



BRAVA energia

GRI Disclosures
Book
2025

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General disclosures

GRI 2-1 | Organizational details

Brava Energia S.A. is one of the leading independent and integrated companies in the oil and gas sector. The corporate headquarters is located in the city of Rio de Janeiro, and the portfolio consists of eight onshore and offshore production assets located in five Brazilian states, five of which are operated by the Company (Potiguar Complex, Recôncavo Complex, Peroá, Papa-Terra, and Atlanta) and three of which are non-operated (Pescada, Manati, and Parque das Conchas). In addition, we operate an industrial asset (ATI), which includes Guamaré Waterway Terminal, Clara Camarão Refinery, and Natural Gas Processing Units (UPGNs). We are a publicly traded company, with shares listed on B3's Novo Mercado, a listing segment with the most stringent governance requirements. In 2025, our shares also began trading on the New York Stock Exchange with the implementation of Level 1 American Depositary Receipts (ADR) program. Each ADR issued in the U.S. market is backed by one common share of the Company.



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

The reporting scope is the same as that used for the consolidation of the annual financial statements, except for subsidiaries 3R Lux and Enauta Netherlands B.V., which were considered immaterial as they only conduct administrative transactions abroad. The data presented reflect 100% of the assets under Brava's operational control for the period from January 1 to December 31, 2025. The list of entities consolidated by Brava Energia S.A. is available in the notes to the Consolidated Financial Statements ([click here](#) to access).

GRI 2-3 | Reporting period, frequency and contact point

Brava Energia's Integrated Report is prepared annually. This edition covers the period from January 1 to December 31, 2025, the same scope covered by the Company's Consolidated Financial Statements. Please send any questions, comments, or suggestions regarding this publication to sustentabilidade@bravaenergia.com.

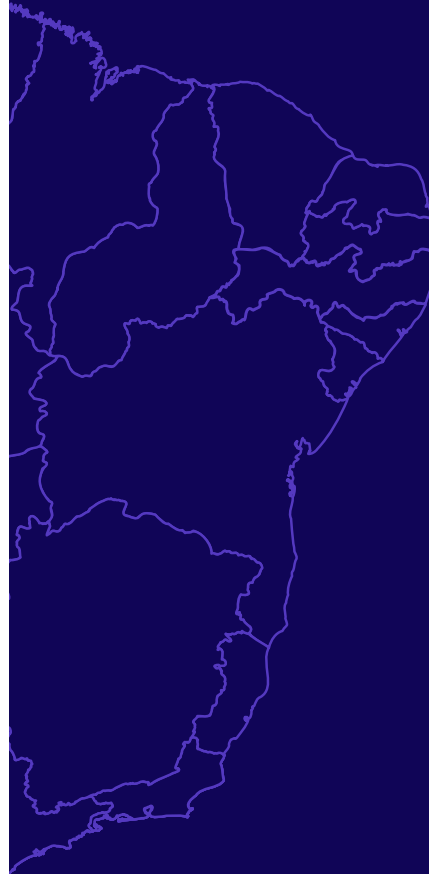
GRI 2-4 | Restatements of information

GRI disclosures 302-1, 302-2, 302-3, 305-1, 305-2, 305-3, 305-4, and 401-3 have been restated, with no material impact on the data disclosed in previous reports. For more information, please refer to the explanatory notes for each of these GRI disclosures.

Our producing assets

This map was developed with interactive features.

Click on the numbers for more information about our assets. To return to the home page, **click the "Back to Top" button.**



■ Onshore
■ Offshore

GRI 2-5 | External assurance

The 2025 Integrated Report has undergone independent external verification. For more information on the scope of verification, please refer to the Assurance Report at the end of this document.

GRI 2-6 | Activities, value chain and other business relationships

Portfolio diversification and production chain integration are two of the key competitive advantages of our business model. Operating both onshore and offshore producing fields makes our Company more resilient to fluctuations in oil prices. The integration of production (upstream), transportation and processing (midstream), and refining and marketing (downstream) activities provides greater capacity to add value to products, opportunities for new business development, and the capture of operational and commercial synergies.

We also hold interests in exploration blocks, which represent opportunities for the future development of new operations. This segment of the portfolio comprises 13 onshore blocks and 12 offshore blocks.

For more information on Brava Energia's portfolio diversification, producing assets, business model, strategy, and value chain, please refer to pages 3–5 and 12–22 of the 2025 Integrated Report ([click here](#) to access).

GRI 2-7 | Employees

We ended 2025 with 1,121 employees in our staff, 71% of whom were men and 29% women. By region, 60% of the workforce is based in the Northeast, and 40% in the Southeast. Nearly all (98%) employees have permanent employment contracts and work full-time. There were no significant changes in this workforce compared to 2024, nor were there any major fluctuations during the period.

Workforce by gender, region, and contract type¹

	2025			2024		
	Men	Women	Total	Men	Women	Total
Northeast						
Permanent	545	115	660	544	116	660
Fixed-term ²	1	9	10	1	2	3
Subtotal Northeast	546	124	670	545	118	663
Southeast						
Permanent	242	197	439	256	199	455
Fixed-term ²	4	8	12	6	2	8
Subtotal Southeast	246	205	451	262	201	463
Consolidated						
Permanent	787	312	1,099	800	315	1,115
Fixed-term ²	5	17	22	7	4	11
Total	792	329	1,121	807	319	1,126

Workforce by gender, region, and work schedule¹

	2025			2024		
	Men	Women	Total	Men	Women	Total
Northeast						
Full-time	545	115	660	544	116	660
Part-time ²	1	9	10	1	2	3
Subtotal Northeast	546	124	670	545	118	663
Southeast						
Full-time	246	197	443	262	197	459
Part-time ²	0	8	8	0	4	4
Subtotal Southeast	246	205	451	262	201	463
Consolidated						
Full-time	791	312	1,103	806	313	1,119
Part-time ²	1	17	18	1	6	7
Total	792	329	1,121	807	319	1,126

1. Includes employees with employment contract who were active as of the base date of December 31 in each period, according to ADP system data. The category "employees without guaranteed working hours" does not apply.
 2. Includes apprentices, statutory directors, and fixed-term employees working 6-hour days in accordance with the Consolidated Labor Laws (CLT).

GRI 2-8 | Workers who are not employees

Workers who are not employees

	2025	2024
Interns ¹	18	23
Contractors ²	7,345	9,770

1. Includes active interns as of the base date of December 31 in each period, according to ADP system data. These professionals are hired through an agreement with CIEE and support Brava's various administrative areas.
 2. Includes contractors registered in our systems, based on service agreements signed with our suppliers. Contractors work in operational and administrative facilities, primarily for operations and maintenance activities.

GRI 2-9 | Governance structure and composition

GRI 2-12 | Role of the highest governance body in overseeing the management of impacts

The Board of Directors, whose members are elected at the General Meeting, is responsible for establishing strategic guidelines and monitoring the execution of the business plan, ensuring the maintenance of the ability to generate value and manage economic, social,

and environmental risks that may impact operations. Comprising seven members¹, elected by the General Meeting for a two-year term, our Board of Directors brings together professionals with recognized experience in the oil and gas industry. The Board of Directors is supported by four advisory committees: Audit Committee (statutory); Finance Committee; People Committee; and Exploration and Production Committee. These bodies are exclusively advisory in nature, providing robust

recommendations and analyses to support decision-making. The operation of these bodies also follows their own bylaws, which establish specific duties and responsibilities for evaluating issues and matters relevant to their scope of action. For more information on the composition and operation of the governance bodies, [click here](#) and refer to item 7 of our Reference Form, available on our Investor Relations website.

GRI 2-10 | Nomination and selection of the highest governance body

The appointment of members to the Company's governing bodies follows the criteria and guidelines set forth in our Appointment Policy, which prioritizes alignment with the Company's values and culture, as well as diversity of knowledge and skills compatible with our operational activities. This process complies with the requirements of Novo Mercado, which requires that at least 30% of the Board of Directors be composed of independent members.

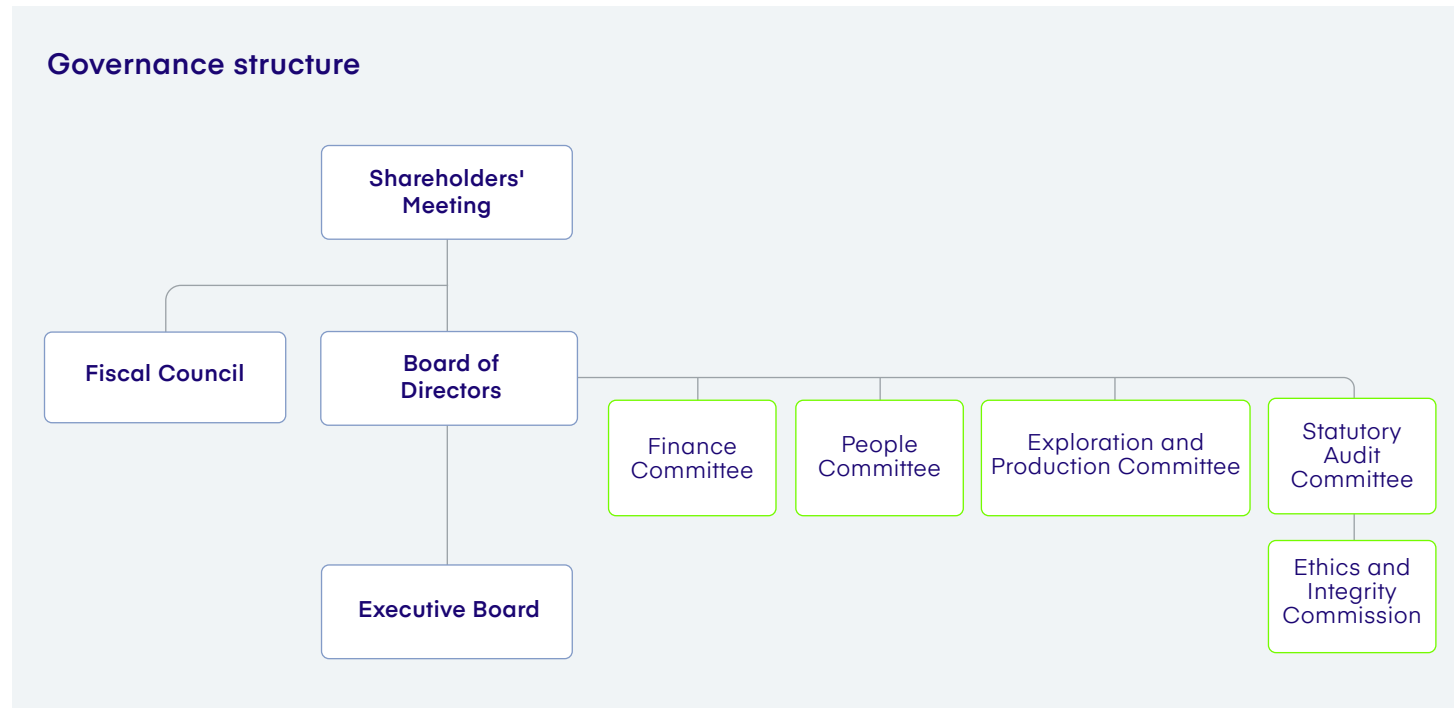
GRI 2-11 | Chair of the highest governance body

The Chairman of the Board of Directors does not hold executive position at the Company².

2. In February 2026, the then-chairman of the Board of Directors, Richard Kovacs, assumed the position of CEO, while remaining a member of the Board.

GRI 2-13 | Delegation of responsibility for managing impacts

The execution of the business plan, in line with strategic guidelines, is led by the Executive Board, a collegiate body composed of four executives appointed by the Board of Directors for a two-year term. The Chief Executive Officer (CEO) and the other executives lead the administrative and operational areas in the development of projects and action plans designed to achieve strategic goals and objectives. Reports to the Board of Directors are made at least monthly, through Board meetings, or when an extraordinary meeting is called.



1. As of December 31, 2025, the Board of Directors had six independent members. In 2026, the board gained a new independent member, and its composition was altered.

GRI 2-14 | Role of the highest governance body in sustainability reporting

The Integrated Report is approved by Brava Energia's Executive Board. The Board of Directors is informed of the publication and is involved in the approval of the Materiality Matrix, developed based on extensive engagement with our stakeholders and the assessment of the impacts, risks, and opportunities associated with our business model, which guides the definition of the content reported in this document.

GRI 2-15 | Conflicts of interest

Our Policy on Related-Party Transactions and other situations involving conflicts of interest aims to ensure that all decisions are made with due regard for the interests of Brava and our shareholders, conducted under market conditions, adhering to best corporate governance practices, and with due transparency. Specifically regarding members of the Board of Directors, the Board's Internal Regulations expressly provide for the need to abstain from

discussions and deliberations in which such conflicts of interest are identified – these situations must be raised by the director involved in the conflict or by other directors who identify the case. In addition, we have adopted the Conflict of Interest Management Policy, which sets forth guidelines and clarifies the matter for employees. For more information, [click here](#) and refer to item 11 of our Reference Form, available on our Investor Relations website.

GRI 2-16 | Communication of critical concerns

Critical concerns regarding significant negative impacts or misconduct are communicated to the Board of Directors by the Compliance department, either directly to the members of the Board or through meetings of the Audit Committee. In 2025, no such communications were made. The directors evaluated the issues, took the necessary actions, and implemented appropriate measures.

GRI 2-17 | Collective knowledge of the highest governance body

The presentation of projects and studies for approval by the Board of Directors is the primary mechanism for deepening the discussion of trends and enhancing the directors' understanding of the main challenges in the context of corporate sustainability. In 2025, this body was involved in the approval of Brava's Materiality Matrix, developed based on extensive engagement with our stakeholders and assessment of the impacts, risks, and opportunities associated with our business model.

GRI 2-18 | Evaluation of the performance of the highest governance body

The Board of Directors' internal regulations provide for performance evaluation processes, at least once a year, covering the Board itself, the Advisory Committees, and the Executive Board. However, such a process has not yet been implemented at the Company. As a result of the

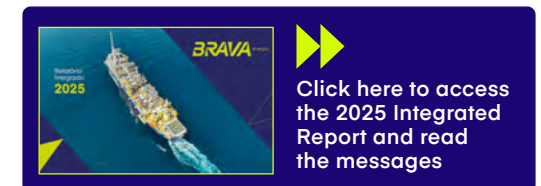
consolidation of the merger process that created Brava Energia, new executives joined our management team, and the departments and teams were reorganized, repositioned, and restructured. From 2025 to early 2026, our Company welcomed new members to the positions of CEO, CFO, and Director of Offshore Operations¹. Due to all the changes in management, it was not possible to conduct the first evaluation cycle, which had been scheduled for 2025.

1. In February 2026, the then-chairman of the Board of Directors, Richard Kovacs, assumed the position of CEO, remaining a member of the Board.

GRI 2-22 | Statement on sustainable development strategy

The statements from our Board of Directors and Executive Management regarding Brava's sustainable development strategy are included in the content.

*Our Board of Directors approved Brava's **Materiality Matrix** and delegates to the Executive Board the review and approval of the Integrated Report*



GRI 2-19 | Remuneration policies

Our compensation practices for members of the Board of Directors and the Executive Board are applied in accordance with our Compensation Policy and Law No. 6,404/1976 (Corporation Law). The management of this matter aims at three main objectives, as established by the Compensation Policy: to attract, reward, retain, and incentivize executives in conducting their business in a sustainable manner, observing appropriate risk limits, and in alignment with the interests of shareholders; to provide compensation based on criteria that differentiate performance and also allow for the recognition and appreciation of individual performance; and to ensure the maintenance of standards compatible with the responsibilities of each position and competitive with the relevant labor market. Members of the Board of Directors receive a fixed monthly compensation based on the responsibilities assumed in the performance of their duties. There is the possibility of remuneration in the form of long-term incentives for this group (currently not practiced), provided that applicable regulations

and the overall remuneration limit for management approved annually by the Annual General Meeting of Shareholders are observed. The participation of board members in Advisory Committees may entail additional fixed remuneration, as determined by the Board of Directors. Members of the Executive Board receive a fixed monthly salary (as pro-labore) and variable compensation linked to individual performance and the Company's operating and financial results. They are also eligible for a benefits package equivalent to that provided to other employees, which includes health, dental, and private pension plans. In addition, executives may participate in the Stock-Based Incentive Plan, approved at the Extraordinary General Meeting held on June 26, 2024. There is no formal policy regarding the application of signing bonuses, bonus return, and other severance payments, which may occur in exceptional cases upon approval by the Board of Directors. For more information on the compensation policies and practices applicable to Brava Energia's management, please refer to Item 8 of the Reference Form, available on the Investor Relations website ([click here](#)).

GRI 2-20 | Process to determine remuneration

Our policies and practices regarding the compensation of management members (Board of Directors and Executive Board) and other employees are based on transparent and equitable criteria and are overseen by the People Committee, established within the Board of Directors. Periodically, we review market salary surveys prepared by specialized consulting firms to identify industry standards and practices at other companies. This information serves as reference for analyzing the fixed and total compensation of members of the Board of Directors and the Executive Board, as well as the Company's job and salary structure.

Annually, the General Shareholders' Meeting approves the total amount of compensation for management, and the Board of Directors decides on the individual compensation of management members. On April 24, 2025, the Ordinary General Shareholders' Meeting approved by absolute majority the amount of R\$ 107.97 million for the total annual compensation of the Company's management for the 2025 fiscal year. The proposal submitted for the meeting's consideration was approved by 140,622,998 votes (83.5% of the total) and rejected by 27,662,492 votes (16.4%), with 154,473 participants (0.1%) abstaining from voting on this matter.

GRI 2-21 | Annual total compensation ratio

Ratio of annual compensation and its increase¹

	2025	2024
Ratio of the highest-paid individual's compensation to the median compensation of other employees ²	25.5	20.3
Ratio of the percentage increase in compensation for the highest-paid individual to the percentage increase in the median compensation of other employees	-0.4	na

1. Includes all compensation components, including benefits. The highest-paid individual is member of the Company's Board of Directors.
2. The 25.6% increase in the annual comparison reflects the reduction in the median compensation of other employees, due to workforce turnover, with lower salaries for new hires compared to the previous occupants of the respective positions.

GRI 2-23 | Policy commitments

Our Company has a set of corporate policies and regulations that formalize our commitment to ethics, integrity, respect for human rights, promotion of safety, and care for the environment. These regulations establish guidelines for the development of management programs, internal controls, and audit plans for risk management, as well as due diligence systems for evaluating practices in our business and throughout the value chain.

The Code of Ethics and Conduct, approved by the Board of Directors, describes the values and principles that guide our Company's operations and that must be upheld by the management (executives and members of the Board of Directors), employees, and third parties who work at our facilities or represent the Company in dealings with external stakeholders. The document expresses commitment to ethics, transparency, and compliance with standards and legislation in all activities, prioritizing the fulfillment of responsibilities and respect and care for people and the environment. Absolute respect for human rights is a fundamental principle of our Code of Ethics and Conduct. The Human Rights Policy, approved by the Board of Directors, reinforces this commitment, taking into account the guidelines and

principles of the Universal Declaration of Human Rights (UN), the Declaration on Fundamental Principles and Rights at Work (ILO), and the Statute of the Child and Adolescent (Law No. 8,069, of July 13, 1990, and related legislation).

The Human Rights Policy explicitly focuses on defining a strategy to protect employees, third parties, and local communities, by identifying and mitigating risks of:

- Child labor and labor in conditions analogous to slavery or forced labor;
- Prejudice, discrimination, and moral or sexual harassment;
- Inappropriate and disrespectful practices regarding property security;
- Inadequate working conditions;
- Violation of the right to freedom of association and collective bargaining;
- Disregard for the territorial rights and self-determination of traditional peoples and communities;
- Bribery and other forms of corruption.

The Sustainability Policy formalizes our commitment to promoting, through our activities and business operations, social and economic prosperity, as well as environmental preservation. The document establishes guidelines and criteria for monitoring and managing potential positive and negative impacts, taking into account the Precautionary Principle from environmental, social, and economic perspectives.

The Climate Change Policy aims to formalize our corporate understanding of the risks and opportunities associated with climate change, as well as to guide actions for the management, measurement, reporting, certification, mitigation, and reduction of greenhouse gas (GHG) emissions.

The Integrated Management System Policy is committed to working transparently, responsibly, and safely on projects that generate value for shareholders and benefits for society. The document formalizes our commitment to sustainable development principles, preventing impacts, ensuring legal compliance, promoting worker health and safety, and adding value to customers and the Company's assets.

The Anti-Corruption Policy, drafted in accordance with Brazilian and international laws, decrees, ordinances, and instructions, prohibits employees and contractors from giving, promising, or offering any undue advantage, directly or indirectly, to public officials in Brazil or abroad, or to related third parties.

Employees are also prohibited, under any circumstances, from accepting or receiving undue advantages and must report, through compliance management tools, any case or suspicion of this nature. Among other references, the Policy was drafted based on Brazil's Anti-Corruption

Law (2.846/13), the U.S. Foreign Corrupt Practices Act (FCPA) and the Foreign Extortion Prevention Act (FEPA), and the United Kingdom Bribery Act (UKBA). Approved by the Board of Directors, the highest decision-making body in our corporate governance structure, the documents follow a standard framework that includes, among other elements, the definition of scope, coverage, and responsibilities for their implementation, referencing external initiatives and standards where applicable. Furthermore, they promote the disclosure of processes, risk management tools, and opportunities associated with critical environmental, social, and corporate governance aspects in the definition and execution of investment and business strategies.

Access our guidelines for ethical and sustainable conduct

- ▶▶ [Code of Ethics and Conduct](#)
- ▶▶ [Human Rights Policy](#)
- ▶▶ [Sustainability Policy](#)
- ▶▶ [Climate Change Policy](#)
- ▶▶ [Integrated Management System Policy](#)
- ▶▶ [Anti-Corruption Policy](#)

GRI 2-24 | Embedding policy commitments

The policies, standards, and codes that formalize our Company's commitments are widely disseminated and made available through various channels and systems to enable and facilitate access by employees, business partners, suppliers, investors, and other stakeholders. Corporate policies are made available to all interested parties on the Company's Investor Relations website. In addition, supplier approval and monitoring processes incorporate these commitments (learn more on page 79).

Internal documents are available to employees through access profiles in the Electronic Document Management System (EDMS), a platform that is part of the Integrated Management System (IMS). Additionally, the documents are also available on the Compliance Cloud Portal, with links to the Company's Intranet, which enhances transparency and the reach of the information for internal audiences.

The policies define the departments responsible for their administration and implementation. The Sustainability department leads multidisciplinary projects aimed at ensuring the management's adherence to the Sustainability, Climate Change, and

Human Rights Policies and is integrated with the Investor Relations department, reporting to the CFO. The Compliance department, on the other hand, is responsible for conducting the Integrity Program, guided by the Code of Ethics and Conduct, the Anti-Corruption Policy, and other compliance regulations, and reports administratively to the CEO and functionally to the Board of Directors. The issues addressed by these departments are reported to the Company's governance bodies according to their nature and relevance. The dissemination of these documents is complemented by internal communication initiatives, such as publications on corporate channels and institutional communications sent to all employees. We also send external communications to suppliers, service providers, and other business partners in accordance with our Annual Communication Plan.

All Company employees must, upon joining, formally accept the Code and are required annually to complete training on the Code of Ethics and Conduct and the Anti-Corruption Policy (learn more on page 32). Other training sessions conducted periodically address aspects of human rights protection, promotion of diversity, equity, and inclusion, and prevention of workplace bullying.

GRI 2-26 | Mechanisms for seeking advice and raising concerns

The Whistleblower Channel, managed by external and independent company, is the primary channel for receiving reports of cases that violate our policies, values, or the law. Available via the website (www.contatoseguro.com.br/bravaenergia) and by phone (0800 810 8543), the channel is promoted internally through communication campaigns targeting employees and contractors, and publicly on the Company's institutional and Investor Relations websites.

All reporters' personal data and information are kept confidential, and they may even choose to remain anonymous. Additionally, we prohibit and condemn any form of retaliation against whistleblowers, whether they are employees or contractors. After

being recorded and filed, cases are forwarded for internal investigation, conducted by the Compliance department. If the report concerns employees of the Compliance department, it is forwarded only to designated members of Brava's Ethics and Integrity Committee. The reports generate a case number, which is provided to the whistleblower to track the status of the report. The management of the Whistleblower Channel and the progress of internal investigations are monitored by the Statutory Audit Committee.

For guidance on conduct, our employees have access to the Compliance Portal, available on the intranet. This platform allows professionals to consult on potential conflicts of interest, record the offering or receipt of gifts or gratuities to obtain the Compliance Department's opinion, and formalize interactions with public officials.

Reports received through the Whistleblower Channel

	2025	2024
Total reports received during the period	261	349
Cases considered well-founded	22	39
Cases considered partially well-founded	45	45
Cases considered unfounded	23	66
Cases considered inconclusive	26	71
Cases under investigation at the end of the period	28	25
Cases considered out-of-scope	77	64
Cases with insufficient data for investigation	40	39

GRI 2-25 | Processes to remediate negative impacts

"Talk to Us" is the mechanism for receiving complaints and grievances from communities living near our assets. The channel is accessible 24 hours a day, 7 days a week, via a toll-free call center (0800), WhatsApp, and the email address sms@bravaenergia.com. Outreach initiatives throughout the year highlight the availability of this channel and make it easier for communities to submit requests, complaints, or suggestions. Internal procedures formalize the activities carried out by our teams to record and address these communications.

GRI 2-27 | Compliance with laws and regulations

In 2025, we did not record any significant cases of non-compliance with laws and regulations in our activities. The concept of significant cases encompasses judicial or administrative proceedings in which Brava Energia is a defendant, with a final decision rendered during the period, and which, individually or grouped within the same factual context, represents financial losses exceeding R\$ 10 million or may compromise the continuity of operations.

At the end of the period, our provisions for legal and administrative proceedings totaled R\$ 3.5 billion, related to 44 cases. Of this total, 38 cases were classified as remote loss (with provisions totaling R\$ 1.7 billion) and 6 cases were classified as possible loss (accounting for another R\$ 1.8 billion in provisions).

GRI 2-28 | Membership associations

The Brazilian Association of Independent Oil and Gas Producers (ABPIP) and the Brazilian Institute of Oil, Gas, and Biofuels (IBP) are the main industry entities with which we engage. Through participation in technical forums, committees, and working groups, we share best practices with representatives of our market peers and discuss key trends and emerging regulations applicable to our business. ABPIP also plays a central role in the coordinated defense of the sector's interests and actively participates in matters of high relevance to independent oil and gas producers, such as discussions on reference prices, incentives for marginal fields, and tax reform. Our contribution in this regard is even more direct through the participation of a Brava executive as Full Director of ABPIP.

GRI 2-29 | Approach to stakeholder engagement

Engagement with our stakeholders is conducted daily by our teams, in a manner that is integrated and organic to the routine activities of the departments. For certain groups, such as local communities and investors, we provide formal channels for receiving requests and feedback. Other audiences, such as suppliers, customers, regulatory agencies, and environmental licensing entities, are engaged through email, phone, and meetings, as well as the submission of

documents and contracts. For employees and contractors, engagement stems from interactions during training sessions, events, meetings, and direct contact with Human Resources teams. These approaches aim to maintain continuous dialogue with our stakeholders, aligning interests and expectations to conduct our activities in a responsible and sustainable manner. As a structured and dedicated process of listening and engagement, the materiality study conducted in 2024 and reviewed annually stands out (learn more about this initiative on page 12).

GRI 2-30 | Collective bargaining agreements

Employees covered by collective bargaining agreements¹

	2025	2024
Total number of employees	1,121	1,126
Number of employees covered by collective bargaining agreements	1,117	1,121
Percentage of employees covered by collective bargaining agreements	99.6%	99.6%

1. Only statutory directors are not covered by collective bargaining agreements. The working conditions and terms of employment for this group are defined individually, as described on page 8.

Materiality

GRI 3-2 | List of material topics

ENVIRONMENTAL	Climate change	7 AFFORDABLE AND CLEAN ENERGY	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	13 CLIMATE ACTION	
	Water and effluents	6 CLEAN WATER AND SANITATION	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	14 LIFE BELOW WATER	15 LIFE ON LAND	
	Environmental management	3 GOOD HEALTH AND WELL-BEING	6 CLEAN WATER AND SANITATION	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	14 LIFE BELOW WATER	15 LIFE ON LAND
SOCIAL	Safety	3 GOOD HEALTH AND WELL-BEING	8 DECENT WORK AND ECONOMIC GROWTH	11 SUSTAINABLE CITIES AND COMMUNITIES	14 LIFE BELOW WATER	15 LIFE ON LAND
	Talent management	4 QUALITY EDUCATION	5 GENDER EQUALITY	8 DECENT WORK AND ECONOMIC GROWTH	10 REDUCED INEQUALITIES	
	Socioeconomic impact	8 DECENT WORK AND ECONOMIC GROWTH	10 REDUCED INEQUALITIES	11 SUSTAINABLE CITIES AND COMMUNITIES	17 PARTNERSHIPS FOR DEVELOPMENT	
GOVERNANCE	Human rights	5 GENDER EQUALITY	8 DECENT WORK AND ECONOMIC GROWTH	16 PEACE, JUSTICE AND STRONG INSTITUTIONS		
	Ethics and integrity	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	16 PEACE, JUSTICE AND STRONG INSTITUTIONS			
	Asset management	8 DECENT WORK AND ECONOMIC GROWTH	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	11 SUSTAINABLE CITIES AND COMMUNITIES	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	

GRI 3-1 | Process to determine material topics

The Materiality Matrix is a tool that allows us to identify and prioritize potential impacts, risks, and opportunities associated with ESG agenda topics that are inherent in our business model. These material topics consider both the effects of our activities on stakeholders and the influence of internal and external factors on our ability to generate value, encompassing the concept of dual materiality (impact and financial). Brava's first materiality study, completed in 2024, identified nine material topics. The study included documentary reviews and direct stakeholder engagement. In addition to the prior materiality analyses by 3R and Enauta, we evaluated 13 other companies in the oil and gas sector, market frameworks (such as ESG indices and ratings), and recurring themes in the press. GRI Standard 11: Oil and Gas Sector 2021, SASB Standards applicable to our business model, and IPIECA's "Sustainability Reporting Guidance for the Oil and Gas Industry" were also incorporated into the analyses. Focusing primarily on financial materiality analysis, we also considered the Risk Matrix and disclosures via the Company's Investor Relations website.

Stakeholder engagement took place through 31 individual interviews, 18 of which with Brava executives and 13 with representatives of various stakeholders in our business: communities, customers, suppliers, investors, regulatory agencies, and environmental licensing entities. The prioritization of topics considered their recurrence across various research sources, the level of relevance attributed by interviewees, and the depth with which the topics were addressed in market documents. Brava executives and governance members contributed to the analyses through individual interviews and approved the final materiality results. In 2025, with the aim of deepening our understanding of the financial sector's demands, we conducted interviews with experts from the financial sector and the capital markets (banks and ESG rating platforms). These inputs confirmed the financial materiality of the material topics, reinforcing the importance of managing risks and opportunities related to operational safety and climate change. There was no change in the list or scope of material topics compared to the previous study.

Safety

GRI 3-3 | Management of material topics

Scope of the material topic

Safety management in production processes is a central theme for Brava Energia's business model, given the potential negative impact of accidents and spills on onshore and offshore oil and gas production assets and in Mid&Downstream operations. Thus, this theme encompasses practices to prevent incidents and prepare for an effective and agile response in the event of an emergency.

The topic is also related to mitigating the risk of accidents involving workers (both in-house and contractors) in all activities. In this regard, it covers aspects such as health and safety risk assessment, implementation of barriers, use of protective equipment, worker training and awareness, and monitoring of proactive and reactive indicators to inform management strategies.

Related Sustainable Development Goals (SDGs)



Our management approach

At Brava Energia, safety is a non-negotiable value. The protection of people, the integrity of assets, and the reliability of operations guide every decision we make. Operating safely is the foundation for ensuring operational continuity, reducing risks, increasing efficiency, and sustaining cash flow.

The Integrated Management System (IMS) covers all our onshore and offshore production assets, support bases, and administrative offices, and establishes standards, procedures, systems, and metrics based on quality management (ISO 9001), environmental management (ISO 14001) and occupational health and safety management (ISO 45001) standards, as well as technical regulations from the National Agency of Petroleum, Natural Gas and Biofuels (ANP), as applicable. In addition, the onshore

facilities at Potiguar and Recôncavo complexes hold SPIE (In-House Equipment Inspection Service) certification. Through audit systems and routines established in the processes that comprise the IMS, we monitor various indicators that enable continuous oversight of safety conditions in our operations. These data, continuously reported to the Company management, inform the development of action plans and continuous improvement cycles. On a monthly basis, Critical Analysis Meetings (RAC) bring together leaders from our Company and our contractors to discuss key operational topics, including key indicators for operational and personal safety. The IMS's internal audits reinforce our commitment to meeting the requirements applicable to our activities.

- ▶ [Click here](#) to access our Integrated Management System Policy
- ▶ [Click here](#) to access our Sustainability Policy
- ▶ To learn more about the highlights of this topic in 2025, [click here](#) and consult our 2025 Integrated Report (pages 32–34).

GRI 11.8.3 | Report the total number of Tier 1 and Tier 2 process safety events, and a breakdown of this total by business activity

Process safety events according to International Association of Oil & Gas Producers (IOGP) parameters

		2025		2024	
		Level 1	Level 2	Level 1	Level 2
E&P Offshore	Ubarana	0	1		
	Aratum	0	0		
	Peroá	0	0	0	0
	Papa-Terra	0	1		
E&P Onshore	Atlanta	1	0		
	Potiguar Complex	2	3	1	9
	Recôncavo Complex	0	9		
Mid&Downstream	ATI	0	0	0	0
Consolidated Brava Energia		3	14	1	9

GRI 306-3 (2016) | Significant spills

Significant spills per unit

	2025 ¹		2024 ²	
	Number of occurrences	Volume spilled (m ³)	Number of occurrences	Volume spilled (m ³)
Ubarana	2	0.0010	0	0.00
Aratum	3	0.1196	0	0.00
Peroá	0	0.0000	0	0.00
Papa-Terra	0	0.0000	0	0.00
Atlanta	2	4.4450	0	0.00
Total E&P Offshore	7	4.5656	0	0.00
Potiguar Complex	2	5.21	na	na
Recôncavo Complex	0	0.00	na	na
Total E&P Onshore	2	5.21	5	2.97
Mid&Downstream (ATI)	1	0.23	0	0.00

1. In 2025, the concept of significant spill is defined in accordance with the applicable legislation for each operational segment. In onshore operations, incidents classified as significant or higher by the Incident Reporting Manual of the National Agency of Petroleum, Natural Gas and Biofuels (ANP), in which the volume of oil exceeds 1 barrel, are considered significant. In offshore operations, all spills into the environment are considered significant, regardless of the volume spilled, in accordance with the guidelines of Conama 393/2007 and 398/2008. The reported volume includes the total spilled (water + oil). All spills involved hydrocarbons, and the negative impacts of soil and water contamination were fully addressed. No spills were reported in the financial statements.

2. In 2024, spills where the oil component exceeded 1 barrel were considered significant. The reported volume refers to the oil component.

GRI 403-1 | Occupational health and safety management system

GRI 403-8 | Workers covered by an occupational health and safety management system

All workers (employees and contractors) at Brava's operational or administrative units (1,121 and 7,345, respectively, at the end of 2025) are covered by our

Integrated Management System (IMS).

This system was implemented based on key industry standards, covering quality (ISO 9001), environment (ISO 14001), and occupational health and safety (ISO 45001), as well as sector-specific technical requirements (ANP Resolutions No. 43/07, 2/10, 6/11, 41/15, 46/16).

GRI 403-2 | Hazard identification, risk assessment, and incident investigation

Within the scope of the Integrated Management System (IMS), we conduct risk and hazard analysis studies that identify and assess the risks present in each type of operation. These analyses are performed by multidisciplinary teams and incorporate methodologies recognized by the oil and natural gas industry, such as FMECA, HAZID, HAZOP, APP/APR, and Bow-Tie. Risk studies also enable the identification of Major Accident Hazards (MAH), low-frequency events with potential to cause catastrophic consequences for people, the environment, and assets. Based on these assessments, we define the critical elements of operational safety and establish a control hierarchy to mitigate risks to the ALARP (As Low As Reasonably Practicable) level. Taking occupational health and safety aspects into account, risk management measures are consolidated in the Risk Management Program (RMP) and the Occupational Health Medical Control Program (OHMCP), both

established within the scope of the IMS and in compliance with applicable legal requirements. Continuous improvement of the system is ensured by periodic routines of critical analysis and process enhancement. The Integrated Management System Policy, publicly available on our Investor Relations website ([click here](#) to access), formalizes the Company's commitment to safety and mandates the suspension of any work under unsafe conditions. In addition, we have adopted the 9 Rules That Save Lives, defined by the International Association of Oil & Gas Producers (IOGP), which guide behaviors aimed at preventing accidents and promoting personal safety. All employees are encouraged to report situations they consider unsafe, both to their direct supervisors and through the Company's internal channels and mechanisms. Among these, the observation cards (Cartão Observa and Safety Cards), meetings of the Internal Committees for Accident and Harassment Prevention or the Internal Committees for Accident and Harassment Prevention on

Platforms (CIPA/CIPLAT), and processes for planning and reviewing Work Permits and Risk Analysis Studies stand out. In line with the commitment of IMS Policy and Brazilian law, all employees and contractors are guaranteed the Right to Refuse to interrupt any activity if they identify a serious and imminent risk to their health or life. No form of retaliation against professionals who report safety risks is permitted, in line with our values and the policies and processes established by the Company. Possible violations of this code of conduct must be reported through Brava's Whistleblower Channel. Incident investigation process is conducted in accordance with Resolution No. 882/2022 of the National Agency of Petroleum, Natural Gas, and Biofuels (ANP) and includes stages of recording, classification, reporting, root cause analysis, and the establishment of corrective and preventive actions, as well as the sharing of lessons learned. Local Health, Environment, and Safety (HES) teams are responsible for immediately reporting any incident internally or to the

competent authorities, as applicable. The investigation of incidents begins with the formation of an investigation committee, bringing together safety experts, CIPA members, and representatives from the area where the incident occurred. This group investigates and analyzes the causes, issuing a formal report with the investigation's conclusions and recommendations for action plans. The report is presented at the Critical Analysis Meeting (RAC), which brings together the Company leadership and leaders from contracted companies with third-party personnel in operations on a monthly basis. The action plans are approved and recorded in an internal system, with the assignment of responsible parties and deadlines for their implementation. Based on these records, our HSE teams issue alerts to all Brava units, enabling access to information and collective learning. In addition, the systematization of these records allows for statistical analysis of trends and prioritization of management measures and safety campaigns.

GRI 403-3 | Occupational health services

Our occupational health practices exceed the legal requirements applicable to this area. In addition to managing occupational health risks and monitoring employees' periodic medical exams, we have implemented best practices to promote a healthy work environment in our offices and operational units. All employees undergo additional medical exams besides the mandatory periodic ones, and Brava managers undergo complete annual medical checkup.

At corporate level, we have a part-time occupational physician and a full-time nurse who serve employees at our Rio de Janeiro offices. At our onshore exploration & production units and at Guamaré Industrial Asset (ATI), we have nursing teams and emergency response infrastructure (emergency driver and ambulance) that serve both employees and contractors. Offshore units have an onboard medical care team and a medical evacuation service in case of emergency involving any worker on board. In 2025, we expanded our postural

assessment blitz initiative to all administrative units, providing guidance on posture and equipment use. Additionally, we launched corporate campaigns on cardiovascular diseases and mental health across the entire Company, encouraging employees to seek out our health teams for their periodic checkups or if they need guidance. Contractors are covered by the health campaigns we disseminate internally and are attended to by medical teams at the units. Through document control, we require contractors to provide proof of compliance with periodic medical exams for workers assigned to our units, via occupational health certificates and periodic medical exams.

GRI 403-4 | Worker participation, consultation, and communication on occupational health and safety

The engagement of employees and contractors is facilitated by a set of mechanisms implemented in our operations, ensuring the participation of these workers in occupational health and safety (OHS) matters. Through internal communication channels, workshops,

meetings, and the Internal Accident Prevention Week (SIPAT), employees are continuously consulted and can suggest improvements in the management of this area. In addition, all units have an Internal Commission for Accident and Harassment Prevention (CIPA) or an Internal Commission for Accident and Harassment Prevention on Platforms (CIPLAT), composed of representatives elected by employees and others appointed by the Company, which plays a fundamental role in defining and implementing OSH practices. CIPA/CIPLAT meetings are open to all employees and take place monthly. With the same frequency, we discuss health and safety performance and opportunities for improvement at the Critical Analysis Meetings (RAC) of the units, which involve Brava leadership and contractors with third-party personnel assigned to operations. For suppliers critical to operational activities, we formalize roles and responsibilities for the proper execution of activities, as well as communication and reporting procedures, through an interface document called the Bridge Document.

GRI 403-5 | Worker training on occupational health and safety

Our Training Matrix defines the basic and legally required training, according to each employee's position and activity, indicating the frequency of training, course load, and curriculum. This matrix is implemented internally through training and development programs and is required of suppliers via the HSE Annex, which is part of the contractual clauses. The topic is also addressed in the Bridge Documents signed with suppliers critical to operational activities. The validity of employee and contractors training is verified through documentation, specifically course completion certificates.

GRI 403-7 | Prevention and mitigation of occupational health and safety impacts directly linked by business relationships
GRI 416-1 | Assessment of the health and safety impacts of product and service categories

In our business model, prevention and mitigation of health and safety impacts beyond the scope of our own operations (employees and contractors)

is primarily related to the dissemination of safety information to customers in the Mid&Downstream segment and engagement in industry-wide initiatives. Products processed at Guamaré Industrial Asset (ATI) are accompanied by a Safety Data Sheet (SDS), which advises customers on safety risks and precautions for handling the products. Prepared in accordance with ABNT

Standard 14725:2023, the SDS contains detailed information on the hazards associated with chemical substances, including risk classifications, preventive measures, recommendations for safe handling, exposure control, and first aid. As a result, 100% of our products are covered by assessments of potential health and safety impacts and by measures to mitigate the risk of such impacts.

At the sectoral level, we participate in oil and gas industry events and in working groups of the sector entities, such as the Brazilian Association of Independent Oil and Gas Producers (ABPIP) and the Brazilian Institute of Oil and Gas (IBP). In these forums, we share challenges and best practices with other companies in the value chain, fostering the maturation of management and a culture of safety throughout the industry.

GRI 403-9 | Work-related injuries

Consolidated health and safety indicators

	2025			2024		
	Employees	Contractors	Total	Employees	Contractors	Total
Number of man-hours worked	2,587,759	16,902,409	19,490,168	2,580,893	19,432,710	22,013,603
Number of recordable accidents ¹	2	30	32	0	43	43
Frequency rate of recordable accidents ²	0.77	1.77	1.64	0.00	2.21	1.95
Number of accidents with serious consequences ³	0	3	3	0	4	4
Frequency rate of accidents with serious consequences ²	0.00	0.18	0.15	0.00	0.21	0.18
Number of fatal accidents	0	0	0	0	0	0
Frequency rate of fatal accidents ²	0.00	0.00	0.00	0.00	0.00	0.00
Number of lost days ⁴	0	2,382	2,382	0	802	802
Severity rate ²	0.00	140.93	122.22	0.00	41.27	36.43

1. Follows the criteria of the International Association of Oil & Gas Producers (IOGP), in which recordable injuries include fatalities, lost-time injuries, restricted-time injuries, and medical treatment cases. The main types of accidents with the highest severity are related to chemical handling, falls, cuts, and crush injuries. Hazards are identified in risk assessments and addressed through the Integrated Management System (IMS). For more information on the hierarchy of controls, see GRI 403-2 on page 16.

2. Rates calculated using the factor of 1 million man-hours worked.

3. As defined by ANP Resolution No. 882/2022.

4. Lost days are counted as calendar days.

GRI 403-9 | Work-related injuries (continuing)

Health and safety indicators for employees per unit in 2025

	Ubarana	Aratum	Peroá	Papa-Terra	Atlanta	Potiguar Complex	Recôncavo Complex	ATI	Rio de Janeiro Office	Consolidated Brava Energia
Number of man-hours worked	42,968	0	13,280	25,920	12,096	627,308	201,823	555,444	1,108,920	2,587,759
Number of recordable accidents ¹	0	na	0	0	0	0	1	0	1	2
Frequency rate of recordable accidents ²	0.00	na	0.00	0.00	0.00	0.00	4.95	0.00	0.90	0.77
Number of accidents with serious consequences ³	0	na	0	0	0	0	0	0	0	0
Frequency rate of accidents with serious consequences ²	0.00	na	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Number of fatal accidents	0	na	0	0	0	0	0	0	0	0
Frequency rate of fatal accidents ²	0.00	na	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Number of lost days ⁴	0	na	0	0	0	0	0	0	0	0
Severity rate ²	0.00	na	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

1. Follows the criteria of the International Association of Oil & Gas Producers (IOGP), in which recordable injuries include fatalities, lost-time injuries, restricted-time injuries, and medical treatment cases.

2. Rates calculated using the factor of 1 million man-hours worked.

3. As defined by ANP Resolution No. 882/2022.

4. Lost days are counted as calendar days.

Health and safety indicators for contractors per unit in 2025

	Ubarana	Aratum	Peroá	Papa-Terra	Atlanta	Potiguar Complex	Recôncavo Complex	ATI	Rio de Janeiro Office	Consolidated Brava Energia
Number of man-hours worked	845,869	288,617	125,462	1,554,576	1,070,047	7,214,635	2,588,703	2,944,140	270,360	16,902,409
Number of recordable accidents ¹	1	0	0	6	2	10	5	6	0	30
Frequency rate of recordable accidents ²	1.18	0.00	0.00	3.86	1.87	1.39	1.93	2.04	0.00	1.77
Number of accidents with serious consequences ³	0	0	0	0	0	1	1	1	0	3
Frequency rate of accidents with serious consequences ²	0.00	0.00	0.00	0.00	0.00	0.14	0.39	0.34	0.00	0.18
Number of fatal accidents	0	0	0	0	0	0	0	0	0	0
Frequency rate of fatal accidents ²	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Number of lost days ⁴	0	0	0	0	0	502	45	1,835	0	2,382
Severity rate ²	0.00	0.00	0.00	0.00	0.00	69.58	17.38	623.27	0.00	140.93

1. Follows the criteria of the International Association of Oil & Gas Producers (IOGP), in which recordable injuries include fatalities, lost-time injuries, restricted-time injuries, and medical treatment cases.

2. Rates calculated using the factor of 1 million man-hours worked.

3. As defined by ANP Resolution No. 882/2022.

4. Lost days are counted as calendar days.

GRI 403-9 | Work-related injuries (continuing)

Consolidated (employees + contractors) health and safety indicators per unit in 2025

	Ubarana	Aratum	Peroá	Papa-Terra	Atlanta	Potiguar Complex	Recôncavo Complex	ATI	Rio de Janeiro Office	Consolidated Brava Energia
Number of man-hours worked	888,837	288,617	138,742	1,580,496	1,082,143	7,841,943	2,790,526	3,499,584	1,379,280	19,490,168
Number of recordable accidents ¹	1	0	0	6	2	10	6	6	1	32
Frequency rate of recordable accidents ²	1.13	0.00	0.00	3.80	1.85	1.28	2.15	1.71	0.73	1.64
Number of accidents with serious consequences ³	0	0	0	0	0	1	1	1	0	3
Frequency rate of accidents with serious consequences ²	0.00	0.00	0.00	0.00	0.00	0.13	0.36	0.29	0.00	0.15
Number of fatal accidents	0	0	0	0	0	0	0	0	0	0
Frequency rate of fatal accidents ²	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Number of lost days ⁴	0	0	0	0	0	502	45	1,835	0	2,382
Severity rate ²	0.00	0.00	0.00	0.00	0.00	64.01	16.13	524.35	0.00	122.22

1. Follows the criteria of the International Association of Oil & Gas Producers (IOGP), in which recordable injuries include fatalities, lost-time injuries, restricted-time injuries, and medical treatment cases. The main types of accidents with the highest severity are related to chemical handling, falls, cuts, and crush injuries. Hazards are identified in risk assessments and addressed through the Integrated Management System (IMS). For more information on the hierarchy of controls, see GRI 403-2 on page 16.

2. Rates calculated using the factor of 1 million man-hours worked.

3. As defined by ANP Resolution No. 882/2022.

4. Lost days are counted as calendar days.

GRI 403-10 | Work-related ill health

As in 2024, we did not record any cases of occupational illness involving employees or contractors in our operations. All risks related to this topic are mapped within the scope of the Risk Management Program (PGR) and assessed by the Occupational Health Medical Control Program (PCMSO), both established in accordance with Brazilian legal requirements. The main risks are related to noise exposure and critical activities (confined spaces and work at heights). The main measures to manage these risks are described on pages 16 and 17.

Climate change

GRI 3-3 | Management of material topics

Scope of the material topic

This topic focuses on risks and opportunities associated with climate change for the Company's business model, corporate strategy, and value creation capabilities. Fossil fuels for power generation are one of the main sources of greenhouse gas (GHG) emissions, and global pressure to limit rise in average temperatures has direct and significant impact on the entire oil and gas industry. The topic also addresses the recognition that

maintaining the supply of oil and natural gas as an essential factor for energy security, alongside the ongoing transition to a global energy mix supported by renewable sources.

The topic also covers initiatives to reduce GHG emissions through energy efficiency measures and carbon footprint reduction. In this regard, it includes systems and tools for accounting for direct GHG emissions, as well as projects for energy optimization and the replacement of fossil fuels in production processes.

Related Sustainable Development Goals (SDGs)



Our management approach

The production of oil and natural gas and the refining of these natural resources to generate fuels and other derivatives are essential for providing safe and reliable energy sources – indispensable for the operation and development of virtually all production chains. Our efforts to extend the useful life of mature fields and maximize value creation from onshore and offshore assets align with the global demand for energy transition, involving the gradual replacement of fossil fuels with renewable alternatives to mitigate the negative impacts of climate change.

In our strategic vision, we seek to balance the continuity of production at our assets with increasingly efficient operations from the perspective of energy utilization. For this reason, we work on projects and initiatives aimed at reducing fuel consumption, reusing natural gas, and lowering greenhouse gas (GHG) emissions.

- ▶ [Click here](#) to access our Climate Change Policy
- ▶ [Click here](#) to access our Sustainability Policy
- ▶ To learn more about the highlights of this topic in 2025, [click here](#) and consult our 2025 Integrated Report (pages 53–56).

GRI 11.2.4 | Describe the organization's approach to public policy development and lobbying on climate change

Within the sector and in coordination with public policies on climate change, we operate in an integrated manner with the two main industry associations in the oil and gas sector: the Brazilian Institute of Petroleum, Gas, and Biofuels (IBP) and the Brazilian Association of Independent Oil and Gas Producers (ABPIP). We believe that the gradual transition to a global energy mix with greater share of renewable sources and biofuels will be sustained by the coexistence with fossil fuel sources, such as oil and natural gas. We also analyze the risks and opportunities of climate change for

our strategic planning, taking action to respond appropriately to these issues in an integrated manner across all activities. Within the scope of our operations, the corporate strategic approach focuses on continuous improvement of processes and implementation of solutions with lower short-term socio-environmental impact that can address the challenges of climate change. In this context, initiatives such as the use of drones to inspect pipelines and other infrastructure and the application of energy-efficient technologies on the FPSO Atlanta stand out. We are in the process of revising our Climate Management Plan to align the guidelines on this topic with the Company's new corporate structure and strategic repositioning.

GRI 201-2 | Financial implications and other risks and opportunities due to climate change

Our climate risk management is integrated into the corporate risk management process. Guided by the Corporate Risk Management Policy, our risk management methodology is based on the most recognized national and international standards – primarily ISO 31000 and COSO ERM 2017 framework. The Strategic Risk Matrix is a tool that enables the categorization and measurement of risks based on the dimensions of impact and probability of

occurrence, allowing for the definition of plans and actions for mitigation and control. It integrates operational, financial, and socio-environmental risk factors, including the assessment of impacts related to the effects of climate change on our business.

Currently, two climate risks have been identified in our Matrix: one related to emerging legislation or new market demands regarding ESG requirements, and the other to extreme weather events that could affect our assets or the value chain in which we operate. We do not yet have analyses to quantify the financial implications associated with these risks, but we intend to initiate this type of process still in 2026.

Opportunity management is led by the Sustainability Department and involves various corporate and operational areas in the implementation of projects and initiatives to reduce fuel consumption, reuse natural gas, and decrease greenhouse gas (GHG) emissions. This team continuously participates in external forums and events to monitor market trends and developments and identify opportunities for the Company to differentiate itself. One such opportunity is product differentiation based on environmental benefits or GHG emissions reductions, as is the case with the oil produced at Atlanta Field.

GRI 201-2 | Financial implications and other risks and opportunities due to climate change (continuing)

Climate risks and opportunities	Effects on the business	Management measures adopted
Emerging legislation or new market demands regarding ESG requirements	<p>New legislation or regulations: increased costs due to penalties or fines, or the need to pay additional fees for business compliance.</p> <p>Decreased investor interest: decline in stock value and limited access to capital.</p> <p>Decreased demand for oil and gas due to customers shifting to the renewable energy sector: reduced sales and revenue.</p> <p>As a result of these scenarios, this risk may limit our ability to grow.</p>	<ul style="list-style-type: none"> • Monitoring of legislation and regulations and their evolution • Monitoring investor and general market demands and expectations regarding Brava's management of climate-related issues • Creation of working group on climate change, bringing together Company leaders to align and define the strategy on this issue • Diagnosis and definition of action plan to comply with transparency regulations, including the reporting of financial sustainability information in accordance with CBPS 01 and 02 standards (aligned with IFRS Sustainability standards)
Extreme weather events that could affect our assets or the value chain in which we operate	<p>The occurrence of an extreme weather event could significantly damage Brava's equipment and facilities, the pipeline network for product distribution, or the routes used to transport production via other modes of transport. Such damage could lead to the interruption of direct operations and the downstream value chain and require investments to repair the damage caused to infrastructure.</p> <p>As a consequence of these scenarios, the materialization of this risk could trigger effects that reduce revenue for the duration of the interruption or require the allocation of additional capital to repair the damage caused, affecting the business's profitability and financial performance.</p>	<ul style="list-style-type: none"> • Cost-benefit analysis for the inclusion of extreme weather events in insurance policies • Analysis of asset vulnerability to extreme weather events and potential alternatives to strengthen the asset portfolio's adaptive capacity • Assessment of the need to adapt contingency and emergency response plans in the context of climate emergencies • Diagnosis and definition of action plan to comply with transparency regulations, including the reporting of financial sustainability information in accordance with CBPS 01 and 02 standards (aligned with IFRS Sustainability standards)
Emissions reduction in mature fields	<p>Implementation of projects for capture and utilization of associated gas, electrification of operations, and adoption of monitoring and energy efficiency technologies have potential to reduce operating costs and the volume of GHG emissions. These initiatives are aligned with the sector's decarbonization demands and strengthen the long-term economic attractiveness of the assets.</p>	<p>Research and development projects focused on energy efficiency, such as the pilot project for inspecting pipelines and other infrastructure using drones</p>
Product differentiation based on environmental benefits or GHG emissions	<p>The oil produced at Atlanta Field has low sulfur content and is in high demand by the logistics chain for the production of fuels with lower sulfur oxide (SO₂) emissions, in compliance with international regulations such as IMO 2020. As a result of this scenario, we have the opportunity to increase revenues through a premium on this product, which provides customers with improved efficiency regarding GHG emissions.</p>	<p>Implementation of the Definitive System (SD), which expands Atlanta Field's daily production capacity from 50,000 barrels to 140,000 barrels. Additionally, the SD includes the use of FPSO Atlanta, fully equipped with technologies to reduce carbon emissions during operations, such as a closed flare system and tank inerting</p>

GRI 302-1 | Energy consumption within the organization

In 2025, we consumed 13.3 million GJ in our operations, of which 11.1 million were associated with fuel consumption and 2.2 million with the purchase of electricity. This result represents 24.1% increase compared to the previous period, reflecting mainly the rise in oil and gas production on FPSO Atlanta, which rose from 5.8 million boe in 2024 to 11.8 million boe in 2025. The operational increase required greater consumption of natural gas for power generation and resulted in increase in the volume of gas used for flaring.

Energy consumption within the Company (GJ)¹

	2025	2024
Non-renewable fuels²		
Diesel	489,151.5	1,046,788.5
Marine diesel A	906,442.1	379,437.4
Natural gas	9,478,660.5	7,040,210.9
Refinery gas	na	112,844.7
Gasoline	13,182.3	15,681.8
Treated oil	219,495.2	31,106.3
Other	17.6	11.8
Subtotal self-generated from the consumption of non-renewable fuels	11,106,949.2	8,626,081.3
Purchased energy³		
Electricity	2,238,806.6	2,130,323.5
Total energy consumed within the Company	13,345,755.8	10,756,404.8

1. Aratum unit is not included, as the system for monitoring energy consumption is the same one used for the greenhouse gas inventory, which does not include this operation. Data from 2024 has been restated, as the independent verification of the greenhouse gas inventory was completed after the report's publication. **GRI 2-4**

2. Fuel consumption is monitored by the management in terms of volume and recorded in the Ecosystem, designed for managing energy and emissions data. The tool calculates the energy generated from this consumption based on calorific value parameters and in accordance with the guidelines of the Brazilian GHG Protocol Program (PBGHGP). We do not consume fuels from renewable sources in our operations.

3. We purchase only electricity supplied by third parties for our activities. This does not apply to the purchase of other types of energy, such as heating, cooling, and steam, nor to the sale of energy to third parties. Thus, our energy consumption is equal to the sum of the total self-generated from non-renewable fuels and the total electricity purchased.

GRI 302-1 | Energy consumption within the organization (continuing)

 Energy consumption within the Company per unit in 2025 (GJ)¹

	Ubarana	Peroá	Papa-Terra	Atlanta	Potiguar Complex	Recôncavo Complex	ATI	Rio de Janeiro Office	Consolidated Brava Energia
Non-renewable fuels²									
Diesel	25,494.9	1,922.7	414,795.4	na	23,776.2	22,812.9	349.4	na	489,151.5
Marine diesel A	na	na	na	906,442.1	na	na	na	na	906,442.1
Natural gas	0.0	32,010.3	1,492,043.5	2,892,237.8	3,386,187.4	454,680.3	1,221,501.2	na	9,478,660.5
Gasoline	na	na	na	na	na	na	na	13,182.3	13,182.3
Treated oil	na	na	na	na	91,188.7	na	128,306.5	na	219,495.2
Other	na	na	na	5.0	na	na	12.6	na	17.6
Subtotal self-generated from the consumption of non-renewable fuels	25,494.9	33,933.0	1,906,838.9	3,798,684.9	3,501,152.3	477,493.2	1,350,169.7	13,182.3	11,106,949.2
Purchased energy³									
Electricity	na	na	na	na	1,435,706.6	374,434.3	427,424.8	1,241.0	2,238,806.6
Total energy consumed within the Company	25,494.9	33,933.0	1,906,838.9	3,798,684.9	4,936,858.9	851,927.5	1,777,594.5	14,423.3	13,345,755.8

1. Aratum unit is not included, as the system for monitoring energy consumption is the same one used for the greenhouse gas inventory, which does not include this operation. Data from 2024 has been restated, as the independent verification of the greenhouse gas inventory was completed after the report's publication. **GRI 2-4**

2. Fuel consumption is monitored by the management in terms of volume and recorded in the Ecosystem, designed for managing energy and emissions data. The tool calculates the energy generated from this consumption based on calorific value parameters and in accordance with the guidelines of the Brazilian GHG Protocol Program (PBGHGP). We do not consume fuels from renewable sources in our operations.

3. We purchase only electricity supplied by third parties for our activities. This does not apply to the purchase of other types of energy, such as heating, cooling, and steam, nor to the sale of energy to third parties. Thus, our energy consumption is equal to the sum of the total self-generated from non-renewable fuels and the total electricity purchased.

GRI 302-2 | Energy consumption outside of the organization

Energy consumption outside the Company is primarily related to support vessels for offshore fields. In 2025, energy consumed in activities outside Brava's operational control totaled 1.1 million GJ. Atlanta Field, which accounted for 57% of the total last year, was primarily responsible for the 21.9% reduction compared to the previous year. In 2024, this asset had implemented the Definitive System in parallel with the operation of the Early Production System, significantly increasing energy consumption in support vessel operations during that period.

Energy consumption outside the Company (GJ)¹

	2025	2024
Non-renewable fuels	1,061,082.1	1,358,365.5
Solid waste	0.2	0.1
Total	1,061,082.3	1,358,365.7

¹. Fuel consumption is monitored by management in terms of volume and recorded in the Ecosystem, designed for managing energy and emissions data. The tool calculates the energy generated from this consumption based on calorific value parameters and in line with the guidelines of the Brazilian GHG Protocol Program (PBGHGP). Aratum unit is not covered, as the system for monitoring energy consumption is the same one used for the greenhouse gas inventory, which does not include this operation. Data from 2024 has been restated, as the independent verification of the greenhouse gas inventory was completed after the report's publication. **GRI 2-4**

GRI 302-3 | Energy intensity

Energy intensity indicators (GJ/boe)¹

	2025	2024
Peroá	0.04	na
Papa-Terra	0.30	na
Atlanta	0.33	na
E&P Offshore	0.31	0.27
Potiguar Complex	0.57	na
Recôncavo Complex	0.24	na
E&P Onshore	0.48	0.46
Mid&Downstream	0.15	0.15

¹. Energy intensity is measured by the volume of energy consumed within the Company (scope of GRI 302-1, including fuel consumption and electricity purchases) divided by the production of barrels of oil equivalent (in the exploration & production segments) and by the processed throughput (in the Mid&Downstream segment). Ubarana unit is not covered, as there is no production at this asset and, therefore, it is not feasible to calculate energy intensity per production. Aratum unit is not covered, as the system for monitoring energy consumption is the same one used for the greenhouse gas inventory, which does not include this operation. Data from 2024 restated, as the independent verification of the greenhouse gas inventory was completed after the report's publication and due to the adjustment of the unit of measurement for the Mid&Downstream segment. **GRI 2-4**

GRI 305-1 | Direct (Scope 1) GHG emissions

In 2025, our gross Scope 1 emissions totaled 806,900 tCO₂e, increase of 14.5% compared to the previous period. This performance mainly reflects the increase in operational activity, particularly the rise in oil and gas production, especially in the offshore segment, which required higher fuel consumption for power generation and resulted in greater volume of gas destined for flaring, directly impacting the emissions profile for the period.

Scope 1 GHG emissions by type (tCO₂e)¹

	2025	2024
Gross emissions	806,931.6	704,496.3
Biogenic emissions	5,052.1	10,028.0
Biogenic removals	1.5	0.1

1. Brava Energia's inventory is conducted annually in accordance with the guidelines of the Brazilian GHG Protocol Program (PBGHGP) using the operational control consolidation approach. On February 12, 2026, the verification certificate for the Greenhouse Gas (GHG) Inventory was issued for the base year 2025. The document attests to a reasonable level of confidence, in accordance with PBGHGP guidelines and ABNT NBR ISO 14064-3 standard. Aratum unit is not covered because it is in process of decommissioning. Data monitoring is conducted through Ecosystem, designed for the management of energy and emissions indicators. The inventory covers CO₂, CH₄, N₂O, and HFCs, considering emission factors and global warming potential values defined under the PBGHGP, with calculations automated by the Ecosystem. The base year for comparing trends in the GHG inventory is 2024, as it was Brava Energia's first year of operations. Data from 2024 restated, as the independent verification of the greenhouse gas inventory was completed after the report's publication. **GRI 2-4**

Scope 1 GHG emissions per unit in 2025 (tCO₂e)¹

	Ubarana	Peroá	Papa-Terra	Atlanta	Potiguar Complex	Recôncavo Complex	ATI	Rio de Janeiro Office	Consolidated Brava Energia
Gross emissions	1,681.2	1,931.4	118,604.8	230,506.9	274,876.5	88,071.3	90,510.0	749.5	806,931.6
Biogenic emissions	255.1	19.0	4,120.4	0.0	233.6	228.9	3.5	191.6	5,052.1
Biogenic removals	na	na	na	na	1.0	0.5	na	na	1.5

1. Brava Energia's inventory is conducted annually in accordance with the guidelines of the Brazilian GHG Protocol Program (PBGHGP) using the operational control consolidation approach. On February 12, 2026, the verification certificate for the Greenhouse Gas (GHG) Inventory was issued for the base year 2025. The document attests to a reasonable level of confidence, in accordance with PBGHGP guidelines and ABNT NBR ISO 14064-3 standard. Aratum unit is not covered because it is in process of decommissioning. Data monitoring is conducted through Ecosystem, designed for the management of energy and emissions indicators. The inventory covers CO₂, CH₄, N₂O, and HFCs, considering emission factors and global warming potential values defined under the PBGHGP, with calculations automated by the Ecosystem. The base year for comparing trends in the GHG inventory is 2024, as it was Brava Energia's first year of operations. Data from 2024 restated, as the independent verification of the greenhouse gas inventory was completed after the report's publication. **GRI 2-4**

GRI 305-2 | Energy indirect (Scope 2) GHG emissions

In 2025, our Scope 2 emissions totaled 30,000 tCO₂e, 7.8% reduction compared to the previous period. This performance was achieved by the reduction in the emission factor of the National Interconnected System (SIN) in the last period, despite the 5.1% increase in electricity consumption in our operations.

Scope 2 GHG emissions (tCO₂e)¹

	2025	2024
Ubarana	na	na
Peroá	na	na
Papa-Terra	na	na
Atlanta	na	na
Potiguar Complex	19,086.2	20,981.6
Recôncavo Complex	5,045.0	5,112.9
ATI	5,815.6	6,383.4
Rio de Janeiro Office	17.5	18.0
Consolidated Brava Energia	29,964.2	32,495.9

¹. Brava Energia's inventory is conducted annually in accordance with the guidelines of the Brazilian GHG Protocol Program (PBGHGP) using the operational control consolidation approach. For Scope 2, we account for GHG emissions using the location-based approach, and there is no measurement using the purchase-based approach. On February 12, 2026, the verification certificate for the Greenhouse Gas (GHG) Inventory was issued for the base year 2025. The document attests to a reasonable level of confidence, in accordance with PBGHGP guidelines and ABNT NBR ISO 14064-3 standard. Aratum unit is not covered because it is in process of decommissioning. Data monitoring is conducted through the Ecosystem, designed for the management of energy and emissions indicators. The inventory covers CO₂, CH₄, N₂O, and HFCs, considering emission factors and global warming potential values defined under the PBGHGP, with calculations automated by the Ecosystem. The base year for comparing trends in the GHG inventory is 2024, as it was Brava Energia's first year of operations. Data from 2024 restated, as the independent verification of the greenhouse gas inventory was completed after the report's publication. **GRI 2-4**

GRI 305-3 | Other indirect (Scope 3) GHG emissions

In 2025, our gross Scope 3 emissions totaled 85,300 tCO₂e, 15.7% reduction compared to the previous period. This result was driven primarily by Atlanta, which saw 25.0% decrease following the stabilization of its operational profile and lower offshore logistics

demand compared to 2024. Thus, the reduction in Scope 3 emissions is directly linked to the normalization of operations and the decrease in emissions related to transportation and maritime support.

GHG Emissions by Scope 3 category (tCO₂e)¹

	2025			2024		
	Gross emissions	Biogenic emissions	Biogenic removals	Gross emissions	Biogenic emissions	Biogenic removals
1. Goods and services purchased	2,038.5	2.8	0.0	14,642.8	6.9	0.0
4. Upstream transportation and distribution	76,215.9	617.9	0.0	35,698.6	4,409.9	0.0
5. Waste generated from operations	5,143.9	73.0	0.0	2,056.6	64.8	0.0
6. Business travel	422.3	4.9	0.0	877.9	6.8	0.0
8. Upstream leased assets	1,486.4	na	0.0	47,784.2	0.0	0.0
Total	85,307.0	698.7	0.0	101,060.0	4,488.5	0.0

¹. Brava Energia's inventory is conducted annually in accordance with the guidelines of the Brazilian GHG Protocol Program (PBGHGP) using the operational control consolidation approach. The Scope 3 categories omitted from this table were not included in the scope of the inventory. On February 12, 2026, the verification certificate for the Greenhouse Gas (GHG) Inventory for the base year 2025 was issued. The document attests to a reasonable level of assurance, in accordance with PBGHGP guidelines and ABNT NBR ISO 14064-3 standard. Aratum unit is not covered because it is in process of decommissioning. Data monitoring is conducted through the Ecosystem, designed for the management of energy and emissions indicators. The inventory covers CO₂, CH₄, N₂O, and HFCs, considering emission factors and global warming potential values defined under the PBGHGP, with calculations automated by the Ecosystem system. The base year for comparing trends in the GHG inventory is 2024, as it was Brava Energia's first year of operations. Data from 2024 restated, as the independent verification of the greenhouse gas inventory was completed after the report's publication. **GRI 2-4**

GRI 305-4 | GHG emissions intensity

GHG emissions indicators¹

	2025	2024
Peroá (kgCO ₂ e/boe)	2.20	na
Papa-Terra (kgCO ₂ e/boe)	18.89	na
Atlanta (kgCO ₂ e/boe)	19.75	na
E&P Offshore (kgCO₂e/boe)	18.73	22.00
Potiguar Complex (kgCO ₂ e/boe)	31.66	na
Recôncavo Complex (kgCO ₂ e/boe)	25.24	na
E&P Onshore (kgCO₂e/boe)	29.82	35.21
Mid&Downstream (kgCO₂e/CWT)	33.53	39.04

¹ Emissions intensity is measured by the volume of gross Scope 1 emissions (GRI 305-1 scope) divided by the production of barrels of oil equivalent (in the exploration & production segments) and by the CWTc – Complex Weighted Tonne (in the Mid&Downstream segment). Ubarana unit is not covered, as there is no production at this asset and, therefore, it is not feasible to calculate GHG emissions intensity per production. Aratum unit is not covered, as the system for monitoring energy consumption is the same one adopted for the greenhouse gas inventory, which does not include this operation. Data from 2024 restated, as the independent verification of the greenhouse gas inventory was completed after the report's publication. **GRI 2-4**

GRI 305-5 | Reduction of GHG emissions

Our priority in managing direct greenhouse gas (GHG) emissions in the short term is to refine the routines for measuring and compiling the GHG inventory. This foundational process is essential for strengthening governance and monitoring of indicators in this area, and its main challenges include the Company's recent merger, the geographic dispersion of our operations, and the diversity of asset profiles within an integrated business model. Based on the consolidation of processes and improvements in data traceability and

reliability, there is an opportunity to evaluate GHG emission reduction projects in the future. Throughout 2025, we conducted an independent verification of our first GHG inventory as Brava Energia, a process that enabled the implementation of improvement plans and strengthened our governance framework for managing this issue. This approach is essential for us to be prepared for new regulations, such as the mandatory reporting of financial information related to climate risks and opportunities (pursuant to CVM

Resolution No. 193) and the emerging Brazilian Emissions Trading System (established by Law No. 15,042/2024). To track and compare performance across our units, which have very distinct profiles, we use GHG emissions intensity indicators. Exploration and production activities have their intensities measured by production volume (kgCO₂e/boe), and the indicator applied to Guamaré Industrial Asset (ATI) considers the volume of processed cargo (kgCO₂e/CWT). These units of measurement are widely adopted in the

industry, also allowing for comparison with other companies. These indicators are monitored by asset and consolidated in the segment-level (E&P Offshore, E&P Onshore, and Mid&Downstream) and corporate views. In 2025, we defined benchmarks for these indicators, setting limits of 34.2 kgCO₂e/boe (corporate view) and 47.03 kgCO₂e/CWT. Performance for the period remained within the defined parameters, with 18.73 kgCO₂e/boe for the offshore exploration and production segment, 29.8 2 kgCO₂e/boe for onshore exploration and production, and 33.5 kgCO₂e/CWT in ATI.

Ethics and Integrity

GRI 3-3 | Management of material topics

Scope of the material topic

This topic is material so that stakeholders can understand our processes for preventing and curbing practices of corruption and bribery of public officials by employees and third parties representing Brava Energia. This scope covers the implementation of a compliance program, including policies, procedures, and oversight by governance bodies, as well as the establishment of channels for receiving and investigating complaints.

The topic also encompasses the institutional commitment to transparency in accountability and in relations with shareholders, regulators, government authorities, and civil society as a whole, as well as the adoption of high standards of legal compliance. Thus, this topic also covers mechanisms for engagement in public policy, participation in auctions, risk management, and monitoring of the legal and regulatory environment.

Related Sustainable Development Goals (SDGs)



Our management approach

Our management of this topic is guided, among other regulations, by the Code of Ethics and Conduct and the Ethics and Conduct Manual for Suppliers, the Anti-Corruption Policy, the Related Party Transactions Policy, the Securities Trading Policy, and the Risk Management Policy. In addition, we have procedures that guide third-party due diligence activities, the giving and receiving of gifts, presents, and hospitality, relationships with public officials, and the management of conflicts of interest.

Our management structure aligns with the industry's best practices, including the maintenance of a whistleblowing channel for receiving reports of potential cases of corruption, fraud, harassment, and other situations that violate the law, ethical principles, or corporate policies. These channels are managed by the Compliance department with the assistance of the Ethics and Integrity Commission, which was established and operates in accordance with its own

internal regulations and reports to the Audit Committee – an advisory body to the Board of Directors.

At the operational level, the Integrity Program encompasses communication, training, oversight, and monitoring of ethics and compliance matters. The Integrity Program has been recognized with the Pro-Ethics Company seal and includes monitoring indicators for adequate employee training, supplier monitoring, and raising awareness among all stakeholders with whom we interact.

▶▶ [Click here](#) to access our Anti-Corruption Policy

▶▶ [Click here](#) to access our Code of Ethics and Conduct

▶▶ To learn more about the highlights of this topic in 2025, [click here](#) and consult our 2025 Integrated Report (pages 28 and 29).

GRI 11.20.5 | Describe the approach to contract transparency

Concession contracts for the exploration and production of oil and natural gas, as well as contract templates, bidding notices, and regulatory guidelines, are publicly disclosed by the National Agency of Petroleum, Natural Gas, and Biofuels (ANP), the regulatory body responsible for auctions and concession management. These documents are available on ANP's Public Data Inquiry platform ([click here](#) to access).

GRI 11.20.6 | List the organization's beneficial owners and explain how the organization identifies the beneficial owners of business partners, including joint ventures and suppliers

We have no ultimate beneficial owners as defined by Brazilian law (Federal Revenue Service Normative Instruction 2019/2022, B3 Access Manual, Bacen Circular No. 3,978/20). We conduct integrity due diligence processes on our partners, which include consulting public databases, requiring adherence to Brava's rules of conduct, and application of the Compliance Questionnaire. However, this analysis does not include the identification of the ultimate beneficiaries of the companies with which we enter into contracts.

GRI 205-2 | Communication and training about anti-corruption policies and procedures

As part of our Integrity Program, we develop an annual communication and training plan that prioritizes topics and defines outreach initiatives aimed at our internal audience, taking into account the most relevant risks to which employees are exposed, as well as through Brava's institutional channels. For external audiences, we provide links on our corporate and Investor Relations websites to the Whistleblower Channel page ([click here](#) to access), which allows for the submission of reports and concerns. In addition, the Code of Ethics and Conduct, the Anti-Corruption Policy, and other corporate regulations are publicly available on the Investor Relations website ([click here](#) to access). Internal communications include a page dedicated to the Integrity Program on the intranet and announcements on specific topics, such as new Program regulations, fraud prevention, and the handling of gifts and gratuities.

Specifically for our suppliers, we provide the Supplier Ethics and Conduct Manual and require formal acceptance to operate in compliance with these guidelines. In 2025, the 535 newly approved suppliers completed this procedure. Employees must access our internal digital environment for the Integrity Program, the Compliance Portal, to formally acknowledge and accept the Code of Ethics and Conduct and the Anti-Corruption Policy, and to complete

declarations related to conflicts of interest and corporate integrity. In this way, 100% of our employees and business partners are informed about our policies and practices on this topic, and we ensure the widespread dissemination of our conduct principles to all our stakeholders. In 2025, we launched the Ethics, Integrity, and Governance Program Training Project, featuring three thematic modules: anti-corruption, General Data

Protection Law (LGPD), and ethical conduct. By the end of the period, 955 employees (85.2% of the workforce at year-end) had completed the course. The members of the Board of Directors oversee the entire Integrity Program, with the support of the Statutory Audit Committee. Thus, all seven members of the board are duly informed about our anti-corruption policies and practices, even though there is no formal training for these members of our governance body.

Employees trained in anti-corruption policies and practices

	2025		2024	
	Number of people trained	Percentage of the workforce ¹	Number of people trained	Percentage of the workforce ¹
By region				
Northeast	587	87.6%	528	79.6%
Southeast	368	81.6%	275	59.4%
By job level				
Executive management	0	0.0%	1	20.0%
Leadership	233	81.2%	204	65.4%
Specialists	269	87.1%	219	70.6%
Administrative	170	82.9%	139	73.5%
Operations	219	88.3%	196	77.2%
Administrative and operational support	64	94.1%	44	78.6%
Total	955	85.2%	803	71.3%

1. Calculated as the number of people in each category who received training during the year divided by the headcount for each category at the end of the period.

GRI 205-1 | Operations assessed for risks related to corruption

The assessment of corruption-related risks is integrated into Brava's corporate risk management process. Guided by the Corporate Risk Management Policy, our risk management methodology is based on the most recognized national and international standards – primarily ISO 31000 and COSO ERM 2017 framework. The process covers 100% of our operations, including the 12 onshore and offshore production assets and the corporate office in Rio de Janeiro. No significant risks related to corruption were identified.

GRI 205-3 | Confirmed incidents of corruption and actions taken

In 2025, no cases classified as corruption of public officials were received through the Whistleblower Channel, and Brava is not a party to any proceedings or investigations of this nature. The reports received enabled, following an investigation by the Compliance department, the confirmation of two cases of internal fraud: one related to favoring a supplier in a contracting process and the other involving a conflict of interest. In both cases, the employees involved were terminated for cause.

GRI 206-1 | Legal actions for anti-competitive behavior, anti-trust, and monopoly practices

As in the previous year, there were no legal actions related to unfair competition practices involving Brava Energia.

GRI 415-1 | Political contributions

Current Brazilian legislation (Law No. 9,504/1997 and Law No. 13,165/2015) and our Code of Ethics and Conduct prohibit political and electoral donations by the Company. Additionally, the Code prohibits institutional participation in political party activities.

Water and effluents

GRI 3-3 | Management of material topics

Scope of the material topic

This topic covers the impacts of production systems on water resources, which are particularly significant in onshore fields. At these assets, we collect water for various uses, such as steam production, system testing, and cleaning activities. Furthermore, operations generate significant volumes of produced water and effluents. Therefore, this topic focuses on processes to ensure compliance with permits issued by environmental agencies and with requirements for the disposal of effluents after treatment, as well as on implementing investments to reduce water demand in production processes. The management model also covers operations in offshore fields, with priority focus on controlling discharges of effluents and produced water.

Related Sustainable Development Goals (SDGs)



Our management approach

Water resource management is led by the executive and operational management within the framework of the Integrated Management System (IMS). Water withdrawal and consumption in production processes, treatment of generated effluents, and reinjection of produced water into wells are continuously managed at onshore and offshore upstream assets and in the Mid&Downstream, with the aim of ensuring compliance with all regulatory standards and requirements.

The high volume of produced water following the treatment of oil emulsions at Guamaré Industrial Asset (ATI) is considered a critical point in the business model, due to the high volume of treated and discharged effluents. Proactively, we seek to develop innovative solutions to reuse this water – such as the experimental project carried out in partnership with the Federal Rural University of the Semi-Arid Region (Ufersa) for reuse in irrigation systems. The development of these initiatives aimed at improving water performance is aligned with the principles of our Sustainability Policy.

▶▶ [Click here](#) to access our Integrated Management System Policy

▶▶ [Click here](#) to access our Sustainability Policy

▶▶ To learn more about the highlights of this topic in 2025, [click here](#) and consult our 2025 Integrated Report (pages 48 and 49).

GRI 303-1 | Interactions with water as a shared resource

We identify and assess our water impacts by mapping water sources and conducting monthly monitoring of indicators such as total water consumption and consumption per unit of production. Guided by specific procedures of the Integrated Management System (IMS), this management approach allows us to identify consumption trends and opportunities for improved management toward the rational and efficient use of water resources. We also analyze water quality in the vicinity of our facilities through physical-chemical analyses, ensuring compliance with legal requirements related to water quality.

In onshore exploration & production (E&P) and Mid&Downstream operations, water is primarily sourced from wells and rivers and through third-party suppliers (water trucks, jugs, and local water supply networks). Among other uses, water is consumed for cleaning activities, testing operational systems, steam generation, and supporting drilling campaigns. Sanitary effluents are temporarily stored and sent for treatment and disposal by third parties. During the production process, the fields generate produced water, which can be reinjected (100% at Recôncavo Complex). At Potiguar Complex, part of the produced water is directed to Guamaré Industrial Asset (ATI), where it undergoes hydrocarbon separation and treatment processes before proceeding to controlled disposal via a subsea outfall. The remaining portion is treated locally at the operational units and reinjected into the reservoir itself. Water reuse systems at the refinery optimize consumption, minimizing the need for water withdrawal. We also promote initiatives that contribute to providing surrounding communities with access to clean, high-quality water. Among these, we highlight the provision of wells previously used for operations for the use of local communities and campaigns to supply water via water trucks to communities without adequate water supply infrastructure. E&P Offshore operations are supplied

via support vessels, which transport water from operational bases to the platforms. In Papa-Terra and Atlanta fields, we also have desalination units on board, which allow for the direct collection of seawater for treatment and subsequent use in operations.

GRI 303-2 | Management of water discharge-related impacts

Our operations generate three main types of effluents: produced water (which can be reinjected into reservoirs or sent for treatment), industrial effluent, and sanitary effluent. In onshore activities, produced water and industrial effluent are treated by the Effluent Treatment Plant (ETP) at Guamaré Industrial Asset (ATI) and subsequently discharged into the sea via a subsea outfall. Sanitary effluents, on the other hand, are sent to specialized companies for treatment. Offshore units have their own WWTPs. Quality controls and effluent management comply with applicable legislation, such as Conama Resolutions No. 430/2011 and No. 393/2007 and Technical Note CGPEG/DILIC/IBAMA No. 01/2011 for offshore discharge. As a last resort, if the parameters are not met, the effluents are transported for treatment and disposal onshore. In all business segments, we monitor effluent quality in accordance with applicable legal requirements through environmental licensing conditions, with no additional internal parameters.

GRI 303-3 | Water withdrawal

In 2025, our operations required the withdrawal of 36.0 million cubic meters of water (13.6% less than in the previous year) and generated 59.3 million cubic meters of produced water (2.3% higher on the same basis of comparison). The variation in the volume withdrawn occurred mainly due to the stabilization of Papa-Terra Field, which accounted for 71.5% of the total withdrawn in 2025 and 76.8% in 2024. Regarding produced water, onshore fields accounted for 98.1% and 99.2%, respectively, in 2025 and 2024.

Company's consolidated water withdrawal (thousand m³)

	2025			2024		
	Freshwater ¹	Other water ²	Total	Freshwater ¹	Other water ²	Total
Total						
Surface	1,904.7	0.0	1,904.7	1,574.6	0.0	1,574.6
Groundwater	859.6	0.0	859.6	1,192.7	0.0	1,192.7
Seawater	0.0	33,041.0	33,041.0	0.0	38,705.3	38,705.3
Water produced	0.0	59,255.6	59,255.6	0.0	57,901.6	57,901.6
Supplied by third parties	102.4	88.7	191.1	106.0	61.6	167.6
Total water withdrawal	2,866.7	92,385.3	95,252.0	2,873.3	96,668.5	99,541.8
In areas with water stress³						
Surface	0.0	0.0	0.0	0.0	0.0	0.0
Groundwater	859.6	0.0	859.6	1,192.7	0.0	1,192.7
Seawater	0.0	0.0	0.0	0.0	0.0	0.0
Produced water	0.0	31,999.3	31,999.3	0.0	33,027.8	33,027.8
Supplied by third parties	40.0	88.7	128.7	72.5	61.6	134.1
Water withdrawal in areas with water stress	899.6	32,088.1	32,987.7	1,265.2	33,089.5	34,354.6

1. Water with total dissolved solids (TDS) concentration of 1 gram per liter or less.

2. Water with TDS concentration greater than 1 gram per liter.

3. Includes facilities located in areas with a general risk of high or extremely high water stress, according to the World Resources Institute's Water Risk Atlas.

GRI 303-3 | Water withdrawal (continuing)

 Freshwater withdrawal per unit in 2025 (thousand m³)¹

	Ubarana	Aratum	Peroá	Papa-Terra	Atlanta	Potiguar Complex + ATI ²	Recôncavo Complex	Rio de Janeiro Office	Consolidated Brava Energia
Total									
Surface	0.0	0.0	0.0	0.0	0.0	1,904.7	0.0	0.0	1,904.7
Groundwater	0.0	0.0	0.0	0.0	0.0	748.9	110.7	0.0	859.6
Supplied by third parties	1.5	1.0	0.9	27.6	10.4	11.6	26.1	23.4	102.4
Total water withdrawal	1.5	1.0	0.9	27.6	10.4	2,665.2	137.0	23.4	2,866.7
In areas with water stress³									
Surface	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Groundwater	0.0	0.0	0.0	0.0	0.0	748.9	110.7	0.0	859.6
Supplied by third parties	1.5	1.0	0.0	0.0	0.0	11.4	26.1	0.0	40.0
Water withdrawal in areas with water stress	1.5	1.0	0.0	0.0	0.0	760.3	137.0	0.0	899.6

1. Water with total dissolved solids (TDS) concentration of 1 gram per liter or less. Sources of seawater and produced water do not apply.

2. Units consolidated based on the water balance. Water produced at the hubs is directed for treatment at the ATI and subsequent discharge via submarine outfalls.

3. Includes facilities located in areas with a general risk of high or extremely high water stress, according to the World Resources Institute's Water Risk Atlas.

 Other water withdrawal per unit in 2025 (thousand m³)¹

	Ubarana	Aratum	Peroá	Papa-Terra	Atlanta	Potiguar Complex + ATI ²	Recôncavo Complex	Rio de Janeiro Office	Consolidated Brava Energia
Total									
Seawater	0.0	0.0	0.0	25,705.2	7,335.8	0.0	0.0	0.0	33,041.0
Water produced	0.0	0.0	0.0	962.5	422.4	53,508.1	4,362.6	0.0	59,255.6
Supplied by third parties	0.0	0.0	0.0	0.0	0.0	0.0	88.7	0.0	88.7
Total water withdrawal	0.0	0.0	0.0	26,667.7	7,758.2	53,508.1	4,451.4	0.0	92,385.3
In areas with water stress³									
Seawater	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Produced water	0.0	0.0	0.0	0.0	0.0	27,636.7	4,362.6	0.0	31,999.3
Supplied by third parties	0.0	0.0	0.0	0.0	0.0	0.0	88.7	0.0	88.7
Water withdrawal in areas with water stress	0.0	0.0	0.0	0.0	0.0	27,636.7	4,451.4	0.0	32,088.1

1. Water with TDS concentration greater than 1 gram per liter. Sources of surface and groundwater do not apply.

2. Units consolidated based on the water balance. Water produced at the hubs is directed for treatment at the ATI and subsequent discharge via submarine outfalls.

3. Includes facilities located in areas with a general risk of high or extremely high water stress, according to the World Resources Institute's Water Risk Atlas.

GRI 303-3 | Water withdrawal (continuing)

 Freshwater withdrawal per unit in 2024 (thousand m³)¹

	Potiguar Complex + ATI ²	Recôncavo Complex	Peroá	Papa-Terra	Atlanta	Consolidated Brava Energia
Total						
Surface	1,574.6	0.0	0.0	0.0	0.0	1,574.6
Groundwater	1,113.7	79.0	0.0	0.0	0.0	1,192.7
Supplied by third parties	16.8	55.8	0.8	23.8	8.8	106.0
Total water withdrawal	2,705.1	134.8	0.8	23.8	8.8	2,873.3
In areas with water stress³						
Surface	0.0	0.0	0.0	0.0	0.0	0.0
Groundwater	1,113.7	79.0	0.0	0.0	0.0	1,192.7
Supplied by third parties	16.6	55.8	0.0	0.0	0.0	72.5
Water withdrawal in areas with water stress	1,130.3	134.8	0.0	0.0	0.0	1,265.2

1. Water with total dissolved solids (TDS) concentration equal to or less than 1 gram per liter. Sources of seawater and produced water do not apply.

2. Units consolidated based on the water balance. Water produced at the hubs is directed for treatment at the ATI and subsequent discharge via submarine outfalls. In 2024, Aratum and Ubarana units were included in this group due to their geographic proximity to Potiguar Complex.

3. Includes facilities located in areas with a general risk of high or extremely high water stress, according to the World Resources Institute's Water Risk Atlas.

 Other water withdrawal per unit in 2024 (thousand m³)¹

	Potiguar Complex + ATI ²	Recôncavo Complex	Peroá	Papa-Terra	Atlanta	Consolidated Brava Energia
Total						
Surface	0.0	0.0	0.0	31,954.5	6,750.8	38,705.3
Groundwater	53,056.7	4,391.6	0.0	156.0	297.3	57,901.6
Supplied by third parties	0.0	61.6	0.0	0.0	0.0	61.6
Total water withdrawal	53,056.7	4,453.2	0.0	32,110.4	7,048.1	96,668.5
In areas with water stress³						
Surface	0.0	0.0	0.0	0.0	0.0	0.0
Groundwater	28,636.2	4,391.6	0.0	0.0	0.0	33,027.8
Supplied by third parties	0.0	61.6	0.0	0.0	0.0	61.6
Water withdrawal in areas with water stress	28,636.2	4,453.2	0.0	0.0	0.0	33,089.5

1. Water with TDS concentration greater than 1 gram per liter. Sources of surface and groundwater do not apply.

2. Units consolidated based on the water balance. Water produced at the hubs is directed for treatment at the ATI and subsequent discharge via submarine outfalls. In 2024, Aratum and Ubarana units were included in this group due to their geographic proximity to Potiguar Complex.

3. Includes facilities located in areas with a general risk of high or extremely high water stress, according to the World Resources Institute's Water Risk Atlas.

GRI 303-4 | Water discharge

In 2025, our operations generated 58.5 million cubic meters of effluent, with 99.8% of this total related to the discharge of treated water following proper treatment. Guamaré Industrial Asset (ATI) was responsible for the treatment and discharge via submarine outfalls of 52.5 million cubic meters of treated water during the period. The other units generated significantly smaller volumes of sanitary effluents and oily water, which were sent to third parties for disposal and treatment.

Company's consolidated effluent discharge (thousand m³)¹

	2025	2024
Total		
Discharged into the sea	124.2	122.9
Produced water	58,345.3	37,857.6
Discharged by third parties	9.6	10.2
Total discharge	58,479.1	37,990.7
In areas with water stress²		
Discharged into the sea	0.0	0.0
Produced water	55,923.6	37,283.0
Discharged by third parties	8.7	8.8
Discharge in areas with water stress	55,932.3	37,291.9

1. All discharged effluent has total dissolved solids (TDS) concentration greater than 1 gram per liter. Sources of surface and groundwater do not apply.

2. Includes facilities located in areas with a general risk of high or extremely high water stress, according to the World Resources Institute's Water Risk Atlas.

Effluent discharge by type and unit (thousand m³)

	2025				2024			
	Oily water	Sanitary effluent	Produced water	Total	Oily water	Sanitary effluent	Produced water	Total
Ubarana	0.0	6.3	0.0	6.3	na	na	na	na
Aratum	0.0	0.0	0.0	0.0	na	na	na	na
Peroá	0.0	0.4	0.0	0.5	0.0	0.4	0.0	0.4
Papa-Terra	22.2	17.0	940.0	979.3	28.9	35.4	306.5	370.8
Atlanta	57.3	20.9	491.3	569.5	22.0	29.9	268.0	319.9
Potiguar Complex + ATI ¹	0.8	6.5	52,462.6	52,470.0	2.1	11.8	37,283.0	37,296.9
Recôncavo Complex	0.2	2.1	4,451.3	4,453.6	0.3	2.5	0.0	2.7
Rio de Janeiro Office ²	nd	nd	nd	nd	nd	nd	nd	nd
Consolidated Brava	80.6	46.9	58,345.2	58,479.1	53.2	79.9	37,857.6	37,990.7

1. Units consolidated based on the water balance. The produced water at the hubs is directed for treatment at the ATI and subsequent discharge via submarine outfalls. In 2024, Aratum and Ubarana units were included in this group due to their geographic proximity to Potiguar Complex.

2. At the corporate office, it is not possible to measure discharge due to the exclusive supply by the local sanitation utility. We will evaluate alternatives for calculating this information based on market parameters and expect to present the data within three years (base year 2028).

GRI 303-4 | Water discharge (continuing)

 Effluent discharge per unit in 2025 (thousand m³)¹

	Ubarana	Aratum	Peroá	Papa-Terra	Atlanta	Potiguar Complex + ATI ²	Recôncavo Complex	Rio de Janeiro Office ³	Consolidated Brava Energia
Total									
Discharged into the sea	6.3	0.0	0.5	39.3	78.2	0.0	0.0	na	124.2
Produced water	0.0	0.0	0.0	940.0	491.3	52,462.6	4,451.3	na	58,345.2
Discharged by third parties	0.0	0.0	0.0	0.0	0.0	7.3	2.3	na	9.6
Total discharge	6.3	0.0	0.5	979.3	569.5	52,469.9	4,453.6	na	58,479.1
In areas with water stress⁴									
Discharged into the sea	0.0	0.0	0.0	0.0	0.0	0.0	0.0	na	0.0
Produced water	0.0	0.0	0.0	0.0	0.0	51,472.2	4,451.3	na	55,923.5
Discharged by third parties	0.0	0.0	0.0	0.0	0.0	6.4	2.3	na	8.7
Discharge in areas with water stress	0.0	0.0	0.0	0.0	0.0	51,478.6	4,453.6	na	55,932.3

1. All discharged effluent has total dissolved solids (TDS) concentration greater than 1 gram per liter. Sources of surface and groundwater do not apply.

2. Units consolidated based on the water balance. Water produced at the hubs is directed for treatment at the ATI and subsequently discharged via submarine outfalls.

3. At the corporate office, it is not possible to measure discharge due to the exclusive supply from the local sanitation utility. We will evaluate alternatives for calculating this information based on market parameters and expect to present the data within three years (base year 2028).

4. This includes facilities located in areas with a general risk of high or extremely high water stress, according to the World Resources Institute's Water Risk Atlas.

 Effluent discharge per unit in 2024 (thousand m³)¹

	Potiguar Complex + ATI ²	Recôncavo Complex	Peroá	Papa-Terra	Atlanta	Consolidated Brava Energia
Total						
Discharged into the sea	6.4	0.0	0.4	64.2	51.9	122.9
Produced water	37,283.0	0.0	0.0	306.5	268.0	37,857.6
Discharged by third parties	7.5	2.7	0.0	0.0	0.0	10.2
Total discharge	37,296.9	2.7	0.4	370.8	319.9	37,990.7
In areas with water stress³						
Discharged into the sea	0.0	0.0	0.0	0.0	0.0	0.0
Produced water	37,283.0	0.0	0.0	0.0	0.0	37,283.0
Discharged by third parties	6.1	2.7	0.0	0.0	0.0	8.8
Discharge in areas with water stress	37,289.1	2.7	0.0	0.0	0.0	37,291.9

1. All discharged effluent has total dissolved solids (TDS) concentration greater than 1 gram per liter. Sources of surface and groundwater do not apply.

2. Units consolidated based on the water balance. Water produced at the hubs is directed for treatment at the ATI and subsequent discharge via submarine outfalls. In 2024, Aratum and Ubarana units were included in this grouping due to their geographic proximity to Potiguar Complex.

3. Includes units located in areas with a general risk of high or extremely high water stress, according to the World Resources Institute's Water Risk Atlas.

GRI 303-5 | Water consumption

 Company's consolidated water consumption (thousand m³)

	2025	2024
Total		
Total water withdrawn	95,252.0	99,541.8
Total water discharged	58,479.1	37,990.7
Total water reinjected ¹	na	18,257.0
Total water consumption	36,772.9	43,294.1
In areas with water stress²		
Total water withdrawn	32,987.7	34,354.6
Total water discharged	55,932.3	37,291.9
Total water reinjected ¹	na	17,121.4
Water consumption in areas with water stress³	-22,944.6	-20,058.6

1. Refers to the reinjection of water produced in onshore exploration and production fields. In 2024, this volume was considered as water reuse. In 2025, it began to be accounted for as discharge into an underground source.

2. Includes units located in areas with a general risk of high or extremely high water stress, according to the World Resources Institute's Water Risk Atlas.

3. The negative value for water consumption in water-stressed areas results from differences in the locations where produced water is generated and discharged. Produced water generated by Alto do Rodrigues Complex, located outside a water-stressed area, is transferred and discharged by the ATI, located in a water-stressed area.

 Water consumption per unit in 2025 (thousand m³)

	Ubarana	Aratum	Peroá	Papa-Terra	Atlanta	Potiguar Complex + ATI ¹	Recôncavo Complex	Rio de Janeiro Office	Consolidated Brava Energia
Total									
Total water withdrawn	1.5	1.0	0.9	26,695.3	7,768.5	56,173.2	4,588.2	23.4	95,252.0
Total water discharged	6.3	0.0	0.4	979.3	569.5	52,470.0	4,453.6	nd	58,479.1
Total water consumption	-4.8	1.0	0.9	25,716.0	7,199.0	3,703.2	134.6	23.4	36,772.9
In areas with water stress²									
Total water withdrawn	0.0	1.0	0.0	0.0	0.0	28,397.0	4,588.2	0.0	32,987.7
Total water discharged	0.0	0.0	0.0	0.0	0.0	51,478.7	4,453.6	0.0	55,932.3
Water consumption in areas with water stress³	0.0	1.0	0.0	0.0	0.0	-23,081.7	134.6	0.0	-22,944.6

1. Units consolidated based on the water balance. Treated water produced at the plants is directed for treatment at the ATI and subsequently discharged via submarine outfalls.

2. Includes units located in areas with a general risk of high or extremely high water stress, according to the World Resources Institute's Water Risk Atlas.

3. The negative value for water consumption in areas with water stress results from different locations for the generation and discharge of treated water. Treated water generated by Alto do Rodrigues Hub, located outside a water-stressed area, is transferred and discharged via the ATI, which is located in a water-stressed area.

GRI 303-5 | Water consumption (continuing)

 Water consumption per unit in 2024 (thousand m³)

	Potiguar Complex + ATI ¹	Complexo Recôncavo	Peroá	Papa-Terra	Atlanta	Consolidated Brava Energia
Total						
Total water withdrawn	55,761.7	4,588.1	0.8	32,134.2	7,056.9	99,541.8
Total water discharged	37,296.9	2.7	0.4	370.8	319.9	37,990.7
Total water reinjected ²	13,803.8	4,453.2	0.0	0.0	0.0	18,257.0
Total water consumption	4,661.0	132.1	0.4	31,763.4	6,737.1	43,294.1
In areas with water stress³						
Total water withdrawn	29,766.5	4,588.1	0.0	0.0	0.0	34,354.6
Total water discharged	37,289.1	2.7	0.0	0.0	0.0	37,291.9
Total water reinjected ²	12,668.1	4,453.2	0.0	0.0	0.0	17,121.4
Water consumption in areas with water stress⁴	-20,190.7	132.1	0.0	0.0	0.0	-20,058.6

1. Units consolidated based on the water balance. Produced water from the hubs is directed for treatment at the ATI and subsequent discharge via subsea outfalls. In 2024, Aratum and Ubarana units were included in this grouping due to their geographic proximity to Potiguar Complex.

2. Refers to the reinjection of water produced at onshore exploration and production fields, classified as water reuse.

3. Considers units located in areas with a general risk of high or extremely high water stress, according to the World Resources Institute's Water Risk Atlas.

4. The negative value for consumption in water-stressed areas results from different locations for the generation and disposal of produced water. Produced water generated by Alto do Rodrigues Complex, located outside a water-stressed area, is transferred and disposed of by the ATI, located in a water-stressed area.

Environmental management

GRI 3-3 | Management of material topics

Scope of the material topic

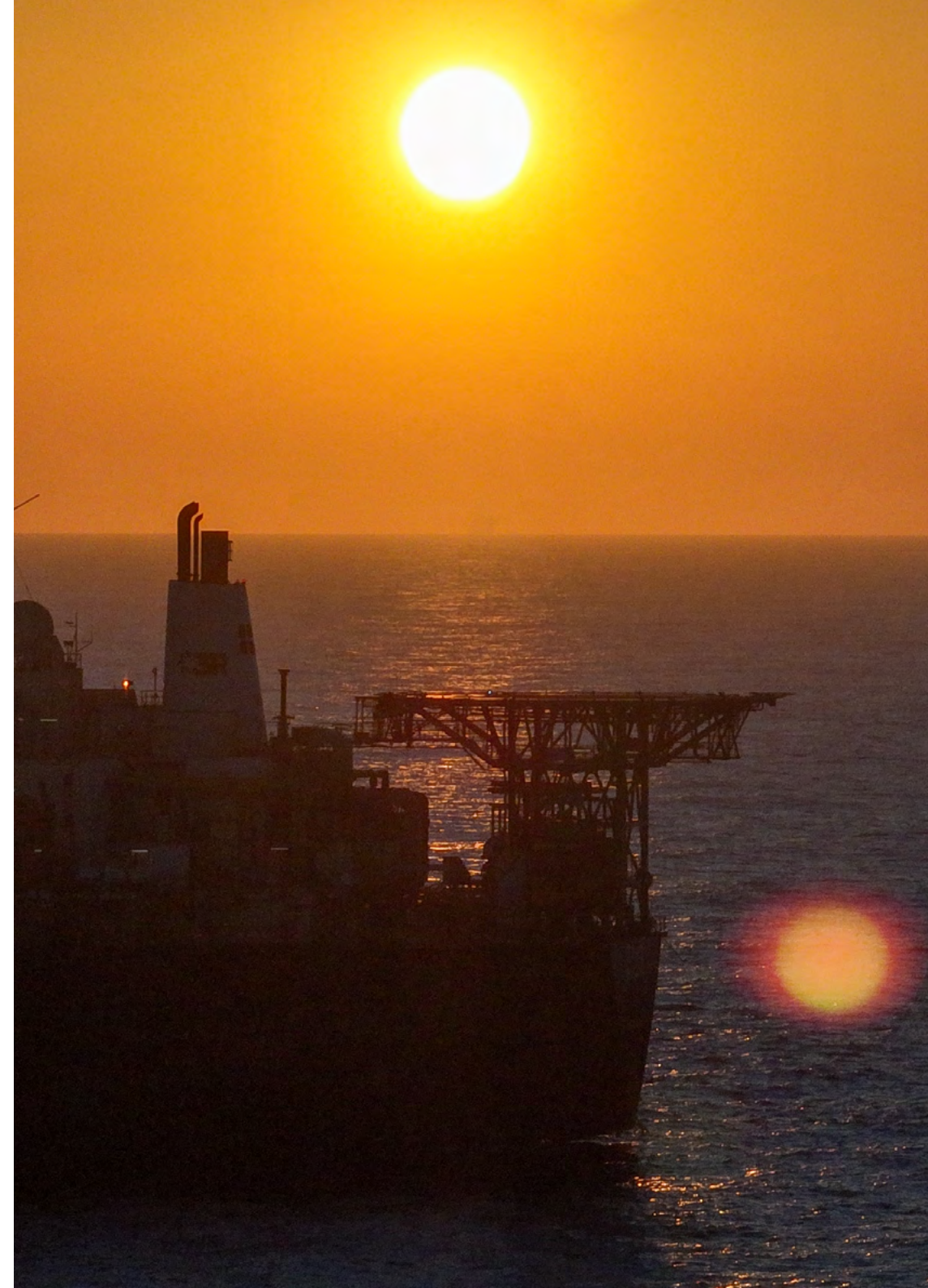
In our business model, environmental permits are required for the operation of onshore, offshore, and Mid&Downstream assets. These permits include conditions specifying measures to be adopted for mitigation and compensation of environmental impacts.

This topic relates to governance and management mechanisms to meet the requirements of environmental agencies at the various levels of authorization (federal, state, and municipal). This includes proper management to ensure compliance with legislation and conditions related to its activities, as well as any sanctions and

penalties resulting from non-compliance with these obligations.

One of the main aspects covered by this topic is the management of waste generated in production processes, including activities related to classification, separation, and disposal according to the degree of hazardousness, as well as programs for reuse and recycling of materials. The topic also covers actions for the protection and conservation of biodiversity – one of the priority aspects on the sustainable development agenda.

Related Sustainable Development Goals (SDGs)



Our management approach

The management of environmental impacts associated with our activities in the upstream, midstream, and downstream segments is carried out through the policies, systems, and tools of the Integrated Management System (IMS). The IMS was developed based on ISO 14001 standard and encompasses the monitoring of indicators and control systems to prevent negative impacts on the environment and manage ongoing projects that meet the conditions established by the licensing processes for our assets.

For onshore assets, licensing falls under state jurisdiction, while licensing processes for offshore assets are handled by the Brazilian Institute of the Environment (Ibama). In accordance with Brazilian law, environmental licensing addresses impacts throughout the entire life cycle of the assets, from their implementation (with preliminary and installation permits) through operation and decommissioning (with the operating permit).

At the facilities, the programs implemented include measures and

controls to mitigate the negative environmental impacts of each asset and are established by the licensing authority during the environmental licensing process. The aspects covered generally include issues related to prevention of water, soil, and air pollution; monitoring and mitigation of impacts on biodiversity in the vicinity of the assets; and environmental education initiatives for workers and communities.

- ▶▶ [Click here](#) to access our Integrated Management System Policy
- ▶▶ [Click here](#) to access our Sustainability Policy
- ▶▶ To learn more about the highlights of this topic in 2025, [click here](#) and consult our 2025 Integrated Report (pages 48–52).

GRI 101-1 | Policies to halt and reverse biodiversity loss

Our commitments and policies regarding biodiversity are grounded in compliance with environmental licensing requirements for our facilities and in the continuous improvement of management practices across our operations to mitigate negative environmental impacts. Our Sustainability Policy and the Integrated Management System (IMS) guide our actions in alignment with these objectives, covering all our assets and business relationships. These instruments are aligned with the Kunming-Montreal Global Biodiversity Framework, particularly Target 15 (which requires large companies to assess and disclose risks, dependencies, and impacts on biodiversity), but were not structured based on this United Nations (UN) agreement. Despite the maturity level of this management, we do not yet have corporate goals related to the topic, but each unit defines metrics and goals in accordance with their respective licensing processes.

GRI 101-8 | Ecosystem services

Our offshore exploration and production fields do not have significant impact on ecosystem services. At onshore assets, our activities may impact ecosystem services directly and indirectly due to land use and operations. Provisioning services may be affected, for example, by a reduction in the quantity and deterioration in the quality of natural resources, with repercussions on productive activities and land use. Cultural services may be impacted as a result of landscape alteration and restricted access to areas of symbolic or recreational value.

GRI 101-2 | Management of biodiversity impacts

Our hierarchy of controls for managing impacts on biodiversity is structured within the Integrated Management System (IMS) and geared toward compliance with the environmental licensing conditions defined for each unit. Initially, we assess the socio-environmental impacts of each project, identifying potential impacts of each operation. Measures to avoid or minimize these impacts are incorporated into the environmental programs of the licensing process. Some units may also be subject to the implementation of ecosystem restoration actions for directly affected areas, through Degraded Area Recovery Plans (PRADs), or environmental compensation through Forest Restoration Projects (PRFs). All our operational assets have significant impact on biodiversity and have structured plans for managing these impacts within the scope of environmental licensing. Due to the nature of their operations,

onshore exploration and production fields have PRADs in place with the respective regulatory agencies. In 2025, the areas under restoration in this scope totaled 169.2 hectares, with 154.8 hectares in Potiguar Complex and 14.4 hectares in Recôncavo Complex. These two units and Guamaré Industrial Asset (ATI) also had environmental compensation measures in place throughout the period. Recôncavo Complex planted Atlantic Forest seedlings on farms owned by Brava in Bahia to offset areas drilled in Cexis Field. Meanwhile, Potiguar Complex and the ATI restored an area in the municipality of Afonso Bezerra (RN) through the planting and monitoring over three years of native Caatinga seedlings. These projects are implemented in accordance with international best practices in the field, seeking to promote shared value and synergy with other sustainability themes. In addition to using plants native to the respective biomes, the projects incorporate, whenever possible, social criteria such as the involvement of community members and the hiring

of local labor for the activities. The effectiveness of the compensation measures is verified by the respective licensing agencies through the submission of reports and evidence. This integrated approach is also incorporated into the Interagir Program, which encompasses the initiatives of the Social Communication Program (PCS) and the Environmental Education Program (PEA), both mandatory requirements under the environmental licensing of our activities. This approach enables a more participatory and inclusive approach, involving the identification of local leaders and the development of initiatives that address the needs and perspectives of communities.

GRI 101-4 | Identification of biodiversity impacts

We identify and manage our impacts on biodiversity through the environmental licensing of all assets, conducted in accordance with the requirements of environmental agencies.

This process includes preliminary assessment of impacts during the planning of activities to obtain the applicable licenses and authorizations, compliance with environmental conditions, implementation of specific environmental plans, and periodic environmental monitoring of impacted areas. The negative impacts associated with operations include mainly removal of native vegetation, temporary alteration of vegetation cover, soil compaction, localized habitat fragmentation, and landscape alteration, and some of these impacts are inherent in the activities. Regarding our supply chain, partners responsible for waste disposal are of particular relevance for monitoring in this area, given the pollution potential associated with their activities. This management is embedded in routines within the Integrated Management System (IMS), ranging from the selection of companies duly qualified for the activity to the documentary tracking of waste transport and disposal (learn more on page 49).

GRI 101-5 | Locations with biodiversity impacts

Unit ¹	Location	Unit size (hectares)	Ecologically sensitive areas directly impacted ²	Ecologically sensitive areas indirectly impacted ³
Ubarana	Potiguar Basin (RN)	Not applicable	None	None
Aratum	Potiguar Basin (RN)	Not applicable	None	Ponta do Tubarão State Sustainable Development Reserve (300 meters away)
Peroá	Espírito Santo Basin (ES)	Not applicable	None	APA Costa das Algas (15 km away) and Comboios Biological Reserve (Rebio) (55 km)
Papa-Terra	Campos Basin (RJ)	Not applicable	None	None
Atlanta	Santos Basin (RJ)	Not applicable	None	None
Potiguar Complex	Rio Grande do Norte and Ceará	165,169	Environmental Protection Areas (APAs): Berçários da Vida Marinha, of Praia de Ponta Grossa, of Manguecal da Barra Grande, and Dunas do Rosado; Ponta do Tubarão State Sustainable Development Reserve; and Esperança and Fazenda Belém Private Natural Heritage Reserves (RPPNs)	<i>Quilombola</i> community of Córrego Ubaranas (3.8 km away) and Furna Feia National Park (6.8 km)
Recôncavo Complex	Bahia	47,861	<i>Quilombola</i> communities of Ilha de Maré and São Brás and APAs Baía de Todos os Santos and Joanes Ipitanga	APAs Bacia do Cobre/São Bartolomeu (3.6 km away) and Joanes Ipitanga (2.3 km); <i>Quilombola</i> communities of Danda (3.8 km), Pitanga de Palmares (3.1 km), and Rio dos Macacos (1.2 km); and RPPNs Curió (6.8 km), Fazenda Panema (0.7 km), Mata do Guigo (5.1 km), and Olho-De-Fogo-Rendado (6.2 km)
ATI	Rio Grande do Norte	275	None	Ponta do Tubarão State Sustainable Development Reserve (1.2 km away) and Coastal Zone Biome (2.0 km)

1. The units operate in oil and gas exploration and production, except for ATI, whose activities are related to oil and gas processing at Clara Camarão Refinery, transportation via Guamaré Waterway Terminal, and the sale of refined products. Suppliers with significant impact on biodiversity are those responsible for waste disposal. All of these partners operate exclusively in Brazil.

2. For offshore assets, the directly impacted areas are those mapped by the Brazilian Institute of the Environment (Ibama) at the time of licensing. For onshore assets, these areas are identified based on an internal system derived from requirements set by state licensing agencies.

3. For offshore assets, the indirectly impacted areas refer to the asset's area of influence, the radius of which may vary depending on the nature of the activity and is defined during the licensing process with Ibama. For onshore assets, these areas include units of the National System of Nature Conservation Units (SNUC) and *quilombola* communities located within a radius of up to 10 km from the operations.

GRI 101-6 | Direct drivers of biodiversity loss

Direct factors of biodiversity loss per unit ¹	Factors considered significant				Indicators for measuring impacts on these factors
	Changes in land and sea use	Exploitation of natural resources	Pollution	Invasive exotic species	
Ubarana	Yes	Yes	Yes	No	We do not have data on land and sea use change activities. For data on other significant factors, please refer to GRI disclosures 303, 305, and 306 in this GRI Book.
Aratum	Yes	Yes	Yes	No	We do not have data on land and sea use change activities. For data on other significant factors, please refer to GRI disclosures 303, 305, and 306 in this GRI Book.
Peroá	Yes	Yes	Yes	Yes	We do not have data on land and sea use change activities. For data on other significant factors, please refer to GRI disclosures 303, 305, and 306 in this GRI Book. Regarding the introduction of invasive species, the risk is associated with the proliferation of the sun coral.
Papa-Terra	Yes	Yes	Yes	Yes	We do not have data on land and sea use change activities. For data on other significant factors, please refer to GRI disclosures 303, 305, and 306 in this GRI Book. Regarding the introduction of invasive species, the risk is associated with the proliferation of the sun coral.
Atlanta	Yes	Yes	Yes	Yes	We do not have data on land and sea use change activities. For data on other significant factors, please refer to GRI disclosures 303, 305, and 306 in this GRI Book. Regarding the introduction of invasive species, the risk is associated with the proliferation of the sun coral.
Potiguar Complex	Yes	Yes	Yes	No	We have not carried out any significant conversions of natural areas to other uses since we assumed management of this asset in 2023. The Complex covers a total area of 165,069 hectares, of which 3,130 hectares are Permanent Preservation Areas (APPs) and 27,853 hectares constitute the Legal Reserve. For data on other significant factors, please refer to GRI disclosures 303, 305, and 306 in this GRI Book.
Recôncavo Complex	Yes	Yes	Yes	No	We have not carried out any significant conversions of natural areas to other uses since we assumed management of this asset in 2022. The Complex covers a total area of 47,861 hectares, of which 778 hectares are Permanent Preservation Areas (APPs) and 3,010 hectares constitute the Legal Reserve. For data on other significant factors, please refer to GRI disclosures 303, 305, and 306 in this GRI Book.
ATI	Yes	Yes	Yes	No	We have not converted natural areas to other uses since we assumed management of this asset in 2023. The Complex covers a total area of 275 hectares, of which 21 hectares are Permanent Preservation Areas (APPs) and 53 hectares constitute the Legal Reserve. For data on other significant factors, please refer to GRI disclosures 303, 305, and 306 in this GRI Book.

1. Refers to direct factors considered significant according to environmental impact assessments within the scope of environmental licensing.

GRI 101-7 | Changes to the state of biodiversity

Operational unit	Biome	Reference date ¹	Ecosystem condition ²
Ubarana	Oceanic environment	2023	We do not have consolidated information for offshore assets. The assessment of ecosystem condition incorporates the respective environmental impact assessment studies for each unit, and its evolution is monitored through reports from the environmental programs defined within the licensing framework
Aratum	Oceanic/coastal environment	2022	
Peroá	Oceanic environment	2022	
Papa-Terra	Oceanic environment	2022	
Atlanta	Oceanic	2024	
Potiguar Complex	Caatinga	2023	Anthropized area with patches of Caatinga, with no significant change since the reference date
Recôncavo Complex	Atlantic Forest	2022	Anthropized area with patches of Atlantic Forest, with no significant change since the reference date
ATI	Caatinga	2023	Anthropized area, with no significant change since the reference date

1. Refers to the year in which we assumed management of the asset, except for Atlanta Field, whose reference date is linked to the start of operations of the Definitive System.
2. We do not have information on the size of the ecosystem in which the units are located.

GRI 305-7 | Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions

In 2025, we recorded 32.9% increase in NOx emissions from our operations compared to the previous period, mainly due to higher diesel consumption on FPSO Atlanta, an asset that accounts for approximately 57% of the Company's total NOx emissions. The volume of diesel consumed on Atlanta increased from 5,400 m³ in 2024 to 24,000 m³ in 2025,

reflecting the intensification of the operational regime and the increased demand for onboard power generation. On the other hand, other air pollutants that are not greenhouse gases (GHGs) showed reductions from 4% to 6% on the same basis of comparison, a result associated with operational stabilization at other assets, fuel consumption control, and systematic monitoring of air emissions in operations.

Non-GHG atmospheric emissions (tons)¹

	2025									2024
	Ubarana	Peroá	Papa-Terra	Atlanta	Potiguar Complex	Recôncavo Complex	ATI	Rio de Janeiro Office	Consolidated Brava Energia	Consolidated Brava Energia
CO	0.0	2.3	248.3	53.0	132.6	35.9	84.3	na	556.4	590.2
NOx	0.0	3.7	793.5	1,154.8	45.2	43.6	0.1	na	2,041.0	1,535.7
SOx	0.0	0.3	52.6	27.9	3.8	3.0	0.4	na	87.9	91.8
Volatile organic compounds (VOCs)	0.0	1.2	130.5	49.4	33.5	36.5	105.0	na	356.2	378.8
Particulate matter (PM10)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	na	0.0	0.0

1. Aratum unit is not covered, as the system for monitoring non-GHG gases is the same one used for the greenhouse gas inventory, which does not include this operation. No data is available on hazardous air pollutants (HAPs) and hydrogen sulfide (H₂S).

2. Data from 2024 resubmitted, as the independent verification of the greenhouse gas inventory was completed after the report's publication.

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

Onshore exploration and production (E&P) activities are the primary source of waste generation in our business, associated mainly with drilling residues and equipment maintenance routines. In 2025, the E&P Onshore segment accounted for 79% of the 35,000 tons of waste generated by Brava Energia. Another significant source is the decommissioning of facilities, which results in substantial volume of scrap after equipment is dismantled. Last year, waste generation in the E&P Offshore segment was impacted by decommissioning activities at Aratum Field and the Early Production System (SPA) in Atlanta, totaling 6,000 tons of waste generated.

The Mid&Downstream segment, which accounts for a smaller share of the Company's total operations (4% in 2025), includes, among its main waste-generating activities, maintenance of storage equipment and loading and unloading of products. Considering our value chain, we understand that service providers, such as drilling companies, have significant impact on this issue, which is managed in accordance with Brava's waste management procedures. No significant impacts related to waste generated by other suppliers or in downstream stages of the value chain, such as transportation or product use by customers, were identified. Our products are distributed via pipelines and tanker trucks, a method

that minimizes waste generation at this stage of the value chain.

GRI 306-2 | Management of significant waste-related impacts

The Solid Waste Management Plans (PGRS) of the units and our internal procedures define the guidelines and routines for waste management, in strict compliance with environmental legislation and the licensing conditions applicable to each asset. Local teams are responsible for properly sorting and storing the generated waste for subsequent disposal by specialized and duly certified partners. Disposal methods are defined in contracts with these suppliers, and the control of transportation and disposal activities is

documented through Waste Transport Manifests (MTRs) and Final Disposal Certificates (CDFs) submitted by these suppliers. On a daily basis, our teams carry out initiatives aimed at minimizing waste generation in operations and prioritizing sustainable disposal methods that allow for the recycling or reuse of these materials. Internally, the Employee Environmental Education Program (PEAT) and campaigns to prevent waste and encourage selective collection contribute to the engagement of employees and contractors in this effort. This management approach includes service providers operating at our facilities. We do not implement circularity initiatives involving the value chain (upstream and downstream).

Waste generation in our operations

The main waste-generating activities are well drilling, asset decommissioning, and equipment maintenance routines



Solid Waste Management Plans (PGRS)

They formalize guidelines and define practices for waste management, ensuring full legal compliance of business operations



Waste Segregation and Disposal

Local teams sort and temporarily store waste

Specialized partners are responsible for transportation and disposal

At the corporate level, we define disposal methods for each type of waste and monitor our partners' performance through documents such as Waste Transport Manifests (MTR) and Final Disposal Certificates (CDF)



GRI 306-3 | Waste generated

In 2025, our operations generated 34,900 tons of waste, of which 61.9% was non-hazardous and the remaining 38.1% was hazardous. Among the most significant types of waste in our activities are those associated with drilling

(such as gravel and fluid), metal scrap, and oily and contaminated waste. The onshore exploration and production activities account for the majority of the volume generated (79.2% in 2025).

Composition of waste generated in 2025 (tons)¹

	Hazardous	Non-hazardous	Total
Contaminated cylinder/drum	34.2	0.0	34.2
Uncontaminated rubber	0.0	5.9	5.9
Drilling gravel	2,043.1	4,009.4	6,052.5
Sanitary sewage	0.0	2,119.0	2,119.0
Drilling fluid	1,490.7	6,305.3	7,796.0
Insulation (styrofoam, refractories, etc.)	0.0	12.0	12.0
Wood	0.0	366.5	366.5
Cooking oil	0.0	2.6	2.6
Uncontaminated paper/cardboard	0.0	31.8	31.8
Batteries	27.2	0.0	27.2
Uncontaminated plastic	0.0	105.9	105.9
Chemicals	166.6	13.9	180.5
Contaminated solid waste	3,567.3	0.0	3,567.3
Food waste	0.0	208.3	208.3
Non-recyclable general waste	0.0	496.0	496.0
Cement waste	0.0	158.4	158.4
Construction waste	0.0	778.2	778.2
Garden waste	0.0	138.7	138.7
Liquid oily waste	4,102.5	0.0	4,102.5
Healthcare waste	5.2	0.0	5.2
Uncontaminated glass	0.0	10.3	10.3
Contaminated soil	1,808.6	0.0	1,808.6
Uncontaminated scrap metal	0.0	6,775.2	6,775.2
Electronic waste	76.3	66.5	142.7
Tetra Pak	0.0	1.5	1.5
Others ²	1.8	1.3	3.1
Total	13,323.6	21,606.9	34,930.4

1. This is the first year of reporting this GRI disclosure separately from waste disposal for the period, so historical data is not available. It does not include the corporate office in Rio de Janeiro, whose waste generation monitoring began in July 2025 and was considered immaterial.

2. Categories with less than 1 ton generated in the year: aerosols, printer cartridges, fluorescent lamps, aluminum cans, treated sewage sludge, and pyrotechnics.

GRI 306-3 | Waste generated (continuing)

 Composition of hazardous waste generated per unit in 2025 (tons)¹

	Ubarana	Aratum	Peroá	Papa-Terra	Atlanta	Potiguar Complex	Recôncavo Complex	ATI	Consolidated Brava Energia
Aerosol	0.0	0.0	0.1	0.5	0.2	0.0	0.0	0.0	0.9
Contaminated cylinder/drum	0.2	0.0	0.1	19.2	14.6	0.1	0.0	0.0	34.2
Printer cartridges	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.1
Drilling gravel	0.0	0.0	0.0	0.0	0.0	1,878.8	164.3	0.0	2,043.1
Drilling fluid	0.0	0.0	0.0	28.1	0.0	1,379.7	83.0	0.0	1,490.7
Fluorescent lamps	0.1	0.0	0.0	0.4	0.1	0.2	0.1	0.0	0.9
Batteries	10.4	0.0	0.1	15.7	0.1	0.7	0.4	0.0	27.2
Chemicals	2.3	0.0	0.0	90.1	14.9	56.7	0.0	2.6	166.6
Contaminated solid waste	25.5	7.7	2.1	110.2	55.3	1,983.5	140.7	1,242.3	3,567.3
Liquid oily waste	56.5	499.2	12.7	218.4	823.6	1,323.3	915.1	253.6	4,102.5
Healthcare waste	0.0	4.1	0.1	0.4	0.1	0.4	0.0	0.1	5.2
Contaminated soil	0.0	0.0	0.0	0.0	0.0	1,104.6	704.1	0.0	1,808.6
Electronic waste	0.7	68.9	0.0	4.0	2.6	0.0	0.0	0.0	76.3
Others ²	0.1	0.0	0.1	1.0	0.4	0.2	0.1	0.0	1.8
Total	95.6	580.0	15.3	487.0	911.6	7,727.9	2,007.6	1,498.6	13,323.6

1. This is the first year of reporting this GRI disclosure separately from waste disposal for the period, so historical data is not available. It does not include the corporate office in Rio de Janeiro, whose waste generation monitoring began in July 2025 and was considered immaterial.

2. Categories with less than 1 ton generated in the year: aerosols, printer cartridges, fluorescent lamps, aluminum cans, treated sewage sludge, and pyrotechnics.

GRI 306-3 | Waste generated (continuing)

 Composition of non-hazardous waste generated per unit in 2025 (tons)¹

	Ubarana	Aratum	Peroá	Papa-Terra	Atlanta	Potiguar Complex	Recôncavo Complex	ATI	Consolidated Brava Energia
Uncontaminated rubber	0.0	0.7	0.1	0.0	0.0	5.1	0.0	0.0	5.9
Drilling gravel	0.0	0.0	0.0	0.0	0.0	4,009.4	0.0	0.0	4,009.4
Sanitary sewage	23.0	2,096.0	0.0	0.0	0.0	0.0	0.0	0.0	2,119.0
Drilling fluid	0.0	0.0	0.0	5.3	0.0	6,300.0	0.0	0.0	6,305.3
Insulation (styrofoam, refractories, etc.)	0.0	0.0	0.0	0.0	0.0	5.5	0.0	6.5	12.0
Aluminum cans	0.0	0.0	0.0	0.6	0.2	0.0	0.0	0.0	0.8
Treated sewage sludge	0.0	0.0	0.0	0.0	0.5	0.0	0.0	0.0	0.5
Wood	3.0	0.0	0.3	44.6	33.2	194.9	59.4	31.2	366.5
Cooking oil	0.0	0.2	0.1	0.5	1.8	0.0	0.0	0.0	2.6
Uncontaminated paper/cardboard	0.1	0.0	0.4	7.7	7.7	13.0	1.9	1.0	31.8
Uncontaminated plastic	0.2	0.0	0.4	14.3	10.3	76.4	0.4	4.0	105.9
Chemicals	0.0	13.9	0.0	0.0	0.0	0.0	0.0	0.0	13.9
Food waste	72.6	8.6	0.0	0.0	0.0	3.9	0.7	122.5	208.3
Non-recyclable general waste	31.4	12.1	15.9	41.9	58.7	178.8	55.8	101.4	496.0
Cement waste	0.0	0.0	0.0	0.0	0.0	51.1	107.3	0.0	158.4
Construction waste	9.2	0.0	0.0	0.0	0.0	315.0	95.4	358.7	778.2
Garden waste	0.0	0.0	0.0	0.0	0.0	138.7	0.0	0.0	138.7
Uncontaminated glass	0.8	0.0	0.2	0.9	2.0	2.5	0.2	3.7	10.3
Uncontaminated scrap metal	38.5	333.3	3.5	119.1	43.3	4,383.2	1,847.9	6.4	6,775.2
Electronic waste	0.0	0.0	0.0	0.0	0.0	66.5	0.0	0.0	66.5
Tetra Pak	0.0	0.0	0.0	1.0	0.5	0.0	0.0	0.0	1.5
Others ²	0.0	0.0	0.0	0.6	0.7	0.0	0.0	0.0	1.3
Total	178.8	2,464.8	20.8	235.9	158.0	15,744.1	2,169.2	635.3	21,606.9

1. This is the first year of reporting this GRI disclosure separately from waste disposal for the period, so historical data is not available. It does not include the corporate office in Rio de Janeiro, whose waste generation monitoring began in July 2025 and was considered immaterial.

2. Categories with less than 1 ton generated in the year: aerosols, printer cartridges, fluorescent lamps, aluminum cans, treated sewage sludge, and pyrotechnics.

GRI 306-4 | Waste diverted from disposal
GRI 306-5 | Waste directed to disposal

In 2025, we disposed of 35,000 metric tons of waste, a volume 17.1% lower than that of the previous year. The reduction was observed across all business segments – 10.5% in offshore exploration assets, 16.8% in onshore complexes, and 30.5% at Guamaré Industrial Asset – and is primarily related to a decrease in waste generation.

Throughout the year, we saw reduction in drilling activities at onshore complexes and lower levels of tank cleaning activity at the ATI. In addition, we made progress in prioritizing more sustainable technologies for waste disposal, particularly recycling, which increased from 406 tons in 2024 to 7,098 tons in 2025. We also managed to reduce landfill disposal from 27,480 tons in 2024 to 17,933 tons in 2025.

Waste disposed of in 2025 (tons)¹

	Hazardous	Non-hazardous	Total
Methods that avoid final disposal			
Blending for co-processing	1,507.9	193.7	1,701.5
Composting	0.0	347.6	347.6
Co-processing	740.9	87.8	828.8
Decontamination	28.7	0.0	28.7
Depressurization	0.8	0.0	0.8
Treatment plant	3,018.6	2,352.1	5,370.7
Recycling	57.8	7,040.5	7,098.3
Reprocessing	22.5	0.0	22.5
Re-refining	11.7	0.0	11.7
Subtotal destined for methods that avoid final disposal	5,388.8	10,021.7	15,410.5
Final disposal methods			
Industrial landfill	6,608.9	11,049.5	17,658.3
Sanitary landfill	0.0	274.5	274.5
Autoclave	4.4	0.0	4.4
Incineration	1,361.5	0.0	1,361.5
Energy recovery	0.1	277.8	277.9
Subtotal destined for final disposal methods	7,975.0	11,601.8	19,576.8
Total	13,363.8	21,623.5	34,987.3

¹ Disposal methods were reclassified in 2025 to better reflect the Company's management controls. As a result, a comparison by method with the previous year is not possible. Historical data is presented separately in a specific table for the year 2024. All waste is disposed of outside the Company by specialized firms.

GRI 306-4 | Waste diverted from disposal
 GRI 306-5 | Waste directed to disposal (continuing)

Hazardous waste disposed of per unit in 2025 (tons)¹

	Ubarana	Aratum	Peroá	Papa-Terra	Atlanta	Potiguar Complex	Recôncavo Complex	ATI	Consolidated Brava Energia
Methods that avoid final disposal									
Blending for co-processing	15.0	3.1	2.2	330.4	75.4	302.3	764.3	15.1	1,507.9
Co-processing	0.3	0.3	0.0	0.0	0.0	210.8	529.5	0.0	740.9
Decontamination	0.1	0.0	0.2	18.3	9.9	0.2	0.1	0.0	28.7
Depressurization	0.0	0.0	0.0	0.5	0.2	0.0	0.0	0.0	0.8
Treatment plant	54.0	522.5	12.7	131.1	845.4	987.2	465.7	0.0	3,018.6
Recycling	11.2	45.6	0.2	0.0	0.0	0.9	0.0	0.0	57.8
Reprocessing	0.0	0.0	0.0	19.7	2.7	0.0	0.0	0.0	22.5
Re-refining	1.6	0.0	0.0	4.9	1.6	0.0	0.0	3.5	11.7
Subtotal destined for methods that avoid final disposal	82.1	571.6	15.3	505.0	935.3	1,501.3	1,759.6	18.6	5,388.8
Final disposal methods									
Industrial landfill	9.0	4.3	0.0	0.0	0.0	4,870.1	248.0	1,477.4	6,608.9
Autoclave	0.0	4.1	0.0	0.3	0.1	0.0	0.0	0.0	4.4
Incineration	2.4	0.0	0.0	0.1	0.1	1,356.4	0.0	2.6	1,361.5
Energy recovery	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.0	0.1
Subtotal destined for final disposal methods	11.4	8.4	0.0	0.4	0.1	6,226.5	248.1	1,480.0	7,975.0
Total	93.5	580.0	15.3	505.4	935.4	7,727.9	2,007.6	1,498.6	13,363.8

¹ Disposal methods were reclassified in 2025 to better reflect the Company's management controls. As a result, a comparison by method with the previous year is not possible. Historical data is presented separately in a specific table for the year 2024. All waste is disposed of outside the Company by specialized firms.

GRI 306-4 | Waste diverted from disposal
 GRI 306-5 | Waste directed to disposal (continuing)

Non-hazardous waste disposed of per unit in 2025 (tons)¹

	Ubarana	Aratum	Peroá	Papa-Terra	Atlanta	Potiguar Complex	Recôncavo Complex	ATI	Consolidated Brava Energia
Methods that avoid final disposal									
Blending for co-processing	0.0	1.3	16.0	106.9	32.1	36.9	0.5	0.0	193.7
Composting	72.6	9.2	0.0	0.0	0.0	142.6	0.7	122.5	347.6
Co-processing	0.1	0.0	0.0	0.0	0.0	45.4	42.4	0.0	87.8
Treatment plant	23.0	2,080.0	0.0	0.0	0.0	165.6	83.5	0.0	2,352.1
Recycling	36.6	318.3	4.9	179.2	96.8	4,539.2	1,850.4	15.1	7,040.5
Subtotal destined for methods that avoid final disposal	132.3	2,408.8	20.9	286.1	128.8	4,929.7	1,977.6	137.6	10,021.7
Final disposal methods									
Industrial landfill	9.3	13.9	0.0	0.0	0.0	10,580.7	76.3	369.3	11,049.5
Sanitary landfill	30.9	10.7	0.0	0.0	30.2	49.6	55.8	97.2	274.5
Energy recovery	3.0	0.0	0.0	0.0	0.0	184.2	59.4	31.2	277.8
Subtotal destined for final disposal methods	43.1	24.6	0.0	0.0	30.2	10,814.5	191.6	497.7	11,601.8
Total	175.4	2,433.4	20.9	286.1	159.0	15,744.3	2,169.2	635.3	21,623.5

¹. Disposal methods were reclassified in 2025 to better reflect the Company's management controls. As a result, a comparison by method with the previous year is not possible. Historical data is presented separately in a specific table for the year 2024. All waste is disposed of outside the Company by specialized firms.

GRI 306-4 | Waste diverted from disposal
 GRI 306-5 | Waste directed to disposal (continuing)

Total waste disposed of in 2024 (tons)¹

	E&P Onshore	Mid&Downstream	E&P Offshore	Consolidated Brava Energia
Diverted from final disposal				
Treatment plant	2,768.4	1,223.6	4,117.7	8,109.7
Processing	2,875.4	0.0	1,132.8	4,008.1
Co-processing	1,595.2	33.9	10.6	1,639.7
Recycling	86.4	7.6	312.3	406.3
Biogas production	0.1	0.0	57.4	57.5
Cleaning/Decontamination	1.3	0.0	38.1	39.4
Sorting and transfer	0.5	0.0	10.5	11.0
Re-refining	1.3	0.0	2.1	3.4
Reprocessing/Preparation for reuse	0.0	0.0	8.0	8.0
Depressurization/Decontamination	0.0	0.0	0.6	0.6
Other	52.3	72.6	0.0	124.9
Subtotal diverted from final disposal	7,380.7	1,337.7	5,690.1	14,408.5
Destined for final disposal				
Landfill	25,670.0	1,685.0	124.9	27,479.8
Energy recovery	154.5	38.5	2.2	195.2
Incineration	29.8	7.0	0.1	37.0
Detonation	0.0	0.0	0.1	0.1
Autoclave	0.0	0.0	0.1	0.1
Subtotal destined for final disposal	25,854.3	1,730.5	127.4	27,712.2
Total waste sent for disposal	33,235.0	3,068.2	5,817.5	42,120.7

¹ All waste is sent off-site by specialized companies.

GRI 306-4 | Waste diverted from disposal
 GRI 306-5 | Waste directed to disposal (continuing)

Hazardous waste disposed of in 2024 (tons)¹

	E&P Onshore	Mid&Downstream	E&P Offshore	Consolidated Brava Energia
Diverted from final disposal				
Treatment plant	2,484.8	1,223.6	2,972.3	6,680.7
Processing	2,804.4	0.0	436.0	3,240.4
Co-processing	1,436.9	33.9	10.6	1,481.4
Recycling	25.5	0.0	0.0	25.5
Cleaning/Decontamination	1.3	0.0	38.1	39.4
Sorting and transfer	0.5	0.0	6.8	7.2
Re-refining	1.3	0.0	2.1	3.4
Reprocessing/Preparation for reuse	0.0	0.0	8.0	8.0
Depressurization/Decontamination	0.0	0.0	0.6	0.6
Subtotal diverted from final disposal	6,754.5	1,257.5	3,474.5	11,486.5
Destined for final disposal				
Landfill	9,132.6	1,061.8	0.3	10,194.7
Incineration	29.8	7.0	0.1	37.0
Detonation	0.0	0.0	0.1	0.1
Autoclave	0.0	0.0	0.1	0.1
Subtotal destined for final disposal	9,162.4	1,068.9	0.6	10,231.9
Total waste sent for disposal	15,916.9	2,326.4	3,475.1	21,718.4

1. All waste is sent off-site by specialized companies.

GRI 306-4 | Waste diverted from disposal
 GRI 306-5 | Waste directed to disposal (continuing)

Non-hazardous waste disposed of in 2024 (tons)¹

	E&P Onshore	Mid&Downstream	E&P Offshore	Consolidated Brava Energia
Diverted from final disposal				
Treatment plant	283.7	0.0	1,145.3	1,429.0
Processing	71.0	0.0	696.8	767.7
Co-processing	158.3	0.0	0.0	158.3
Recycling	60.9	7.6	312.3	380.8
Biogas production	0.1	0.0	57.4	57.5
Sorting and transfer	0.0	0.0	3.8	3.8
Other	52.3	72.6	0.0	124.9
Subtotal diverted from final disposal	626.2	80.2	2,215.6	2,922.0
Destined for final disposal				
Landfill	16,537.4	623.1	124.6	17,285.1
Energy recovery	154.5	38.5	2.2	195.2
Subtotal destined for final disposal	16,691.9	661.7	126.8	17,480.3
Total waste sent for disposal	17,318.1	741.9	2,342.4	20,402.3

1. All waste is sent off-site by specialized companies.

Talent management

GRI 3-3 | Management of material topics

Scope of the material topic

Human capital management aspects have significant materiality for us to understand the business model and corporate strategy, particularly in the recent context of team integration and the definition of organizational culture, values, and purpose following the creation of Brava in 2024. One of the main topics covered by this issue relates to the retention of technical professionals with extensive experience in the oil and gas sector. In this regard, the issue encompasses the training and development of current employees, providing tools for sharing intellectual capital and preparing new leaders. The approach to attracting new talents also falls within this scope.

Another key aspect relates to compensation programs and employee benefits, ensuring decent working conditions and adequate compensation from an impact perspective, while contributing to the brand's competitiveness and attractiveness as employer. The theme also covers Brava's mechanisms for promoting employees' quality of life, well-being, and mental health.

Related Sustainable Development Goals (SDGs)



Our management approach

The high technical qualifications, know-how in the oil and gas sector, and the skills to develop innovative solutions to operational challenges in mature onshore and offshore fields possessed by our leadership and teams drive our Company's ability to maximize value creation across our asset portfolio. Our human capital management model aims to strengthen these positive aspects and bring an even more agile and modern perspective to the way our teams carry out their work. Specific policies and procedures guide the various processes related to human resources management, always in line with our Code of Conduct and the commitments set forth in our Sustainability Policy. Systematic training and performance evaluation practices support the professional development of our employees, and our entry-level programs for young professionals serve as key platforms for attracting talent that aligns with our culture and values. Market research informs the determination of compensation and the benefits package offered to employees, under the continuous oversight of the People Committee, an advisory body to the Board of Directors.

- ▶ [Click here](#) to access our Sustainability Policy
- ▶ [Click here](#) to access our Code of Ethics and Conduct
- ▶ To learn more about the highlights of this topic in 2025, [click here](#) and consult our 2025 Integrated Report (pages 35 to 39).

GRI 401-2 | Benefits provided to full-time employees that are not provided to temporary or part-time employees

Our benefits package offered to all employees includes medical and dental care, meal/food vouchers, extended parental leave, daycare/nanny/school assistance, a telemedicine app and emotional support channel, partnerships with sports and wellness facilities, scholarships, and life insurance. We also offer a private pension plan to all employees, except for apprentices, as this group is hired on a fixed-term basis with no possibility of renewal. For the purposes of consolidating this GRI disclosure, Brava was considered on a consolidated basis (i.e., the Company as a whole is the significant operating unit), since employees receive the same benefits regardless of the unit to which they are assigned.

GRI 402-1 | Minimum notice periods regarding operational changes

Significant organizational changes, such as corporate changes, acquisitions, and restructurings, are disclosed in advance through our internal channels and to external stakeholders via public disclosures on our Investor Relations website. The advance notice period may vary depending on the nature of the change and the availability of information; there is no established minimum timeframe for this type of communication. Nevertheless, we always prioritize transparency and timeliness in these disclosures. Our collective bargaining agreements do not specify a timeframe for this type of notice.

GRI 401-1 | New employee hires and employee turnover

Hiring and terminations	2025		2024	
	Number of hires	Number of terminations	Number of hires	Number of terminations
By gender				
Men	123	138	289	127
Women	63	53	83	60
By age group				
Up to 20 years old	6	0	3	3
21 to 30 years old	49	25	84	30
31 to 40 years old	62	50	147	53
41 to 50 years old	50	67	94	53
51 to 60 years old	17	21	25	26
61 years of age and older	2	28	19	22
By region				
Northeast	89	81	249	50
Southeast	97	110	123	137
Total	186	191	372	187

Hiring and turnover rates	2025		2024	
	Hiring rate ¹	Turnover rate ²	Hiring rate ¹	Turnover rate ²
By gender				
Men	15.5%	16.5%	35.8%	25.8%
Women	19.1%	17.6%	26.0%	22.4%
By age group				
Up to 20 years old	85.7%	42.9%	0.8%	0.8%
21 to 30 years old	33.1%	25.0%	71.8%	48.7%
31 to 40 years old	15.4%	13.9%	226.2%	153.8%
41 to 50 years old	13.1%	15.3%	144.6%	113.1%
51 to 60 years old	14.5%	16.2%	38.5%	39.2%
61 years of age and older	3.1%	23.1%	29.2%	31.5%
By region				
Northeast	13.3%	12.7%	37.6%	22.5%
Southeast	21.5%	22.9%	26.6%	28.1%
Total	16.6%	16.8%	33.0%	24.8%

1. Calculated as the number of hires throughout the year in each category divided by the headcount as of December 31 in each category.

2. Calculated as the average of hires and terminations throughout the year in each category divided by the headcount as of December 31 in each category.

GRI 401-3 | Parental leave

Indicators related to parental leave¹

	2025		2024	
	Men	Women	Men	Women
Departure and return from leave				
Number of employees eligible for leave who took leave	28	13	24	8
Number of employees who returned from leave	28	8	24	8
Number of employees still on leave	0	5	0	0
Return rate	100.0%	61.5%	100.0%	100.0%
Potential return rate	na	100.0%	na	na
Retention				
Number of employees who remained employed for at least 12 months after returning from leave	na	na	21	4
Number of employees who have not yet completed 12 months after returning from leave	26	7	1	4
Number of employees who left before completing 12 months after returning from leave	2	1	2	0
Retention rate	na	na	87.5%	50.0%
Potential retention rate	92.9%	92.3%	91.7%	100.0%

¹ Each column always includes employees who went on leave during the year to track return and retention data. Three-year data are restated in each reporting cycle to reflect the return and retention status of employees who took parental leave through the reporting year's December 31 cutoff date. **GRI 2-4**

GRI 403-6 | Promotion of worker health

We promote our employees' access to healthcare services through health and dental insurance coverage and the availability of an emergency response team at Rio de Janeiro office. Additionally, the follow-up process for periodic occupational medical exams includes guidance for professionals to seek specialist medical care in the event of changes that suggest risk condition. At our operational sites,

we also provide medical rescue services for employees and contractors, and we recommend that contracted companies offer health insurance to workers assigned to Brava operations. Health awareness campaigns and the availability of medical teams to advise workers also contribute to promoting the health and well-being of our professionals (learn more about these initiatives on page 17).

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

In 2025, our employees completed an average of 55 hours of training. This is more than double the amount from the previous year, mainly due to the increased availability of training courses at our Corporate University.

Employee training indicators¹

	2025		2024	
	Total training hours	Average per employee ²	Total training hours	Average per employee ²
By gender				
Men	47,140	59.52	20,698	25.65
Women	14,478	44.01	6,111	19.16
By job level				
Executive management	28	7.00	3	0.60
Leadership	14,234	49.60	5,856	18.77
Specialists	13,999	45.30	5,965	19.24
Administrative	5,764	28.12	2,322	12.29
Operations	23,669	95.44	11,813	46.51
Administrative and operational support	3,924	57.71	850	15.18
Total	61,618	54.97	26,809	23.81

1. All types of professional development and training conducted internally or externally and paid for (in full or in part) by the Company were considered. This does not include coaching programs.

2. Calculated as the total number of training hours in each category throughout the year divided by the headcount as of December 31 for each category.

GRI 404-2 | Programs for upgrading employee skills and transition assistance programs

The continuous professional development and training of our employees is a strategic pillar for the Company's sustainable growth. In addition to offering training through the Corporate University, we have programs to encourage training at external institutions, via subsidies for higher education and language courses, and a strategic partnership with Getulio Vargas Foundation (FGV), which includes exclusive discounts for Brava employees and the possibility of in-company training tailored to specific departmental needs. Specifically regarding end-of-career management, employees can enroll in the private pension plan included in our benefits package. Participants can allocate 1% to 12% of their salary to their private pension, and Brava matches this contribution up to a limit of 3% of the salary.

GRI 404-3 | Percentage of employees receiving regular performance and career development reviews

Throughout 2025, we designed Brava's performance evaluation process, focusing on the six organizational competencies defined at the corporate level. For each of these competencies, we defined expected behaviors for the different roles within our structure, reflecting the levels of responsibility and maturity of the positions. All employees who worked for more than 15 days during 2025 were evaluated at the beginning of 2026. Managers evaluate the professionals on their teams, and employees also conduct self-evaluations. The analyses are discussed in calibration committees, validated by the Executive Board, and contribute to the determination of variable compensation in conjunction with the assessment of corporate and departmental goals.

Employees covered by performance evaluations in 2025¹

	Number of employees evaluated	Percentage of employees evaluated ²
By gender		
Men	930	100.0%
Women	380	100.0%
By job level		
Executive management	7	100.0%
Leadership	355	100.0%
Specialists	373	100.0%
Administrative	231	100.0%
Operations	266	100.0%
Administrative and operational support	78	100.0%
Total	1,310	100.0%

1. Refers to the performance evaluation cycle conducted at the beginning of 2026 regarding employee performance throughout 2025. Therefore, the total number of employees evaluated exceeds the number of employees at the end of the period (1,121 people) reported in GRI disclosure 2-7.

2. The percentage is calculated based on the total number of eligible employees, i.e., those who worked for more than 15 days in 2025.

Asset management

GRI 3-3 | Management of material topics

Scope of the material topic

This topic relates to the maintenance of productivity in onshore and offshore fields and in Mid&Downstream operations, generating long-term financial value for shareholders, resilience to overcome volatility in Brent prices, and quality to minimize the risk of production shutdowns. One of the central aspects covered by this topic is the asset maintenance and modernization plan, which is essential for strengthening oil recovery capacity in mature fields at the lowest possible costs.

The topic also covers portfolio diversification, with a balance between onshore and offshore

fields. This configuration tends to enable the ability to overcome operational challenges and potential interruptions in activities, while maintaining satisfactory levels of production and value creation.

Field decommissioning is another key aspect within this theme, ensuring compliance with deadlines and costs for these activities and proper reporting to the regulatory body. In particular, the management of waste generated during the decommissioning process is a highly relevant topic, as is the maintenance of decommissioned structures at the sites.

Related Sustainable Development Goals (SDGs)



Our management approach

Our Company was founded with the purpose of maximizing the value of oil and natural gas production in Brazil and contributing to energy security. We operate onshore and offshore, with an integrated business model that covers all links in the production chain – upstream, midstream, and downstream. Across all business segments (upstream, midstream, and downstream), we manage our assets based on financial and production indicators. The Executive Boards systematically monitor monthly production from onshore and offshore assets, operating costs (lifting cost), the realization of CAPEX and OPEX, and project progress. Our organizational structure includes executives and leaders responsible for engineering projects and asset development. These areas work in a coordinated manner, focusing on identifying and capitalizing on opportunities to increase

productivity, reduce costs, and expand value creation capacity.

We are also structured to identify and capture opportunities for active portfolio restructuring. In this business context, we proceed cautiously in developing assets in the exploration phase. The high costs associated with discovering new oil and natural gas reserves, combined with our vision for optimizing and modernizing producing assets, tend to limit our investment in this area.

Due to the configuration of our business model, with a portfolio formed through the acquisition of mature fields, we have assumed the obligation to conduct asset decommissioning activities. Our practices and processes ensure that these activities are conducted in compliance with applicable regulations established by the National Agency of Petroleum, Natural Gas and Biofuels (ANP).

- ▶▶ [Click here to access our Integrated Management System Policy](#)
- ▶▶ [Click here to access our Sustainability Policy](#)
- ▶▶ To learn more about the highlights of this topic in 2025, [click here](#) and consult our 2025 Integrated Report (pages 12 to 22).

GRI 11.7.4 | List the operational sites that have closure and rehabilitation plans in place; have been closed; are in the process of being closed

In 2025, we completed decommissioning activities at the former Aratum Field, currently part of Macau Field (including the abandonment of two wells and operating platforms), and at the Early Production System (SPA) of Atlanta Field (including removal of FPSO Petrojarl I and dismantling of the vessel's mooring system). Under the Facility Decommissioning Program (PDI), two projects were duly filed with the National Agency of Petroleum, Natural Gas and Biofuels (ANP), covering abandonment, cleanup, and removal of equipment and facilities, as well as socio-environmental programs to prevent environmental impacts and promote awareness and engagement among local communities. Five other fields under our operation underwent specific decommissioning activities, taking into account the best planning for the operational utilization of the wells. These were: Estreito and Guamaré (Potiguar Complex); and Cexis, Água Grande, and Tapiranga Norte (Recôncavo Complex). In addition, we filed PDIs for six onshore fields for

subsequent decommissioning and return: Fazenda Belém and Pedra Sentada (Potiguar Complex); and Cambacica, Pariri, Água Grande, and Fazenda Alto das Pedras (Recôncavo Complex).

GRI 11.7.5 | List the decommissioned structures left in place and describe the rationale for leaving them in place

All materials removed during decommissioning activities are sent to specialized companies, in accordance with applicable environmental legislation. At Aratum Field, we submitted a study to the Brazilian Institute of Environment and Renewable Natural Resources (Ibama) for the permanent abandonment of the subsea pipelines of this asset on the seabed. Conducted in partnership with Alberto Luiz Coimbra Institute for Graduate Studies and Engineering Research at the Federal University of Rio de Janeiro (Coppe/UFRJ), the study characterizes the conditions of the local environment and the pipelines' technical specifications, highlighting the generation of significant negative environmental impacts associated with the removal of these materials. We are awaiting the environmental agency's review of this request.

GRI 11.7.6 | Report the total monetary value of financial provisions for closure and rehabilitation made by the organization, including post-closure monitoring and aftercare for operational sites

Provisions for well abandonment are updated annually or whenever we identify a need for adjustment. The amounts are initially measured over the economic useful life of each project and brought to the present value, with revisions recognized as cost of fixed assets and the effects of the passage of time (discount reversal) allocated directly to net income. The balances of the abandonment liability already include the decommissioning cost share agreement included in the asset acquisition contracts. Annual costs for abandonment activities are included in the Company's budget and monitored monthly. In 2025, the disbursements were related to the abandonment of the former Aratum Field and the Early Production System (SPA) of Atlanta Field.

Financial resources related to closure and rehabilitation (R\$ thousand)

	2025	2024
Amount spent during the period on closure and rehabilitation of operations	379,062	275,071
Amount provisioned (accumulated at the end of the period) for the closure and rehabilitation of operations	3,721,333	3,324,911

Socioeconomic impact

GRI 3-3 | Management of material topics

Scope of the material topic

This topic covers the Company's potential positive and negative impacts on communities located in municipalities and regions near production assets, as well as the respective practices for identifying, measuring, and mitigating these impacts. Although onshore exploration and production operations are more relevant for understanding management practices, offshore assets can also generate impacts on communities – particularly fishing, *quilombola*, or indigenous communities – due to operational and logistical activities.

Also falling under this theme are the positive impacts generated in these territories, such as the creation of direct and indirect jobs, increased income, and the collection of taxes and royalties. Investments in social projects, using the Company's own financial resources (donations/sponsorships) or funds obtained through tax incentive laws, are also material to this theme.

Related Sustainable Development Goals (SDGs)



Our management approach

Our practices for assessing potential impacts on local communities and engaging with these populations are conducted within the framework of environmental licensing processes. Conducted by state agencies for onshore operations and by the Brazilian Institute of Environment and Renewable Natural Resources (Ibama) for offshore operations, these processes include holding public hearings and establishing and maintaining Social Communication Programs (PCS) and Environmental Education Programs (PEA). In our onshore operations, the PCS and PEA are consolidated within the Interagir Program, which involves mapping local leaders and developing initiatives that address the needs and perspectives of communities. Thus, our engagement and efforts to promote local development are based on participatory and inclusive processes, grounded in ethics, transparency, and protection of human rights.

- ▶ [Click here to access our Sustainability Policy](#)
- ▶ [Click here to access our Human Rights Policy](#)
- ▶ To learn more about the highlights of this topic in 2025, [click here](#) and consult our 2025 Integrated Report (pages 43 to 47).

GRI 11.21.8 | For oil and gas purchased from the state, or from third parties appointed by the state to sell on their behalf, report: volumes and types of oil and gas purchased; full names of the buying entity and the recipient of the payment; payments made for the purchase

As in the previous year, we did not purchase oil or gas from the State or from third parties on its behalf in 2025.

GRI 11.15.4 | Report the number and type of grievances from local communities identified

Community complaints and grievances

	2025	2024
Total number of complaints received ¹	29	58
Percentage of complaints addressed and resolved	100.0%	100.0%
Number of complaints whose resolution involved compensation to the complainant ²	22	38
Percentage of complaints resolved with compensation for the complainant	75.9%	65.5%

1. This covers all complaints and grievances received through the "Talk to Us" channel. The main complaints relate to dust, difficulty in accessing roads due to drilling operations, and damage to properties. All complaints received are addressed.
 2. Refers to complaints whose resolution led to measures being taken to reverse or compensate for the harm caused to the complainant, such as retraction, financial or non-financial compensation, prevention of harm through injunctions or guarantees of non-repetition, criminal or administrative sanctions, fines, restitution, restoration, and rehabilitation.

GRI 201-1 | Direct economic value generated and distributed

In 2025, the value added and distributed in our operations totaled R\$ 5.4 billion, increase of 86.8% compared to the previous year. This variation is due to growth in the amounts recorded as revenue and as value added received through transfers. In the distribution of value added, the most significant components in 2025 were returns on third-party capital and returns on equity, accounting for 58% and 31%, respectively, of the total distributed value added.

Statement of Value Added - main lines (R\$ thousand)

	2025	2024
Revenues	11,622,991	8,726,361
Inputs purchased from third parties	-7,493,285	-5,718,327
Gross value added	4,129,706	3,008,034
Depreciation, amortization, and depletion	-2,435,759	-1,246,205
Net value added produced by the entity	1,693,947	1,761,829
Value added received through transfers	3,500,720	1,110,024
Total value added to be distributed	5,194,667	2,871,853
Distribution of value added		
Personnel	360,109	347,895
Taxes, fees, and contributions	131,593	-321,888
Return on third-party capital	3,291,740	3,755,537
Return on equity	1,411,225	-909,691
Total distributed value added	5,194,667	2,871,853

GRI 201-4 | Financial assistance received from government

Government financial support received by type (R\$ thousand)¹

	2025	2024
Tax benefits and credits ²	8,060	111,252
Grants for investment, research and development, and other relevant types of grants ³	0	35,469
Total	8,060	146,721

1. Subsidies, grants, royalty holidays, export financing, or other financial benefits receivable from governments other than the two groups listed in the table are not applicable. Brava Energia has no government entities among its shareholders.

2. Includes amounts related to the Superintendence for the Development of the Northeast (Sudene).

3. Covers the presumed ICMS credit and funds derived from the Good Law (• 11,196/2005). In 2025, a change in the presumed ICMS credit rule made participation in the program disadvantageous.

GRI 202-2 | Proportion of senior management hired from the local community

All members of the Statutory Board of Directors were hired locally, that is, born in or having permanent residence in Brazil at the time of their hiring. The criterion of place of residence is not a priority in the hiring process, given the need for technical and specialized knowledge of the business and its externalities. The concept of "significant operating unit" for this GRI disclosure refers to the Company on a consolidated basis.

GRI 203-1 | Infrastructure investments and services supported

In 2025, we continued our support for Hospital Pequeno Príncipe, which provides comprehensive care for children and adolescents. The institution performs over 259,000 outpatient visits and 20,000 surgical procedures annually, the majority of which are for patients in the Unified Health System (SUS). This project is one of those we support through incentive law funds (learn more about these social investments on page 73) and is directly related to the population's access to public health services. During the year, we allocated R\$ 1.08 million to the Hospital through the Fund for Children and Adolescents (FIA).

GRI 203-2 | Significant indirect economic impacts

The main indirect economic impacts associated with our operations relate to job creation through our value chain and economic activity in the areas surrounding our facilities, as well as tax revenue collected by the government. The operation of our onshore and offshore fields is subject to payment of royalties, a significant source of revenue for the federal government, states, and municipalities. Fields with high production volumes or profitability are also subject to quarterly special participation payments, calculated based on the net revenue and featuring progressive rates depending on the location of the field, the number of years in operation, and production volume. When

production activities take place on private property, the Company also pays a share of the production value to the landowner, calculated monthly and equivalent to 0.5% to 1.0% of the gross production revenue. In the state of Rio Grande do Norte, the oil and gas sector activities account for over 40% of the industrial Gross Domestic Product (GDP), injecting approximately R\$ 4 billion annually into the local economy, according to 2022 data from the Brazilian Institute of Geography and Statistics (IBGE). In 2025, our Company allocated R\$ 1.7 billion in the form of municipal, state, and federal taxes. Additionally, R\$ 761 million was paid in royalties, which are levied directly on the field's total gross production revenue, with rates ranging from 5% to 15%.

GRI 204-1 | Proportion of spending on local suppliers

Expenditures with local suppliers¹

	2025	2024 ²
Expenditures with all suppliers (R\$ thousand)	11,636,898	20,395,442
Expenditures with local suppliers (R\$ thousand)	10,754,448	12,489,546
Percentage of expenditures with local suppliers	92.4%	61.2%

1. Suppliers in Brazil (same country) are considered local. Data calculation refers to the Company on a consolidated basis, with no segmentation by operating unit.
 2. Does not include data from January through July for Enauta (pre-merger), as these historical data could not be obtained.

GRI 207-1 | Approach to tax

Our tax management practices ensure strict compliance with applicable laws and proper management of tax risks in all jurisdictions where we operate, even if these are not formalized into a formal tax strategy. Noteworthy in this context are continuous monitoring of legislation and case law, technical review of relevant tax positions, timely fulfillment of primary and ancillary obligations, and prior assessment of risks in specific transactions or structures. In situations involving gray areas or issues subject to administrative or judicial scrutiny, our positions are based on legal grounds, precedents, and technical analyses, with support from external advisors when necessary.

A specialized tax team is dedicated to these activities regularly, under the leadership of the Finance and Investor Relations Department. On a quarterly basis, tax-related information is subject to external audit as part of the Company's financial statements. Oversight of this entire process within the governance framework involves the Statutory Audit Committee, the Board of Directors, and the Fiscal Council.

The tax regime under which we operate is the annual actual profit regime, and the main taxes paid fall under: PIS-Cofins, ICMS, and CIDE (on purchased goods and product sales), ISS (on the contracting of services), and IOF (on financial transactions). Our management approach contributes to Brava's positive impact on regional sustainable development through the use of incentive funds directed toward supporting social projects (such as those in culture and sports) and continuous monitoring of the economic impact generated by tax collection, particularly at municipal and state levels.

GRI 207-2 | Tax governance, control, and risk management

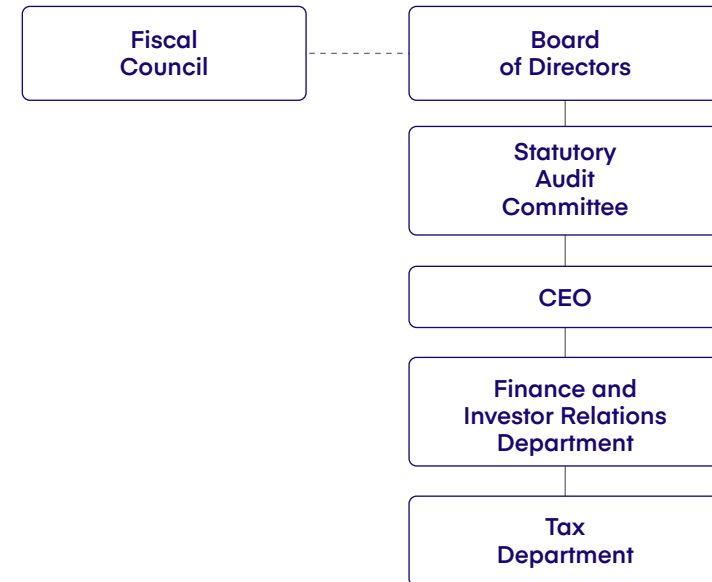
Our governance and tax control structure encompasses executive and supervisory bodies. The Tax Department is responsible for tax management, including the Company's tax strategy and for ensuring compliance with primary and ancillary obligations. This department includes units dedicated to direct taxes, indirect taxes, and planning, litigation, and advisory services, as well as a team of specialized analysts. Executive operations are supervised by the Statutory Audit Committee, which

monitors tax processes and critical issues that may impact the financial statements; by the Fiscal Council, which assesses tax compliance as part of its duties; and by the Board of Directors, which deliberates on relevant issues and is advised by the Audit Committee.

Our primary control mechanisms include internal and external audits conducted quarterly to assess the consistency and adherence of tax processes to applicable legislation. There is no record

of non-compliance resulting from these assessments. Additionally, accounting and tax practices are reviewed annually. The external audit reports on our financial statements, which include tax-related aspects, are publicly available on the Investor Relations website (click here to access). Any concerns our stakeholders may have regarding misconduct in fiscal and tax areas should be reported through the Whistleblower Channel (learn more about this mechanism on page 10).

Fiscal and tax governance



GRI 207-3 | Stakeholder engagement and management of concerns related to tax

Our relationship with tax authorities is based on a technical, transparent, and collaborative approach, in compliance with applicable laws and the principles of integrity and compliance. There are no specific guidelines formalized in a separate policy; rather, our interactions are guided by the provisions of our Code of Ethics and Conduct.

In cases of voluntary disclosures, audits, assessments, or investigations, we act in an organized and timely manner, providing information to relevant authorities, offering technical clarifications, and taking appropriate measures for regularization or defense, as applicable.

In the context of tax advocacy, our positions are integrated with the activities of professional associations and industry groups, particularly the Brazilian Institute of Oil, Gas, and Biofuels (IBP) and the Brazilian Association of Independent Oil and Gas Producers (ABPIP). To ensure comprehensive engagement with our stakeholders, we utilize corporate

channels that are not limited to tax and fiscal matters. Among these, the Whistleblower Channel stands out for receiving reports and concerns regarding misconduct, and the "Talk to Us" channel, for suggestions, questions, and comments.

GRI 413-1 | Operations with local community engagement, impact assessments, and development programs

All our assets conduct social and environmental impact assessments as part of their respective licensing processes. Extensive engagement with local communities occurs through public consultations as applicable to the respective licensing processes, maintenance of the "Talk to Us" channel (learn more about the channel on page 10), and social communication and environmental education programs, notably Interagir Program and Caminhos do Mar Environmental Education Project (PEA).

Interagir Program, implemented at our onshore assets in Bahia, Ceará, and Rio Grande do Norte, consolidates

the Social Communication Program (PCS) and the Environmental Education Program (PEA) with a participatory and inclusive approach. The initiative involves mapping local leaders and developing actions that address the demands and perceptions of communities across five thematic areas: education; rural technical support; historical and cultural preservation; community entrepreneurship; and institutional strengthening for civil society organizations (CSOs). In 2025, we carried out more than 500 awareness-raising and engagement activities through the Interagir Program, reaching over 13,000 people. In Bahia, the continued investment in the Super ENEM projects also deserves mention; these projects prepare young people from municipalities surrounding Recôncavo Complex for the National High School Exam through intensive study sessions. Over the past two years, 200 young people have benefited from the project. PEA Caminhos do Mar, implemented as part of the licensing of our offshore assets with the Brazilian Institute of Environment

and Renewable Natural Resources (Ibama), aimed to produce an audiovisual series on the interaction between vessel traffic supporting the oil and gas industry and other activities carried out in the maritime zone surrounding the Port of Vitória (ES) and the Port of Açu (RJ). Running from July 2023 through November 2025, the project was structured in four phases: initial study and planning; field research in the areas of operation; filming and editing; and feedback to the engaged public, with the presentation and discussion of the audiovisual series at events and its dissemination on social media. The videos produced by the initiative are available on the PEA Caminhos do Mar YouTube channel ([click here](#) to access).

In addition, we contribute to socioeconomic and cultural development in a more comprehensive way through private social investment initiatives. Coordinated at the corporate level, these actions utilize funds from incentive laws and direct donations from Brava to support cultural, sports, or health projects aligned with our values and our materiality matrix.

GRI 413-1 | Operations with local community engagement, impact assessments, and development programs (continuing)

Social projects supported in 2025 by category	Initiative	Results achieved
Culture	Brava Arena Jockey: cultural event in Rio de Janeiro featuring music and cuisine	146,000 people attended the 2025 edition, which featured over 20 concerts, including 8 Brazilian Music Dances (with free admission)
	Academia Jovem Concertante: tours Brazilian cities with scholarship musicians to bring the orchestra to new audiences	Three performances by the orchestra of 25 young musicians in Mossoró (RN), Natal (RN), and Rio de Janeiro, with a total audience of over 2,700 people
	Fashion Workshop: offers free training for people who want to start a business or work in the fashion industry	450 participants in the two supported editions (Mossoró and Rio de Janeiro)
	Reciclarte: raises awareness among students, teenagers, young people, and adults through art exhibitions featuring works made from recyclable materials	1,000 people reached by the exhibition tours in Mossoró and Rio de Janeiro, each lasting one week
Sport	Circuito das Estações: a street running initiative in different Brazilian cities	98,000 participants and 2,100 jobs created in the eight supported races, four in Salvador (BA) and four in Rio de Janeiro
	EcoRun Mossoró: a street race that combines sports with environmental awareness	1,500 participants and 150 jobs created in the 2025 edition
	Brava Travessia de Copa: swimming race at Copacabana Beach, with 1.5 km and 3.8 km courses	2,730 participants and 90 jobs created in the 2025 edition
	KiteFest BR: kitesurfing festival celebrating the sport, culture, and the community of Upanema Beach in Areia Branca (RN)	5,000 spectators and over 100 athletes in the 2025 edition, impacting more than 20,000 people directly and indirectly
	Bora Navegar Project: focused on social inclusion through the practice of water sports in Rio Grande do Norte	120 participants in the four supported water sports programs and 16 full scholarships for the sailing school, half of which are reserved for girls
	Poty II Project: promotes events and awareness campaigns to encourage the practice of volleyball in Natal's public school system	More than 600 participants in the initiatives and 300,000 interactions on social media, in addition to the collection of 500 kg of food donations
Health	Pequeno Príncipe Hospital: provides comprehensive pediatric care to children, adolescents, and their families, with the majority of care provided through the Unified Health System (SUS)	Services provided in the states of Rio de Janeiro, Espírito Santo, Bahia, Rio Grande do Norte, and Ceará
Donations	Fish Scale Flower Craft Workshop: conceived by the Association of Shellfish Gatherers of Macau Fishing Port, in Rio Grande do Norte	12 participants in the workshop, which lasted three days
	Campaigns for Children's Day and Christmas	Delivery of educational toys and Christmas baskets to families in the communities surrounding our operations

GRI 413-2 | Operations with significant actual and potential negative impacts on local communities

Our negative socio-environmental impacts are identified at each unit through impact assessments and are primarily related to the creation of expectations in communities that do not align with business planning (requiring extensive dialogue to align expectations), vessel traffic and disruption of fishing activities (in coastal environments) and dust generation, noise generation, increased road traffic, and the risk of accidents involving the population (in onshore operations). Specifically in Potiguar Complex region, potential impacts related to water availability and quality are considered critical due to the local water stress scenario. All impacts are mitigated within the scope of the environmental licensing process, which establishes conditions for the installation and operation of the assets. Among the programs developed in this context, those related to Public Relations, Environmental Education, and Pollution Prevention deserve special mention.

Human rights

GRI 3-3 | Management of material topics

Scope of the material topic

This topic focuses on Brava Energia's ability to monitor and ensure respect for human rights throughout its value chain, overseeing the activities of suppliers contracted to provide services at its assets and facilities. In this context, key aspects include monitoring working conditions and labor compliance, such as regularity of payments and fulfillment of labor obligations and tax payments by contractors. This topic also encompasses the prevention, identification, and redress of situations constituting abusive

labor practices, such as the use of child labor or working conditions considered analogous to slave labor within the value chain, or violations of the rights of local communities, including indigenous peoples and traditional communities. The topic also encompasses the diversity, equity, and inclusion agenda in operations, systematizing processes and controls, and the existence of mechanisms to curb acts of discrimination and harassment in its activities and throughout the value chain.

Related Sustainable Development Goals (SDGs)



Our management approach

Respect for human rights forms the foundation of the relationships we establish with suppliers, local communities, and all other stakeholders who interact with our Company. This commitment is part of the ethical principles we uphold in our activities, reaffirmed in our Code of Ethics and Conduct, and is embodied through the guidelines of the Human Rights Policy, which expresses our endorsement of the Universal Declaration of Human Rights. In our management, we have protocols, systems, and tools to prevent and monitor risks of human rights violations in our operations and throughout the value chain. Our controls were defined based on the Guiding Principles on Business and Human Rights, issued by the United Nations (UN), and include mechanisms to curb abusive or degrading labor practices, promote ethics and respect in professional relationships, and encourage diversity and inclusion in our administrative and operational teams.

- ▶▶ [Click here to access our Human Rights Policy](#)
- ▶▶ [Click here to access our Code of Ethics and Conduct](#)
- ▶▶ To learn more about the highlights of this topic in 2025, [click here](#) and consult our 2025 Integrated Report (pages 40 to 42).

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

Ratio of women's compensation to men's by job level¹

	2025		2024	
	Base salary	Total compensation	Base salary	Total compensation
Executive management ²	na	na	na	na
Leadership	105.6%	96.4%	99.7%	92.2%
Specialists	81.5%	80.2%	77.7%	77.7%
Administrative	106.9%	100.6%	99.5%	95.1%
Operations	102.1%	91.9%	99.1%	97.8%
Administrative and operational support	97.5%	90.4%	88.8%	85.3%

1. The concept of "significant operating unit" for this GRI disclosure refers to the Company on a consolidated basis.
 2. Not applicable to the "Executive" functional level, as all employees are men.

GRI 406-1 | Incidents of discrimination and corrective actions taken

In 2025, we received a report of workplace bullying and discriminatory conduct through the Whistleblower Channel. Following an investigation, the report was deemed unfounded, and no disciplinary measures were warranted.

GRI 405-1 | Diversity of governance bodies and employees

 Composition of job levels by age group in 2025¹

	Up to 20 years old	21 to 30 years old	31 to 40 years old	41 to 50 years old	51 to 60 years old	61 years of age and older
Executive management	0.0%	0.0%	0.0%	25.0%	50.0%	25.0%
Leadership	0.0%	3.1%	34.8%	34.8%	13.6%	13.6%
Specialists	0.0%	15.5%	40.1%	31.7%	8.7%	3.9%
Administrative	0.0%	22.0%	35.6%	32.2%	8.8%	1.5%
Operations	0.0%	7.7%	37.5%	39.9%	10.9%	4.0%
Administrative and operational support	10.3%	39.7%	17.6%	26.5%	5.9%	0.0%
Total	0.6%	13.2%	35.9%	34.1%	10.4%	5.8%

¹ Aside from data on gender and age group, we do not have other diversity indicators relevant for consolidation in this GRI disclosure.

 Composition of job levels by age group in 2024¹

	Up to 20 years old	21 to 30 years old	31 to 40 years old	41 to 50 years old	51 to 60 years old	61 years of age and older
Executive management	0.0%	0.0%	20.0%	20.0%	20.0%	40.0%
Leadership	0.0%	3.5%	32.7%	33.3%	14.4%	16.0%
Specialists	0.0%	15.8%	39.0%	31.0%	9.4%	4.8%
Administrative	0.0%	20.6%	39.2%	32.3%	6.3%	1.6%
Operations	0.8%	13.0%	39.4%	35.0%	7.5%	4.3%
Administrative and operational support	5.4%	26.8%	30.4%	28.6%	8.9%	0.0%
Total	0.4%	13.1%	36.9%	32.6%	9.9%	7.2%

¹ Aside from data on gender and age group, we do not have other diversity indicators relevant for consolidation in this GRI disclosure.

GRI 405-1 | Diversity of governance bodies and employees (continuing)

Composition of job levels by gender¹

	2025		2024	
	Men	Women	Men	Women
Executive management	100.0%	0.0%	100.0%	0.0%
Leadership	82.2%	17.8%	82.4%	17.6%
Specialists	66.3%	33.7%	68.4%	31.6%
Administrative	45.9%	54.1%	42.9%	57.1%
Operations	93.1%	6.9%	89.8%	10.2%
Administrative and operational support	32.4%	67.6%	42.9%	57.1%
Total	70.7%	29.3%	71.7%	28.3%

¹ Aside from data on gender and age group, we do not have other diversity indicators relevant for consolidation in this GRI disclosure.

Composition of the Board of Directors

	2025	2024
By gender		
Men	100.0%	100.0%
Women	0.0%	0.0%
By age group		
Up to 20 years old	0.0%	0.0%
21 to 30 years old	0.0%	0.0%
31 to 40 years old	16.7%	0.0%
41 to 50 years old	16.7%	28.6%
51 to 60 years old	0.0%	0.0%
61 years of age and older	66.7%	71.4%

GRI 407-1 | Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk
GRI 408-1 | Operations and suppliers at significant risk for incidents of child labor
GRI 409-1 | Operations and suppliers at significant risk for incidents of forced or compulsory labor

We operate in strict compliance with labor laws, our Code of Ethics and Conduct, and our Human Rights Policy, ensuring fundamental labor rights and decent working conditions for employees at our operations. This commitment extends to our suppliers through the Supplier Code of Ethics and Conduct, contractual requirements, and our supplier approval and monitoring practices. In addition, we continuously promote awareness campaigns and training for our employees on topics related to human rights and decent work, and provide a Whistleblower Channel to investigate any cases of concern or suspected misconduct. Thus, there is no significant risk of any form of violation of fundamental labor

rights in our activities or among our suppliers, including restrictions on freedom of association or collective bargaining, child labor, young people in hazardous work, and forced or slave-like labor.

GRI 410-1 | Security personnel trained in human rights policies or procedures

Our Human Rights Policy formalizes our commitment to adopting appropriate and respectful property security practices. All employees and third parties undergo specific training on this policy upon hiring. In addition, the contracted companies responsible for property security activities at our facilities periodically submit certificates attesting to the training of their professionals in the Security Guard Training Course, in accordance with the requirements of Law No. 14,967/2024 and CGCSP/DPA/PF Ordinance No. 16/2024. At the end of 2025, we had 423 workers in this role (compared to 426 at the end of 2024), all of whom were contractors under service agreements, and 100% of them had been properly trained in human rights issues.

GRI 414-1 | New suppliers that were screened using social criteria

All our suppliers undergo qualification assessments before entering into any contract with Brava Energia. This process involves various tools and analyses based on the level of criticality identified in our supplier risk matrix. This matrix classifies the 123 categories of suppliers in our supply chain according to potential risks in financial, safety, and environmental aspects. The complexity and depth of the qualification analyses are proportional to the level of risk identified in each category. All suppliers undergo pre-qualification and preliminary financial analysis, a stage in which they are required to submit, among other documents, certificates proving the absence of tax and labor debts. At this stage, partners also formalize their commitment to act in accordance with Brava's policies and guidelines. All

high-criticality partners and a significant portion of those identified as medium or low criticality (78 of the 123 supplier categories) are also subject to integrity due diligence. In this stage, we consult public databases, lists of politically exposed persons, media reports, and court documents to assess risks associated with compliance and corruption. Additionally, we conduct document-based or on-site audits for critical suppliers, which are those directly linked to asset operations. These audits include quality, safety, environmental, and health (QSMS) criteria. After applying the appropriate analyses for each case, the supplier receives an aggregate score and is classified as approved, approved with restrictions (contracting subject to the definition of a specific action plan and subject to executive approval), or rejected (contracting is not permitted).

Supplier approval

	2025	2024
Number of new suppliers approved during the period	535	2,245
New suppliers that submitted certificates of no outstanding labor or tax debts	535	2,245
Percentage of new suppliers that submitted certificates of no outstanding labor and tax debts	100.0%	100.0%
New suppliers subjected to integrity due diligence	253	222
Percentage of new suppliers subjected to integrity due diligence	47.3%	9.9%
New suppliers subjected to document or physical audits	37	nd
Percentage of new suppliers subjected to document or physical audits	6.9%	nd

GRI 414-2 | Negative social impacts in the supply chain and actions taken

We systematically monitor labor, health, and safety aspects of suppliers who provide labor at our facilities. This process is carried out through a dedicated system, in which the partner submits the contractually defined documentation on a monthly basis, which may include payroll, health and dental insurance forms, employee rosters, FGTS payment slips, tax collection documents, medical certificates, occupational health and safety programs (such as PGR and PCMSO), and emergency response plans. The system uses artificial intelligence (AI) to screen and analyze all files uploaded to the platform. When the AI identifies an issue, the supplier is notified to correct the file or resolve the issue. Each month, our contract monitoring team verifies the supplier's compliance with the set of documents requested through the system. If this compliance

rate falls below 90%, the partner may have up to 30% of their payment for that month withheld until they resolve the identified non-conformities. This management process is highly dynamic and supported by system dashboards for daily monitoring by the teams. Throughout 2025, 481 suppliers were monitored through this platform. Of this total, we recorded eight cases (1.7% of the number of monitored companies) in which the partner failed to submit adequate documentation at the end of the contract. This type of situation is considered high-risk, and therefore, our procedure is to withhold the supplier's payment in full. In all cases, it was possible to resolve the identified issues, concluding the respective contracts in accordance with our requirements and the clauses established between the parties. There were no instances of contract termination due to supplier's non-compliance with social standards.

GRI content index

Statement of use | Brava Energia has reported in accordance with the GRI Standards for the period of January 1 to December 31, 2025.
GRI 1 used | GRI 1: Foundation 2021
Applicable GRI Sector Standard(s) | GRI 11: Oil and Gas Sector 2021

GRI Standard or other source	Disclosure	Page	Omission			Global Compact	SDG	GRI Sector Standard Ref. No.
			Requirement(s) omitted	Reason	Explanation			
General disclosures								
GRI 2 General disclosures 2021	2-1 Organizational details	3	-	-	-	-	-	
	2-2 Entities included in the organization's sustainability reporting	4	-	-	-	-	-	
	2-3 Reporting period, frequency and contact point	4	-	-	-	-	-	
	2-4 Restatements of information	4	-	-	-	-	-	
	2-5 External assurance	4	-	-	-	-	-	
	2-6 Activities, value chain and other business relationships	4	-	-	-	-	-	
	2-7 Employees	5	-	-	-	6	8 and 10	
	2-8 Workers who are not employees	5	-	-	-	6	8 and 10	
	2-9 Governance structure and composition	6	-	-	-	-	-	
	2-10 Nomination and selection of the highest governance body	6	-	-	-	-	5 and 16	
	2-11 Chair of the highest governance body	6	-	-	-	-	16	
	2-12 Role of the highest governance body in overseeing the management of impacts	6	-	-	-	-	16	
	2-13 Delegation of responsibility for managing impacts	6	-	-	-	-	-	
	2-14 Role of the highest governance body in sustainability reporting	7	-	-	-	-	-	
	2-15 Conflicts of interest	7	-	-	-	-	16	
	2-16 Communication of critical concerns	7	-	-	-	-	-	
	2-17 Collective knowledge of the highest governance body	7	-	-	-	-	-	
	2-18 Evaluation of the performance of the highest governance body	7	-	-	-	-	-	
	2-19 Remuneration policies	8	-	-	-	-	-	
	2-20 Process to determine remuneration	8	-	-	-	-	-	
	2-21 Annual total compensation ratio	8	-	-	-	-	-	
	2-22 Statement on sustainable development strategy	7	-	-	-	-	-	
	2-23 Policy commitments	9	-	-	-	-	-	
	2-24 Embedding policy commitments	10	-	-	-	-	-	
	2-25 Processes to remediate negative impacts	11	-	-	-	-	-	
	2-26 Mechanisms for seeking advice and raising concerns	10	-	-	-	10	16	
	2-27 Compliance with laws and regulations	11	-	-	-	-	16	
	2-28 Membership associations	11	-	-	-	-	16	
	2-29 Approach to stakeholder engagement	11	-	-	-	-	-	
	2-30 Collective bargaining agreements	11	-	-	-	3	8	

GRI Standard or other source	Disclosure	Page	Omission			Global Compact	SDG	GRI Sector Standard Ref. No.
			Requirement(s) omitted	Reason	Explanation			
Material topics								
GRI 3 Material topics 2021	3-1 Process to determine material topics	12	-	-	-	-	-	
	3-2 List of material topics	12	-	-	-	-	-	
Material topic Safety								
GRI 3 Material topics 2021	3-3 Management of material topics	13	-	-	-	-	-	11.8.1 11.9.1
	11.8.3 Report the total number of Tier 1 and Tier 2 process safety events, and a breakdown of this total by business activity	14	-	-	-	-	-	11.8.3
GRI 11 Oil and Gas Sector 2021	11.8.4 The following additional sector disclosures are for organizations with oil sands mining operations: list the organization's tailings facilities; for each tailings facility, describe the tailings facility, report whether the facility is active, inactive, or closed and report the date and main findings of the most recent risk assessment; describe actions taken to manage impacts from tailings facilities, including during closure and post-closure and prevent catastrophic failures of tailings facilities	-	Disclosure omitted	Not applicable	Brava does not have oil sands mining operations.	-	-	11.8.4
	306-3 Significant spills	15	-	-	-	7 and 8	12, 14 and 15	11.8.2
GRI 403 Occupational health and safety 2018	403-1 Occupational health and safety management system	15	-	-	-	-	8	11.9.2
	403-2 Hazard identification, risk assessment, and incident investigation	16	-	-	-	-	8	11.9.3
	403-3 Occupational health services	17	-	-	-	-	8	11.9.4
	403-4 Worker participation, consultation, and communication on occupational health and safety	17	-	-	-	-	8 and 16	11.9.5
	403-5 Worker training on occupational health and safety	17	-	-	-	-	8	11.9.6
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	18	-	-	-	-	8	11.9.8
	403-8 Workers covered by an occupational health and safety management system	15	-	-	-	-	8	11.9.9
	403-9 Work-related injuries	18, 19 and 20	-	-	-	-	3, 8 and 16	11.9.10
	403-10 Work-related ill health	20	-	-	-	-	3, 8 and 16	11.9.11
	GRI 416 Customer health and safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	18	-	-	-	-	-

GRI Standard or other source	Disclosure	Page	Omission			Global Compact	SDG	GRI Sector Standard Ref. No.
			Requirement(s) omitted	Reason	Explanation			
Material topic Climate change								
GRI 3 Material topics 2021	3-3 Management of material topics	21	-	-	-	-	-	11.1.1 11.2.1
GRI 11 Oil and Gas Sector 2021	11.2.4 Describe the organization's approach to public policy development and lobbying on climate change	22	-	-	-	-	-	11.2.4
GRI 201 Economic performance 2016	201-2 Financial implications and other risks and opportunities due to climate change	22 and 23	Items a.iii and a.v omitted	Information unavailable/incomplete	We do not report the financial implications of climate-related risks and opportunities or the costs of their respective management measures because we do not yet have analyses of this nature. We intend to initiate this process in 2026 in order to include this information within the next two reporting cycles.	7	13	11.2.2
GRI 302 Energy 2016	302-1 Energy consumption within the organization	24 and 25	-	-	-	7 and 8	7, 8, 12 and 13	11.1.2
	302-2 Energy consumption outside of the organization	26	-	-	-	8	7, 8, 12 and 13	11.1.3
	302-3 Energy intensity	26	-	-	-	8	7, 8, 12 and 13	11.1.4
GRI 305 Emissions 2016	305-1 Direct (Scope 1) GHG emissions	27	-	-	-	7 and 8	3, 12, 13, 14 and 15	11.1.5
	305-2 Energy indirect (Scope 2) GHG emissions	28	-	-	-	7 and 8	3, 12, 13, 14 and 15	11.1.6
	305-3 Other indirect (Scope 3) GHG emissions	28	-	-	-	7 and 8	3, 12, 13, 14 and 15	11.1.7
	305-4 GHG emissions intensity	29	-	-	-	8	13, 14 and 15	11.1.8
	305-5 Reduction of GHG emissions	29	-	-	-	8 and 9	13, 14 and 15	11.2.3
Material topic Ethics and integrity								
GRI 3 Material topics 2021	3-3 Management of material topics	30	-	-	-	-	-	11.19.1 11.20.1 11.22.1
GRI 11 Oil and Gas Sector 2021	11.20.5 Describe the approach to contract transparency	31	-	-	-	-	-	11.20.5
	11.20.6 List the organization's beneficial owners and explain how the organization identifies the beneficial owners of business partners, including joint ventures and suppliers	31	-	-	-	-	-	11.20.6
GRI 205 Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	33	-	-	-	10	16	11.20.2
	205-2 Communication and training about anti-corruption policies and procedures	32	-	-	-	10	16	11.20.3
	205-3 Confirmed incidents of corruption and actions taken	33	-	-	-	10	16	11.20.4
GRI 206 Anti-competitive behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	33	-	-	-	-	16	11.19.2
GRI 415 Public policy 2016	415-1 Political contributions	33	-	-	-	10	16	11.22.2

GRI Standard or other source	Disclosure	Page	Omission			Global Compact	SDG	GRI Sector Standard Ref. No.
			Requirement(s) omitted	Reason	Explanation			
Material topic Environmental management								
GRI 3 Material topics 2021	3-3 Management of material topics	43	-	-	-	-	-	11.3.1 11.4.1 11.5.1
	101-1 Policies to halt and reverse biodiversity loss	44	-	-	-	8	6, 14 and 15	11.4.2
	101-2 Management of biodiversity impacts	45	-	-	-	8	6, 14 and 15	11.4.3
	101-4 Identification of biodiversity impacts	45	-	-	-	8	6, 14 and 15	11.4.4
	101-5 Locations with biodiversity impacts	46	-	-	-	8	6, 14 and 15	11.4.5
GRI 101 Biodiversity 2024	101-6 Direct drivers of biodiversity loss	47	Items a.i, a.ii and b.i omitted	Not applicable	We do not present data on converted ecosystems and the harvesting of wild species because they are not applicable to Brava. There has been no significant conversion of ecosystems in our operations, and we do not engage in the harvesting of wild species.	8	6, 14 and 15	11.4.6
	101-7 Changes to the state of biodiversity	48	Item a.ii omitted	Information unavailable/incomplete	We do not report the size of ecosystems in hectares because we do not have consolidated estimates to measure these areas. We are analyzing possible methodologies for this calculation in order to include this information within three reporting cycles.	8	6, 14 and 15	11.4.7
	101-8 Ecosystem services	44	-	-	-	8	6, 14 and 15	11.4.8
GRI 305 Emissions 2016	305-7 Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	48	-	-	-	7 and 8	3, 12, 14 and 15	11.3.2
GRI 306 Waste 2020	306-1 Waste generation and significant waste-related impacts	49	-	-	-	8	3, 6, 11 and 12	11.5.2
	306-2 Management of significant waste-related impacts	49	-	-	-	8	3, 6, 11 and 12	11.5.3
	306-3 Waste generated	50, 51 and 52	-	-	-	8	3, 11 and 12	11.5.4
	306-4 Waste diverted from disposal	53, 54, 55, 56, 57 and 58	-	-	-	8	3, 11 and 12	11.5.5
	306-5 Waste directed to disposal	53, 54, 55, 56, 57 and 58	-	-	-	8	3, 11 and 12	11.5.6

GRI Standard or other source	Disclosure	Page	Omission			Global Compact	SDG	GRI Sector Standard Ref. No.
			Requirement(s) omitted	Reason	Explanation			
Material topic Water and effluents								
GRI 3 Material topics 2021	3-3 Management of material topics	34	-	-	-	-	-	11.6.1
GRI 303 Water and effluents 2018	303-1 Interactions with water as a shared resource	35	-	-	-	8	6 and 12	11.6.2
	303-2 Management of water discharge-related impacts	35	-	-	-	8	6	11.6.3
	303-3 Water withdrawal	36, 37 and 38	-	-	-	7 and 8	6	11.6.4
	303-4 Water discharge	39 and 40	-	-	-	7 and 8	6	11.6.5
	303-5 Water consumption	41 and 42	-	-	-	8	6	11.6.6
Material topic Talent management								
GRI 3 Material topics 2021	3-3 Management of material topics	59	-	-	-	-	-	11.7.1 11.9.1 11.10.1 11.11.1
GRI 401 Employment 2016	401-1 New employee hires and employee turnover	61	-	-	-	6	5, 8 and 10	11.10.2
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	60	-	-	-	-	3, 5 and 8	11.10.3
	401-3 Parental leave	62	-	-	-	6	5 and 8	11.10.4 11.11.3
GRI 402 Labor/ Management relations 2016	402-1 Minimum notice periods regarding operational changes	60	-	-	-	3	8	11.10.5 11.7.2
GRI 403 Occupational health and safety 2018	403-6 Promotion of worker health	62	-	-	-	-	3	11.9.7
GRI 404 Training and education 2016	404-1 Average hours of training per year per employee	63	-	-	-	6	4, 5, 8 and 10	11.10.6 11.11.4
	404-2 Programs for upgrading employee skills and transition assistance programs	63	-	-	-	-	8	11.10.7 11.7.3
	404-3 Percentage of employees receiving regular performance and career development reviews	64	-	-	-	6	5, 8 and 10	-
Material topic Asset management								
GRI 3 Material topics 2021	3-3 Management of material topics	65	-	-	-	-	-	11.7.1
GRI 11 Oil and Gas Sector 2021	11.7.4 List the operational sites that: have closure and rehabilitation plans in place; have been closed; are in the process of being closed	67	-	-	-	-	-	11.7.4
	11.7.5 List the decommissioned structures left in place and describe the rationale for leaving them in place	67	-	-	-	-	-	11.7.5
	11.7.6 Report the total monetary value of financial provisions for closure and rehabilitation made by the organization, including post-closure monitoring and aftercare for operational sites	67	-	-	-	-	-	11.7.6

GRI Standard or other source	Disclosure	Page	Omission			Global Compact	SDG	GRI Sector Standard Ref. No.
			Requirement(s) omitted	Reason	Explanation			
Material topic Socioeconomic impact								
GRI 3 Material topics 2021	3-3 Management of material topics	68	-	-	-	-	-	11.14.1 11.15.1 11.21.1
GRI 11 Oil and Gas Sector 2021	11.15.4 Report the number and type of grievances from local communities identified	69	-	-	-	-	-	11.15.4
	11.21.8 For oil and gas purchased from the state, or from third parties appointed by the state to sell on their behalf, report: volumes and types of oil and gas purchased; full names of the buying entity and the recipient of the payment; payments made for the purchase	69	-	-	-	-	-	11.21.8
GRI 201 Economic performance 2016	201-1 Direct economic value generated and distributed	70	-	-	-	-	8 and 9	11.14.2 11.21.2
	201-4 Financial assistance received from government	70	-	-	-	-	-	11.21.3
GRI 202 Market presence 2016	202-2 Proportion of senior management hired from the local community	71	-	-	-	6	8	11.11.2 1.14.3
GRI 203 Indirect economic impacts 2016	203-1 Infrastructure investments and services supported	71	-	-	-	-	5, 9 and 11	11.14.4
	203-2 Significant indirect economic impacts	71	-	-	-	-	1, 3 and 8	11.14.5
GRI 204 Procurement practices 2016	204-1 Proportion of spending on local suppliers	71	-	-	-	-	8	11.14.6
GRI 207 Tax 2019	207-1 Approach to tax	72	-	-	-	-	1, 10 and 17	11.21.4
	207-2 Tax governance, control, and risk management	72	-	-	-	-	1, 10 and 17	11.21.5
	207-3 Stakeholder engagement and management of concerns related to tax	73	-	-	-	-	1, 10 and 17	11.21.6
	207-4 Country-by-country reporting	-	Disclosure omitted	Not applicable	We do not present country-by-country tax data because the Report does not cover entities outside Brazil (3R Lux and Enauta Netherlands BV), which are considered immaterial as they only handle administrative transactions.	-	1, 10 and 17	11.21.7
GRI 413 Local communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	73 and 74	-	-	-	1	-	11.15.2
	413-2 Operations with significant actual and potential negative impacts on local communities	74	-	-	-	1	1 and 2	11.15.3

GRI Standard or other source	Disclosure	Page	Omission			Global Compact	SDG	GRI Sector Standard Ref. No.
			Requirement(s) omitted	Reason	Explanation			
Material topic Human rights								
GRI 3 Material topics 2021	3-3 Management of material topics	75	-	-	-	-	-	11.10.1 11.11.1 11.12.1 11.13.1 11.18.1
GRI 405 Diversity and equal opportunity 2016	405-1 Diversity of governance bodies and employees	77 and 78	-	-	-	6	5 and 8	11.11.5
	405-2 Ratio of basic salary and remuneration of women to men	76	-	-	-	6	5, 8 and 10	11.11.6
GRI 406 Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	76	-	-	-	6	5 and 8	11.11.7
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	78	-	-	-	3	8	11.13.2
GRI 408 Child labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	78	-	-	-	5	8 and 16	
GRI 409 Forced or compulsory labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	78	-	-	-	4	8	11.2.2
GRI 410 Security practices 2016	410-1 Security personnel trained in human rights policies or procedures	78	-	-	-	1	16	11.18.2
GRI 414 Supplier social assessment 2016	414-1 New suppliers that were screened using social criteria	79	-	-	-	2	5, 8 and 16	11.10.8 11.12.3
	414-2 Negative social impacts in the supply chain and actions taken	79	-	-	-	2	5, 8 and 16	11.10.9

Topics in the applicable GRI Sector Standards determined as not material

Topic	Explanation
GRI 11 Oil and Gas Sector 2021	
11.16 Land and resource rights	This topic is considered non-material because the assets are already mature. The permanent impacts on communities and their access to land and resources are covered in topic 11.15.
11.17 Rights of indigenous peoples	Our operations are not close to indigenous lands and, therefore, the topic of indigenous peoples' rights is not considered material.

Credits

General coordination
**Investors Relations and
Sustainability Management**

Content, consulting and design
usina82

Photos
Brava Energia collection

External assurance
**Ernst & Young Auditores
Independentes S/S Ltda.**

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