or control measures. Prioritization focuses on risks with high residual exposure—those with the potential for significant impact even when controls are in place. Materiality is determined by the convergence of financial, operational, and reputational impacts, ensuring that the strategic allocation of resources focuses on the challenges that most threaten the Company's continuity and resilience.

TCFD4. A - Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process

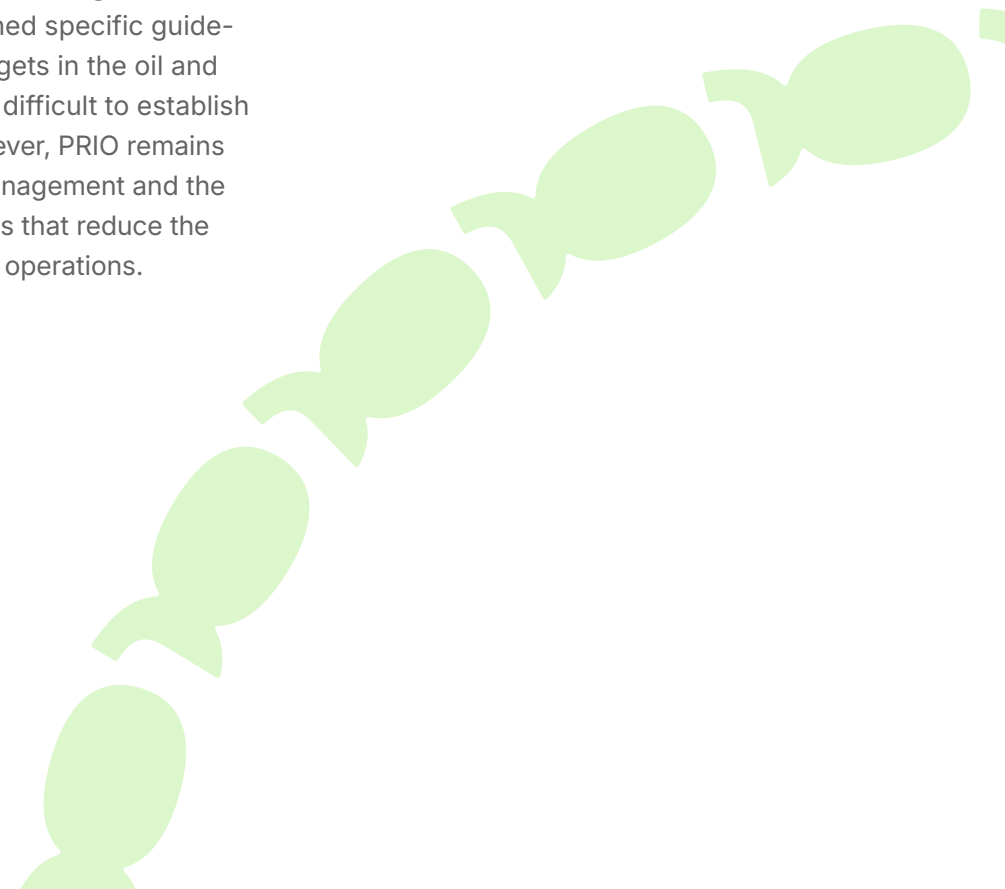
PRIO uses Relative Emissions ($\text{kgCO}_2\text{e}/\text{boe}$) as its primary metric for monitoring and managing physical and transition risks, particularly those related to the market. The indicator follows the methodology of the Brazilian GHG Protocol Program and covers all of the Company's activities and locations.

In 2025, the recorded figure for relative emissions was $27.7 \text{ kgCO}_2\text{e}/\text{boe}$, representing an increase in emissions intensity compared to the previous year, which recorded $25.2 \text{ kgCO}_2\text{e}/\text{boe}$. This upward trend is also evident when compared to the 2023 performance, which recorded a metric of $21.4 \text{ kgCO}_2\text{e}/\text{boe}$.

Although the Company provides historical data that allows for the analysis of performance trends, it currently does not provide forward-looking metrics (future projections) or public quantitative targets. In addition, the relative emissions metric is not incorporated into executive compensation policies, and the Company has not yet adopted an internal carbon price for its investment analyses.

TCFD 4.C - Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets

PRIO's goal is to promote operational efficiency and reduce relative GHG emissions from its activities. The Company focuses on process optimization and the implementation of technologies to reduce emissions, such as improving energy efficiency and controlling fugitive emissions. The Science Based Targets initiative (SBTi) has not yet established specific guidelines for setting climate targets in the oil and gas sector, which makes it difficult to establish formal commitments. However, PRIO remains committed to emissions management and the ongoing search for solutions that reduce the environmental impact of its operations.



SOCIAL COMMITMENT

GRI 2-7 – Employees

Total number of employees by region and gender^{1,2}

	2023 ³			2024			2025 ⁴		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
North	1	2	3	1	1	2	3	1	4
Northeast	36	0	36	36	0	36	51	1	52
Central-West	2	0	2	1	0	1	4	1	5
Southeast	548	126	674	586	157	743	804	191	995
South	29	0	29	28	0	28	43	0	43
Total	616	128	744	652	158	810	905	194	1099

¹ The data presented is based on December 2025. When the figures are broken down by region, they do not include one male employee in Paraguay. With the addition of these employees, the total number of employees is 1,100.

² Data extracted from RM Labore (PRIO’s payroll system), excluding board members, directors, and interns.

³ As of the end of 2023, 100% of employees have permanent contracts and work full-time.

⁴ The most significant change in the number of employees can be seen between 2024 and 2025, mainly due to the introduction of Peregrino.

GRI 2-20 Process to determine remuneration and 2-21 Annual total compensation ratio

This process is overseen by the Compensation Committee and follows steps that include establishing a compensation philosophy, conducting market analysis, developing benefits packages, and performing performance evaluations, always with a focus on transparency. PRIO takes into account the views of stakeholders and shareholders through General Meetings, investor meetings, and direct dialogue. In 2025, the compensation structure was impacted by the acquisition of the Peregrino Field, which led to the hiring of professionals with higher base salaries and fixed allowances for offshore positions. This transition changed the profile of the Company's highest-paid position, shifting from an onshore role in 2024 to an offshore professional who was integrated into the transition in 2025.

Annual total compensation ratio ^{1,2}	2024	2025
Ratio between the total annual remuneration of the highest paid individual and the median total annual remuneration of all the employees (excluding the highest paid)	4.90	5.89
Ratio between the percentage increase in the annual total remuneration of the highest paid individual in the organization and the median percentage increase in the annual total remuneration of all employees (excluding the highest paid)	-0.62	0.67

¹ The comparison is based on the median employee salary, not the average.

² A specific scenario was considered for the 1,100 employees. Total Compensation Formula: (Annual fixed compensation) + (target × base salary), excluding benefits (meal vouchers, daycare assistance, etc.).

401-2 – Benefits provided to full-time employees that are not provided to temporary or part-time employees¹

The Company offers full-time employees the following benefits: life insurance, health insurance, dental insurance, maternity/paternity leave, a stock purchase plan, meal vouchers (VA/VR), transportation vouchers, education/childcare assistance, and WellHub/ gym membership.

¹ There are no employees on temporary contracts.

GRI 401-3 – Parental leave^{1,2}

Maternity leave	2024	2025
Number of women eligible for leave	158	194
Total number of employees who took leave during the current year	3	4
Total number of women whose maternity leave began and ended in the current year	2	2
Total number of women who took leave in the previous year and whose leave ended in the current year	2	1
Total number of women who took leave during the current year and whose leave ends in the following year	1	2
Total female employees expected to return in the current year	4	3
Rate of return	100%	100%
Total number of women who remained with the company after 12 months	1	3
Retention rate	25%	100%

¹ With regard to paternity leave, the Company does not have any relevant data.

² There are no employees on temporary contracts

402-1 – Minimum notice period regarding operational changes

PRIO requires at least one week's notice for operational changes. These structural or operational changes are announced through established institutional channels, such as the intranet and corporate email communications. For significant changes or information that is highly relevant to the business, the Company uses formal disclosures via Material Facts, ensuring transparency and compliance with best practices in corporate governance.

GRI 403-3 – Occupational health services

PRIO's Occupational Health program provides employees with occupational health services integrated with emergency care, ensuring a safe environment and strict compliance with legal regulations. The backbone of this management system is the Risk Management Program (PGR), which guides the Occupational Health Medical Control Program (PCMSO), responsible for determining occupational health examinations based on identified risks and for compiling the Occupational Health Certificate (ASO). The support infrastructure includes 24-hour infirmaries on all platforms and drilling rigs to ensure prompt medical care. In addition to direct care, the health service conducts rigorous inspections that range from the management



of medications and equipment to laboratory testing of drinking water and inspections of housing and food facilities. The traceability of information is ensured by systems for managing certificates and monitoring suppliers, enabling continuous process improvement.

GRI 403-5 and SASB EM-EP-320a.1
Worker training on occupational health and safety

The health and safety training program complies with both regulatory requirements and the specific internal procedures of the oil and gas operation. Management is centralized on a proprietary platform, which tailors content to the technical needs of each role and the requirements of regulatory agencies.

In 2025, the performance indicators will include different metrics for internal stakeholders and partners. Among the 1,100 direct employees, a total of 63,453 training hours were recorded, resulting in a significant average of 52.79 hours per employee. With regard to the 249 employees hired, the total number of hours amounted to 778, averaging 3.12 hours of training.

GRI 403-9 – Work-related injuries

The incident analysis revealed occurrences such as falls from heights, limb entrapment, chemical burns, and injuries involving heat, all of which have already been properly identified and classified in the Company’s risk inventory. During the reporting period, working at heights and handling chemicals were identified as the main causes of serious accidents. To mitigate these risks, the organization stepped up technical training in 2025 in the areas of specialized rescue, confined spaces, and radiation protection. In addition to reviewing standards and ensuring the consistency of internal procedures between onshore and offshore teams, the Company established the Safety Observation Program to identify behavioral deviations and strengthened the Authority to Stop Work initiative, which guarantees every employee the right to stop unsafe activities. The entire process is underpinned by a methodology for root cause analysis and lessons learned, ensuring that 100% of the workforce is covered by monitoring and continuous improvement metrics.

Work-related injuries ^{1,2}	2024		2025	
	Employees	Contract workers	Employees	Contract workers
Number of hours worked	1,002,396	2,134,266	2,105,963	4,820,992
Number of hours worked basis (200,000 or 1,000,000)	1,000,000	1,000,000	1,000,000	1,000,000
Number of work-related injuries with serious consequences (except fatalities)	4	2	1	4
Index of work-related injuries with serious consequences (except fatalities)	3.99	0.94	0.47	0.83
Number of reportable work-related injuries (including fatalities)	13	18	7	43
Index of occupational accidents requiring reporting (including fatalities)	12.97	8.43	3.32	8.92
Number of near misses	8	17	6	39
Near-miss frequency rate (NMFR)	8.21	11.73	2.85	8.06

¹The data reporting methodology has been adjusted to better comply with the standard, which prevents direct comparisons with previous periods. **GRI 2-4**

² There were no fatalities in 2024 or 2023.

GRI 404-1 – Average hours of training per year per employee

Average hours of training	2024	2025
Men	164	112
Women	50	59
Employee category		
Executives	24	8.79
Onshore leaders	24	76
Offshore leaders	203	162
Onshore Team Members	20	41
Offshore Team Members	233	137
Outsourced	50	55

¹ The difference of 11,000 hours between the 2024 and 2025 results is attributable to regulatory refresher training, new hires, and changes in position or assignment. In 2024, a task force was established to complete new training courses identified as mandatory for job alignment.

GRI 404-3 – Percentage of employees receiving regular performance and career development reviews¹

Percentage of employees receiving regular performance reviews, by employee category	2025
Onshore Leaders	76
Offshore Leaders	51
Onshore Team Members	65
Offshore Team Members	79
Total (%)	70

¹ Performance evaluations take place as part of an annual process, structured around the pillars of our organizational culture and applied to onshore and offshore employees at all levels of the hierarchy (except for statutory executives—directors; interns; and trainees). For the 2025 cycle, the eligibility criteria established a minimum requirement of four months of employment with PRIO, covering hires made through December 31, 2024. Based on these criteria, 100% of eligible employees were evaluated. The percentage of employees evaluated in the general pool is lower because employees hired between January and December 2025 did not meet the requirements for participation in the evaluation cycle.



GRI 405-1 - Diversity in governance bodies and employees, and
401-1 -New employee hires and employee turnover

Percentage of members of the governing body, by gender ¹	2024		2025	
	No.	(%)	No.	(%)
Men	10	90	11	91.67
Women	1	10	1	8.33
Total	11	100	12	100
Under 30	0	0	0	0
30 to 50	8	73	7	58.33
Over 50	3	27	5	41.67
Total	11	100	12	100

¹The governing body consists of the Executive Board and board members. Among the members of the Board of Directors, there are two members from a minority group.

Percentage of employees from underrepresented and/or vulnerable groups by employee category ^{2,3}	2024 ¹				2025	
	Black employees		Black employees		PwDs	
	No.	(%)	No.	(%)	No.	(%)
Onshore Leaders	4	5	6	6.32	-	-
Offshore Leaders	1	1	14	8.48	-	-
Onshore Team Members	20	8	15	4.44	3	0.89
Offshore Team Members	62	15	75	14.94	1	0.20
Total	87	11	110	10	4	0.36

¹ No people with disabilities (PwDs) were hired in 2024.

² In both 2024 and 2025, the Company had no employees who self-identified as belonging to other minority or vulnerable groups.

³ PRIO does not collect information about its employees' sexual orientation. Furthermore, the number of people who identify as Black does not include individuals who identify as brown.

Employee percentage, by employee category and gender	2024								2025 ¹			
	Men		Women		Total		Men		Women		TOTAL	
	No.	(%)	No.	(%)	No.	(%)	No.	(%)	No.	(%)	No.	(%)
Onshore Leaders	62	76.54	19	23.46	81	100	69	72.63	26	27.37	95	100
Offshore Leaders	73	98.65	1	1.35	74	100	163	98.79	2	1.21	165	100
Onshore Team Members	142	55.91	112	44.09	254	100	205	60.65	133	39.35	338	100
Offshore Team Members	375	93.52	26	6.48	401	100	469	93.43	33	6.57	502	100
Total	652	80.49	158	19.51	810	100	906	82.36	194	17.64	1100	100

¹ The increase in the number of employees in 2025 is due to the integration of Peregrino's operations.

Employee percentage, by employee category and gender	2024														2025	
	Under 30		30 to 50		Over 50 years		Total		Under 30		30 to 50		Over 50 years		TOTAL	
	No.	(%)	No.	(%)	No.	(%)	No.	(%)	No.	(%)	No.	(%)	No.	(%)	No.	(%)
Onshore Leaders	4	4.94	72	88,89	5	6.17	81	100	4	4.21	85	89.47	6	6.32	95	100
Offshore Leaders	2	2.70	64	86.49	8	10.81	74	100	1	0.61	142	86.06	22	13.33	165	100
Onshore Team Members	82	32.28	161	63.39	11	4.33	254	100	86	25.44	236	69.82	16	4.73	338	100
Offshore Team Members	39	9.73	323	80.55	39	9.73	401	100	39	7.77	413	82.27	50	9.96	502	100
Total	127	15.68	620	76.54	63	7.78	810	100	130	11.82	876	79.64	94	8.55	1100	100

Number of employees and new hires, by age group	2022 ¹		2023				2024				2025			
	Hirings	Dismissals	Hirings	Rate of new hires	Dismissals	Turnover rate	Hirings	Rate of new hires	Dismissals	Turnover rate	Hirings	Rate of new hires	Dismissals	Turnover rate
Under 30	80	92	48	24.5	64	21.1	50	39.37	13	24.8	6	4.80	3	3.60
30 to 50	201	259	137	69.9	209	68.8	140	22.58	100	19.35	30	4.40	10	2.93
Over 50	15	24	11	5.6	31	10.2	8	12.7	21	23.02	4	5.71	2	4.29
Total	296	375	196	100	304	100	198	24.44	134	20.49	40	4.56	15	3.14

¹ No data on hiring rates or turnover was recorded in 2022.

Number of employees and new hires, by gender	2022 ¹		2023				2024				2025			
	Hirings	Dismissals	Hirings	Rate of new hires	Dismissals	Turnover rate	Hirings	Rate of new hires	Dismissals	Turnover rate	Hirings	Rate of new hires	Dismissals	Turnover rate
Men	242	301	154	78.6	239	78.6	152	23.31	111	20.17	32	4.51	10	2.96
Women	54	74	42	21.4	65	21.4	46	29.11	23	21.84	7	4.17	4	3.27
Total	296	375	196	100	304	100	198	24.44	134	20.49	39	4.45	14	3.02

¹ No data on hiring rates or turnover was recorded in 2022.

Number of employees and new hires, by gender	2022 ¹		2023				2024				2025			
	Hirings	Dismissals	Hirings	Rate of new hires	Dismissals	Turnover rate	Hirings	Rate of new hires	Dismissals	Turnover rate	Hirings	Rate of new hires	Dismissals	Turnover rate
North	0	0	1	0.5	1	0.3	0	0	1	25	1	33.3	0	16.67
Northeast	11	14	11	6.1	23	7.6	8	22.22	6	19.44	2	5.41	1	4.05
Central-West	1	2	0	0	0	0	1	100	1	100	1	33.3	0	16.67
Southeast	271	343	180	91.8	272	89.5	183	24.63	120	20.39	35	4.36	13	2.99
South	13	15	3	1.5	8	2.6	6	21.43	6	21.43	2	6.45	2	6.45
Total	296	374	196	100	304	100	198	24.44	134	20.49	41	4.68	16	3.25

¹ No data on hiring rates or turnover was recorded in 2022.

GRI 405-2 – Ratio of basic salary and remuneration of women to men

¹ Executive remuneration was not included in the calculation.

² All operating units were included in the calculation, and the salary data relate to December.

³ The fixed remuneration for warehouse staff and materials analysts in the onshore sector differs from the base salary due to the hazard pay supplement.

⁴The historical data has been adjusted. **GRI 2-4**

Ratio of basic salary and remuneration of women to men ^{1,2}		2024 ⁴			2025		
		Men	Women	Wage ratio	Men	Women	Wage ratio
Onshore Leaders	Basic salary (BRL)	25,388	21,897	0.86	30,970	25,694	0.83
	Remuneration (BRL)	331,459	284,666	0.86	727,006	568,487	0.78
Offshore Leaders	Basic salary (BRL)	24,609	21,897	0.89	18,596	18,163	0.98
	Remuneration (BRL)	311,237	238,789	0.77	607,849	568,502	0.94
Onshore employees ³	Basic salary (BRL)	13,991	18,256	1.3	14,266	11,300	0.79
	Remuneration (BRL)	130,896	196,434	1.5	280,597	219,933	0.78
Offshore employees	Basic salary (BRL)	10,864	9,674	0.89	7,306	6,778	0.93
	Remuneration (BRL)	93,281	81,141	0.87	228,523	227,447	1
Total	Basic salary (BRL)	14,465	17,304	1.20	12,716	12,527	1
	Remuneration (BRL)	148,525	188,340	1.27	346,515	271,426	0.78

CORPORATE GOVERNANCE

GRI 2-19 Remuneration policies

PRIO's remuneration policy distinguishes between the Board of Directors and the Executive Board. For board members, remuneration consists of a fixed monthly stipend, and they are required to purchase Company shares with their own funds at the beginning of their term, in an amount equivalent to at least twelve times the monthly stipend. The Executive Board's remuneration package consists of a base salary, fringe benefits, and variable compensation (annual bonus). The latter is tied to the achievement of financial, operational, and individual goals, and may be paid in cash or stock options. The senior leadership compensation policy incorporates sustainability metrics (ESG); the occurrence of fatal accidents or serious environmental incidents acts as a negative trigger, preventing the payment of variable compensation for the respective fiscal year. The Company does not offer signing bonuses, specific severance payments, clawback provisions, or retirement benefits.

GRI 2-15 Conflicts of interest

In 2024, the Company's Bylaws were amended to provide greater detail regarding the procedures applicable to General Meetings, as well as to incorporate practices aimed at preventing and mitigating potential conflicts of interest in the resolutions of the General Meeting and within the Board of Directors. At the same time, an explicit provision was included regarding the Board of Directors' authority to decide on mechanisms aimed at preventing, identifying, and mitigating conflicts of interest. In these amendments, procedures were adopted that are consistent with the recommendations of the Code of Best Practices in Corporate Governance issued by the Brazilian Institute of Corporate Governance (IBGC).

In 2025, the revision of the Related-Party Transactions Policy was approved, including threshold criteria for approving transactions based on their value, as well as defining exceptions to the application of said policy. The purpose of these changes was to ensure the Company's compliance with the applicable regulations of the Brazilian Securities and Exchange Commission (CVM) and the rules of B3 S.A.'s Novo Mercado. – *'Brasil, Bolsa, Balcão'*.

Transparency is ensured through the public disclosure of cross-shareholdings in governing bodies and relationships with stakeholders. Stakeholders are excluded from decision-making processes.



GRI 2-27 – Compliance with laws and regulations

In 2025, PRIO recorded three instances of precautionary suspensions resulting from inspections conducted by the ANP (National Petroleum Agency), all of which stemmed from audits carried out during that fiscal year. The first took place between July and August on the Hunter Queen drilling rig, operated by Foresa, specifically limiting drilling to the reservoir phase. The second shutdown, which lasted longer (March through July), affected the drilling unit on the POL-A fixed platform in the Polvo Field, an asset operated by PRIO itself. Finally, between August and October, the FPSO Peregrino—which was operated by Equinor at the time—was taken out of service.

With regard to penalties, the Company has not been subject to any rulings imposing non-monetary sanctions. With regard to administrative fines imposed by the ANP and Ibama, the amounts were not reported because they did not meet the materiality threshold of BRL 100 million required for the Reference Form (FRE).

GRI 409-1 – Operations and suppliers at significant risk for incidents of forced or compulsory labor

The Company has no risks related to forced or slave labor, either in its own operations or in its supply chain. To ensure this integrity, the Company implements strict preventive measures, such as including specific contractual provisions on human rights and labor compliance. It also conducts thorough due diligence and supplier integrity assessments, with continuous monitoring that provides for corrective measures or contract terminations in the event of irregularities. All practices are based on PRIO's Code of Ethics and Conduct and are mandatory for employees and third parties.

GRI 11.20.5 and 11.20.6 Anti-corruption

The Company conducts its business in strict compliance with the Brazilian Anti-Corruption Act (No. 12,846/2013), the FCPA, and the UK Bribery Act. The anti-corruption framework was strengthened in 2025 through the revision of the Anti-Corruption Policy and the Code of Ethics, as well as the creation of the Guidelines for Interactions with Public Officials. Management includes *due diligence* on integrity for the selection of business partners and the preliminary assessment of *compliance*. The effectiveness of these measures is monitored through training metrics, confidential reporting channels for addressing misconduct, and the imposition of disciplinary actions or contract terminations in the event of irregularities.



GRI CONTENT INDEX

Statement of Use

PRIO has reported in accordance with the GRI Standards for the period from January 1, 2025, to December 31, 2025

GRI 1 used

GRI 1: Foundation 2021

Applicable GRI Sector Standards

GRI 11: Oil and Gas Sector 2021

GRI standard	Contents	Location	Omission			GRI Sector Standard Ref. No.	SDGs
			Requirements Omitted	Reason	Explanation		
General content							
The organization and its reporting practices							
GRI 2: General disclosures 2021	2-1 Organizational details	12					
	2-2 Entities included in the organization's sustainability reporting	87					
	2-3 Reporting period, frequency and contact point	4					
	2-4 Restatements of information	88, 94, 107, 111					
	2-5 External assurance	There wasn't.					
Activities and workers							
GRI 2: General disclosures 2021	2-6 Activities, value chain and other business relationships	12, 13, 74	-				
	2-7 Employees	105	8, 10				
	2-8 Workers who are not employees	A total of 200 employees classified as contractors were registered.	8				

GRI standard	Contents	Location	Omission			GRI Sector Standard Ref. No.	SDGs
			Requirements Omitted	Reason	Explanation		
Governance							
GRI 2: General disclosures 2021	2-9 Governance structure and composition	64, 65, 66, 67, 68, 69, 70					5, 16
	2-10 Nomination and selection of the highest governance body	64, 66, 67, 68, 69					5, 16
	2-11 Chair of the highest governance body	64, 65					16
	2-12 Role of the highest governance body in overseeing the management of impacts	64, 65, 66, 102					16
	2-13 Delegation of responsibility for managing impacts	64, 66, 67, 68, 102					-
	2-14 Role of the highest governance body in sustainability reporting	4					-
	2-15 Conflicts of interest	112					16
	2-16 Communication of crucial concerns	80					-
	2-17 Collective knowledge of the highest governance body	64, 66					-
	2-18 Evaluation of the performance of the highest governance body	64, 66					-
	2-19 Remuneration policies	112					-
	2-20 Process to determine remuneration	105					-
	2-21 Annual total compensation ratio	105					-

GRI standard	Contents	Location	Omission			GRI Sector Standard Ref. No.	SDGs
			Requirements Omitted	Reason	Explanation		
Strategy, policies and practices							
GRI 2: General disclosures 2021	2-22 Statement on sustainable development strategy	5					-
	2-23 Policy commitments	64, 71					16
	2-24 Embedding policy commitments	75					-
	2-25 Processes to remediate negative impacts	75					-
	2-26 Mechanisms for seeking advice and raising concerns	77					16
	2-27 Compliance with laws and regulations	113					-
	2-28 Membership associations	73					-
Stakeholder Engagement							
GRI 2: General disclosures 2021	2-29 Approach to stakeholder engagement	72, 73					-
	2-30 Collective bargaining agreements	PRIO is not affiliated with any union, therefore, none of its employees are covered by collective bargaining agreements.					8
Material topics							
GRI 3: Material topics 2021	3-1 Process to determine material topics	27					
	3-2 List of material topics	27					
[Personal Safety and Accident Prevention]							
GRI 3: Material topics 2021	3-3 Management of material topics	59				11.9.1,11.10.1	-

[Protection of Biodiversity]

GRI standard	Contents	Location	Omission			GRI Sector Standard Ref. No.	SDGs
			Requirements Omitted	Reason	Explanation		
GRI 3: Material topics 2021	3-3 Management of material topics	36				11.4.1	-
GRI 101: Biodiversity 2024	101-1 Policies to halt and reverse biodiversity loss	92				11.4.1	6, 14, 15
	101-2 Management of biodiversity impacts	93				11.4.3	6, 14, 15
	101-4 Identification of biodiversity impacts	93				11.4.3	6, 14, 15
	101-5 Locations with biodiversity impacts	93				11.4.3	6, 14, 15
	101-6 Direct drivers of biodiversity loss	93, 94				11.4.3/11.4.5	6, 14, 15
[Asset Integrity]							
GRI 3: Material topics 2021	3-3 Management of material topics	25				11.8.1	-
[Governance]							
GRI 3: Material topics 2021	3-3 Management of material topics	64				11.8.1,11.20.1	-
[Climate Resilience and Energy Security]							
GRI 3: Material topics 2021	3-3 Management of material topics	33, 98				11.1,11.2.1,11.3.1	-
GRI 201: Economic Performance 2016	201-2 Financial implications and other risks and opportunities due to climate change	102				11.2.2	13

GRI standard	Contents	Location	Omission			GRI Sector Standard Ref. No.	SDGs
			Requirements Omitted	Reason	Explanation		
GRI 302: Energy 2016	302-1 Energy consumption within the organization	94				11.1.2	7, 8, 12, 13
	302-2 Energy consumption outside of the organization	PRIO does not have this information, due to the lack of structured monitoring of this data. However, the best way to implement this practice in the future is currently under review.				11.1.3	7, 8, 12, 13
	302-3 Energy intensity	94				11.1.4	7, 8, 12, 13
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	97				11.1.5	3, 12, 13, 14, 15
	305-2 Energy indirect (Scope 2) GHG emissions from energy purchases	97				11.1.6	3, 12, 13, 14, 15
	305-3 Other indirect (Scope 3) GHG emissions	98				11.1.7	3, 12, 13, 14, 15
	305-4 GHG emissions intensity	98				11.1.8	13, 14, 15
	305-5 Reduction of GHG emissions	98				11.2.3	3, 14, 15 1
GRI 11: Oil and Gas	Describe the organization's approach to public policy development and lobbying on climate change	33				11.2.4	13
[Pollution Prevention and Waste Management]							
GRI 3: Material topics 2021	3-3 Management of material topics	30				11.5.1, 11.6	-

GRI standard	Contents	Location	Omission			GRI Sector Standard Ref. No.	SDGs
			Requirements Omitted	Reason	Explanation		
GRI 303: Water and Effluents 2018	303-1 Interaction with water as a shared resource	94, 95				11.6.2	6, 12
	303-2 Management of water discharge-related impacts	95				11.6.3	6
	303-3 Water withdrawal	96				11.6.4	6
	303-4 Water discharge	96				11.6.5	6
	303-5 Water consumption	97				11.6.6	6
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	100				11.5.2	3, 6, 11, 12
	306-2 Management of significant waste-related impacts	32				11.5.3	3, 6, 8, 11, 12
	306-3 Waste generated	98				11.5.4, 11.8.2	3, 6, 11, 12, 15
	306-4 Waste diverted from disposal	99				11.5.5	3, 11, 12
	306-5 Waste directed to disposal	99				11.5.6	3, 6, 11, 12, 15
[Community Relations and Socioeconomic Development]							
GRI 3: Material topics 2021	3-3 Management of material topics	44				11.15.1,11.11.1	-
GRI 202: Market presence 2016	202-2 Proportion of senior management hired from the local community	Currently, there are no members of senior management hired from the local community. The organization defines "senior management" as the positions of Chief Executive Officer (CEO), Chief Operating Officer (COO), and Chief Financial Officer (CFO).				11.11.2	8

GRI standard	Contents	Location	Omission			GRI Sector Standard Ref. No.	SDGs
			Requirements Omitted	Reason	Explanation		
GRI 413: Local communities 2016	413-1 Operations with local community engagement, impact assessment and development programs	38				11.15.2	-
	413-2 Operations with significant actual or potential negative impacts on local communities	38				11.15.3	1, 2
GRI 11: Oil and Gas	Provide information on the number and types of claims filed by local communities, including the percentage of claims that have been addressed and resolved, and the percentage of claims resolved through remediation	No complaints were recorded during the reporting period. The verification is conducted in conjunction with the Compliance department, based on inquiries received through the reporting channel.				11.15.4	16
[Public Policies and Stakeholder Relations]							
GRI 3: Material topics 2021	3-3 Management of material topics	73				11.22,11.21,11.19.1	-
GRI 201: Economic Performance 2016	201-4 Financial assistance received from government	PRIO did not receive any financial support from the government during this period. However, advantage can be taken of tax benefits legally granted to taxpayers in Brazil's oil and gas industry. Further information can be found in the financial statements available at https://ri.prio3.com.br/en/ .				11.21.3	-
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	75				11.20.2	16
	205-2 Communication and training about anti-corruption policies and procedures	75, 76				11.20.3	16
	205-3 Confirmed incidents of corruption and measures taken	No cases of corruption involving the organization and/or its employees have been identified.				11.20.4	16
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	PRIO has no pending or shelved legal proceedings during the reporting period related to anti-competitive behavior, trust practices, or monopolies.				11.19.2	16

GRI standard	Contents	Location	Omission			GRI Sector Standard Ref. No.	SDGs
			Requirements Omitted	Reason	Explanation		
GRI 11: Oil and Gas	Describe the approach taken to ensure transparency in contracts, including: a) whether contracts and licenses are made available to the public and, if so, where they are published; b) if contracts or licenses are not available to the public, the reasons why and the measures taken to make them public in the future.	113				11.20.5	16
	List the organization's beneficial owners and explain how the organization identifies the beneficial owners of its business partners, including joint ventures and suppliers.	113				11.20.6	16
[Attracting and retaining talent]							
GRI 3: Material topics 2021	3-3 Management of material topics	56				11.10.1,11.11.1	-
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	109, 110, 111				11.10.2	5, 8, 10
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	106				11.10.3	3, 5, 8
	401-3 Parental leave	106				11.10.4	5, 8
GRI 402: Labor/ Management Relations 2016	402-1 Minimum notice period regarding operational changes	106				11.10.5	8
GRI 404: Training and education 2016	404-1 Average hours of training per year, per employee	108				11.10.6	4, 5, 8, 10
	404-2 Programs for upgrading employee skills and transition assistance programs	56				11.10.7	8
	404-3 Percentage of employees who receive regular performance and career development reviews	108				-	5, 8, 10

GRI standard	Contents	Location	Omission			GRI Sector Standard Ref. No.	SDGs
			Requirements Omitted	Reason	Explanation		
GRI 405: Diversity and equal opportunities 2016	405-1 Diversity of governance bodies and employees	109				11.11.5	5, 8
	405-2 Ratio of basic salary and remuneration of women to men	111				11.11.6	5, 8, 10
[Human Rights, Ethics, and Integrity]							
GRI 3: Material topics 2021	3-3 Management of material topics	75				11.12.1,11.13.1	-
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	No cases of discrimination were reported through the Company's formal channels.				11.11.7	5, 8
GRI 407: Freedom of association and collective bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	The Company has no operations that pose a risk of violating workers' right to freedom of association.				11.13.2	8
GRI 408: Child labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	No cases or risks of child labor, forced labor, or the exposure of young workers to hazardous activities were identified in the Company's operations.				5, 8, 16	5, 8
GRI 409: Forced or compulsory labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	113				11.12.2	5, 8
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	PRIO does not use specific social criteria when selecting new suppliers. The qualification process focuses on technical requirements and legal criteria. However, the Company's Code of Ethics and Conduct requires all partners to commit to human rights and legal integrity in their operations.				11.10.8	5, 8, 16

Topics covered by GRI Sector Standard 11: Oil and Gas Sector 2021: Applicable items classified as non-material

TOPIC	EXPLANATION
GRI 11: Oil and Gas Sector 2021	
11.7 Closure and Rehabilitation	We do not expect to cease operations in our fields in the next five years. Thus, although the issue is relevant, it is not expected to have a significant impact in the medium term.
11.14 Economic impacts	Several factors explain why this topic was not classified as material for the Company: In Brazil, the distribution of revenues generated by the production of oil and its derivatives is regulated by the federal government, including mechanisms to ensure transparency in the allocation of these resources. Thus, the Company has no control over such measures and merely fulfills its social responsibility to produce in a responsible manner and make the payments legally due to the government. Although the expansion of the Company's activities may generate significant income for certain municipalities, our operations are primarily located in regions where oil and gas exploration and production are already an integral part of the local economy. Accordingly, the Company believes that, although the issue is relevant, it is not material to its operations, given its market share and the characteristics of the sectors in which it operates.
11.16 Land and resource rights	All of the Company's operations are conducted offshore, except when using third-party support facilities. As a result, our activities do not have any significant impacts related to land use. One might indirectly consider the possibility of temporarily or permanently closing off fishing areas; however, this specific issue is addressed by the Company under the material topic: community relations and socioeconomic development.
11.17 Rights of Indigenous Peoples	All of the Company's operations are conducted offshore, except when using third-party support facilities. As a result, our activities do not have significant impacts related to land use, which is why no impacts on indigenous communities are expected. However, the Company acknowledges that indigenous groups living in coastal communities (such as the Caiçaras) are part of the broader group of traditional communities. As such, these groups are taken into account and included in the Company's community engagement activities.
11.18 Conflict and Security	The Company's operations take place exclusively offshore, with controlled access and little potential for direct interaction with local communities or vulnerable groups. Furthermore, the Company does not consider property security to be a significant risk to its direct operations, which is why it does not employ security personnel.
11.21 Payments to governments	In Brazil, the distribution of revenues generated by the production of oil and its derivatives is regulated by the federal government, including mechanisms designed to ensure transparency in the allocation of these funds. As a result, the Company has no control over such measures and merely fulfills its social responsibility to produce in a responsible manner and make the payments legally due to the government. Therefore, this issue is not something the Company can manage, nor is it a strategic driver of ESG performance.

SASB CONTENT INDEX

TOPIC	CODE	TITLE	RESPONDE / PAGE
OIL AND GAS - EXPLORATION AND PRODUCTION			
Workforce health and safety	EM-EP-320a.1	(1) Total Recordable Incident Rate (TRIR), (2) Fatality Rate, (3) Near Miss Frequency Rate (NMFR), and (4) Average Hours of Health, Safety, and Emergency Response Training for (a) full-time employees and (b) contract employees.	107
	EM-EP-320a.2	Discussion of management systems used to integrate a culture of safety throughout the exploration and production lifecycle.	59
Greenhouse gas emissions	EM-EP-110a.1	Gross global Scope 1 emissions, percentage of methane, percentage covered under emissions-limiting regulations.	100
	EM-EP-110a.2	Amount of gross global Scope 1 emissions from: (1) flared hydrocarbons, (2) other combustion, (3) process emissions, (4) other vented emissions, and (5) fugitive emissions.	97
	EM-EP-110a.3	Discussion of the long- and short-term strategy or plan for managing Scope 1 emissions, emission reduction targets and an analysis of performance against these targets.	33
Air quality	EM-EP-120a.1	Air emissions of the following pollutants: (1) NOx (excluding N ₂ O), (2) SOx, (3) volatile organic compounds (VOCs), and (4) particulate matter (PM10).	100
Assessment of reserves and capital expenditures	EM-EP-420a.2	Estimated carbon dioxide emissions embedded in proven hydrocarbon reserves.	101
	EM-EP-420a.4	Discussion of how price and demand for hydrocarbons and/or climate regulation influence the capital expenditure strategy for exploration, acquisition, and development of assets	90
Critical Risk Incident Management	EM-EP-540a.1	Rates of Process Safety Events (PSE) with serious consequences for workers, the community, and the environment, involving the loss of containment of hazardous substances.	88

TOPIC	CODE	TITLE	RESPONDE / PAGE
OIL AND GAS - EXPLORATION AND PRODUCTION			
Business Ethics and Transparency	EM-EP-510a.1	Percentage of (1) proved and (2) probable reserves in countries that have the 20 lowest rankings in Transparency International's Corruption Perceptions Index.	The Company does not have any reserves or fields in any of the 20 countries listed as the worst in Transparency International's Corruption Perceptions Index (CPI).
	EM-EP-510a.2	Description of the management system for prevention of corruption and bribery throughout the value chain	75
Impacts on Biodiversity	EM-EP-160a.1	Description of environmental management policies and practices for active sites.	29
	EM-EP-160a.2	(1) Number and (2) total volume of oil spills, (3) volume in the Arctic, (4) volume affecting sensitive areas, such as mangroves and coastal regions with high biodiversity, and (5) volume recovered.	101
Community Relations	EM-EP-210b.1	Discussion of process to manage risks and opportunities associated with community rights and interests.	38, 44
Legal and Regulatory Compliance Management	EM-EP-530a.1	Discussion of corporate positions related to government regulations and/or policy proposals that address environmental and social factors affecting the industry.	90
Activity metrics	EM-EP-000.A	Production of: (1) petroleum, (2) natural gas, (3) synthetic petroleum, and (4) synthetic gas.	88
	EM-EP-000.B	Number of offshore sites.	89

TCFD CONTENT INDEX

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