

Seal of the global consultancy Great Place to Work highlights the company's good practices in managing and developing employees

Enauta achieves GPTW certification

The technical qualification and high performance culture of the team of employees are differentials that have driven our competitiveness since the creation of Enauta. Both in technical and administrative areas, the knowledge of professionals about the oil and gas sector, trends and potential for innovation have contributed to strengthening the generation of value and a prominent position among independent companies in the oil industry in Brazil.

To assess the effectiveness of human capital management processes, we invite our employees to participate in the Great Place to Work (GPTW) survey. The consultancy is one of the most recognized for evaluating HR practices and has an international methodology for classifying and ranking companies. In 2022, more than 6 thousand companies were evaluated by GPTW. With the final score obtained in the survey (78 out of 100 possible points), we won the GPTW seal. A total of 78% of eligible employees engaged in answering the questionnaire, which provides information for

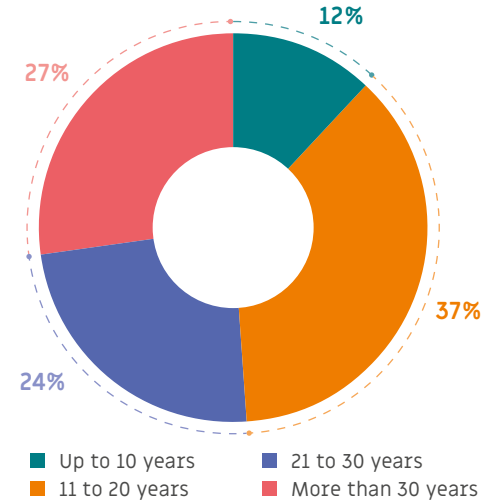
improving the organizational climate and mechanisms for valuing and recognizing the workforce.

The recognition gains even more relevance in view of the recent changes in Enauta's professional staff. The approval of the Full Field Development for the Atlanta Field led to an 18% increase in the number of professionals and a record number of internal moves to fill new positions.

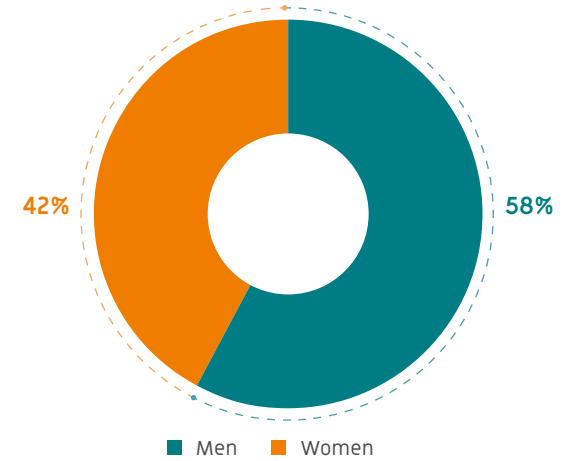




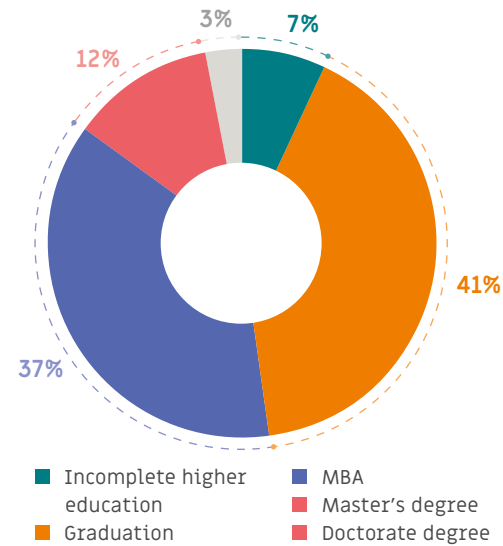
Level of experience of employees in the oil and gas sector



Employees by gender



Employees by level of education



Internship Program

In 2022, we launched our first edition of the Internship Program, which will provide an opportunity to start a career for students with different specialties.

With approximately 300 applicants, nine vacancies were opened for students who complete their graduation by 2024.