

Stakeholders engagement

We periodically review the most relevant topics for corporate sustainability management and accountability. In 2021, we conducted a new process of engagement and listening to external audiences to structure our Materiality Matrix, following the principles of the GRI and the Value Reporting Foundation (Integrated Reporting).

This process was developed in four phases. The first one brought together different leaders and sectoral benchmarks to assess the main trends, subjects and aspects in evidence in the universe of corporate sustainability.

We evaluated publications made available by multisectoral entities, including the UN Global Compact, the Carbon Disclosure Project (CDP), and the Corporate Sustainability Index (ISE) of B3 – São Paulo Stock Exchange. We also analyzed reports from other companies in the oil and gas sector.

In the second phase, we carried out an internal exercise to map and prioritize the audiences with whom we interact, from the standpoint of demands and needs regarding our ESG management. Nine stakeholder groups were selected to participate in active engagement, in the form of online surveys and qualitative interviews.

We then conducted a total of 12 interviews and conducted a virtual survey open to all interested parties. Approximately 100 people participated with suggestions and collaborations for the evolution of our ESG governance.

As a last step, the results obtained in the surveys and interviews were tabulated and validated. We identified eight topics that, in the current scenario, are more relevant in the opinion of stakeholders, while having greater relevance for the environmental, social and economic impacts related to our operations.

By correlating these topics with the Sustainable Development Goals (SDG), we identified opportunities in which we can act to contribute more actively to achieving the goals proposed by the UN. We also use the Materiality Matrix to map the indicators to be reported in our Report and other documents for accountability.

In addition to the eight material topics, our Materiality Matrix has four emerging topics, which must be actively followed in our management. The aspects covered by these topics, although not yet critical, may evolve to become sensitive issues in light of changes in market scenarios or in our own business model.

Our practices and procedures

- ✓ Certification of the Integrated Management System in the ISO 9001 (quality), ISO 14001 (environment) and ISO 45001 (health and safety) standards
- ✓ Corporate policy covering aspects of water and biodiversity and carrying out assessments of impacts on biodiversity
- ✓ Corporate policy covering climate change and energy efficiency issues, as well as practices for discussing and prioritizing risks and opportunities in this area
- ✓ Programs to reduce GHG emissions with an emphasis on operational efficiency and energy consumption
- ✓ Corporate policy covering waste management and practices to reduce landfill and incineration
- ✓ Corporate policy covering equity, training and fair compensation issues
- ✓ Policy covering human rights and local communities, with a specific procedure for private social investments
- ✓ Policy covering aspects of occupational health and safety, as well as practices to promote the topic in operations and in the supply chain
- ✓ Practices for the selection of suppliers with social and environmental criteria and for the monitoring of critical suppliers, including onsite audits
- ✓ Corporate policy covering aspects of compliance and anti-corruption practices, employee training practices, supplier evaluation, and mechanisms for complaints and reports
- ✓ Monitoring of compliance, risk and audit aspects within the scope of the Board of Directors
- ✓ Periodic performance evaluation of the Board of Directors
- ✓ Capacity building for employees on sustainability, through initiatives such as the ESG Workshop (66% of the workforce trained in 2021) and Diversity and Inclusion online course (80 participants in the last year, including nine suppliers and one third party)

Our Materiality Matrix

Materiality Matrix

Phase

1

Sector and market benchmarking assessment

Phase

2

Prioritization of strategic stakeholders for engagement

Phase

3

Stakeholder engagement, via research and qualitative interviews

Phase

4

Consolidation of inputs and structuring of the Materiality Matrix

Types of audiences engaged



Customers



Partners



Critical suppliers



Investors and other capital market agents



Financial sector



Regulatory agencies



Public authorities



Local communities

8 material topics identified

22 studies and benchmarks assessed

12 Sustainable Development Goals (SDG) prioritized

Material topics

• Climate change and energy transition

Perspectives for mitigating climate change and adapting the business to the scenario of transition from the energy matrix to sources with lower carbon emissions. Investments and new technologies to reduce emissions and innovation are value levers for value creation.



• Knowledge and corporate culture

Technical knowledge and the alignment of employees with the corporate culture are relevant competitive advantages to position Enauta as the main independent oil and natural gas production company in Brazil. Actions for training and valuing professionals, as well as engagement in emerging ESG topics, are relevant for the generation of long-term value.



• Safety of operations and people

Safety is a value for our company, and a safe working environment for people, assets and the environment is crucial for strategic management. The topic covers aspects of occupational health and safety, operational risk management, emergency preparedness, and promotion of a safety culture for partners and suppliers.



• Diversity and inclusion

Diversity drives new perspectives and innovation in processes and new technologies. Stakeholders are interested in learning about the company's policies and practices to promote a more inclusive work environment for women, underrepresented racial groups, people with physical disabilities, and other diversity fronts.



• Governance and strategy

It covers the evolution of internal controls, auditing and corporate governance processes that influence the development of business and growth strategy. It involves disclosure of this strategy to external audiences with ethics and transparency, in a timely manner and in line with expectations.



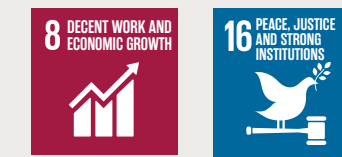
• Environmental management

It addresses the management of environmental risks and impacts associated with activities for the operation and exploration of oil and gas fields. The company discloses investments and projects aimed at maintaining high-performance standards, considering the innovation of processes and technologies as a potential lever to reduce impacts and mitigate risks, including engaging critical suppliers.



• Ethical conduct and legal compliance

Respect for human rights, compliance with legislation and the fight against corruption are pillars for conducting business and executing the strategy. Corporate practices and policies to promote these topics are strengthened and disseminated to all stakeholders.



• Community development

Management approach to promote the socioeconomic and environmental development of traditional communities and to compensate for possible impacts on the traditional way of life of these populations. It seeks to highlight the initiatives to overcome the legal constraints established in the licensing processes of activities.

