

People and society

Our corporate culture values high professional performance. The management processes we apply aim to strengthen individual skills and boost talents that are in line with our values, in the pursuit of portfolio diversification and growth in oil and gas production. Our employees form a team with technical knowledge and experience to carry out exploration and production activities, develop new businesses, and foster innovation.

Through training activities and actions, we promote the exchange of experiences and continuous development of teams. In 2021, activities continued

to be conducted through virtual platforms, given the social distancing requirements due to COVID-19.

In addition to internal and external training, we offer educational assistance of up to 80% for undergraduate or graduate courses for employees who have been working in the company for more than one year. We also provide a knowledge platform, with online courses and recording of lectures held throughout the year at the company.

Average hours of training per employee			
	2021	2020	2019
By gender			
Men	27.7	41.3	74.1
Women	21.9	53.2	52.1
Total	25.2	46.3	64.9
By functional level			
Board	1.3	10.0	15.1
Management/coordination/supervision	13.6	33.0	62.3
Technicians (engineers and geologists)	49.4	69.1	56.9
Analysts (others)	20.0	40.3	76.3



COVID-19 prevention

The worsening of COVID-19 situation in early 2021 led our company to maintain the emergency actions and control mechanisms created in the previous year to ensure the health of employees and the maintenance of essential oil and gas production activities. In the first months of last year, with the increase in cases of the disease, we adapted the protocols for testing and monitoring the health conditions of professionals prior to boarding the Atlanta Field.

Professionals in administrative areas continued to work remotely, in the home office mode. The change in this scenario took place only in the second half of 2021, when vaccination against the disease was already at a more advanced stage and return to offices was authorized on a part-time basis, exclusively for volunteer employees with a complete vaccination schedule.

Throughout 2021, we continued to hold E+ Meetings (“E+ Encontros”), virtual meetings held always on Fridays with the goal of promoting interaction and proximity between people. In addition to allowing the dissemination of corporate actions, these meetings have made it possible for people to share their experiences.

For a period of 14 months, between May 2020 and July 2021, we maintained a partnership with the health insurance company to offer psychological support services to employees.

Through educational and awareness campaigns, we encourage our employees and third parties to get vaccinated against the coronavirus. We follow the evolution of vaccination among our professionals through occupational health monitoring procedures.

Diversity and inclusion

The consolidation of a diverse and inclusive professional environment is part of our strategy to guarantee the best results in our projects. In our team, composed of 128 professionals, we have 43% women.

In 2021, we conducted the first diversity census of our team of employees. The survey was carried out with the support of a consulting firm specializing in human resources management – Great Place to Work (GPTW). Our goal is to broaden the understanding of the opportunities in our company to strengthen diversity in all our management processes.

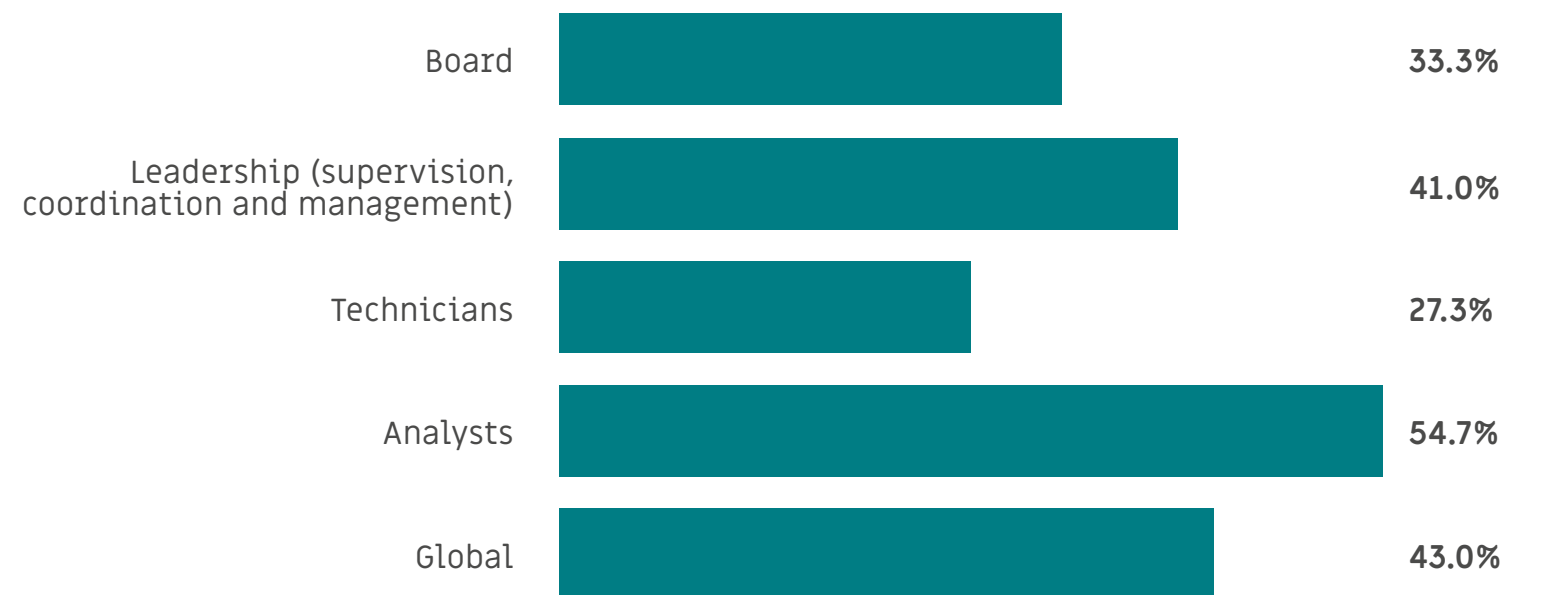
The results will also support new initiatives to raise awareness among leaders and align them with our governance guidelines. Planned actions include the adaptation of training and procedures for the selection and hiring of new employees.

Focusing on the gender issue, we joined the Empresa Cidadã Program (Act 11,770/2008), of the Brazilian Federal Government. With this initiative, our female employees can now rely on the extension of maternity leave for another 60 days. The benefit also extends to men, who now have an additional 15 more days of paternity leave.



Women occupy 41% of leadership positions and represent 43% of our company's total employees

Percentage of women by functional level



Community development

The social investments made by our company contribute to the development of local and traditional communities located in the area of influence of our operations. The targeting of these resources and the professional management of the initiatives, aiming at the socioeconomic growth of these populations, derives from our responsible vision for the management of ESG aspects.

In the municipality of São João da Barra (Rio de Janeiro), we have supported Cooperativa Arte Peixe since 2019 in the professionalization and requalification of the food production system. Composed of approximately 20 women, the Cooperative adds value to fisheries by manufacturing different food products, such as fish and shrimp hamburgers.

One of the cooperative members' main demands is the obtaining of inspection seals from the Ministry of Agriculture, which comprise a permit required for the large-scale marketing of these products. With this achievement, the expectation is that the initiative will expand the income generation capacity for families that subsist on this activity.

As an indirect benefit, support for the Cooperative boosts women's entrepreneurship in fishing, an industry in which activities are still mostly carried out by men. In this way, we connect our social activities to the vision of promoting diversity and empowering women that we practice internally in our company.

Another outstanding project is the one developed in partnership with the Association of Quilombola Craftswomen and Farmers of Barrinha (ARMAAQBAR), in the municipality of São Francisco de Itabapoana, Rio de Janeiro. Investments in this community are intended for the construction of a headquarters building for the development of local activities – an infrastructure that will boost the local culture and the promotion of educational and recreational activities.

In 2021, our investment in projects and activities aimed at social development totaled R\$1.42 million. These resources were directed to support institutions such as Hospital de Amor de Barretos, a leading organization in the prevention and treatment of cancer, and Hospital Pequeno Príncipe, a philanthropic institution specializing in the health of children and adolescents of which we are the biggest supporter.



Social investments

We approved a total of R\$13 million for investments in projects with incentives in 2022. The amount is greater than the sum of all contributions made in the last ten years. We have selected a total of 20 social impact projects to be executed. Our commitment is to work throughout the year on two thematic axes: human rights, diversity and inclusion; and environmental preservation.

Learn + [Click here](#) to check out all the social and community relationship projects supported.