

INTEGRATED REPORT

Ω Omega 2022





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- ① A Letter from the CEO
- ② An interview with our Investor



Omega Energia

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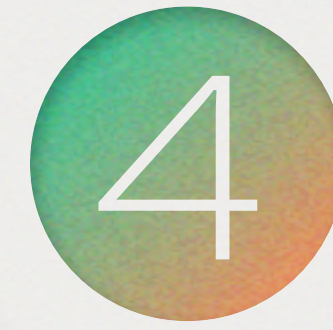


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Welcome!

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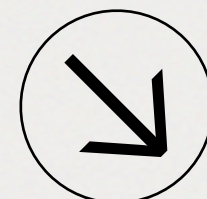
This Integrated Report is an incredible achievement, and we are very proud to be able to share with you not only our operational and financial results, but even more importantly the advances we have made in our ESG Journey over the course of 2022.

Here at Omega, we work to serve society: on a daily basis, our mission is to improve the efficiency of the business without ever losing sight of our prime objective, which is to have a positive impact and contribute to the sustainable development of the Americas.

To ensure transparency and materiality in the data presented here, this integrated report adheres to internationally recognized regulations and frameworks (find out more about this in the [‘ABOUT THE REPORT’](#) section).

In structuring this document, we are also aiming to provide an objective and pleasurable reading experience, presenting the qualitative information in the main body of text and concentrating the quantitative data in the [ANNEXES](#). As well as the indicators contained in the Integrated Report, you can also access our [INDICATOR PANEL](#).

Join us on our ESG Journey: we hope you **enjoy the report!**



A MESSAGE FROM THE MANAGEMENT

A LETTER FROM THE CEO

GRI 2-22

2022 represents yet another year when we we outperformed in our allocation of capital and in which pioneering entrepreneurship opened up new horizons with great potential for the creation of sustainable value for our stakeholders. Very soon, once the projects we are currently constructing - Assuruá 4, Assuruá 5 and Goodnight 1 - have completed one full year of commercial operation, our EBITDA¹ will surpass R\$ 2 billion, leading the way forward on our journey of strong growth and profitability amongst the biggest players in the market, and further promoting the electrification and reduction of costs for our growing number of clients.

From a strategic perspective, of great note in 2022 was the entry of Actis - a British company that is one of the largest investors in sustainable infrastructure in the world - into our group of shareholders. The initial investment of R\$ 850 million, made by the new investor in the Company at the end of the year, not only strengthened our cash availability for the conclusion of projects already under way, but is also a poignant recognition of the quality of our organization, plan and team.

Furthermore, through the Energy Platform, we have continued evolving in our strategy of delivering digital energy to all profiles of customers, increasing our sales efforts and launching new digital products, such as Distribution Generation and decarbonization solutions. With the advances that we have achieved together, we have demonstrated our ability to develop and establish alternatives which can contribute to our diversification, create paths for growth, and keep us at the forefront of the energy sector in Brazil and elsewhere in the world.

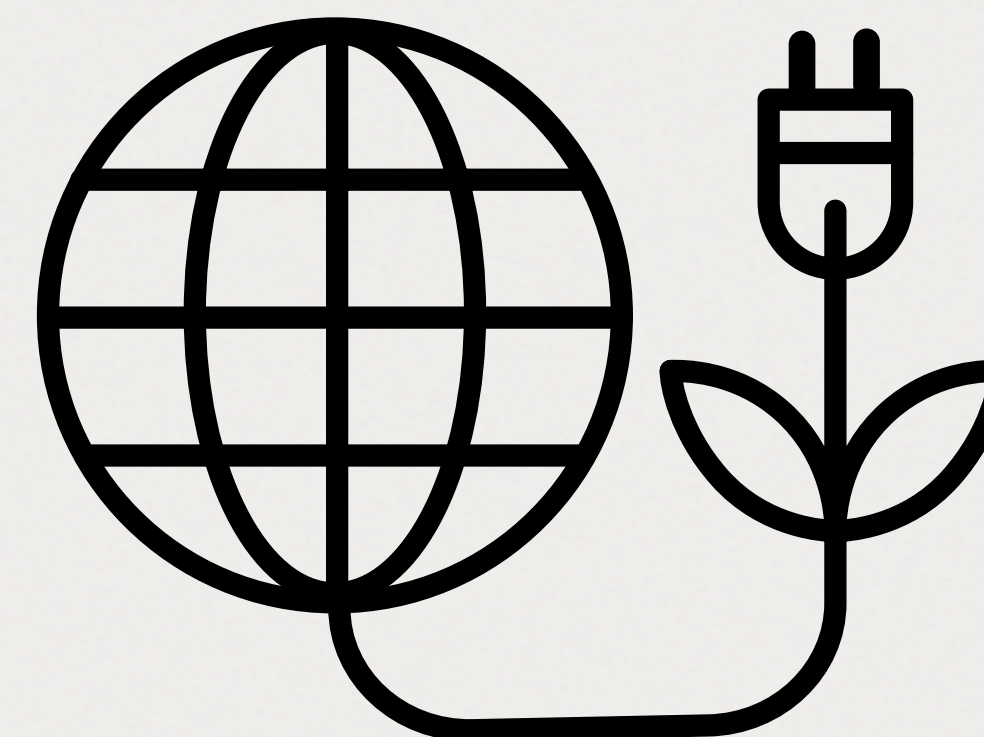
The year was also marked by the start of construction of our first project in the US - Goodnight 1, with 265.5 MW, in Texas. Our team has been doing an excellent job in constructing the unit, having already completed the civil works, meaning we have been able to confirm the original forecast that generation will be possible by the end of 2023. The Goodnight 1 project is our first step towards establishing a business model capable of providing Omega's talent, skills and track record for US investors and consumers, where support for the energy transition has been increasing exponentially. One year after arriving in the US, we are now even more confident that constructing a high-performance organization in this new region represents an extraordinary value creation opportunity for the Company for many years to come.

We are both honored and pleased to be able to also include in this 2022 Integrated Report the advances achieved in our ESG Journey, amongst which deserving of special mention are the founding of the 'Janela para o Mundo' Institute and implementation of the 'Social Return on Investment' (SROI) metric for evaluation of the impact of our Education Centers, which achieved the extraordinary amount of R\$ 6.51 in social return on every R\$ 1.00 invested, validating the untiring and passionate work done by our social team.

These results would never have been possible if we had not implemented the combination of businesses that has resulted in a consolidated company that is simpler and more dynamic, with a governance structure that ensures total alignment among its shareholders.

Above all, we are very proud to be a company that represents the spirit of citizenship in each one of us, with transparency

and integrity being non-negotiable premises in all that we do since March, 2008, since they are always placed before any business, financial or market objectives. Our commitment goes far beyond a listing on the 'Novo Mercado', and we have strong governing bodies, and always aim to improve the quality of our information, as we share forecasts, mistakes and successes, and strive for a high level of recognition in ESG rankings. Our commitment exists, and will not change, because we are driven by a greater goal - to think and act sustainably every day and in all that we do - an approach that has guided us for 15 years.



Now operating in two geographical regions, we are following our vocation of professionally allocating capital and growing quickly without ever losing sight of our premise of being a benchmark in sustainable development.

— Antonio Bastos
CHIEF EXECUTIVE OFFICER AND FOUNDER

¹ Considers proportional participation of non-consolidated investments. Includes the 50% stake in Ventos da Bahia 3 (the contribution to the Company's results was only for the month of December). Excludes non-cash and non-recurring items.

AN INTERVIEW WITH OUR INVESTOR

GRI 2-22

Shami Nissan is the global head of sustainability at Actis, a benchmark for investment in sustainable infrastructure worldwide. With more than 20 years of experience in responsible investment, the fund assists in the construction of business leaders in the area of sustainability, offering benefits to both society and the planet. Here you can find a conversation with Shami, who provides a better understanding of the contribution that Actis is making to our ESG Journey.

Before deciding to invest in Omega, Actis conducted an important audit process of the Company's activities. After a semester of greater contact with Omega and its leadership, do you consider that your vision of the Company has changed? Did you have any surprises?

▾ **SHAMI NISSAN** During our due diligence we had the opportunity to visit Omega's sites across Brazil. We met with a range of stakeholders – from corporate, to site personnel, as well as visits to local communities and each interaction confirmed Omega's progressive and integrated approach to sustainability.

What do you consider to be the main highlights of Omega's sustainability strategy in 2022?

▾ **SHAMI NISSAN** In terms of sustainability, one topic rightly dominates the agenda and this is climate change. The mission of Actis

is to invest in sustainable infrastructure and we are extremely focused on accelerating the transition to a net zero global economy. What has impressed me that Omega Energia, a provider of clean energy, is implementing a decarbonisation plan for its own direct footprint and has baselined its Scope 1,2 and 3 emissions. The plan includes analysis to develop a MAC (material abatement cost) curve. This demonstrates the strength of commitment from Omega to be a sustainability leader.

In your opinion, what are the next challenges and what path does the Company need to take to overcome them?

▾ **SHAMI NISSAN** In terms of challenges along the path to sustainability leadership, key areas for renewable power generation companies to focus on include diversity and inclusion, delivering local community impact, addressing biodiversity/natural capital and staying on top of supply chain issues.

With its maturity, global experience and expertise in ESG, how does Actis contribute to strengthening Omega's sustainability strategy?

▾ **SHAMI NISSAN** Actis has decades of experience of investing in sustainable infrastructure and is widely recognised in the industry as a sustainability pioneer and leader – our approach is to work in close partnership with our investee companies to accelerate their

own sustainability journeys – at the Board level and at the C-suite level. We believe companies with sustainability integrated into their strategy are more competitive, more resilient, better able to attract and retain talent, access lower cost of capital and ultimately more valuable. For Actis, integration of sustainability drives value.

Do you have any additional comments?

▾ **SHAMI NISSAN** Before we invested in Omega we believed that we had found a partner that shared Actis' ambition to create companies that are sustainability leaders. Having actively engaged with Livia and her team since we became shareholders this belief has been positively reinforced and we are excited to continue this journey.

2

Omega Energia

▾ ABOUT US

- ① Business model
- ② Parks and generation capacity
- ③ Integrated products and solutions
- ④ A cross-sectional focus on innovation
- ⑤ Operational & Financial performance

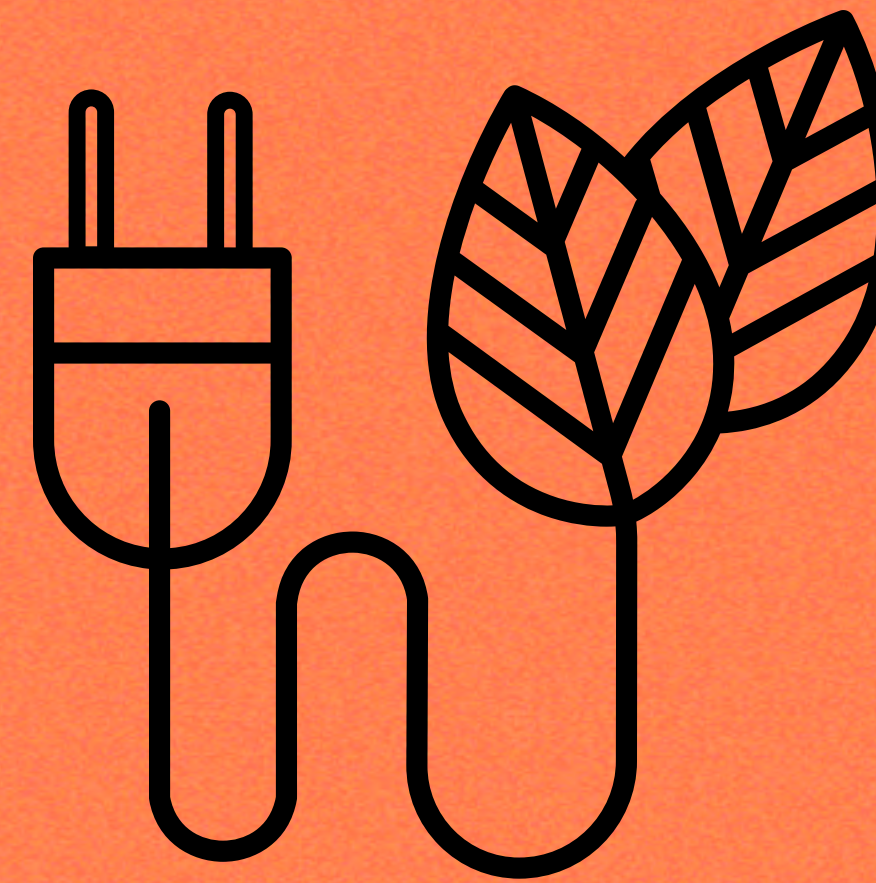
▾ SUSTAINABLE OPERATIONS

- ① ESG Journey
- ② Stakeholders engagement
- ③ 2022 Highlights



ABOUT US

We have been pioneers in renewable sources in Brazil and our ambition is to become a benchmark for the sector in the Americas. Our aim is to supply clean, affordable and simple energy to the greatest number of people in the shortest time possible. To achieve this, we develop, implement, operate and commercialize energy, maintaining a rate of growth that is always in line with attractive returns on investment and focused on technological innovation and the encouragement of the entrepreneurial spirit amongst our team. This is the driving force that led us to create the first 100% digital platform, which has simplified and allowed the sale of energy through integrated products and solutions directly to the consumers. This is also the vector that has allowed us to expand and increase our efficiency in the management of our portfolio of wind, solar and hydro assets¹.



In 2022, we started the Company's internationalization process, with Omega's first investment in the United States, in the form of the 'Goodnight' project - a wind complex located in Texas, with an installed capacity of 265.5 MW and potential for expansions². The arrival of Omega in the North American market is a fantastic opportunity for development and operational management of assets in the biggest renewable energy market in the West. Driven by the biggest energy transition policy underway anywhere, which aims to ensure the attractiveness of investments in wind and solar energy as well as groundbreaking renewable energy solutions (IRA – *Inflation Reduction Act*), the forecasts suggest that this market could see an expansion of more than 250 GW in clean sources by 2030.

¹ This concerns the operation of Small Hydroelectric Power Stations (SHPSs).

² The first phase of the project, Goodnight 1 (265.5 MW), has been in the process of implementation since September 26, 2022, and it is expected to move into operation by the end of 2023.

In Brazil, we have continued making investments in expanding our generation capacity, with the completion of Assuruá 4¹ works, the conclusion of the acquisition of Ventos da Bahia 3, and progress in the implementation of Assuruá 5.

Added to the units in the Omega portfolio that are already in operation, these new investments will increase the Company's **installed capacity by around 40%, adding 811.5 MW** through large scale projects. As well as these and new expansion projects, our investment plan includes involvement in distributed generation initiatives in solar energy and the development of new digital solutions for our clients.

Providing support for our growth and strengthening our journey, in June 2022, Actis joined the Company's group of shareholders, meaning we closed the year 2022 with:

- ↘ **A 26.8% share in Omega, via secondary acquisitions** and primary investment, by means of an increase of private capital, in a sum of **approximately R\$ 850 million²**.
- ↘ The entry of two new members to the Company's Board of Directors, adding their expertise in global strategy and vast experience in renewable energy assets, amongst others. Read more in [CORPORATE GOVERNANCE](#) ⁷.

^① Commercial operation start-up in February 2023.
^② Investment made at a price of R\$ 16.00 per share.

Clean

energy

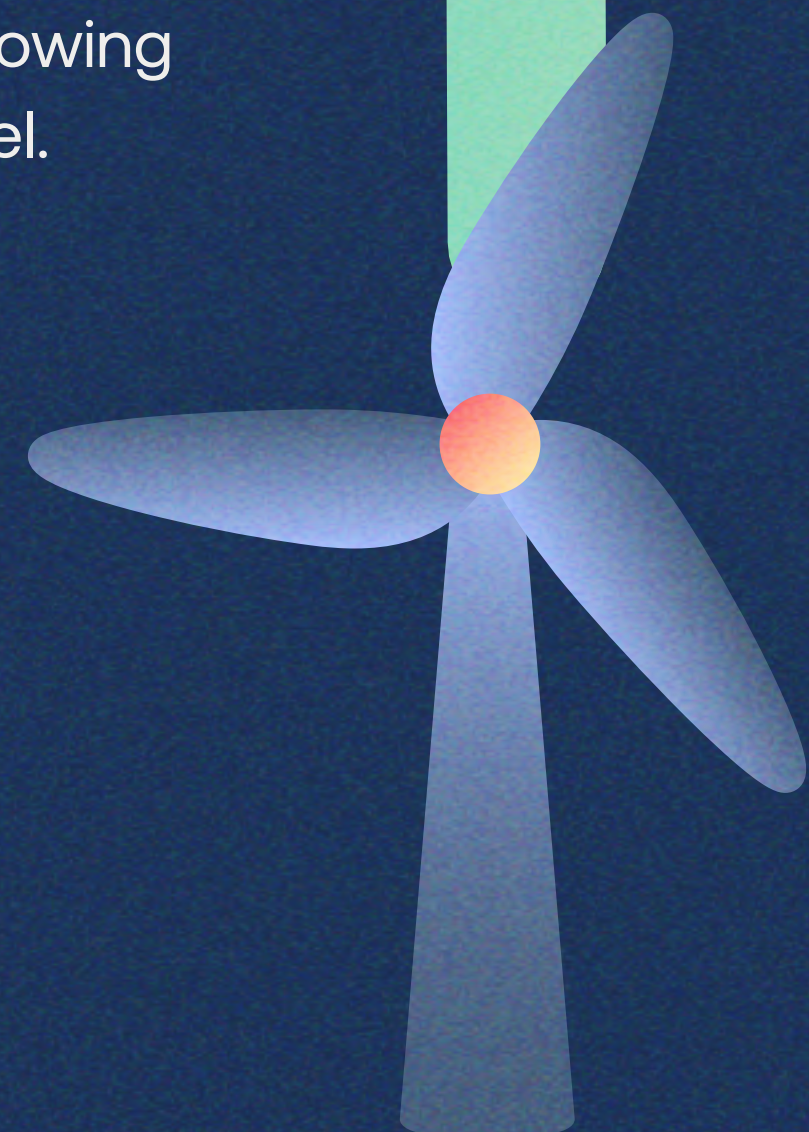
simple and affordable

for the
greatest
number of
people in
the shortest
time possible

BUSINESS MODEL

GRI 2-1, 2-6

To face the challenge of growth without losing our entrepreneurial footprint and our 'startup' dynamic, we have built our strategy around the following business model.



INPUTS

MANUFACTURED CAPITAL

Operational – Brazil

- 06 Wind Farms.
- 01 Photovoltaic Farm.
- 04 Small Hydroelectric Power Stations.

Under construction – Brazil and US

- 02 Wind Farms.

SOCIAL CAPITAL AND RELATIONSHIPS

- Presence in all of Brazil's energy submarkets.
- Suppliers with long-term relationships.
- Engagement with the neighboring communities.
- Foundation of the 'Janela para o Mundo' Institute.

FINANCIAL CAPITAL

R\$ 11,6 billion invested in expanding the portfolio since the IPO in 2017

Constant support from the capitals market: R\$ 6.1 billion issued since the IPO, R\$ 850 million in initial investment from Actis, a funding package for GN: tax equity from Goldman Sachs and a banking syndicate financing project (MUFG, Mitsui and Rabobank).

INTELLECTUAL CAPITAL

INNOVATION AND TECHNOLOGY: Decisions based on data, high-tech resources and development of proprietary solutions. Multi-products Digital Platform.

15 YEARS of expertise leading renewable energy in Brazil.

MARKET INTELLIGENCE AND INSTITUTIONAL RELATIONS: Persistent defenders of SDG 7 (Clean and Accessible Energy) and, therefore, the expansion of access to the free market of clean, renewable and more accessible energy.

NATURAL CAPITAL

WE USE CLEAN AND RENEWABLE RESOURCES:
 Wind Power (Wind Energy)
 Solar irradiation (Solar Energy)
 Small, Central Waterways (Hydroelectric Power Stations)

HUMAN CAPITAL

A team of co-entrepreneurs working proactively towards solutions for the company's continued growth and transformation.

TECHNOLOGY

From start to finish, from the back office, passing through predictability of the asset management, to the sales front.

ENERGY GENERATION

We operate and manage our units.

DEVELOPMENT AND CONSTRUCTION OF PROJECTS

We conduct studies to assess the natural resources, impact and engineering, and manage the implementation of the units through until the delivery of operations.

SALES

Based upon our extensive portfolio of products, we work on two commercial fronts - Retail and Wholesale - guaranteeing personalized and digital services.

SUSTAINABILITY

A premise that runs through the entire business strategy.

OUTPUTS

MANUFACTURED CAPITAL

OPERATIONAL
 2,174,3 MW of installed capacity.

UNDER IMPLEMENTATION
 509,1 MW under construction, with conclusion expected in 2023.

INTELLECTUAL CAPITAL

We are pioneers and problem solvers: we create tailor-made opportunities for all our clients. Consolidation of the renewable energy sector in Brazil. Regulatory leadership. Expansion to the USA, with a multidisciplinary team composed of Americans and Brazilians.

SOCIAL CAPITAL AND RELATIONSHIPS

Contribution to the socioeconomic development of our neighbors. Social investment of R\$ 92,4 million in projects that prioritize the pillars of education and generation of income. More than **1,860 STUDENTS** educated at the Education Centers since 2017.

FINANCIAL CAPITAL

Value generation for the stakeholder. Enterprise value of R\$ 11.6 billion, especially in the acquisition of new projects. 2021 Adjusted EBITDA of R\$1.18 billion.

NATURAL CAPITAL

In 2022, Omega's operation avoided the emission of approximately 290,000 tons of CO_{2e}. Conscientious use of ecosystemic services from four different biomes, in Brazil and the US.

HUMAN CAPITAL

21,2 hours of training per employee
 0 work-related injuries involving our co-entrepreneurs.

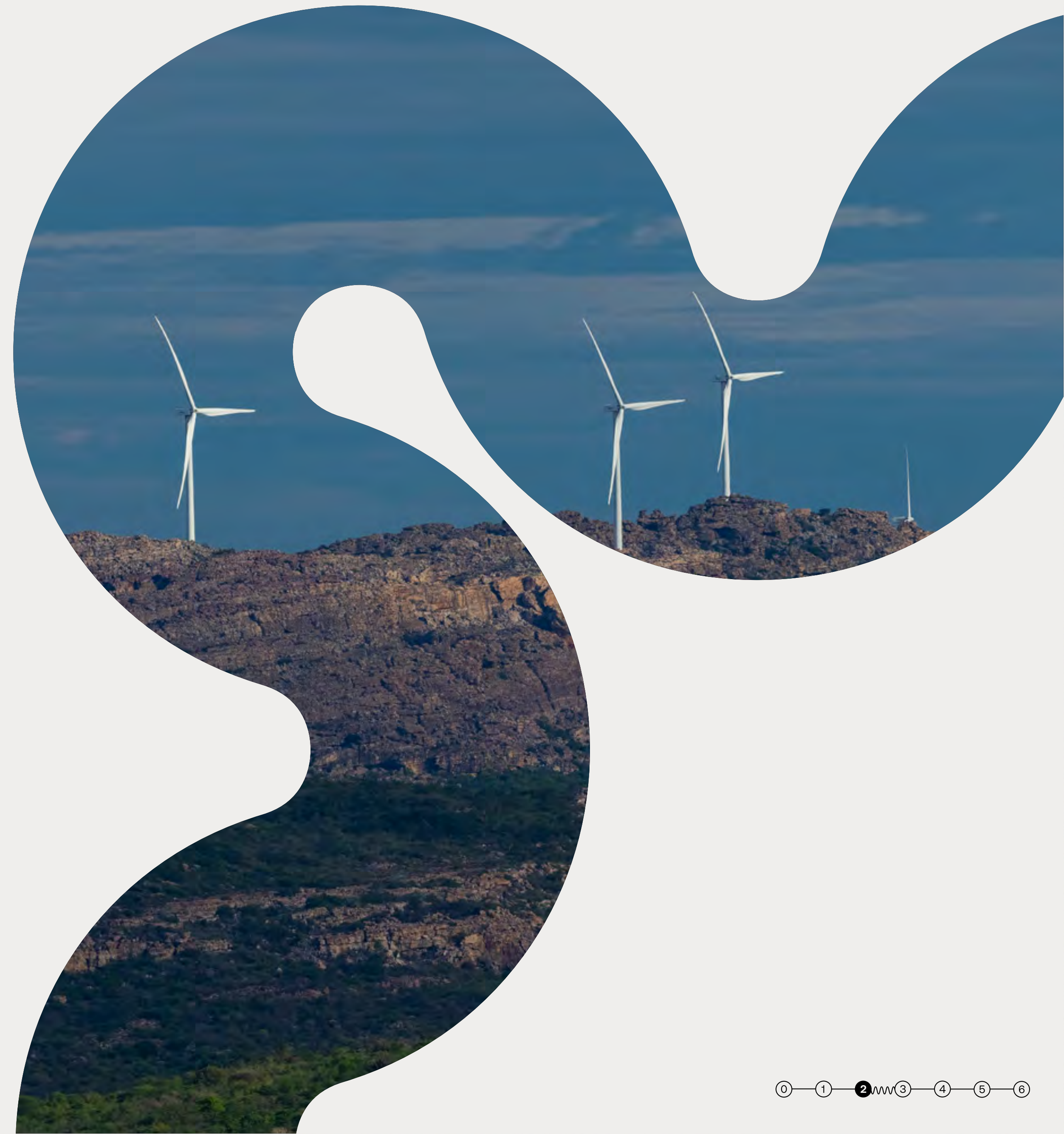
PARKS AND GENERATION CAPACITY

GRI 2-1, 2-6, EU1, SASB IF-EU-000.D

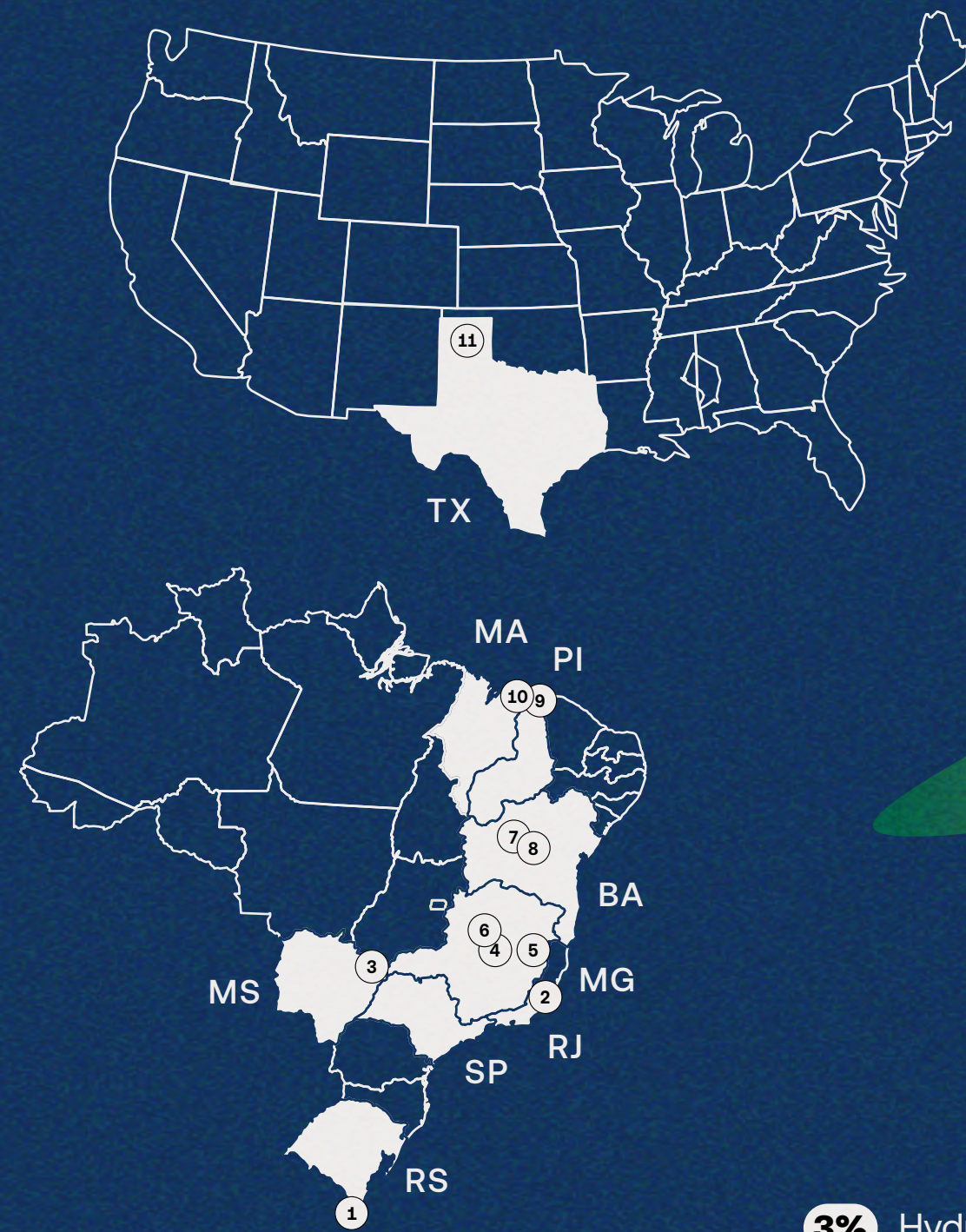
Present in eight Brazilian states¹ and, since 2022, also in the United States, Omega has a contracted capacity of 2,683.4 MW, with 2,174.3 being operational (equivalent to the energy consumed by around 4.3 million residences), and the rest in the process of implementation in Brazil and the United States. The active management of our portfolio means we can make significant gains in efficiency and productivity, whilst the diversification of the ‘clusters’ in terms of source type and geographical location, plays an important role in the mitigation of possibly unfavorable weather conditions.

Read more in [OPTIMIZATION OF NATURAL RESOURCES ↗](#)

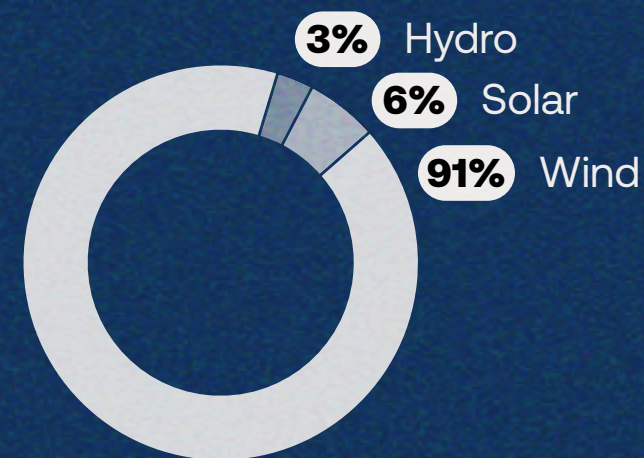
¹ Considers the location of our operational units and commercial offices.



Location



Contracted capacity



Operational units	2,174.3 MW
Units under construction	509.1 MW
Current portfolio	2,683.4 MW

Wind
2,440.4 MW
91%

Hydro
82.5 MW
3%

Solar
160.5 MW
6%

• SOLAR

Southeast/Central-West Cluster

⑩ Pirapora (MG)¹
⑩ 2018
⑩ 50%
⑩ 160.5 MW

Solar generation capacity 160,5 MW

Percentage of the solar grid 6%

• HYDRO

Southeast/Central-West Cluster

⑥ Serra das Agulhas (MG)
⑥ 2017
⑥ 100%
⑥ 30.0 MW

⑥ Pipoca (MG)³
● 2010
● 51%
● 20.0 MW

⑥ Indaiá Grande and Indaiázinho (MS)
⑥ 2012
⑥ 100%
⑥ 32.5 MW

Hydro generation capacity 82,5 MW

Percentage of the hydro grid 3%

• WIND POWER

Delta Cluster

⑩ Maranhão Delta (MA)
⑩ 2017 / 2019 / 2020
⑩ 100%
⑩ 426.0 MW

⑩ Piauí R Delta (PI)
● 2014 / 2017
● 100%
● 147.8 MW

Bahia Cluster

⑩ Ventos da Bahia 1, 2 e 3 (BA)¹
⑩ 2020 / 2022
⑩ 50%
⑩ 182.1 MW

⑦ Assuruá 1, 2 and 3 (BA)
⑦ 2019 / 2020
⑦ 100%
⑦ 353.0 MW

⑦ Assuruá 4 (BA)²
⑦ 2023
⑦ 100%
⑦ 211.5 MW

⑦ Assuruá 5 (BA)
⑦ Under construction
⑦ 100%
⑦ 243.6 MW

Southeast/Central-West Cluster

⑩ Gargaú (RJ)
⑩ 2012
⑩ 100%
⑩ 28.1 MW

Chuí Cluster

⑩ Chuí (RS)
● 2020
● 100%
● 582.8 MW

US Cluster

⑩ Goodnight 1 (TX)
⑩ Under construction
⑩ 100%
⑩ 265.5 MW

Wind generation capacity **2,440,4 MW**

In operation (GRI EU)¹ 1,931.3 MW
Under construction 509.1 MW
Percentage of the wind grid 91%

1 Considers 50% of the installed capacity and is aligned with Omega's equity interest in the enterprise.
2 Moved into operation in February 2023.
3 Considers 100% of the installed capacity, since Omega is the majority shareholder, holding more than a 50% share in the enterprise.

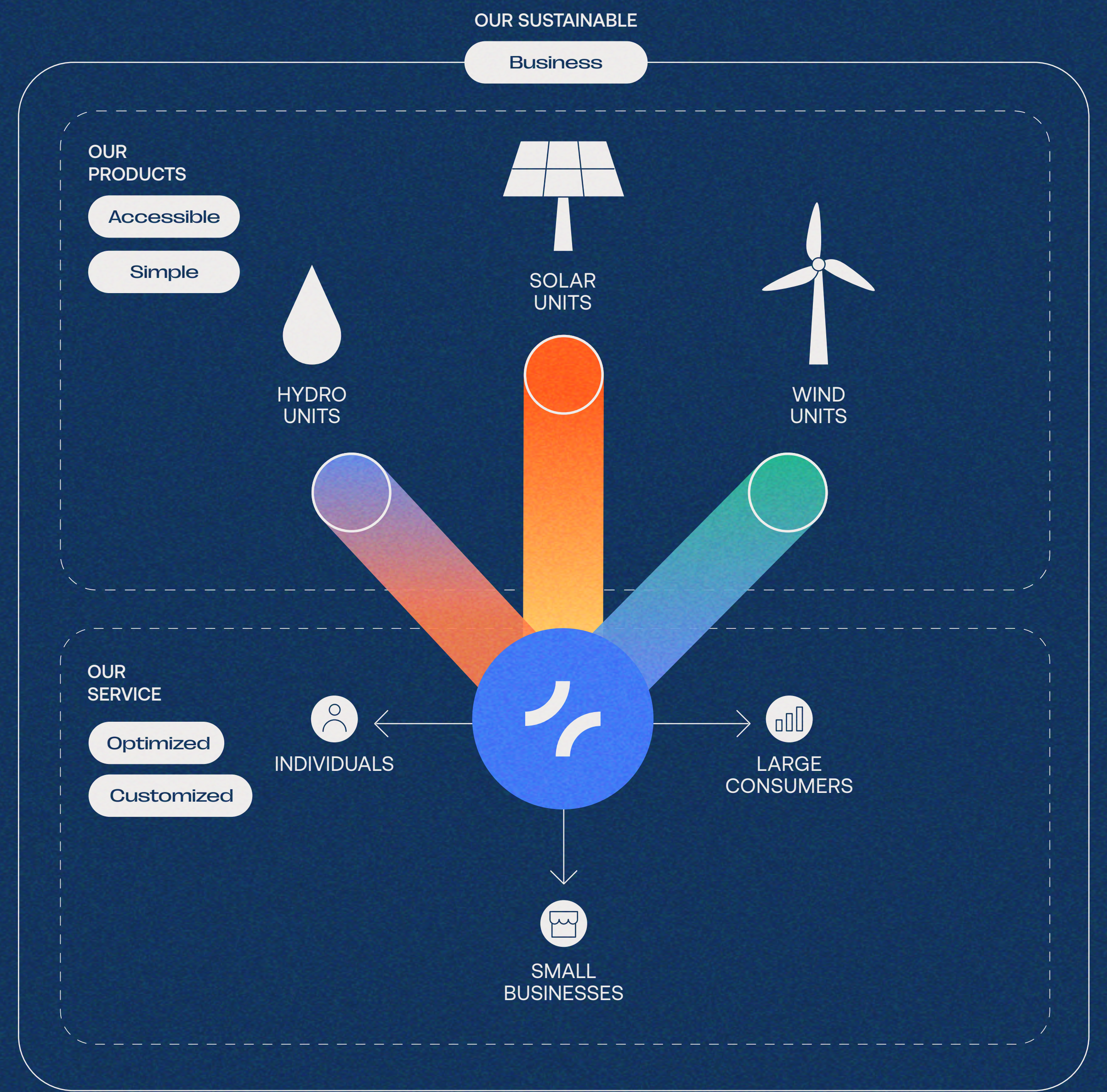
PRODUCTS AND INTEGRATED SOLUTIONS

GRI 2-6

We are focused on the client and seek to aggregate value to our products, proactively investing in technological innovation and in the design of solutions customized to meet the needs of all customers profiles - from industry to homes anywhere in Brazil and soon also in the US.

We operate on two commercial fronts - **Retail** and **Wholesale** -, and, since 2020, when we launched the first 100% digital energy sales platform, we have been reinventing the sector and progressively preparing ourselves to serve the free energy market until it becomes a reality for all of Brazil's consumers.

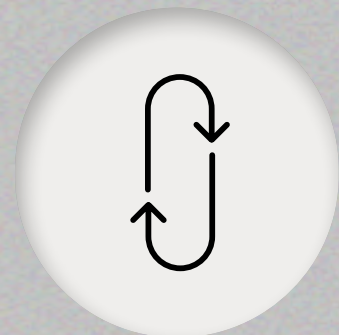
Read more in [CLEAN, AFFORDABLE AND SIMPLE ENERGY ↗](#)



In the **Retail** sector, we have evolved enormously, positioning ourselves to be able to offer clean, affordable and simple energy to a greater number of consumers. In 2022, we invested in the expansion of our multi-product platform, with the inclusion of more integrated solutions for different needs, including:



➤ **Digital Energy**
Purchasing of energy on the free market for companies classified as high voltage (Group A - Minimum demand of 30kW).



➤ **Decarbonization**
Sustainable products that neutralize companies' carbon footprint (RECs and Carbon Credits).



➤ **Digital Distributed Generation**
A digital solution that allows consumers classified as low voltage (Group B) to have access to clean energy, through the offsetting of energy credits on their electricity bills.

As well as simplifying and streamlining the sale of energy, our digital platform also allows our clients to monitor their consumption and energy costs *online*, with the following benefits and distinctions:

- **Savings with Security.**
 - Budget control.
 - Customers pay only for what they consume, without waste or worries.
 - Fixed energy prices.
 - Cost predictability.
- **Simple and Digital Management.**
 - Energy straight from the producer: security from those who produce without the need for financial guarantees, at no cost to the customer.
 - Online operation and monitoring with just a few clicks and without complication.
- **Sustainability.**
 - 100% clean and renewable energy.
 - Total savings of resources (paper, time, etc.).
 - Customers can neutralize their company's carbon footprint in 3 clicks.

We also took steps forward In the **Wholesale** sector in 2022, with solutions structured for companies with intensive energy consumption, using our team of specialists to design structures that better meet the characteristics of each individual client. Our solutions allow large companies to reduce their electricity costs and their carbon footprint through access to our renewable energy assets. We have established partnerships with large-scale benchmark companies in the market, such as M. Dias and Eurofarma.

In our sales area, we also have a department responsible for managing all the risks in our portfolio, also operating in trading. The department buys and sells energy on the free market through bilateral agreements that can be transacted with generators, sellers or free consumers.

With this partnership, Ingredion is reinforcing its concern over the sustainability of its operations through the use of clean energy, at affordable costs and involving simplified operations.

— André Stolf
VICE-PRESIDENT OF OPERATIONS
FOR INGREDION IN SOUTH AMERICA

Finding a solution that has allowed us to achieve the bold target of establishing a 100% renewable energy matrix in a short space of time was very challenging.”

— Maria del Pilar Muñoz
VICE-PRESIDENT OF SUSTAINABILITY AND
NEW BUSINESSES AT EUROFARMA

These days we are aware that we need to think about renewable energy, and, by the way, I would like to congratulate Omega Energia, which has been challenging us, driving us, and adding to us through this partnership, and this has been central to our awareness. We are now diving headlong into this area because we want a better world for our children.”

— Ilson Mateus
CEO OF THE MATEUS GROUP

External renewable energy projects, such as this MAP with Omega, are vital components of Cargill’s energy expansion portfolio and of our efforts to reduce our greenhouse gas emissions.

— Paulo Sousa
CEO OF CARGILL IN BRAZIL

This agreement with Omega represents a milestone in the use of clean electricity in 100% of our productive units.

— Ornella Vilardo
DIRECTOR OF SUSTAINABILITY
FOR THE HEINEKEN GROUP

Brazil has one of the most renewable energy matrices in the world. With the right tools, we can help reduce greenhouse gas emissions and encourage initiatives like this one.

— Denis Pacheco
DIRECTOR OF PROCUREMENT AT M. DIAS BRANCO

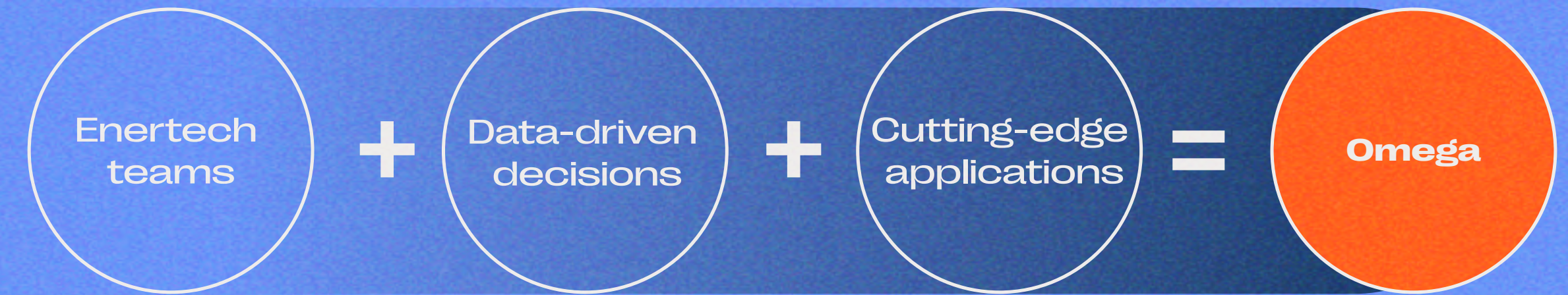
A CROSS-SECTIONAL FOCUS ON INNOVATION

GRI EU6, EU8

GRI 3-3: INNOVATION AND RESILIENCE OF THE BUSINESS

As well as continually investing in technology, at Omega innovation cuts through all the Company's activities and is to be found at the heart of our Business Model - from our directors' decision-making to the implementation of our projects and the operational management of our units. Our ability to forecast trends, identify opportunities, develop solutions and products, and adapt ourselves to new scenarios is what keeps us at the forefront of the sector in Brazil and has encouraged us to begin our expansion internationally, starting with the US.

technology The new pillar of our Business Model



OUR ENERTECH TEAMS WORK TOGETHER WITH AN ENTERPRISING SPIRIT AND MERITOCRATIC VISION



An understanding of the energy sector and our technological mindset combine to deliver the most innovative of solutions for our clients.

INTEGRATED DATA ANALYSIS SOLUTIONS



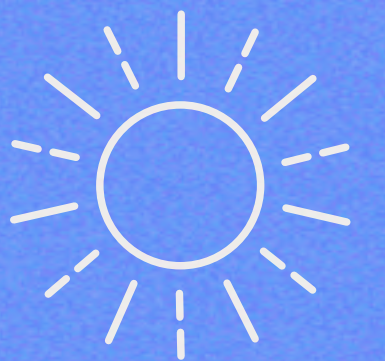
Solutions in Big Data and Machine Learning to plan the management of resources, and program shutdowns and results, thereby strengthening the management of assets, sales and decision-making.

100% HI-TECH CLOUD-INTEGRATION INSAAS (SOFTWARE AS A SERVICE) AND PROPRIETARY DEVELOPMENT SUPPORTED BY ROBUST TECHNOLOGIES



A team dedicated to Data Science, Product Development, User Experience (UX) and Cloud Technology: Alteryx, IBM Watson, Snowflake for Big Data and Machine Learning, 100% cloud-integrated services.

TRANSFORMATIONAL SOLUTIONS FOR STAKEHOLDERS



Excellent Enertech organization to ensure the delivery of unmatched profitability.

With the central mission of stimulating the mindset of innovation amongst our fellow entrepreneurs, and optimizing the development and use of our own tools that increase efficiency and streamline our business model, our technology team involves specialists working on six specific fronts:

- ① SOFTWARE ENGINEERING
- ② DATA ENGINEERING
- ③ TECH OPS¹
- ④ SISCORP²
- ⑤ CYBER-SECURITY
- ⑥ AGILE METHODOLOGY

^① Infrastructure systems, including telecommunications and computer networks, amongst others

^② Corporate systems for Enterprise Resource Planning (ERP), including Government Relations and Personnel Management, amongst others.

GREATER INVESTMENT IN INNOVATION

AT OMEGA, WE HAVE CONSISTENTLY INCREASED OUR INVESTMENTS IN RESEARCH AND TECHNOLOGICAL INNOVATION: IN 2022, THE TOTAL AMOUNT INVESTED IN THIS AREA REPRESENTED **1.6% OF OUR ANNUAL GROSS REVENUE.**

Between 2017 and 2022, adding year to year, this means an increase of 731% on our six technological fronts. It is worth remembering that, due to the nature of our business, different to other companies regulated by the electricity regulator (ANEEL), Omega has no form of regulated subsidy (or legal compliance) attached to its investments in Research and Development (R&D). As such, all of our investments in innovation are voluntary.

OPERATIONAL & FINANCIAL PERFORMANCE

GRI 3-3: INNOVATION AND RESILIENCE OF THE BUSINESS

We achieved an Adjusted EBITDA¹ of R\$ 1.8 billion, an increase of 5% against 2021, with this, once again, falling within our guidance for the year, thus confirming the resilience of Omega’s results. We achieved solid results considering the more challenging scenario caused by the supply of natural resources, which were below the historical average, owing to a persistent *La Niña*², and lower energy prices during 2022, which was a year of extremely high rainfall, and a number of irregularities in supply and demand.

¹ Considers the proportional share of unconsolidated investments. Considers a 50% share in Ventos da Bahia 3 (the contribution made to the Company’s results was only relevant in December). Does not consider non-cash and non-recurring events

² *La Niña*: This is a natural phenomenon involving a drop in the temperature on the surface of the Central and Eastern Pacific Ocean. *La Niña* years are related to delays in the start of the wind harvests.

We ended 2022 having achieved a range of successes and with a great many opportunities that will shortly allow us to be able to take the Company's EBITDA over R\$ 2 billion and continue our trend of strong growth, without cutting profitability or reducing our portfolio of different sources and locations.

Read more in [OPTIMIZATION OF NATURAL RESOURCES](#).

2022 ACHIEVEMENTS

Listed below are some of the highlights of our achievements in 2022:

- We increased our share in Assuruá 4 and Assuruá 5 to 100%;
- We concluded the acquisition of Ventos da Bahia 3;
- We moved into Distribution Generation (DG) following approval of the new regulatory framework;
- We increased our sales efforts, with the launch of new digital products, attracting more than 500 new clients (B2B) to the platform in 2022;
- We launched our first project in the US, with a funding package secured by Goldman Sachs (via tax equity) and a syndicate of banks (via project financing and bridge loans);
- We brought Actis into our shareholder base, involving an initial investment of R\$ 850 million.

Committed to transparency, we are one of the few renewable generation companies that publish its annual EBITDA forecasts and annual estimates for Energy Production for the public. To read more about this, access the [INVESTOR RELATIONS PAGE](#) and our Quarterly Releases.

Performance Indicators

2022

ENERGY PRODUCTION

6.805,3 GWh

↓ 3% YoY

ADJUSTED EBITDA

R\$ 1,18 billion

↑ 5% YoY

EBITDA GUIDANCE

2023

INTERVALO **R\$ 1,37 billion – R\$ 1,63 billion** CENTRO **R\$ 1,5 billion**

2024

INTERVALO **R\$ 1,78 billion – R\$ 2,22 billion** CENTRO **R\$ 2,0 billion**

ENERGY - GROSS EARNINGS

R\$1,66 billion

↑13% YoY

TOTAL CASH RESOLVE

R\$ 1,9 billion

↑ 19% YoY

ENERGY PLATFORM - GROSS EARNING

R\$ 48,0 million

↓ 5,7 milhões YoY

NET DEBT

R\$ 7,6 billion

↑ 36% YoY

Our Financial Statements are prepared in accordance with the accounting practices adopted on Brazil (Law 6,404/76, CVM and CPC) and with the International Accounting Standards Board (IASB). To read more about this, access the [INVESTOR RELATIONS PAGE ↗](#).

SUSTAINABLE OPERATIONS



ESG JOURNEY

GRI 2-22, 2-25



2022 was notable for our consolidation. Sustainability has always formed a part of our practices, but 2022 saw the organization and structuring of a board solely focused on Sustainability, ESG and Public Affairs, with the aim of taking a leading role in the area and scaling up our positive impact.

We could not have made a better decision.

We have built our team with Omega’s own co-entrepreneurs, bringing together people who, over the years, have demonstrated a latent tendency towards non-conformity and an aptitude for putting forward creative, practical and dynamic solutions.

Together, we have prioritized our Agenda based upon our ability to resolve the real problems facing society (read more in [2022 HIGHLIGHTS ↗](#)), whilst continuing to recognize that our greatest objective is to contribute to the sustainable development of the Americas by offering energy (which, **as well as being clean and renewable**, is also **simple** and **more affordable**) and **tackling climate change**, acting by example and enabling the **electrification of business sectors** that are still dependent on fossil fuels.

This is because electricity is the most important basic material of modern life, be it for daily use by any one of us, or be it the supply matrix for a large industry. Energy has an enormous impact on the price of various different day-to-day goods and services: it accounts for around 15% of the final cost of the basic food hamper, 30% of the sale price of bread, meat and milk, 22% of the principal items used in civil construction, and 10.6% of the cost of electronics¹. Studies performed by the Institute of Applied Economic Research (IPEA), show that a reduction in the price of electricity by just 10% would increase GDP by 0.45 percentage points².

¹ Source: ABRACE.
² Source: IPEA.

Reducing the price of energy and guaranteeing its cleanliness is the biggest **revolution** that we can instigate - and this is precisely the definition found in **SDG 7: to ensure access to affordable and clean energy**, promoting the population’s dignity and wellbeing, boosting economic growth, and structurally increasing the country’s competitive standing.

We have designated responsibility for addressing this challenge to the Government Relations department, part of the Sustainability and ESG Board. This is because the transformation of the electricity sector into a sector that is fairer and more accessible and inclusive, is only possible if we change the direction of the federal policy, working from a technical perspective, and based upon solid grounds, together with the legislative and executive powers. It is no coincidence that **our partners in negotiating with the National Congress have been consumer rights and environmental defense associations**, such as *‘Dice – Instituto Brasileiro de Defesa do Consumidor’, ‘Frente Nacional dos Consumidores de Energia e de Consumidores Livres’ and ‘Iema – Instituto de Energia e Meio Ambiente’* (read more about this in [CLEAN, AFFORDABLE AND SIMPLE ENERGY ↗](#)).

In parallel, we have adopted the constant feedback received from our stakeholders as a gauge and guide for the adjustments we make to the path we take, ensuring that this is the revolution that they want to see through their involvement with Omega. As such, we have developed a periodic research process designed to understand the levels of satisfaction of our local stakeholders’, including our suppliers, the government and the communities, to hear about how they view our journey and our objectives. More details on this initiative can be found in the [STAKEHOLDERS’ ENGAGEMENT ↗](#) section, but we believe that achieving a satisfaction level of 80% has established our strategy and validated all the efforts we have made over the course of the year.

We took important steps forward in 2022. We have firmly established certain dreams that we have been developing for a long time now, and which have been a source of excitement for us day in, day out. These have included our climate strategy, the approval of our Decarbonization Plan, and the foundation of our *‘Janela para o Mundo’* Institute, amongst many others mentioned within this integrated report.

We are fully aware that our ESG Journey has begun, and that it will never end. As such, we are ready to keep progressing as and when the challenges arise.

— Livia Mariz

Director of Sustainability, ESG and Public Affairs at Omega Energia

STAKEHOLDER ENGAGEMENT

GRI 2-26, 2-29

At Omega, we believe that it is essential to encourage frank, respectful and transparent dialog, maintaining a close relationship with our stakeholders so that our interests align and we can create a virtuous cycle of value generation and sharing.

Living in a world that is increasingly more connected and interdependent, we have strengthened our platform of communication channels and means of communication, which has meant we have been able to develop active and systematic dialog with our stakeholders, implementing feedback and continually improving our sustainability agenda.

Below we outline our most important categories of stakeholders and how we ensure productive engagement:

CLIENTS

- Relationship 'chat' platform, telephone calls, e-mails, social media and business meetings. Customer Services, service channel, events and Compliance Hotline¹.
- We develop and monitor the client experience, adopting relationship initiatives such as: The 'Omega Experience' (visits by clients and their families to our generation parks), sports championships, and participation in trade fairs, such as APAS and Super Mix.
- We remain close to our clients so that we can always renegotiate and continually optimize our portfolio of acquired solutions.

COMMUNITIES

- In-person contact, e-mail, telephone, WhatsApp, a form on our website, voluntary discussion forums and public meetings to clarify communities' doubts, and the 'CAE' ('Project Monitoring Commissions'), as well as the Whistleblowing Channel¹.

SUPPLIERS AND PARTNERS

- Meetings and telephone calls, ombudsman, events, Whistleblowing Channel¹ and Health and Safety Reporting Channel.
- Strengthening of the relationship with the 1st wave of the Suppliers' Development Program in 2022.

GOVERNMENT, REGULATORY AND ENVIRONMENTAL AGENCIES

- Strategic, political-institutional and technical meetings, theme-based groups and events, operations through sector entities.

PRESS

- E-mail, services for communication vehicles, requests for interviews with executives from Omega Energia and information on the company's business and operations.

INVESTORS AND FINANCIERS

- Telephone contact, e-mail, IR, IR site, meetings, virtual meetings, conferences, 'webinars', roadshows, conference calls, online research.

SECTOR ORGANIZATIONS

- Discussion forums, meetings, letters, e-mail, telephone contact, participation in public hearings, publication of technical articles.

CO-ENTREPRENEURS

- Internal communication, (Workplace, Teams), workshops, mentoring, workplace climate and engagement studies, events, team hotline, Whistleblowing Channel and Health and Safety Reporting Channel.

¹ Read more about the Whistleblowing Channel in [RISK MANAGEMENT AND COMPLIANCE](#).

TRANSPARENT AND PRODUCTIVE DIALOG

Our permanent objective is to better understand how we are recognized by our stakeholders and map improvement points to work together. For this reason, in 2022, we developed for the first time a Net Promoter Score (NPS) survey with local actors, which will be unfolded into an action plan to be executed in 2023 to further strengthen our relationship and effectively continue practicing shared value generation.

The result was above expectations: in this first edition, we achieved 80% overall satisfaction. Our suppliers, representatives from the communities and municipal public authorities recognized our great commitment, as we can see in the following testimonies:

It is a dynamic team that listens to the supplier and this listening is essential for the necessary exchanges for the smooth

running of the work. I always observe that when opinions are divergent, there is humility to get back on track through a path not previously thought of. I also see a lot of effort from everyone to meet demands and make another comment to finish: congratulations on the presence of the board of directors in the field, something that needs to be valued, those who make decisions need not only to sign authorizations, but also feel the good that you promote around Assuruá. Congratulations to all! — Supplier

This important process of formalizing listening, in which participants can express themselves freely and anonymously, becomes a periodic ritual of the Company and an important tool to support decision-making. In 2023, it will also be applied in Texas, United States of America.

INVESTOR RELATIONS

GRI 2-27, 2-29

We seek to generate sustainable value for our shareholders and investors through best ESG practices, as well as favor engagement, dialog and transparency in our relations, with a view to a long-term institutional relationship. Since 2021, with this objective and the aim of providing the investors with a better understanding of the Company's results, we have been publishing our annual EBITDA projections as well as our assets' monthly Energy Production results (read more in [OPERATIONAL AND FINANCIAL PERFORMANCE](#) ↗).

In line with our Information Dissemination Policy, we ensure that the data published for the public are collected, processed and reported precisely and on time, through the use of our own internal communication vehicles, such as our Investor Relations website, mailings, participation in

conferences and non-deal roadshows. We also make use of the official communication channels - such as the systems put in place by the Brazilian Securities Commission (CVM) and the B3 - to provide the market with information on the Company. Of special note amongst the materials distributed to investors are:

- ↘ Company Announcements
- ↘ Notices to Shareholders
- ↘ Releases to the Market
- ↘ Financial Statements in line with International Financial Reporting Standards (IFRS)
- ↘ Quarterly Results Reports (including ESG metrics)
- ↘ An Integrated Annual Sustainability Report

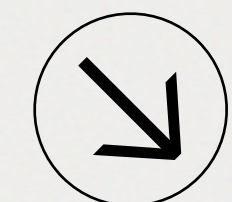
To facilitate access to our Investor Relations staff, use the "Speak with IR" channel on our website. Read more about this on our [Investor Relations](https://en.omegaenergia.com.br/ri/home) website: en.omegaenergia.com.br/ri/home ↗.

2022 HIGHLIGHTS

GRI 3-1, 3-2

Our **materiality matrix** - which has defined the themes highlighted in this integrated report - was created in 2021 based upon a consultation that started with the presentation of 19 topics and almost 400 individuals, drawn from 12 groups of stakeholders. As part of this, online questionnaires were sent out and 19 individual interviews were performed, whilst a working group was also formed. The drafting of our matrix was a joint and vital process necessary for the engagement of these stakeholders and, by doing so, for the establishment of the topics of most relevance to the Company, which were approved at a later date by the Board of Directors.

As well as the materiality matrix, our work is also aligned with the most rigid standards of management, governance and sustainability, such as the United Nations' Sustainable Development Goals (SDGs). Below, we present a cross-sectional vision of our objectives, material topics and operating fronts, as well as the highlights from 2022:



PRIORITY SDGS



7. Clean and accessible energy



13. Action against global climate change

2022 HIGHLIGHTS

Continuation of the 'Movimento Luz Livre' ('Free Light Movement')

- Interaction with the National Congress and with the Ministry of Mines and Energy and its agencies.
- Video campaign in partnership with Embrulha, which was watched around 1,5 million times. [WATCH IT HERE](#).
- Publication of Ordinance 50/MME/2022, which permitted the opening of the market to high voltage users (Group A).
- Weekly publication of 'Giro Omega', containing the most important news on the sector.
- Sustainability partnership with Ivete Sangalo, with the pioneering action of decarbonizing her shows and the 'Coruja' carnival block at the Salvador Carnival 2023.

Progress in Climate Strategy

- Approval of our Decarbonization Plan for the reduction of emissions by 75% until 2030.
- Obtaining the Gold Seal for our carbon inventory, in the line with the GHG Protocol guidelines.
- Omega's clean, affordable and simple energy prevented the emission of approximately 290,000 tons of CO₂ in 2022.

GRI 2-24

ENVIRONMENTAL



PRIORITY SDGS



4. Quality education



8. Decent work and economic growth

2022 HIGHLIGHTS

- Launch of the 'Instituto Janela para o Mundo' ('Window on the World Institute') and gauging of its SROI (for each R\$ 1.00 invested, R\$ is generated in social benefits).
- Undertaking of the 1st 'Banco do Tempo' ('Time Bank'): a volunteer mentoring project by the Omega Team for students of the 'Janela para o Mundo' Institute.
- Beginning of the 'Cheias de Garra' initiative, with the undertaking of research and subsequent training of the seamstresses for the upcycling (repurposing and reuse) of uniforms.
- Promotion and expansion of initiatives relating to physical and mental health and wellbeing.
- Participation and trade fairs and university events.
- Development of the Cultural Exchange project.
- Desenvolvimento do projeto Intercâmbio Cultural.
- Offering of an English language course for co-entrepreneurs.
- Completion of the pilot-project for application of weekly work climate studies, in a "Pulse" format.
- Completion of the 1st wave of Employees' Development Project.

GRI 2-24

SOCIAL



PRIORITY SDGS

Not applicable.

2022 HIGHLIGHTS

- The entry of Actis into our capital strengthens our ESG agenda.
- Implementation of the Internal Audit.
- Review of the Compliance Risk Assessment, with inclusion of improvements.
- A routine of periodic training sessions in Compliance and Conduct, with a high rate of attendance.

GRI 2-24

GOVERNANCE



PRIORITY SDGS



9. Industry, innovation and infrastructure

2022 HIGHLIGHTS

- In 2022, we invested to enable the expansion of our multi-product platform, with the inclusion of more integrated solutions for different needs, as well as large contracts and important partnerships:
 - Energy;
 - Decarbonization (RECs and Carbon Credits);
 - Digital Distributed Generation;
 - PPAs; and
 - Self-production

GRI 2-24

CROSS SECTIONAL



ENVIRONMENTAL



GRI 2-24

MATERIAL TOPICS

Topic 6 — Energy efficiency: prioritization of the use of renewable energy, reduction in the consumption of energy, and optimization of management during the operation.

Topic 4 — Climate Strategy: identification, management of risks, and optimization of opportunities linked to climate change, which could impact on the business model, including commitments, targets and climate governance.

OUR CONTRIBUTIONS

↳ Ensuring broad freedom of choice and competitive standing between the agents whilst, above all, offering clean and affordable energy to the entire Brazilian public.

↳ Acting by example and understanding that producing 100% renewable energy is only a part of our contribution to the urgent struggle against climate change.

AMBITIONS

↳ To be recognized not only as a Company that generates renewable energy, but also as one that fights to ensure clean, affordable and simple energy for as many people as possible in the shortest possible time.

ESG Indexes and Ratings

① Unsolicited Scoring: scoring attributed voluntarily.
 ② The attribution of 'F' means that the Company did not report the questionnaire.

SOCIAL



GRI 2-24

MATERIAL TOPICS

Topic 5 — Socio-environmental responsibility: ensuring that a positive impact is possible in the neighboring communities, effectively contributing to sustainable development through simple and creative solutions, and social investment, with a focus on education and the generation of income.

Topic 3 — Attraction, development and retaining of employees: attraction and retention of talents, development of the team, recognition due to meritocracy, a remuneration strategy, benefits, engagement and experience focused on retention and the reduction of turnover of the team.

Topic 7 — Health and safety: existence of policies, directives, protocols and processes that identify risks to people's health and safety and which guarantee safe and healthy operations.

OUR CONTRIBUTIONS

↳ Promotion quality education to enable important and concrete opportunities for effective learning and generation of income, since knowledge is what drives sustainable development.

↳ Identifying and mitigating risks to the health and safety of people, and guarantee safe and healthy operations, as well as sustainable relations.

AMBITIONS

↳ To scale up the positive impact for society through initiatives in education and the generation of income.

↳ To promote pride in belonging amongst our team of personnel and keep them connected to our culture and mission.

↳ To know that our team and suppliers are 100% aligned and in compliance with our ESG standards.

INDEX OR RATING



GOVERNANCE



GRI 2-24

MATERIAL TOPICS

Topic 1 — Ethics, Integrity and Compliance: transparency, compliance with anti-corruption regulations, laws and practices, promotion of the Code of Conduct and ethical attributes in the organizational processes, and combating anticompetitive and bribery practices.

OUR CONTRIBUTIONS

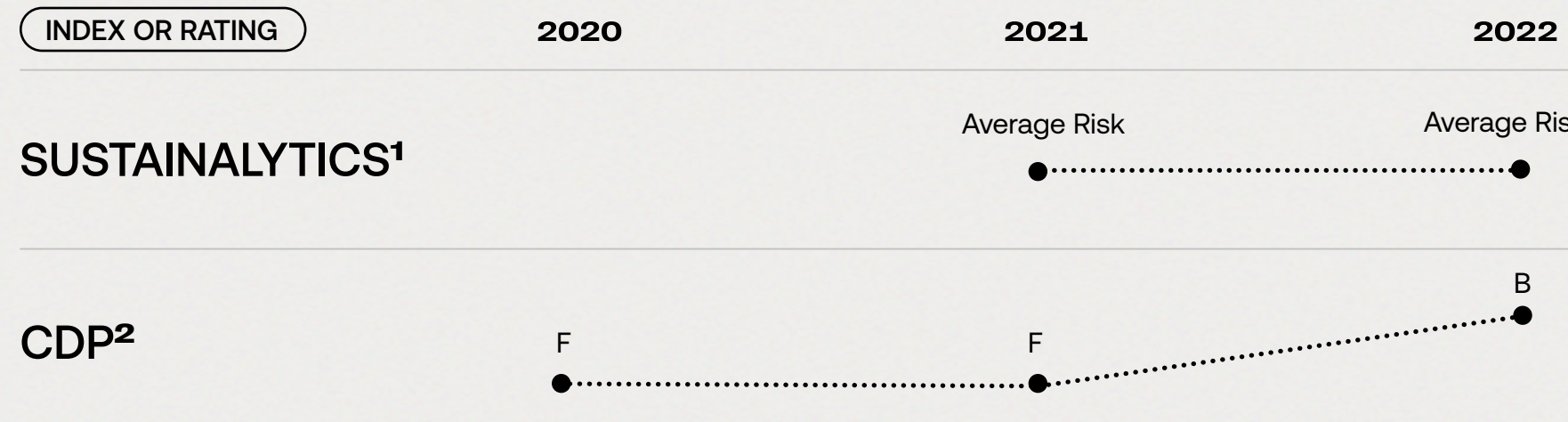
Not applicable.

AMBITIONS

↳ To promote and increase the disclosure of our governance.

↳ To know that our team and suppliers are 100% aligned with our ESG standards.

INDEX OR RATING



CROSS SECTIONAL



GRI 2-24

MATERIAL TOPICS

Topic 2 — Innovation and resilience of the business: investment in innovation and technology that allows for adaptation to new scenarios, anticipation of new market trends and longevity of the Company.

OUR CONTRIBUTIONS

↳ To enable adaptation to new scenarios, anticipation of new market trends and longevity of the Company, as well as find new solutions for energy consumers.

AMBITIONS

↳ Omega tomorrow: A modern, advanced company, capable of creating ruptures in the sector through the use of technological innovation and energy.

3

Environmental and

climate strategies

CLIMATE POSITIONING

- ① Optimization of natural resources
- ② Clean, affordable and simple energy
- ③ Decarbonization targets
- ④ Energy efficiency

ENVIRONMENTAL MANAGEMENT SYSTEM

CLIMATE POSITIONING




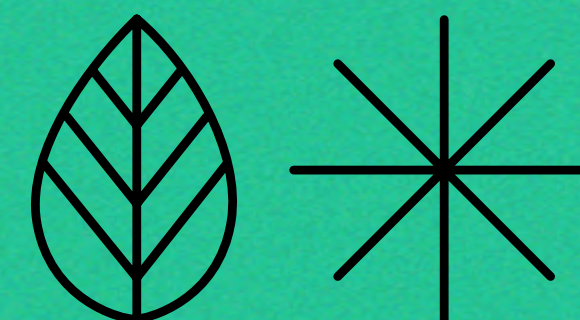
Due to the alarming process of climate change, we are not satisfied with simply being the biggest Brazilian energy generation company supplying 100% clean and renewable energy. In line with SDG 13 (Urgent action to combat Global Climate Change) and the directives of the Paris Agreement, our climate positioning is broader and more far-reaching, being outlined in detail in our Sustainability and Socio-environmental Policies.

Also guided by the principle of promoting the electrification of business sectors that are still dependent upon fossil fuels, we ensure the optimization of natural resources to make increasingly more sustainable energy available, since the energy generated by our units is directed to both the regulated market and the free market, which encourages the energy transition of companies and, further in the future, the population in general. In addition to this, we are also increasing the offer of Renewable Energy Certificates (RECs) and Carbon Credits, thereby allowing our clients to offset their emissions.

IN 2022, OUR AMBITIONS CAME TO FRUITION.

Main Highlights:

-  CDP and TCFD: advance on the 'F' Score (for those not repowrting the questionnaire) to B
-  GHG Protocol: obtaining the Gold Seal
-  Decarbonization Plan following SBTi directives.



Our engagement initiatives in tackling climate warming generate positive impacts not only externally but also within the Company, which result in the synergy achieved on another four operating fronts, as outlined below.

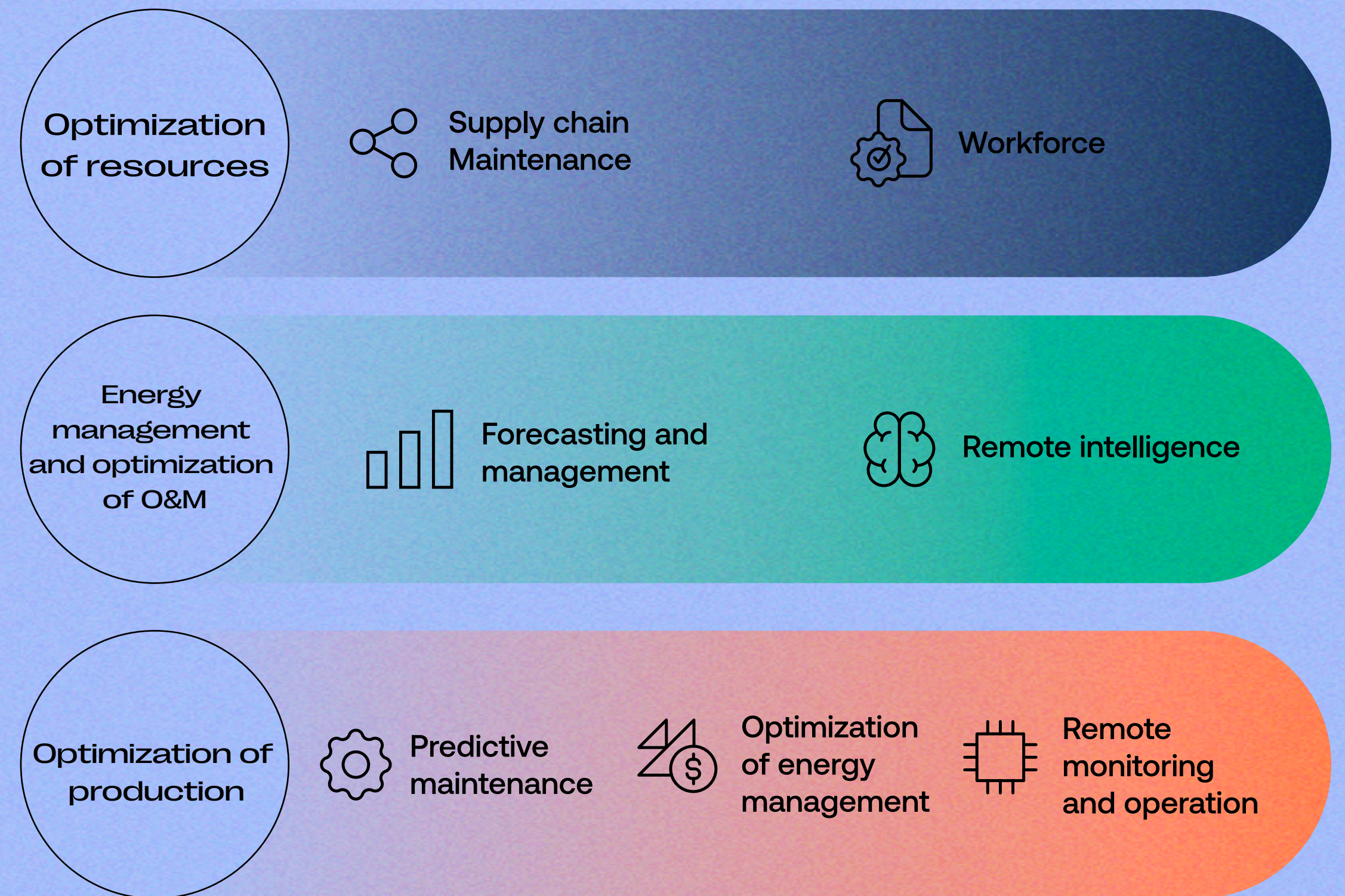
OPTIMIZATION OF NATURAL RESOURCES

GRI EU6, EU8

We actively manage our portfolio with targets designed to optimize generation, availability and operational performance to increase the efficiency of the use of the natural resources (sun, water and wind) and increase our supply of clean and renewable energy to the market. In order to be able to operate in a sector where performance is subject to seasonal weather cycles, we work with a complementary and diverse range of assets (generation sources and geographical locations). Regardless of this, innovation has been one of our most effective instruments for mitigating uncertainties: by associating investments in advanced technology with a data-driven approach, we have achieved excellent results.

Read more on this in [OPERATIONAL AND FINANCIAL PERFORMANCE ↗](#).

In order to remain one of the most efficient generation companies, we are continuously investing in increasing our productivity, adopting an optimization model, with data analysis, real-time monitoring of resources activities, and the automation of our processes (such as inspections performed by drones).



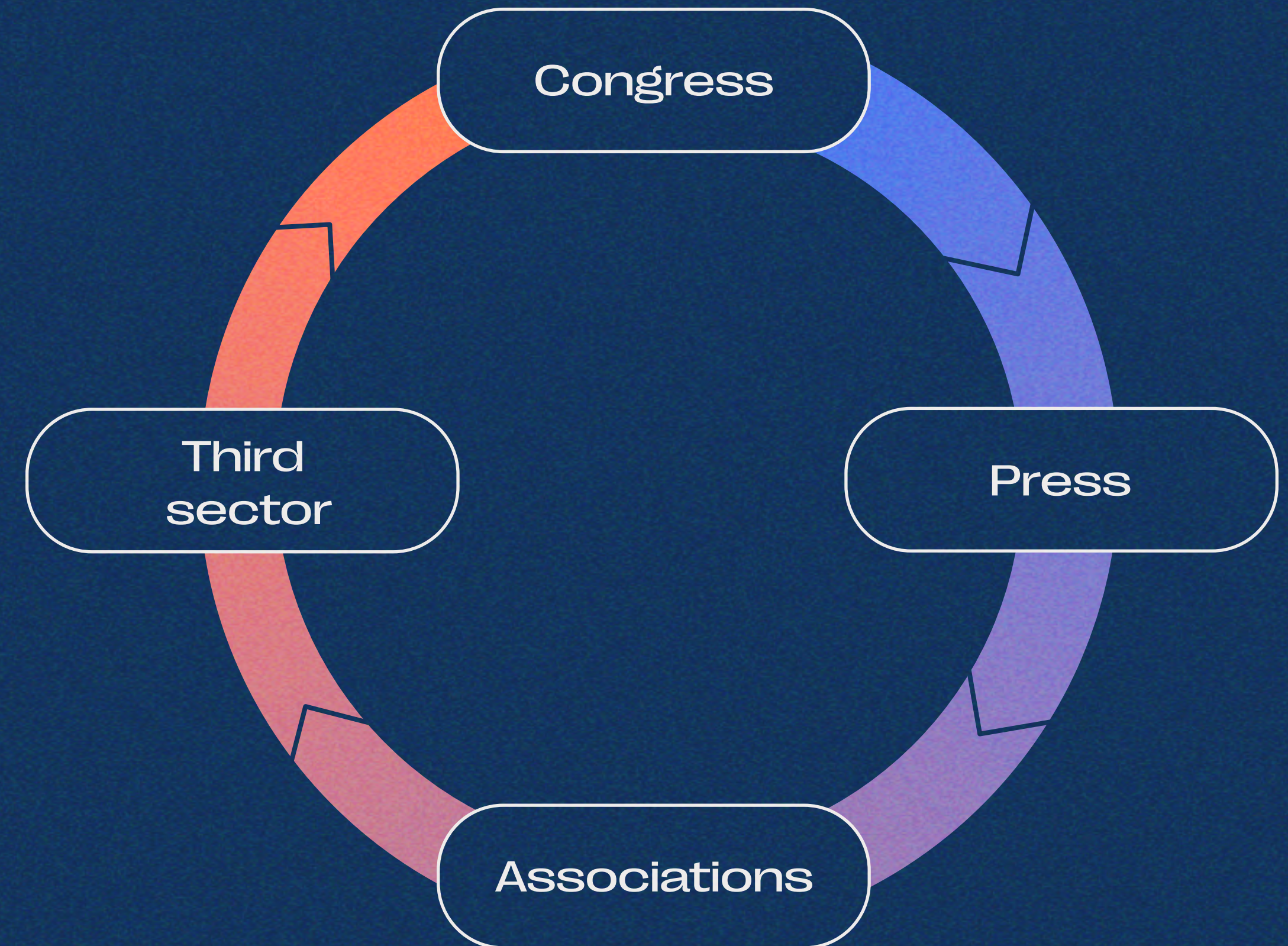
CLEAN, AFFORDABLE AND SIMPLE ENERGY

GRI 2-29

At Omega, we defend the SDG 7 (Clean and Accessible Energy) and as such, the expansion of access to the free market of clean, renewable and more accessible energy is one of our priorities. We have engaged publicly and defended the belief that the entire Brazilian population, and not just a small and specific portion, has the right to compare services, prices and types of source to be able to choose the most convenient, competitive and sustainable energy supplier.

Continuing towards the achievement of this goal, in 2022, we strengthened the structure of our Government Relations department, which now responds directly to the Sustainability and ESG Board and places even more emphasis on our public engagement in favor of the modernization and democratization of the Brazilian electricity sector, being articulated on four fronts:

Our action fronts



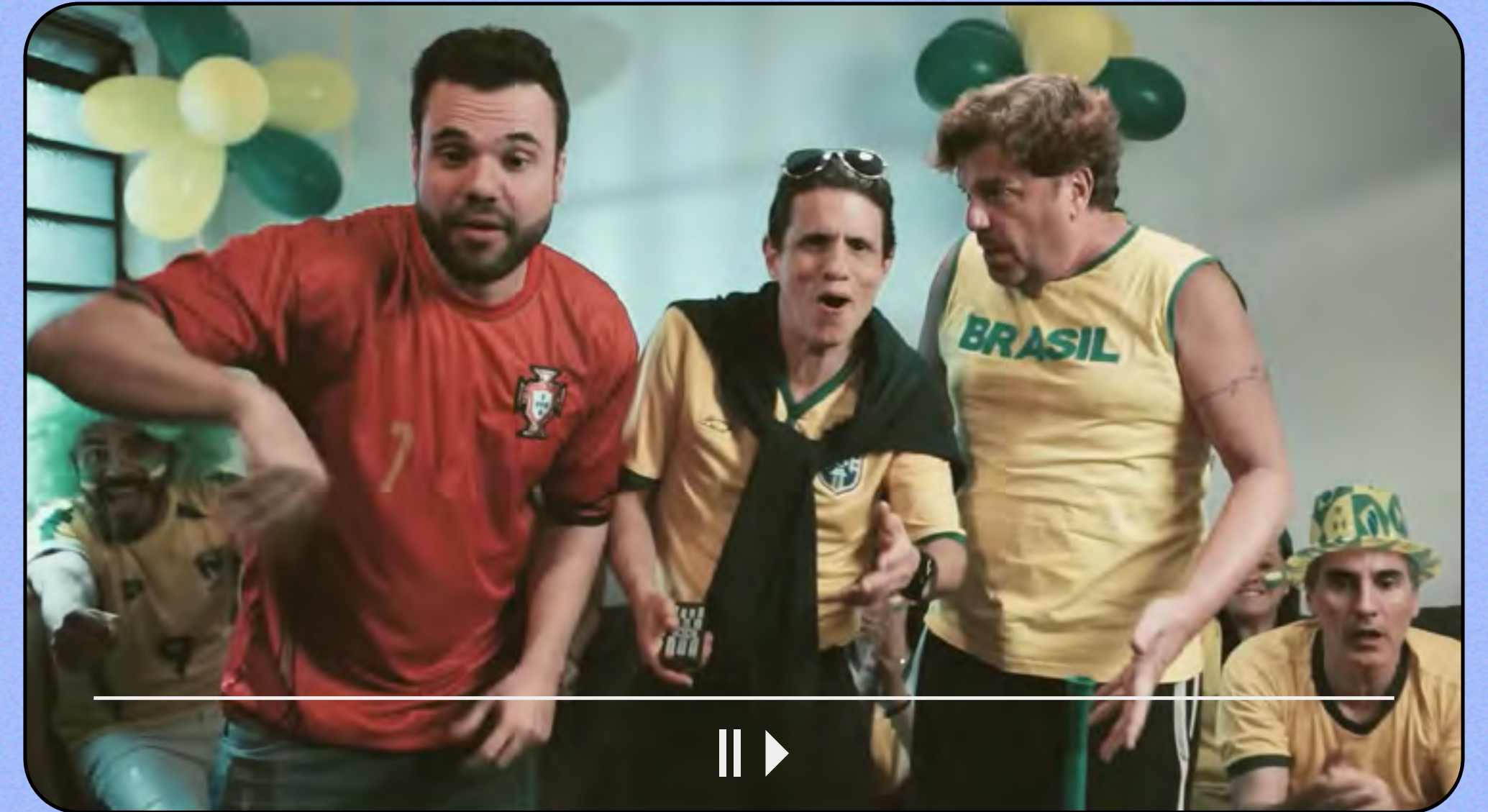
Movimento Luz Livre (MLL)

Following our pioneering work in launching the MLL (‘Free Light Movement’) and obtaining more than 70,000 signatures in a petition calling for approval of PL 414/21, which will mean the opening of the free energy market and allow consumers the freedom to choose their electricity supplier, we continued taking an active stance in Congress, based upon technical expertise. Alongside the progress of PL 414/21, we are also in support of the opening of the market through ordinances from the Executive Power. In 2022, an ordinance presented by the Ministry of Mines and Energy enabled access to the free market, starting in 2024, for more than 106,000 consumer units, with a monthly consumption in the region of between R\$ 15,000 and R\$ 40,000. Find out more [HERE](#).

By recognizing that our cause goes beyond the freedom to choose a more competitive price, also taking into consideration the most efficient use of natural resources, we have also been working closely

with entities that work in defense of a wide range of rights, including: ‘Instituto Clima e Sociedade’ (ICS), ‘Instituto de Meio Ambiente e Recursos Hídricos’ (IEMA), ‘Instituto Brasileiro de Defesa do Consumidor’ (IDEC), ‘Frente Nacional dos Consumidores de Energia’ and the ‘Conselho Empresarial Brasileiro para o Desenvolvimento Sustentável’ (CEBDS).

Furthermore, in order to raise awareness and mobilize people in favor of the free energy market, we have also been taking a humorous approach. In 2022, in partnership with the ‘Embrulha pra Viagem’ YouTube channel, we produced and broadcast the video ‘Chega de Mercado Livre Pra Poucos!’ (‘Enough of a Free Market for the Few!’), which showed Brazilian and Portuguese soccer fans ‘trying to understand’ why energy bills in Brazil are still so expensive for the majority of people.



The “*Chega de Mercado Livre Pra Poucos!*” (“Enough of a Free Market for the Few!”) video, produced in partnership with the ‘Embrulha pra Viagem’ YOUTUBE channel, which went viral and received more than 1.5 million views.

In order to raise awareness and mobilize people in favor of the free energy market, we have also been taking a humorous approach.



Distributed Generation

In 2022, Distributed Generation became part of our product portfolio (learn more in [PRODUCTS AND INTEGRATED SOLUTIONS ↗](#)). We work intensively, technically, and coherently with the National Congress and the Ministry of Mines and Energy to consolidate the legal framework for distributed generation and defend it against extension requests, in order to limit the subsidies that will cease completely in 2045, remaining aligned with consumer advocacy associations



Carbon credits

In 2022, we also remained alert to the progress through the House of Representatives of PL 528/2021, which establishes the Brazilian Emissions Reductions Market (‘MBRE’) and will regulate the purchase and sale of carbon credits in the country.

As well as acting directly and publicly to have an active voice in the debate surrounding the Brazilian electricity sector, we also contribute with technical knowledge to the discussions on the most important issues through our participation in the following associations and entities: [GRI 2-28](#)

- ↘ *Associação Brasileira de Energia Eólica e Novas Tecnologias* (Brazilian Wind Energy and New Technologies Association - ABEEÓLICA);
- ↘ *Associação Brasileira de Geração de Energia Limpa* (Brazilian Clean Energy Generation Association - Abragel);
- ↘ *Associação Brasileira dos Comercializadores de Energia* (Brazilian Energy Sellers Association - ABRACEEL);
- ↘ *Conselho Empresarial Brasileiro para o Desenvolvimento Sustentável* (Brazilian Business Council for Sustainable Development - CEBDS).

GRI 2-25 DECARBONIZATION TARGETS

Our sustainable activities and products are the starting point for all our values and objectives. Since 2019, aware that everyone should take a leading stance against global climate change, gradually, but in a way that is robust and consistent, we have been seeking to understand and reduce our sources and volumes of Greenhouse Gas (GHG) emissions.

2022 was an important year in this journey. Within the sphere of our GHG Inventory, as well as having increased the reporting of Scope 3, we also undertook external verification of our data and evidence, receiving the Gold Seal for its methodology from the Brazil GHG Protocol Program. Following this, we participated for the first time in the Carbon Disclosure Project (CDP), whilst also joining the Task Force on Climate-related Financial Disclosures (TCFD), obtaining a “B” classification for the reported period, which was an enormous achievement.

As a final step forward, in partnership with the consultancy Green Domus, we structured and gained approval from our Board of Directors for the Omega Energia Decarbonization Plan. Construction of the Plan started in 2022, involving a multi-disciplinary and cross-departmental squad, as a means of adding color, proximity and ambition to our actions and targets.

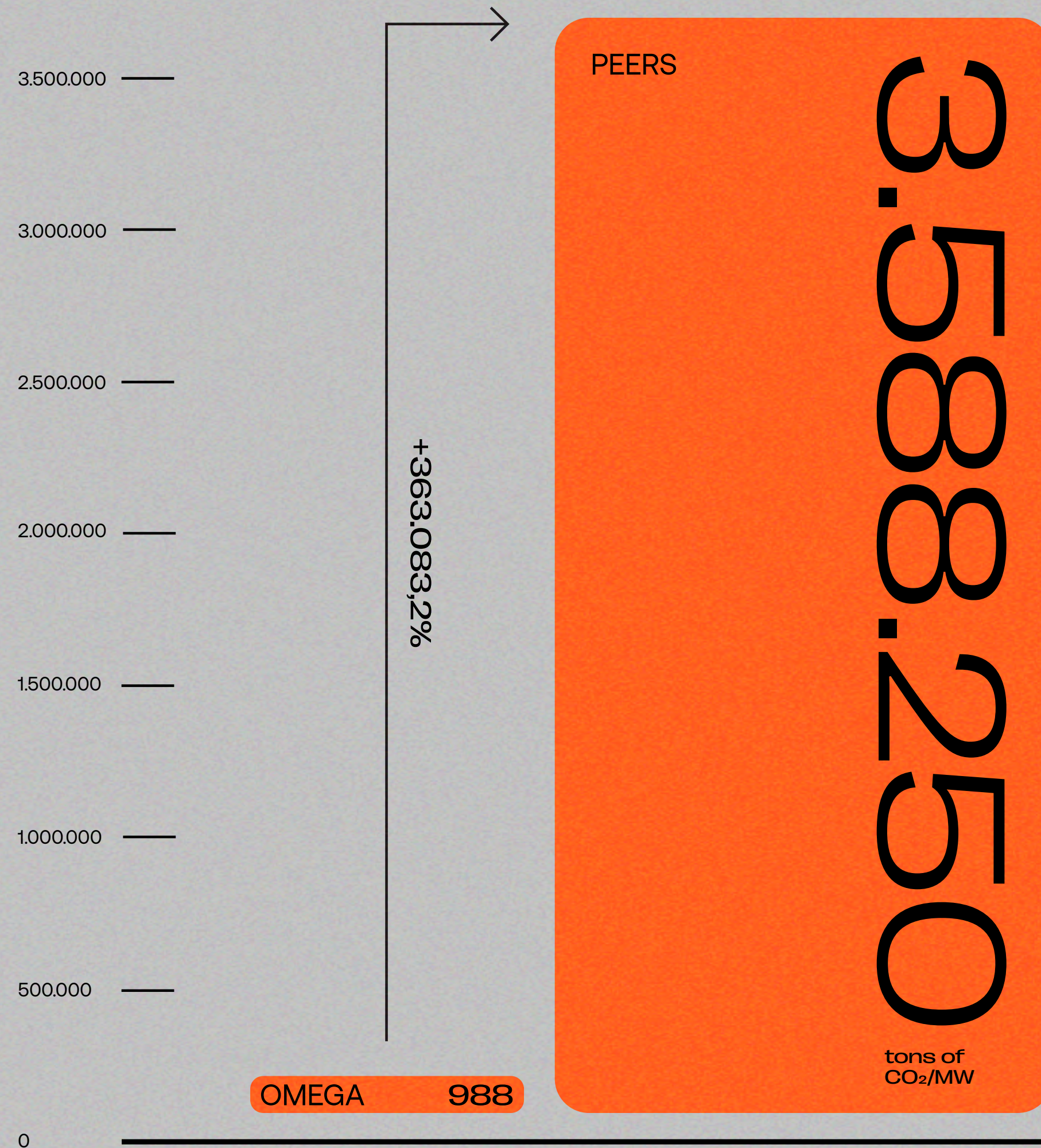
SASB IF-EU-110A.3

From the very beginning, we were able to identify the fact that the Omega emissions profile was more than 3,000 times lower than the average of our peers¹ in Brazil. In Scope 1, our leading GHG sources are the use of fossil fuels in our vehicles and equipment, as well as the fugitive emissions arising from air-conditioning and extinguisher devices. In Scope 2, relating to electricity consumption, we have been able to neutralize our emissions through RECs, since 2020. In relation to Scope 3, we are reporting the following categories: goods and services; travel between home and work; business trips; and waste and effluents. Read more about this in [ENERGY EFFICIENCY ↗](#) and in the [ANNEXES ↗](#).

¹ Our leading peers were selected - those with the highest levels of installed wind energy capacity in the country. For comparative calculation, we considered the averages of the emissions of the selected peers in 2020.



Tons of CO₂/MW



The discrepancy between Omega’s emissions and those of our peers is even more evident from the perspective of the Science Based Targets Initiative (SBTi), since the sector-based approach method and the establishment of decarbonization targets do not differentiate the carbon intensive electricity generators from those working with clean and renewable sources. As such, for the creation and development of our Decarbonization Plan, we based our work on the directives of the SBTi scientific model, which is also based upon intensity, but making adjustments connected to the profile of emissions and the Company’s forecast growth.

“Omega’s emissions profile is much lower than that of its peers. Its business model, which is 100% based on clean and renewable generation, makes it a leader in energy transition. Even so, those involved in developing the Decarbonization Plan took a careful look at ways of identifying additional opportunities to reduce the emissions, being aware of the decades that are to come, and strengthening Omega’s leadership position, with the aim of establishing the company’s carbon neutral status in 2030,” explains Petterson Vale, Sustainability consultant at Green Domus.

Once this process was concluded, on January 13, 2023, the Decarbonization Plan was officially approved by the Omega Energia Board of Directors, with the phase-based adoption of six measures designed to mitigate Scope 1 and 2 emissions, **with the aim of reducing our emissions by 75% by 2030.** Also adopted were a set of measures designed to increase and promote the accuracy of our Scope 3 inventory, including training, developing, engaging and raising the awareness of our suppliers regarding the need to perform their own inventories on their respective emissions. To find out more about this, take a look at our [DECARBONIZATION PLAN](#).

← Comparison of the CO₂/MW emission profile of Omega and its peers. Considers the average CO₂/MW emissions in the year 2020.

ENERGY EFFICIENCY

GRI 2-25

GRI 3-3: ENERGY EFFICIENCY

By gradually adopting a set of good practices, we have sought to increase the efficiency of our electricity consumption. The majority of the energy consumed at our units is drawn from our own plants, thus encouraging sustainable use. The remainder, along with the energy consumed by our offices in São Paulo and Belo Horizonte, is neutralized by the issuing of Renewable Energy Certificates (RECs), thus guaranteeing that the Company's consumption of electricity is entirely clean and carbon neutral. To read more about our consumption and reduction targets, please refer to [DECARBONIZATION TARGETS ↗](#).

In 2023, in an effort to take advantage of the structure we have in place involving changing rooms, showers and lockers at our head offices in São Paulo, which has been awarded the Leed (*Leadership in Energy and Environmental Design*) certification, we expanded our actions designed to encourage awareness amongst our employees, by encouraging the increased use of bicycles to move around the city and the use of ethanol as a less polluting alternative to gasoline or diesel. We will also be promoting car-pooling groups.

To better understand the quantitative profile of energy consumption at Omega, please refer to the [ANNEXES ↗](#).

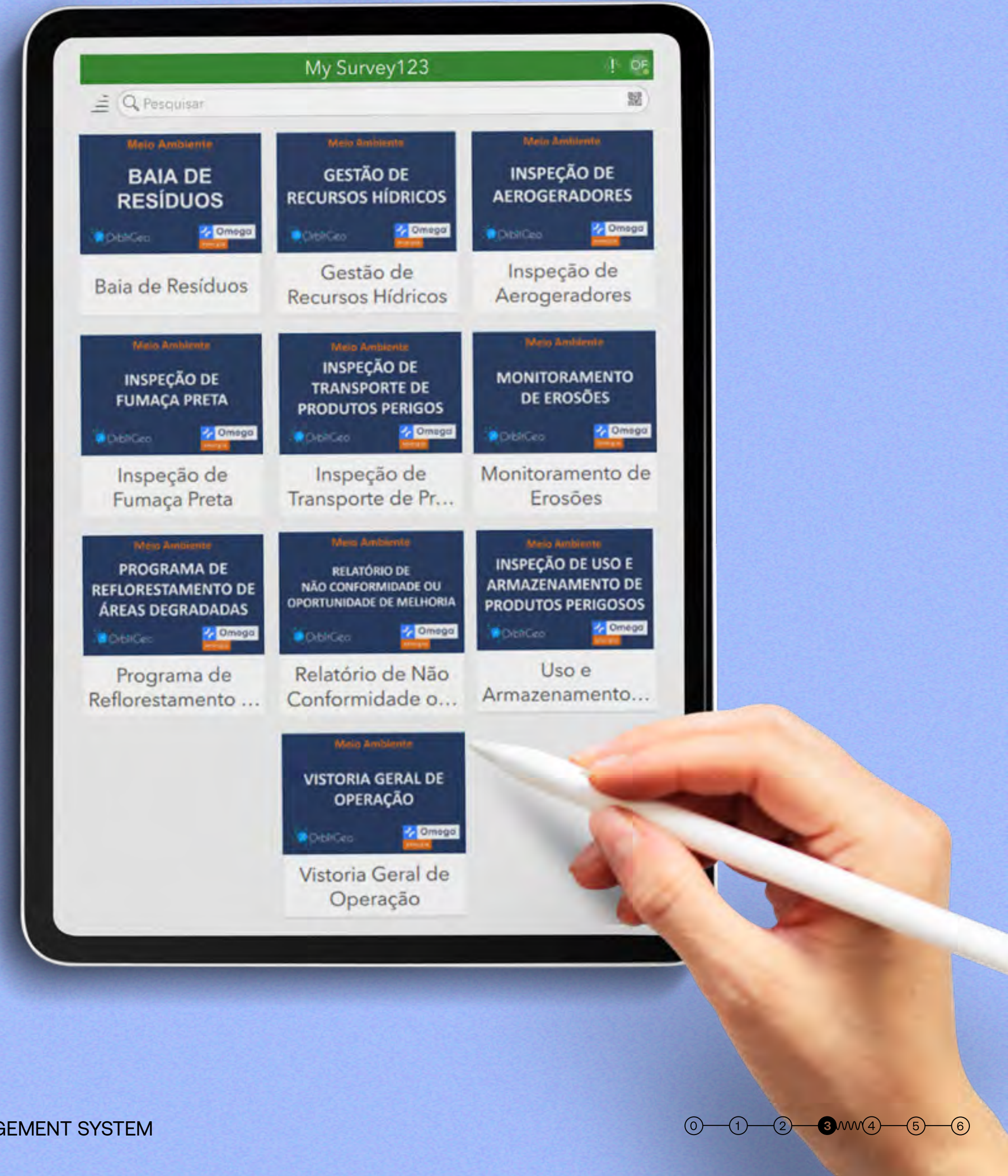


ENVIRONMENTAL MANAGEMENT SYSTEM



Based upon the precepts of ISO 14001, all of Omega’s environmental procedures are consolidated and integrated in the Environmental Management System (EMS), a permanently monitored digital system, which also allows for the management of the environmental licenses in our portfolio and monitoring of the extent to which conditions are being met.

The EMS has already been implemented in around 80% of our operating units. In an effort to continually keep improving, during the year following the implementation of the EMS, the unit in question undergoes an audit to check on the correct application of all the environmental procedures, and these are reviewed and/or reevaluated biannually.



GRI 2-25

Biodiversity

Respect for the preservation of biodiversity and ecosystems is one of the premises of our Socio-environmental and Sustainability Policies, by means of which we are committed to making gains in the efficiency of our processes, always opting for economically viable and environmentally responsible solutions. Conscientious management and preservation of biodiversity at our units will be one of the Company's focuses in 2023.

Raising awareness and collection of marine litter

In 2022, we hosted another edition of the International Marine Litter Exhibition, in partnership with the Marine Litter Exhibition Institute, part of which involved the cleaning up of the Barro Vermelho district of Paulo Neves (MA), located near the Delta Maranhão Complex. Following collection, the waste is separated, identified in relation to its origin, and, after being displayed in the Marine Litter Exhibition, passed on to waste collection companies or cooperatives in the region to be correctly disposed of. Talks were also staged for students in the public teaching system to encourage conscientious consumption and the proper disposal of solid waste.

GRI 201-2, 306-2

Waste management

An integral part of the EMS, our Solid Waste Management Plan (SWMP) has been developed in accordance with the National Solid Waste Policy (Federal Law nº 12,305). In addition to the permanent monitoring of non-compliance and identification of points which can be improved, we have been continuing with our internal awareness-raising dialogs, in the form of the 'Daily Safety Dialogs' and the quarterly solid waste management program training sessions.

To find out more about our biomes and the amounts of waste involved in Omega's operations, please refer to the [ANNEXES 7](#). You can read more about the indicators generated by the EMS in our [INDICATOR PANEL 7](#).



4

Our relationship

with people

- GOOD NEIGHBORS
- 'JANELA PARA O MUNDO' INSTITUTE
- OUR TEAM
 - ① Attraction, development and engagement
 - ② Wellbeing, health and safety
 - ③ Supply chain

GOOD NEIGHBORS



GRI 2-26, 2-29, 203-1, 203-2, 411-1, 413-1, 413-2

We have a specific agreement with each individual person living in the communities close to our units: to think and act as good neighbors. For us, this simple context means a lot: our operations aim to contribute to our development, take care of the shared spaces and care for each other with respect. This is why we have a dedicated budget and team - with one individual responsible for the 'cluster', managing our coexistence with the local community.

Dissatisfied with the situation, we developed our own methodology to build our relationship with the neighboring communities, initially moving ahead with the implementation of a unit or acquisition of a unit already in operation, performing a social diagnosis aimed at opening up a dialog, carefully listening to the different perspectives, and researching secondary socio-demographic data, which will be able to form a basis for the implementation of private socio-environmental investments and the establishment of the proper permanent channels of communication.



First contact: our recent experience in Ceará

As part of the environmental licensing procedure for the implementation of an enterprise, three months prior to the public hearings arranged to discuss the solar park implementation process in Ceará, our team started the process of making contact and developing a relationship with 13 different communities. Based upon the results of our socioeconomic analysis of the region, we made home visits to meet the people and invited them to join

us in taking part in ten voluntary public forums that were held before the hearings, attracting a total of 352 participants. At these meetings, as well as presenting Omega, our aim was to clarify doubts about the project, and encourage each individual to be present and effectively express their position. As a result, more than 2,600 people were present and actively participated in the two public hearings that were held.



Public hearing in Ceará for the implementation of a solar park.

Associated projects: Heritage Education and Social Entrepreneurship in Bahia

Our Assuruá Wind Complex is located in the region of Xique-Xique and Gentio do Ouro (BA), which is a region 600 km from the state capital of Salvador, rich in archaeological, environmental and cultural heritage. Based upon our methodology and expressing our non-conformism, we redrafted a proposal containing various activities in the areas of heritage education and social entrepreneurship, to encourage a sense of belonging

amongst the residents and an appreciation of the archaeological heritage of the region.

The new proposal was approved by the relevant agency and, in 2022, we presented it to the communities and their public representatives.

Or in other words, it was only after a great deal of discussion and reliance upon the community for us to be able to understand the specific characteristics and strengths of each region, that we started planning and implementing the initiatives to promote and perpetuate sustainable transformation and construct a legacy together.

As well as the projects already underway, we have listed below a few more of the highlights from 2022, developed at the locations where we are expanding our operations – Texas (USA) and Bahia (BR):

Support for Texas firefighters

With the acquisition of Goodnight, a project in the process of implementation in Texas (US), we can also observe whether our methodology can be reproduced and whether it is sufficiently flexible to be able to adapt it to the culture and more specific local characteristics. After completing the initial stages of the social diagnosis, mapping and dialog with the local stakeholders, together with representatives from the community, we

established that the best contribution that we could offer would be to make resources available for the acquisition of new equipment for the County Fire Department. Composed of a group of volunteers, the fire department is a source of great pride for the inhabitants of the towns in the region, and is a decisive factor in fighting fires in both urban and rural areas, protecting life and property in the community and preserving the natural habitats.



‘Cheias de Garra’ in Bahia

Once the diagnosis of the profile of the female residents of the communities neighboring the Assuruá Wind Complex had been completed, we were able to structure a project designed to promote the generation of income specifically for these women. In 2022, we hosted workshops for them focused on ‘upcycling’ uniforms used in our construction sites (unpicking and repurposing the fabric for new purposes), providing a theoretical and practical basis, as well as sewing machines, so that they could collectively begin their own business. By doing so, we were able to encourage different possibilities for the generation of income for these determined women and their families, whilst also finding a useful future for the old uniforms used by our staff and partners.

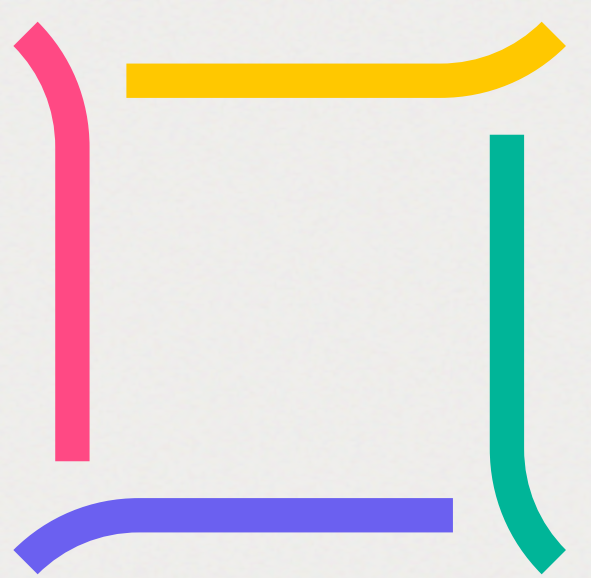
For more details on the investments made in each of these projects in 2022, please see the table relating to GRI disclosure 203-1 in the [ANNEXES](#). To find out about other socio-environmental projects developed by Omega, please visit our [WEBSITE](#).

We encouraged the expansion of possibilities for sources of income for these determined women and their families.



'JANELA PARA O MUNDO' INSTITUTE

GRI 2-29, 413-1, 413-2



Instituto Janela para o Mundo

We are very pleased to be able to announce that, in 2022, we achieved the targets defined in our ESG Action Plan for the 'Janela para o Mundo' Education Centers. The first was to broaden its scale, enabling it to expand; and the second was the implementation of the Social Return on Investment (SROI) methodology to gauge and evaluate the impact generated.

This program moved forward significantly in 2022, with the foundation of the *Janela para o Mundo* Institute. As a non-profit organization, the Institute

looks for partners and raises funds to scale up results. In 2022, we signed a number of partnerships, including with ETAD Advocacia, ArthWind and Cambridge – English Preparation Centre, among so many others who joined us to open even more windows.

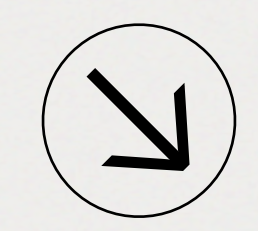
With the intention of helping in the creation of new futures, since 2017 we have built and been managing four *Janela para o Mundo* Education Centers: one in Piauí, which opened in 2017 in Ilha Grande; another in Maranhão, operating in Paulino Neves since 2020; a third in Bahia, inaugurated in Gentio do Ouro in 2022; and a fourth 'Tech' center, that operated partially online since 2021, and which was consolidated as a unit

For each **R\$ 1 invested** in the *Janela para o Mundo* institute, **R\$ 6.51 is generated in social benefits.**

operating 100% online in 2022. Furthermore, we have been applying the SROI methodology, listening to students, family members and educators to be able to understand the qualitative change that has been brought about and check on the shared value. Following this, the return was quantified, demonstrating that.

To read more about the SROI, visit www.janelaparaomundo.org/transparencia.

At the *Janela para o Mundo* Institute, we believe in four pillars that make our activities stand out.



Highlights of the 'Janela para o Mundo' Institute

We are proud of the success achieved by students who have opened windows with us:

46

students have opened or increased the potential of their businesses

41%

approvals amongst students preparing for higher education

14

students have entered the job market

8

students have received honorable mentions in mathematics competitions



➤ **INTERIORIZATION**

We operate physically in communities that are located far away from large urban centers, creating roots and strengthening connections in each context. Our reach is extensive and we have the chance to participate in a great many lives.

➤ **VERTICALIZATION**

We construct, manage and operate Education Centers, cultivating solid relations that bear shared fruits. We place great value in the hiring and development of local educators, courses focused on students from the public education systems, and activities that cut across society, involving their parents and guardians.

➤ **LEADERSHIP**

We open windows on the world. We are spaces of transformation that are inclusive and diverse, encouraging each individual to take a lead in their own development. We play a supporting role, acting so that our students look inside and construct opportunities outside.

➤ **TRANSPARENCY**

Founded by Omega, the Institute is committed to adopting best management and corporate governance practices, always putting ethical dialog first.

Since 2017, when our first Education Center was opened, the *Janela para o Mundo* has benefited more than 1,860 students, offering free courses and different extracurricular activities focused on three main objectives:



HIGHER EDUCATION

Providing the conditions necessary for teaching and learning to improve the students' academic performance and prepare them to participate in the selection processes with greater chances of success.



EMPLOYABILITY

Offering professional knowledge designed to meet the demands of the market to thus expand work opportunities, enabling the students' personal and professional growth.



GENERATION OF INCOME

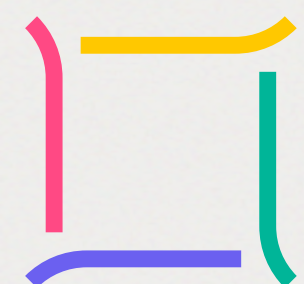
Promoting actions designed to strengthen productive and entrepreneurial activities that can lead to employment and income, encouraging the students to develop new businesses and improve their current activities, always with an eye on the future.



BANCO DO TEMPO

To be able to monitor the progress of the *Janela para o Mundo* more closely, the Omega team stated an interest in actively supporting the development of our students. We therefore created the 'Banco do Tempo' ('Time Bank'): this is a voluntary mentoring program, which in its very first edition involved the participation of 7% of the Company's employees. By crossing the expectations of our students and the skills of the voluntary mentors, we were able to define a framework of subjects. The mentoring is performed 100% online, thus allowing us to connect with everyone regardless of their location. The subjects covered were very broad, including the development of curricula and conversation in English, as well as yoga and mediation designed to prepare the students for the 'ENEM' national end-of-year exams. As of 2023, the mentoring of our 'Banco do Tempo' will also be focusing on the planning and development of life plans.

↓ Click on the icon and be a part of the transformation



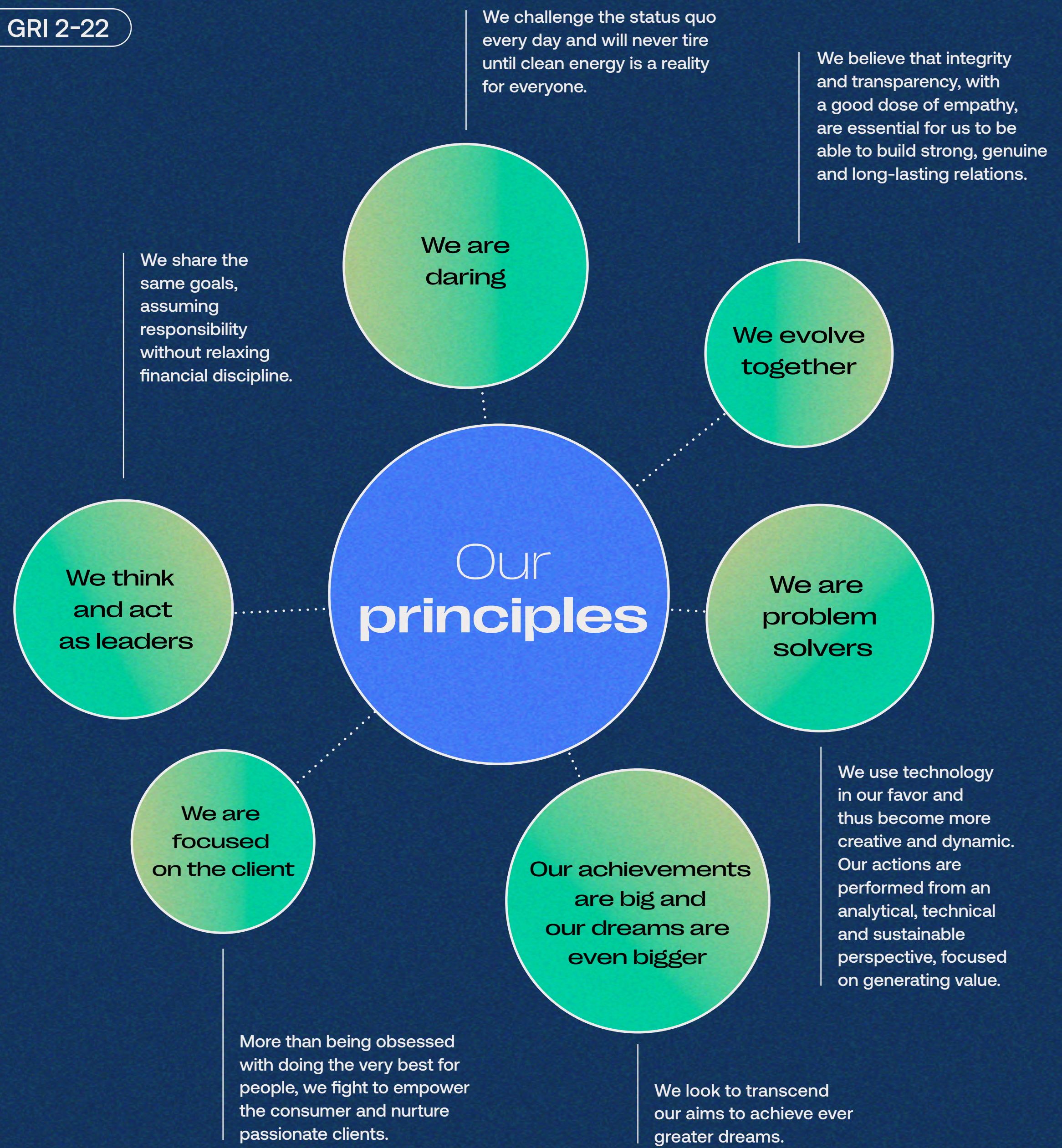
Instituto **Janela**
para o **Mundo**

OUR TEAM



At Omega Energia, the principle mission of our Personnel Department is to construct an environment that provides each individual who works with us with a fulfilling experience - from attracting them to the company through to engagement of the talents who form part of our team. We believe that the virtuous cycle of meritocracy and the sharing of generated value are effective instruments in the process of ongoing and reciprocal development between our personnel and the Company.

We call ourselves “coempreendedores” or “co-entrepreneurs” because the principles upon which our culture is founded encourage each individual to approach each day with an entrepreneurial spirit and the behavior of someone in control of their own destiny, remaining focused on the clients to contribute dynamically and speedily for the growth of the business and the transformation of society. Without sticking to rigid or pre-established models, we are guided by six principles, which are anchored in our Personnel Manifesto:



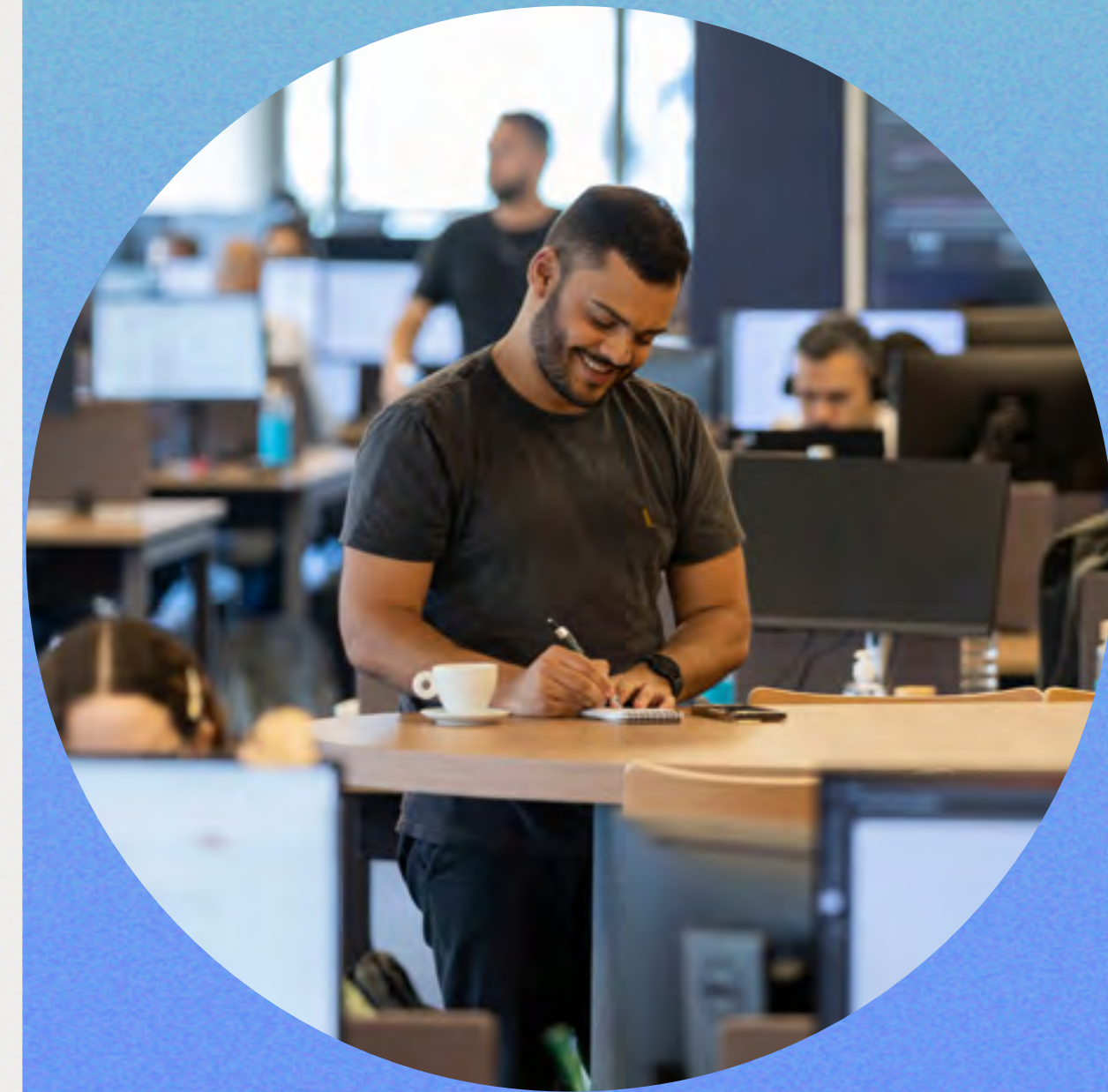
GRI 2-7

The year 2022 ended with 316 people making up our team of co-entrepreneurs, representing a growth of more than 10% in relation to the 283 in the previous year. Due to business expansion and the growing need to hire new co-entrepreneurs, the Personnel Department is focused on ensuring that our culture and our way of being is exponential.

To do so, in addition to the Personnel Manifesto, we develop different engagement activities, create tools for recognition and the exchange of learning, as well as structure our Internal Communication with the aim of promoting greater transparency amongst the teams in their day-to-day work. Amongst these actions there have been the reorganization of the Internal Communication institutional tool 'Workplace by Facebook', which is used for communication between all those working within the Company, and 'Omega Talks', a chat session focused on the exchange of knowledge on different subjects that impact the day-to-day activities and lives of our co-entrepreneurs.

With the start of our internalization process in 2022, we also strengthened the way in which we face up to challenges, thinking and acting as leaders and assuming the responsibility of resolving problems. To create our team in the United States, we believe that hiring Americans and Brazilians to work together has been the best way for us to evolve our culture towards becoming a global Company.

Find out more about the profile of our team in the [ANNEXES ↗](#).



ATTRACTION, DEVELOPMENT AND ENGAGEMENT

GRI 404-3

GRI 3-3: ATTRACTION, DEVELOPMENT AND RETAINING OF EMPLOYEES

To increase the likelihood of matching and engaging new hires, we have been continually investing in improving our talent attraction and selection processes. In 2022, as part of our candidate recruitment process, we developed an algorithm capable of calibrating the convergence between our principles and those practiced by the person participating in the Company’s selection process.

In order to attract talents, we have also increased our participation at university events, whilst we have also invested in two partnerships focused on young people: one is with Trybe, which offers training in web development, and the other with the ‘*Centro de Integração Empresa-Escola*’ (‘Company-School Integration Center’ / ‘CIEE’), to provide support for our Young Learner project.

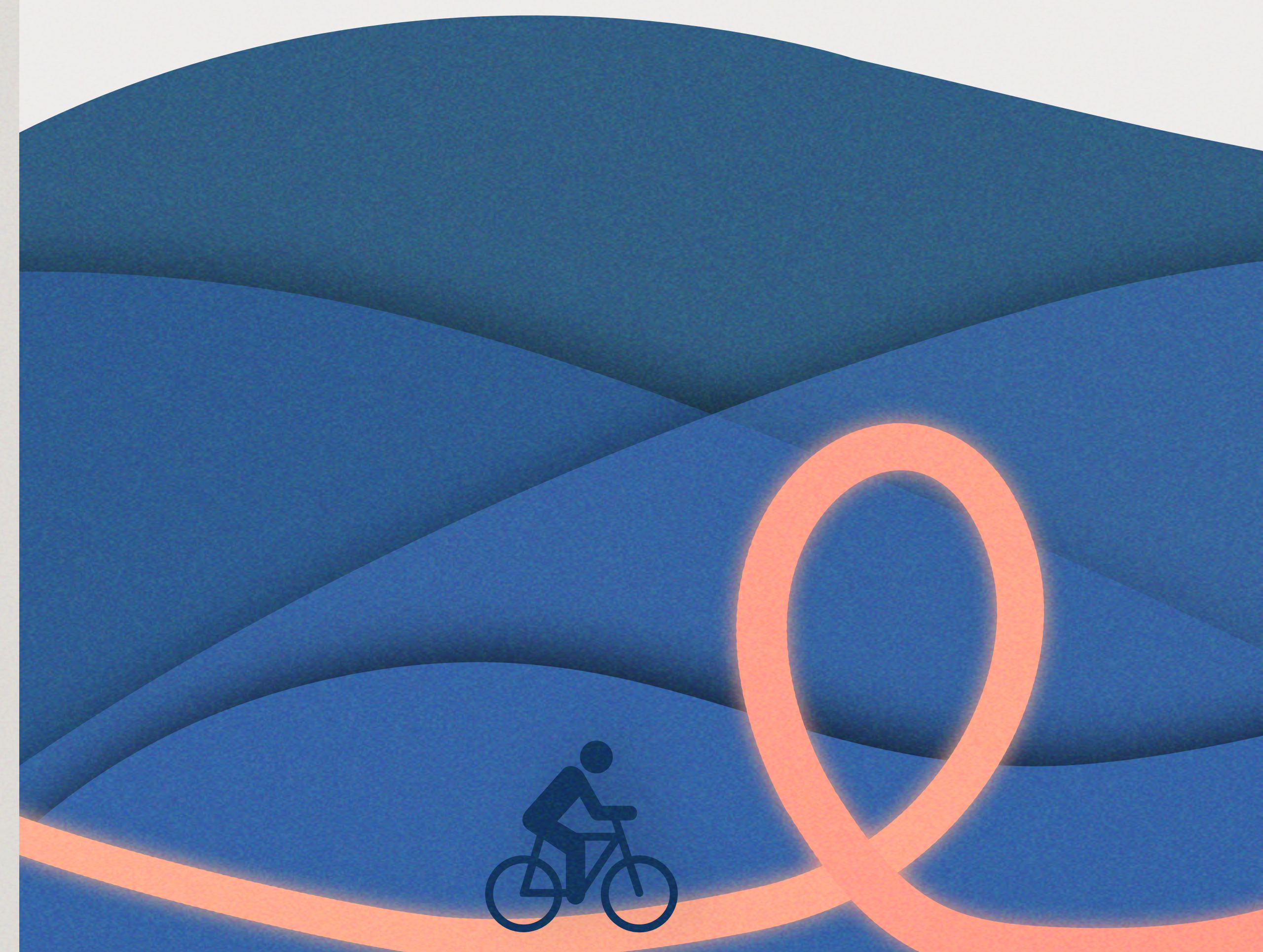
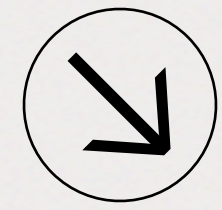
Right from the onboarding stage at Omega, our aim is to pave the way for each co-entrepreneur to

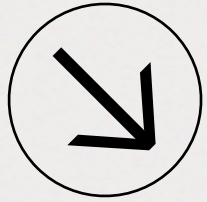
have a ‘Journey of Experience’, offering improvement opportunities in both technical abilities and soft skills. There exist four initiatives for the development of leaders capable of inspiring and spreading the practices of our organizational culture: *Leadership Sessions*, *Executive Sessions*, *Upskilling* and *Team Building*. Our Journey of Experience, below, provides more details.

Also, as a result of our entry into the US market, we have identified the need to develop our co-entrepreneurs’ language skills, which has led us to fully subsidizing private English language lessons. The criteria for participation is not hierarchical, but rather prioritizes those who have more contact with our global partners.

Furthermore, to encourage engagement and a sense of belonging, in 2022, we launched and developed a number of important initiatives:

Below, we provide an illustrated guide to our co-entrepreneurs’ Journey of Experience:





Development and engagement

ONGOING

Attraction PREBOARDING

↳ **SELECTION**

Development of an algorithm designed to calibrate the convergence of the Omega culture and that of the candidates.

ONBOARDING

Meetings immersing attendees in the Omega culture and ecosystem

↳ **LEADERSHIP SESSIONS**

Middle-management development program. In 2022, with the support of an external consultancy, discussions were held focusing on: self-awareness, building effective teams, assertive communication and culture. The managers leave these sessions ready to implement action plans in their day-to-day activities with their teams.

↳ **CULTURAL EXCHANGE**

Program providing an exchange of experiences between co-entrepreneurs from different locations, aiming to recognize behaviors and projects that connect with our principles. For example: if someone is recognized in this way by the head office in São Paulo, they participate in a immersion program in the field focusing on unit operations and vice-versa.

↳ **PHYSICAL AND MENTAL WELLBEING PROGRAMS**

Read more about this in **Wellbeing, health and safety**, below.

↳ **OMEGA TALKS**

A forum for the exchange of knowledge (with speakers from within and outside the company), providing more context and development for the team.

↳ **EXECUTIVE SESSIONS**

Executive development program. This program aimed to develop leadership skills and abilities with the support of a global consultancy with experience in Silicon Valley. As well as taking part in group work, the executives participated in a coaching process that resulted in individual development plans..

↳ **A CULTURE OF HEALTH AND SAFETY AT WORK**

Read more about this in **Wellbeing, health and safety**, below.

↳ **PERFORMANCE CYCLE**

Divided into four stages during the year -Radar, Merit Committee, 360° Assessment and HR Committee..

↳ **ENGAGEMENT RESEARCH**

At the end of the year, we started this weekly engagement research for everyone at the Company, in partnership with Team Culture, using the "Pulse" model helps us to understand the motivation, engagement and culture of the teams and allows us to draft more assertive action plans together with the managers.

↳ **ENERGY FOR ALL**

Each one of our managers receives a budget to be used to perform recognition actions together with their team.

↳ **REMUNERATION**

Fixed, variable and benefits

↳ **UPSKILLING**

A course at Stanford University (USA) taught to a group of co-entrepreneurs made up of managers and directors, focusing on understanding how technology companies develop their products and cultures, thereby strengthening the Enertech side of our business even more.

↳ **OMEGA CHAMPIONS**

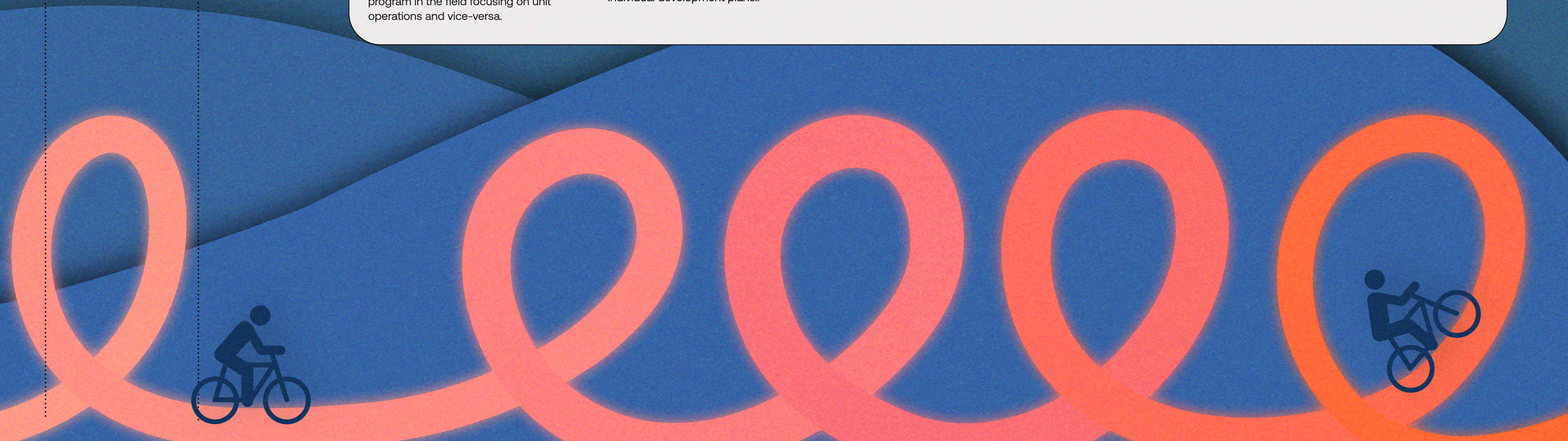
A ritual that closes the Performance Cycle, recognizing the main quantitative and qualitative highlights of the year.

↳ **TEAM BUILDINGS**

Meetings with the teams separated by board, aiming to integrate, develop collaboration, and address themes specific to the different departments. We try to customize the themes of these meetings as much as possible, allying them to the needs of the area.

↳ **LANGUAGES**

Wholly subsidized, private classes for those co-entrepreneurs who have the most contact with our global partners.



GRI 2-19, 2-20, 401-2

Remuneration and benefits

To continue offering a competitive model of incentives and benefits, we perform an annual market survey, in order to update our structure of positions and salaries. All of our co-entrepreneurs (with the exception of the board members and trainees) work under the ‘CLT’ system, meaning their employment documents are fully signed up, and their remuneration is composed of: 13 fixed, consisting of 12 monthly salaries, adjusted annually following collective bargaining, and one variable, end-of-year installment, tied to the results achieved in the evaluation undertaken as part of the Performance Cycle, which is divided into two stages: the ‘360 Evaluation’ and the ‘Radar’.

In our performance evaluation process, 80% of the targets are tied to the Company's strategic plan and divided into operational, financial, strategic and organizational performance; and the other 20% are targets based on cultural, operational and performance aspects, and others based upon connection to the proposal. By pursuing this strategy, we have achieved

The variable remuneration of our entire team is connected to the Company's strategic planning, which includes targets related to the Sustainability and ESG criteria. In 2022, 15% of the Company's targets were related to these themes, impacting the variable remuneration of every one of our co-entrepreneurs, including the statutory management.

the objective of broadly and extensively analyzing each individual, promoting the virtuous cycle of meritocracy, the alignment of incentives and the development of our personnel. As part of our engagement and incentive strategy, we also offer a partnership plan (stock options) for which all people who demonstrate high contribution and great engagement with our cause are eligible.

Our co-entrepreneurs, including young apprentices and interns, receive the same benefits package, which includes life insurance and flexible meal vouchers. The benefits related to well-being and health are described in the following section. GRI 401-2

NEW APPS FOR OUR PERSONNEL

Since technological innovation is an integral part of every one of the Company's departments, in 2022 we developed two apps in the area of People and Experiences. The first was ‘**Omega Bucks**’: following the monthly results meetings, every co-entrepreneur can access the app to calculate the amount they will be receiving in the form of variable remuneration at the end of each performance evaluation cycle. The second is the ‘**People Journey**’, which has made our model of **succession** even more streamlined and flexible. Once every two months, the career development and advancement indicators obtained from our Personnel Meetings are included on the platform.

By doing so, we strengthen a full and immediate vision of each individual's mix of skills.

WELLBEING, HEALTH AND SAFETY

GRI 403-6

3-3: HEALTH AND SAFETY

At Omega Energia, we believe that, by offering a pleasant, healthy and safe working environment, we are also aligning interests, sharing generated value and contributing to the construction of a fairer and more sustainable society. This premise, associated with our ESG strategy as one of our seven material topics, prioritizes the wellbeing, health, and safety of everyone who works with us, from those involved in the decision-making processes and administrative activities, through to the execution of the operational work and the implementation and maintenance of our units.

To promote the mutual development and long-term relationships and partnerships with our co-entrepreneurs and suppliers, over the course of 2022, we expanded and consolidated initiatives along these three strands - wellbeing, health, and safety - which are outlined below:

GRI 401-2



GRI 401-2, 403-3

Wellbeing

To encourage the adoption of healthy habits that support the preservation of one’s health and emotional stability, keeping the body and mind in harmony, we offer our co-entrepreneurs some subsidized activities. In 2022, we published a ‘Guide to Health and Wellbeing’, to disseminate and increase involvement in these benefits being offered to our team.

ZenKlub: a full platform providing online consultations, live broadcasts and podcasts with professionals from the area of physical and mental health, and offering content on self-awareness and mental health care. This can be accessed individually by our co-entrepreneurs and/or by their direct family members.

Energizando (‘Energizing’): based upon neuroscience, this initiative brings together techniques for relaxation, full consciousness, and reflections on day-to-day matters. It involves fortnightly virtual sessions conducted via Microsoft Teams that can be accessed from anywhere in the country.

To encourage the practice of physical exercise and especially the interaction of people outside the Company, we have put together collective sports activities clubs, calling the project **‘Energia em campo’**:

- ↘ **‘Time Várzea 2022’ (‘Energy on the Field 2022’)**
- ↘ **‘Quilometragem’ (‘Mileage’)**
- ↘ **Beach Tennis**
- ↘ **Beach Voley**

GRI 401-2, 403-3

Healthcare

As well as all that is involved in relation to their employment, everyone on our team receives full health care and dental insurance providing both regional and national cover, whilst also having access to reimbursement in the event the necessary treatment is not covered. In parallel to this, we have an annual calendar of internal health care campaigns, which plans, for example, for vaccinations against flu and other initiatives, such as Green April, Yellow September, Pink October and Blue November. This initiative is also extended to include the employees of those companies supplying implementation and maintenance services who are working at our units.



Safety

For Omega, safety is a non-negotiable commitment. As such, we work pro-actively, based upon our set of policies, practices, procedures and tools, to identify irregularities and incidents and address the risks involved in our business through the adoption of prevention and mitigation actions. To provide support to the Health and Safety department, we have implemented the following initiatives:

- ✎ An internal team dedicated to the continual improvement of our management system and the strengthening of our culture, as well as Internal Accident Prevention Commissions ('Cipas'), present at every one of our units. GRI 403-4
- ✎ Formation of a 'squad' made up of the heads of the Health and Safety department and our unit operations and maintenance leaders, to exchange experiences in the field and monitor adherence to the best practices by our suppliers and partners. The members of the group also work as multipliers in the Company. GRI 403-4
- ✎ Training in the regulations and specific guidance on working with the *Global Wind Organization* (GWO) wind turbines. GRI 403-5, EU16
- ✎ **Safety Dialogs** - a proactive tool designed to spread information on the issues of health and safety of importance in the day-to-day activities of our co-entrepreneurs.
- ✎ **Safety Journey** - once a week, the leader of each of our units goes out into the field to observe the activities and note down any procedural irregularities in our digital monitoring system. This proactive monitoring of the work in the field feeds back into the Safety Dialogs.
- ✎ **CARs (Critical Activities Requirements) Project** - development of obligatory requirements for the safe execution of critical activities for the Omega personnel and installations.

Since 2021, The Health and Safety Reporting Channel has allowed for the identification and proactive correction of **1,499 unsafe incidents, conditions and forms of behavior.**

In 2022, around 10,790 hours of training were offered to Omega's co-entrepreneurs. Our team participated in courses on safe operations with electricity, working at heights and in confined spaces, with issues such as first aid and defensive driving, amongst others, also being covered.

To better understand the quantitative indicators relating to the health and safety of our personnel, please refer to the [ANNEXES ↗](#).

SUPPLY CHAIN

In 2022, in support of mutual improvement and the construction of long-term relationships with our suppliers and partners, we joined forces to structure and begin implementation of our Suppliers Development Project with an interdisciplinary vision of ESG.

Aimed at improving the system of certification, the Project started with Risk Management identifying the most critical activities involved in the implementation and maintenance of our parks. With the support of digital platforms, the Project then advanced through the following stages:

- **ESG RADAR**
 application of a documentary diagnosis of those service suppliers identified as being of high risk in relation to ESG. During the first wave performed, every one of the partners identified as being of high risk were audited.
- **TRAINING**
Understanding the Omega Ecosystem: virtual training involving dynamic and interactive content and inviting our service providers to understand our policies and practices regarding topics that are important to our daily activities in relation to our integrity program, our Whistleblowing Channel, health and safety, social management, insurance and environmental requirements. In 2022, 93% of the eligible employees recommended by our suppliers received training.

- **RESEARCH**
Strengthening our Relationships: at the end of the cycle, each supplier anonymously filled out a questionnaire about their relationship with Omega, thus providing us with the opportunity to identify and evaluate mutual situations for continued improvement. This feedback formed part of our first 'Net Promoter Score' (NPS) study, the consolidated results of which showed an 80% favorable view of the Company amongst our local stakeholders. Read more about this in [STAKEHOLDER ENGAGEMENT 7](#).

For 2023, one of the targets of the Supplier Management System is to extend this cycle. The main objective is to achieve an integrated management model of the supply chain with unified ESG standards, that is reproducible, scalable and flexible enough to keep up with our rate of growth.

ASSESSMENT OF SUPPLIERS

GRI 414-2

In 2022, we started monitoring those of our suppliers which involve contracted workers, taking into consideration registration, labor and occupational data, as well as management of third parties. These companies are registered and certified in the Supplier Management System ('SGF').

5

Corporate governance

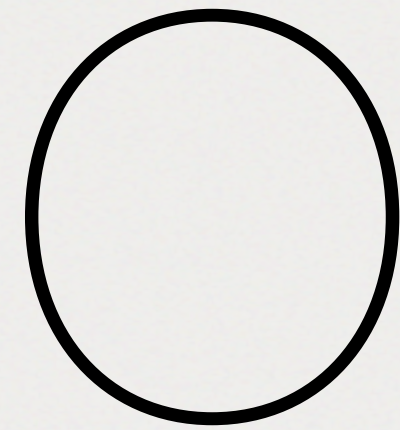
▾ A ROBUST AND FLEXIBLE MODEL

① Administrative Structure

▾ RISK AND COMPLIANCE MANAGEMENT

① Integrity Program

A ROBUST AND FLEXIBLE MODEL



Over the course of our first full year leading Omega Energia¹ S.A., a *holding* company that has verticalized our businesses under development, management, and sales of renewable energy, we had the opportunity to consolidate and strengthen our Corporate Governance structure, policies and practices. Our focus in relation to CG is to organize robust practices without losing our ‘startup’ dynamic that involves flexible processes and streamlined decision-making.

Diligent and forceful, this model was one of the factors that contributed to making us attractive to the British fund Actis, which acquired a 26.8% share in the Company in 2022. As well as strengthening the financial support for our business plan and long-term value generation, Actis has added its expertise in ESG and global business experience in different sectors, with the recommendation of two new members to our Board of Directors.

Our governance policies and practices are aligned with the requirements of the B3’s ‘*Novo Mercado*’, and we have voluntarily established our aim of achieving full legal compliance. To do so, we have maintained our adherence to the Principles of Corporate Governance established by the G20/Organization for Economic Cooperation and Development (OECD), that have become an international benchmark and been adopted as one of the standards of the Financial Stability Board (FSB). In the ‘ABOUT THE REPORT’ [↗] section, you will find all the documents that guide our activities.

^① Omega Energia S.A. is a publicly-traded company listed on the Novo Mercado under the ticker MEGA3. Its commercial office is located in the capital of the state of São Paulo.

ADMINISTRATIVE STRUCTURE

GRI 2-9, 2-13

Our administrative structure is composed of a Board of Directors, Supervisory Board, Audit and Risks Committee (statutory) and an Internal Auditor and an Executive Board, whilst the General Meeting is the highest level for the exercising of governance by the shareholders.



Board of Directors

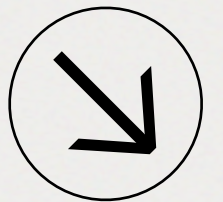
GRI 2-10, 2-12, 2-17, 2-18

Our Board of Directors is composed of nine members holding a unified mandate of two years, with reelection being permitted, whilst the Company’s Bylaws establish that any member may be elected or dismissed at any time by the General Shareholders Meeting.

With the equity capital acquired by Actis, which recommended two new members to the Omega Energia Board, the composition was altered to include five members who are

independent of the majority shareholder (55% degree of independence) or, in accordance with the regulations of the *Novo Mercado*, three independent members (with a 33% degree of independence, thus establishing it as above the limit required by the B3).

Amongst the responsibilities falling to the Board of Directors is compliance with the Bylaws, as well as definition of our long-term business strategy and supervision of the acts performed by the administration.





Audit and Risk Management Committee and Internal Auditor

As a technical and statutory body, the main attribute of the Audit and Risk Management Committee is to assist our Board of Directors in the assessment and monitoring of matters related to the independent audit, as well as ensure the quality and integrity of the internal controls, quarterly information and financial statements.

The aim is to ensure transparency and symmetry in the information presented to the market. The Committee meets whenever necessary, or at least bimonthly, to ensure that the accounting information is always analyzed before being published.

Worthy of special mention in 2022 was the beginning of the activities of our Internal Auditor. Independently and impartially, this body is responsible

for monitoring and evaluating the quality and effectiveness of the risk management process and the internal controls, as well as ensuring that they are in compliance with the other policies and regulations adopted.

The Audit and Risk Management Committee is independent to the other operational areas of the Company and reports directly to the Board of Directors. The Risk Management department reports directly to the CFO, whilst the Internal Auditor reports to the Audit and Risk Management Committee, and the Compliance department reports to the Company's CEO.

Read more in [RISK AND COMPLIANCE MANAGEMENT](#) ↗.



Supervisory Board

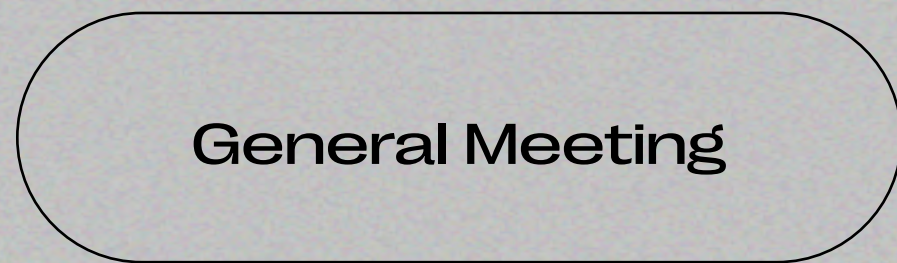
Operating since December 23, 2021, the Supervisory Board is a non-permanent body. Currently made up of three effective members and three additional members, it is an independent organ designed to inspect and verify the administrators' activities (Administrative Council and Board of Directors) and report directly to the shareholders. It also holds periodic meetings to analyze and comment on the Annual Management Report, the annual financial statements and the quarterly information.



Executive Board

As the individual responsible for the strategic and operational guidance of the business, the CEO monitors the work of all the other members of the Executive Board, statutory or non-statutory, enforcing the directives established by the Board of Directors. The statutory Executive Board is made up of at least one director and a maximum of five, holding a unified mandate of one year, with reelection being permitted, whilst any member may be elected or dismissed at any time by the Board of Directors.

Management of the agenda and definition of the Company's sustainability strategy are the responsibility of the Sustainability and ESG Executive Board (non-statutory) which is directly linked to the CEO, who reports to the Board of Directors. We also have a Sustainability Squad, providing a dynamic and versatile means of guaranteeing integration of the sustainability strategy with the Company's business plan.



Supervisory Board

BRUNO MEIRELLES SALOTTI
Chairperson and Effective Member

RICARDO SCALZO
Effective Member

VERA LUCIA DE ALMEIDA PEREIRA ELIAS
Effective Member

Board of Directors

JOSÉ CARLOS REIS DE MAGALHÃES NETO
Chairperson of the Board of Directors

ROBERTO DA CUNHA CASTELLO BRANCO¹
Vice-Chairperson of the Board of Directors

ANTONIO AUGUSTO TORRES DE BASTOS FILHO
Effective Member

PEDRO FARIA
Effective Member

EDUARDO SILVEIRA MUFAREJ
Effective Member

MICHAEL HARRINGTON²
Effective Member

EDUARDO DE TOLEDO¹
Effective Member

NICOLAS ESCALLON²
Effective Member

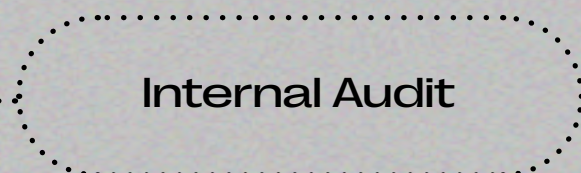
GUSTAVO ROCHA GATTASS¹
Effective Member

Executive Board

ANTONIO AUGUSTO TORRES DE BASTOS FILHO
CEO of Omega Energia

ANDREA SZTAJN
CFO and Director of Investor Relations

ALEXANDRE TADAO AMOROSO SUGUITA
Director without a specific title



Audit and Risk Management Committee

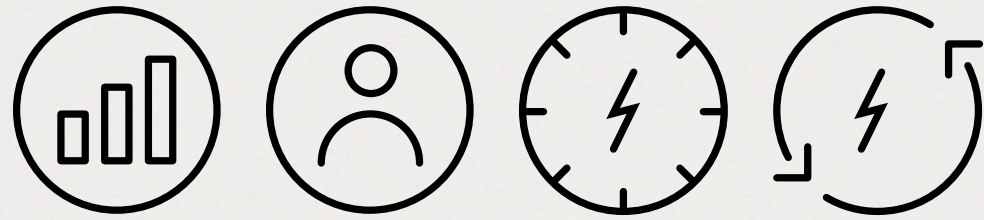
EDUARDO DE TOLEDO
Coordinator and Effective and Independent Member¹

WALTER IORIO
Independent Member

FLAVIO CESAR MAIA LUZ
Independent Member

¹ Independent Member according to Novo Mercado standards.

² Independent Member.



PROXY ACCESS

Our annual Ordinary Meetings provide the highest level possible for the exercising of governance by the shareholders, since the minority shareholders have the right to exercise ‘proxy access’, or in other words, they can request the inclusion of items on the agenda of the meetings, provided they hold 2% of the capital stock and request such inclusion at least 45 days prior to the Ordinary General Meeting. They may also recommend candidates for the Board of Directors - provided they hold at least 1% of the capital stock and make such nomination at least 45 days prior to the Ordinary General Meeting.

Assessment and remuneration GRI 2-18, 2-19, 2-20

Through the process of performance assessment, we have sought to ensure that the skills mix found in the Board of Directors reflects the challenges and risks being faced by the Company at present and in possible future scenarios. To better direct us in this goal, in 2022, our Risk Management department crossed the skills matrix of our board members with our Risk Matrix, reaching the conclusions presented in the [RISK MANAGEMENT](#) ⁷ section.

Ever since 2021, we have published a Board Members, Directors and Committee Members Assessment Policy, which structures the process for assessment of these bodies collectively and with respect to their individual members, with this assessment being performed annually by the Chairperson of the Board of Directors. The total remuneration of the management team is approved annually at the Shareholders’ General Meeting in line with the Remuneration Policy.

Furthermore, we also have a Board Members, Directors and Committee Members Recommendation Policy, which establishes the legal and statutory responsibilities, along with the recommendation, nomination and election/reelection procedures and criteria for the members of the Board of Directors, Statutory Executive Board and Advisory Committee.

RISK AND COMPLIANCE MANAGEMENT

GRI 205-1, 205-2, 205-3 GRI 2-27

Taking on a model that is increasingly more inclusive and dynamic, we update our Risk Matrix annually from scratch. In 2022, our Risk Management expanded the number of co-entrepreneurs involved in the process as a means of collaboratively developing and monitoring the action plans designed to mitigate the risks. By disseminating the culture of prevention, we can avoid possible problems that could compromise the business, whilst ensuring that the expansion takes place in a way that is solid, financially flexible and sustainable.

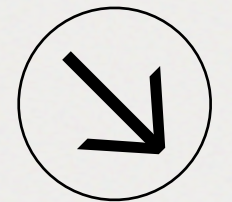
Another highlight of the period was a preliminary acculturation campaign involving the entire company, raising everyone's awareness and spreading the concept of risk, not only from the perspective of a threat, but also from that of opportunity.

Our Risk Management model is based on international frameworks, such as the ISO 31000, the *Committee of Sponsoring Organizations of the Treadway Commission (COSO)*, and the *Institute of Internal Auditors (IIA)*.

In 2022, the business risks classified as having a greater likelihood of occurrence or threatening greater severity were distributed across the pillars of Energy Industry and Business, Corporate Governance and Compliance, and Finance. Also during 2022, we did not record any events or fines classified as significant according to our criticality matrix¹. To ensure that the topics included in the matrix are addressed correctly, we rely upon the expertise of the members of the Company's governing bodies, which include our principle challenges and opportunities.

¹ Omega's criticality matrix takes into account aspects such as the complexity of the issue, the subject matter, the repercussion, the value involved, and the prognosis of success.

In pursuit of greater alignment of interests among all co-entrepreneurs in the management of the company's risks, the annual variable compensation of the entire Omega Team is directly impacted by any incidents classified as impactful.



Risk Matrix x Responsibilities Matrix

Pillars

OPERATIONAL
RESOURCES
MARKET
CREDIT
LIQUIDITY
TECHNOLOGY
AND INFORMATION

Each pillar branches into seven action fronts.

↳ **FINANCE**

Solid activity and understanding of investments, M&A and Funding or other areas of finance.

↳ **RISK MANAGEMENT**

Experience in the management and monitoring of the risks involving climate change, finance, investments and/or implementation/operation of the units.

↳ **SOCIOENVIRONMENTAL MANAGEMENT**

Experience in cases of sustainability that aim to generate value for multiple stakeholders. Contribution to the development of a Private Social Investment strategy (for example:

education and generation of income) and a methodology for Social Return on Investment (SROI).

↳ **CORPORATE GOVERNANCE AND COMPLIANCE**

Experience as a member of the governing bodies of companies and/or market-recognized certifications, and projects focused on the transparency, integrity and conduct of the company. Having an understanding of the norms of governance and compliance.

↳ **ENERGY INDUSTRY AND BUSINESSES**

Experience and understanding of the energy sector, relevant legislation and sustainable products, operations including

facilitating the creation of new businesses and expertise in the commercial and/or sales areas.

↳ **TECH**

Having an understanding of automation processes, digital transformation and trends in technology and cyber-security.

↳ **CLIMATE CHANGE**

Experience in the management, monitoring and mitigation of risks relating to climate change, as well as in decarbonization plans and sustainable products (carbon credits and I-RECs). Having an understanding of market trends (CDP, TCFD e SBTi).

Action fronts

FINANCE

26%

RISK MANAGEMENT

12%

SOCIOENVIRONMENTAL MANAGEMENT

16%

CORPORATE GOVERNANCE AND COMPLIANCE

23%

ENERGY INDUSTRY AND BUSINESSES

23%

CLIMATE CHANGE

0%

TECH

0%

CRITICAL RISKS (NUM.)

100%

% CRITICAL RISKS

MEMBER BY GOVERNING BODY

Board of Directors	Audit Committee	Audit and Risk Committee	Board of Directors
↓	↓	↓	↓
9	3	3	3

SITTING MEMBERS

↓	↓	↓	↓
9	3	3	3
6	3	3	3
6		1	2
9	3	3	3
8		1	3
4		1	
3		1	1

INTEGRITY PROGRAM

GRI 2-1, 2-24, 205-1

3-3: ETHICS, INTEGRITY AND COMPLIANCE

For us, acting ethically and respectfully at every stage of our business is the starting point for building long-lasting and sustainable relationships with all of our stakeholders. We have also assumed the commitment to work in line with the principles of free competition, competing fairly with all the other players in the sector to promote competitive and equal standing within the market for all.

TRAINING

In order to extend and systematize the dissemination of these values in the day-to-day work of our co-entrepreneurs and third parties, our Integrity Program took on a permanent routine.

At the beginning of 2022, we launched a broader training program, which covers our Code of Conduct and Anti-corruption Policy, and which has been incorporated into our onboarding program for new hires, including in the United States. In total, 397¹ co-entrepreneurs received this training in 2022. Over the course of the year, we have ensured

that an average of 95% of the Omega team remained up-to-date in their training.

In November, we launched a new training pillar called “*Fazendo o certo do jeito certo*” (“Doing the right thing the right way”), which was attended by 323 (98%) of our co-entrepreneurs in just three weeks, showing an important level of commitment to our culture. [GRI 403-5](#)

From now on, at the end of every year, we will be launching new, more agile and dynamic training sessions, aiming to creatively and loosely summarize the material topics that have been a highlight over the course of the period.

RISK ASSESSMENT

In 2022, we also undertook a Compliance Risk Assessment with an independent third party. The results served as a basis for an integrity action plan that will be implemented over the course of 2023.

OPEN AND UNCOMPLICATED DIALOGS

As well as this, we have two communication channels that allow easy access and better knowledge of our compliance practices, as well as a means of monitoring them:

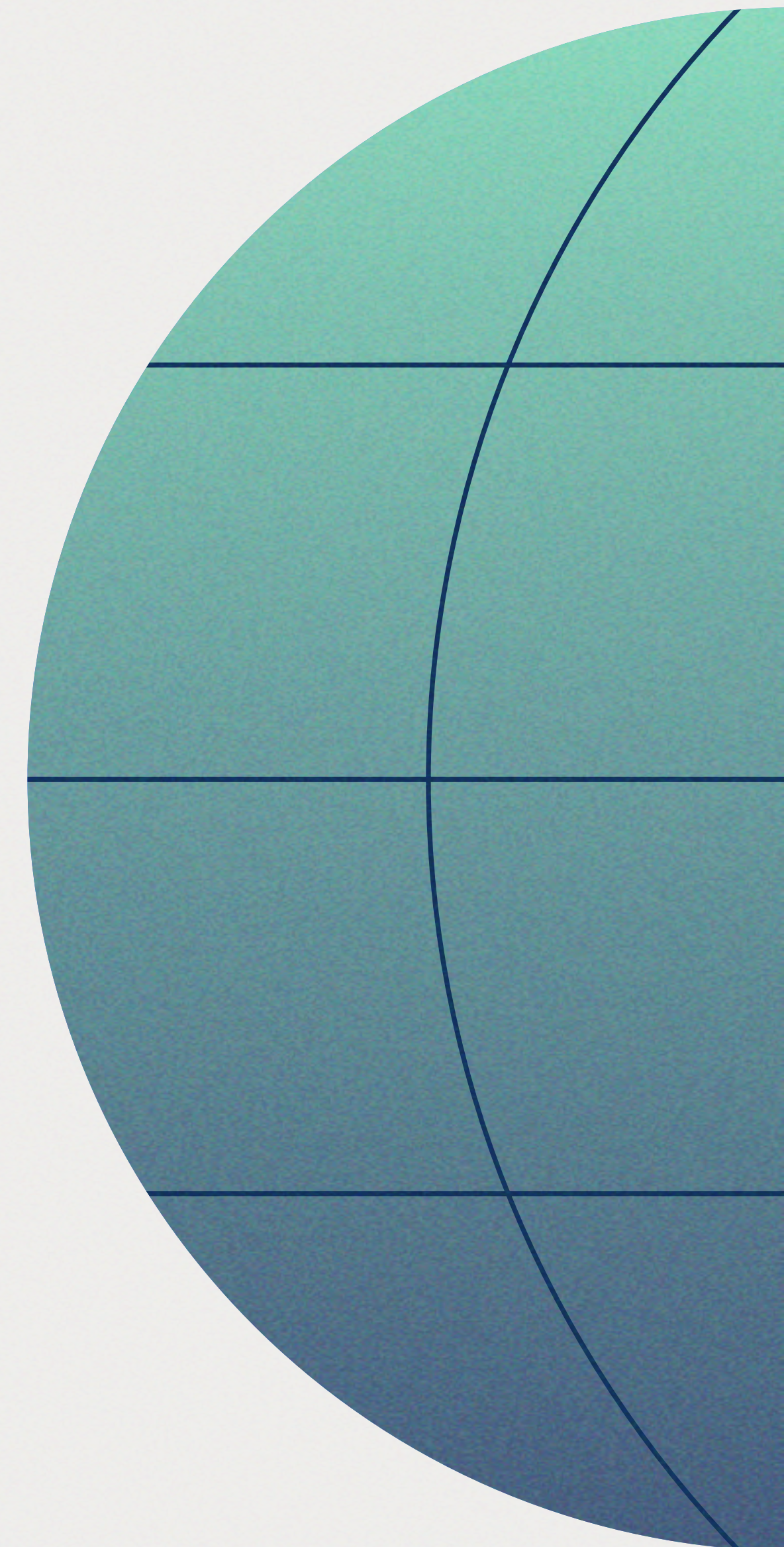
TRANSPARENCY CHANNEL

This brings together all of the Company's channels, documents and policies on a single page of its website, including quick access to the Whistleblowing Channel. This channel can be accessed by all our stakeholders.

WORKPLACE

This is an internal communication channel with a page focused exclusively on compliance, covering the more specific of our policies and topics, with the periodic publication of posts.

¹ The number of employees per region of the country was not disclosed because we do not have this data. In total, 413 employees (active or dismissed) completed the full online training on the Code of Conduct and other policies in February, and 323 employees (active or dismissed) completed the training in November, (“Doing the right thing the right way”).



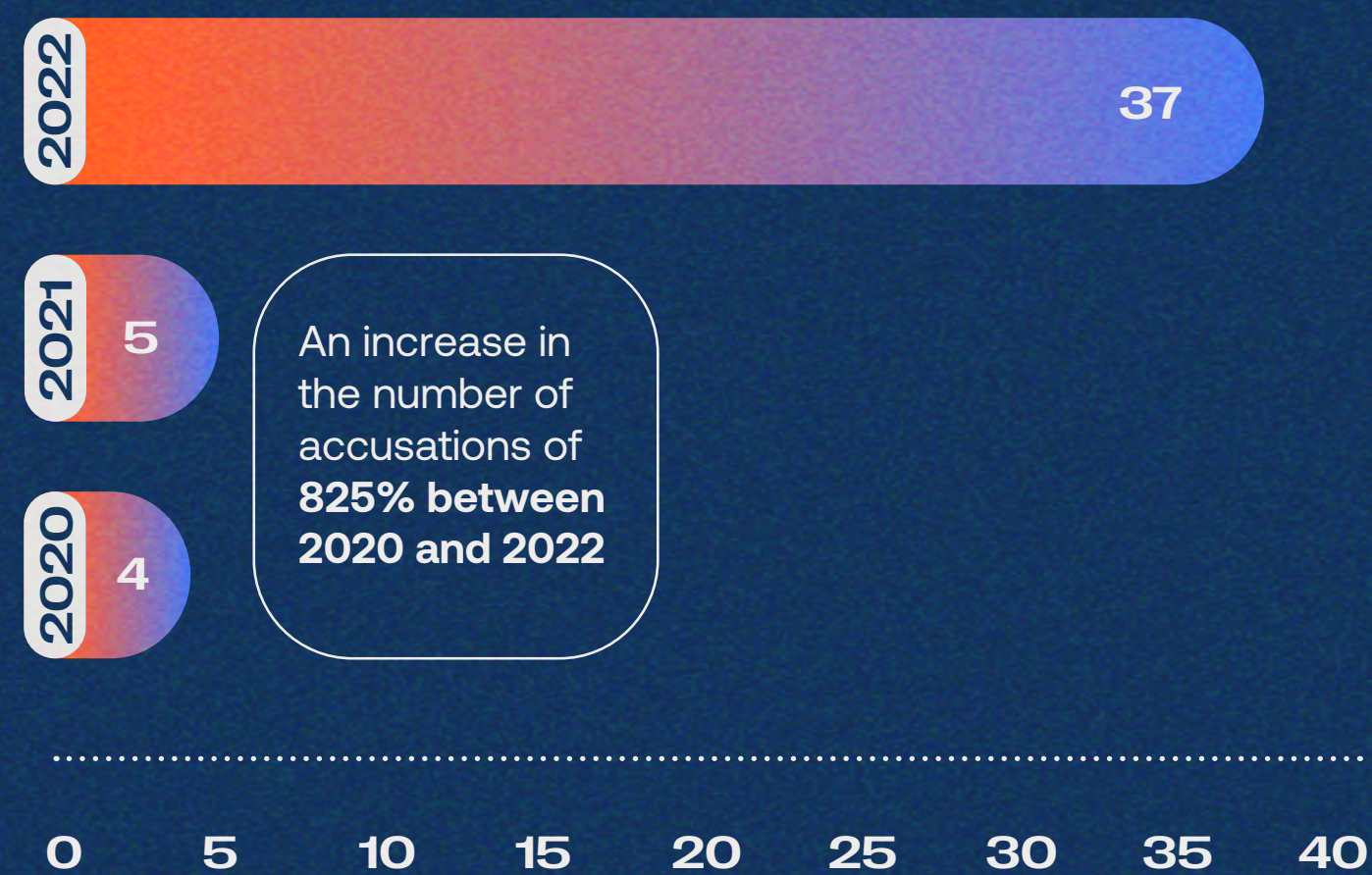
COMPLIANCE HOTLINE GRI 2-16, 2-26

One of the positive results of this set of initiatives was the increase in the level of awareness amongst those on our team and the confidence in our Integrity Program. As a result, there was an increase¹ in the volume of accusations made through our Whistleblowing Channel, which is made available for all of our stakeholders to report behavior that go against our Code of Conduct, Anti-corruption Policy or any currently applicable legal or regulatory norm.

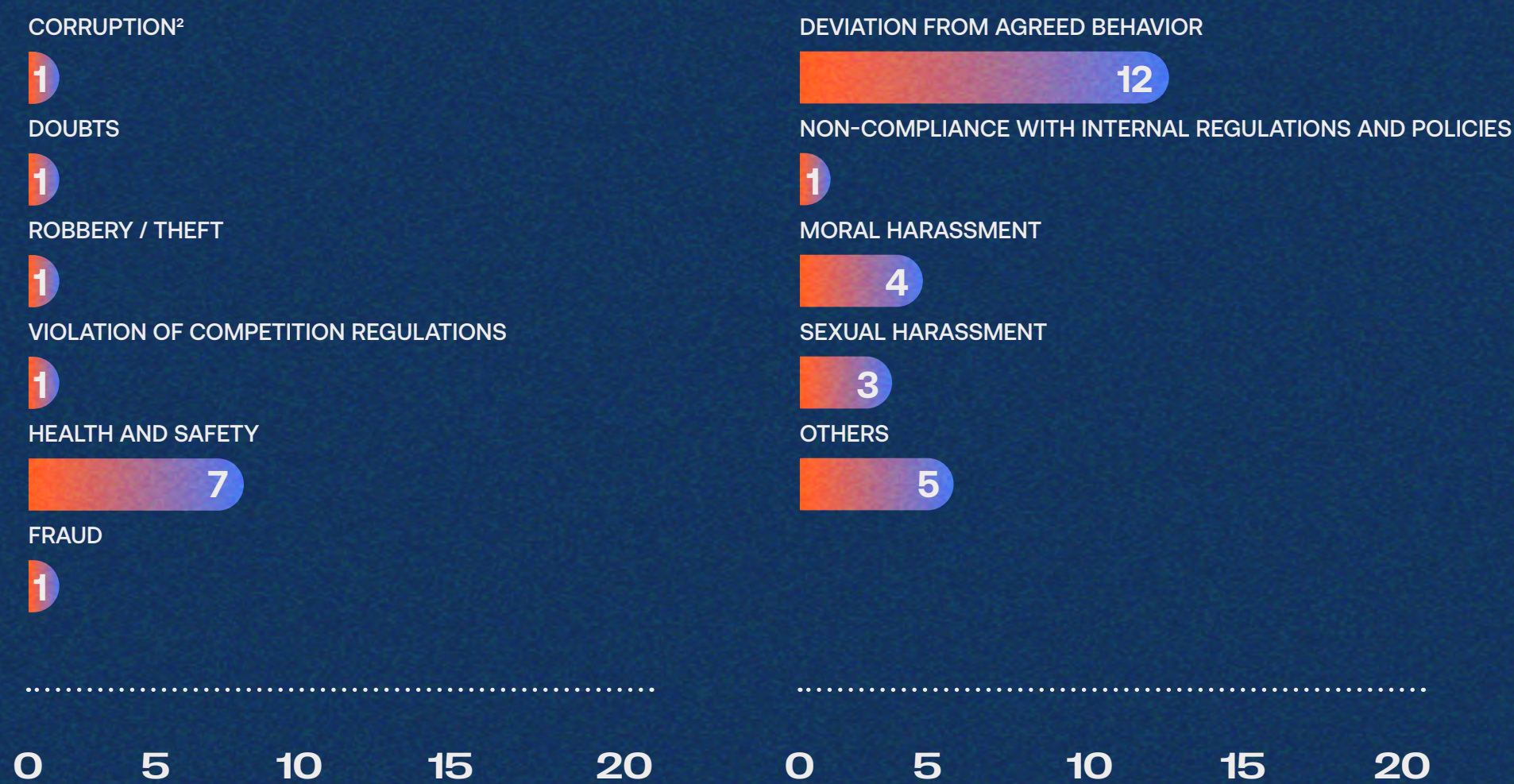
Every report made to the Whistleblowing Channel is received by an independent company, with the reporting person's identity only being divulged if they so request it, given that the general rule is to maintain absolute confidentiality. The flow of accusations ensures that the investigations are effective and properly handled by the Compliance department, Ethics Squad and/or the Administrative Council. In 2022, the Whistleblowing Channel received, handled and resolved 37 reports, as presented below:

- ① The increase in the number of accusations received via the channel, when compared to the total received in 2021, can be attributed to the fact that the target-public began to recognize and/or better trust the tool following the online awareness-raising campaigns and training sessions launched in 2022.
- ② A São Paulo municipal government employee performed an act of corruption by approaching Omega and requesting undue advantages. Having been properly trained, the person approached identified the situation, refused the undue advantage and reported it to the Whistleblowing Channel. Based upon their report, the Compliance Team filed an official accusation with the municipal ombudsman.

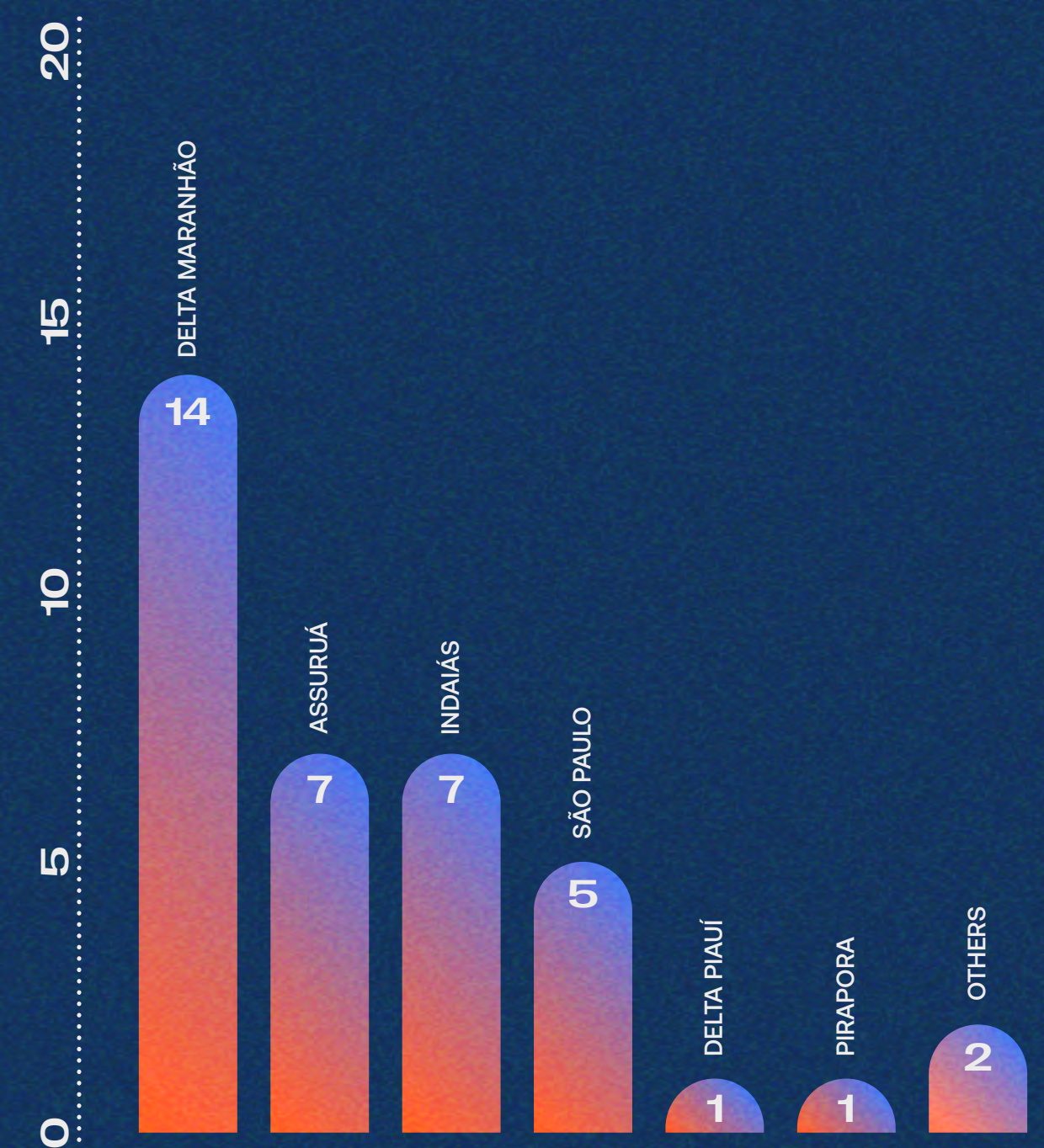
number of accusations received 2020 - 2022



types of incidents 2022



location





Annexes

- ▾ ABOUT THE INTEGRATED REPORT
- ▾ GRI DISCLOSURES
- ▾ GRI CONTENT INDEX
- ▾ SASB CONTENT INDEX
- ▾ LETTER OF ASSURANCE
- ▾ CREDITS AND THANKS



ABOUT THE REPORT

GRI 2-2, 2-3, 2-4, 2-5

This Integrated Report, the second to be published by Omega Energia following the conclusion of the merger of our different business fronts, presents economic, social, environmental and governance information, as well as our operational performance and the results of the action plans implemented between January 1 and December 31, 2022, the same fiscal year as the individual and consolidated financial statements disclosed by Omega Energia S.A. As such, the data referring to 2020 reported here continue to reflect the Company prior to the combining of the businesses, and those reported as of 2021 are consolidated as a single Omega - except when the tables of indicators state differently.

This Integrated Report, published annually, is the responsibility of the non-statutory Sustainability and ESG Directorate, which ensures its completeness and integrity, in adherence to the standards and frameworks mentioned herein. The content was developed with the support of all areas of the Company, in a cross-functional manner.

In compliance with best transparency and reporting practices, this Integrated (Annual) Report has been developed in accordance with the norms outlined in the Global Reporting Initiative (GRI) Standards, the globally adopted standard for sustainability reports. The publication also takes into consideration the directives and frameworks of the International Integrated Reporting Council (IIRC) and of the Sustainability Accounting Standards Board (SASB), and CVM Resolution 14, dated 12/2020.

The content and scope of this Integrated Report are based upon our materiality matrix, defined in 2021 following a rigorous process of engagement and listening to our stakeholders, and based upon the five United Nations' Sustainable Development Goals (SDGs) considered to be a priority for the Company, as presented in the SUSTAINABLE OPERATIONS chapter.

This Integrated Report has been externally verified by KPMG. For more information, please contact us at: esg@omegaenergia.com.br

Publication Date of this Integrated Report: March 29, 2023

Our Policies and Directives GRI 2-23

- [Code of Conduct](#)
- [Personnel Manifesto](#)
- Accident and Near Accident Norms
- [Decarbonization Plan](#)
- [Anti-corruption Policy](#)
- [Board Members', Directors' and Committee Members' Performance Evaluation Policy](#)
- [Information Publication and Securities Trading Policy](#)
- [Risk Management Policy](#)
- Policy for Recommendation of Members of the Administrative Council, Advisory Committees and Statutory Board
- [Personal Data Protection Policy](#)
- Policy for Remuneration of the Board of Directors, Administrative Council, Committees and Supervisory Board
- [Health and Safety at Work Policy](#)
- [Information Security Policy](#)
- [Sustainability Policy](#)
- [Policy of Related Party Transactions](#)
- [Socio-environmental Policy](#)
- Internal Regulations for the Audit and Risks Committee
- Internal Regulations for the Administrative Council
- Internal Regulations for the Audit Committee
- [Rules for Life](#)



GRI DISCLOSURES

GENERAL DISCLOSURES¹

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

The companies included in this Integrated Report are the same as those included in its 2022 Financial Statements, the consolidated, intermediary accounting information of which reflect the assets, liabilities and transactions of the Omega Energia S.A. parent company and its direct and indirect subsidiaries, which jointly operate a total of 79 projects. The report on the subsidiaries can be found on [PAGE 11 OF THIS DOCUMENT ↗](#).

Direct economic value generated and distributed (R\$ millions) GRI 201-1

VALUE ADDED (R\$ MILLIONS)	
	2022
REVENUE	2,463.6
SALES OF GOODS, PRODUCTS AND SERVICES	2,439.6
OTHER REVENUES	24.0
PURCHASED INPUTS FROM THIRD PARTIES	(1,412.3)
COSTS OF GOODS SOLD AND SERVICES RENDERED	(1,143.4)
MATERIALS, ENERGY, THIRD-PARTY SERVICES AND OTHERS	(265.5)
LOSS/RECOVERY OF ASSET VALUES	(2.1)
OTHER INPUTS	(1.3)
GROSS VALUE ADDED	1,051.3
DEPRECIATION AND AMORTIZATION	(409.7)
NET VALUE ADDED	641.6
VALUE ADDED RECEIVED IN TRANSFER	177.8
EQUITY INCOME	44.9
FINANCIAL REVENUES	132.9
TOTAL VALUE ADDED	819.4

^① The indicators reported here encompass the general and sector-specific content established by the GRI Standard, as well as content related to the Company's material topics.

ECONOMICS

↘ DISTRIBUTION OF VALUE ADDED (R\$ MILLIONS)

	2020	2021	2022
EMPLOYEES	35.7	39.2	78.7
GOVERNMENT	50.1	206.5	63.7
FINANCIERS/THIRD PARTIES	440.5	743.1	685.1
SHAREHOLDERS	54.7	296.9	(8.0)
TOTAL	581.0	1.285.8	819.4

↘ DISTRIBUTION OF VALUE ADDED (%)

	2022
EMPLOYEES	10%
GOVERNMENT	8%
FINANCIERS/THIRD PARTIES	84%
SHAREHOLDERS	-1%
TOTAL	100%

↘ RETAINED VALUE (REVENUE - ADDED VALUE): **R\$ 1,644.2 MILLION**

Ratios of standard entry level wage by gender compared to local minimum wage GRI 202-1

Considering the update of the GRI standards, this indicator is no longer applicable to Omega Energia, as only 2 (0.83%) joint venture partners receive close to the national minimum wage (R\$ 1,604.89 and R\$ 1,437.07).

Confirmed incidents of corruption and actions taken GRI 205-3

↘ **TOTAL NUMBER OF CONFIRMED CASES OF CORRUPTION: 0**

There is no record of cases of corruption.



ECONOMICS

Infrastructure investments and services supported GRI 203-1, 413-1

PROJECT/ACTIVITY	AREA/DESCRIPTION	LOCATION	INVESTMENT IN 2022
'JANELA PARA O MUNDO' INSTITUTE	Education The Institute has education centers offering courses, projects and experiences for the nearby communities	Piauí	R\$ 422,516.99
		Maranhão	R\$ 452,327.17
		Bahia	R\$ 787,125.91
		Subtotal	R\$ 1,661,970.07
ECOLAR	Health and sanitation Installation of ecological bathrooms with septic tanks in productive gardens.	Bahia (Xinque-Xique and Gentio de Ouro)	R\$ 46,436.00
LABINO MULTI-SPORTS COURT	Infrastructure/Sports Refurbishment of the multi-sports court in the Labino community	Piauí (Ilha Grande)	R\$ 19,312.40
APAE MULTI-SPORTS COURT	Infrastructure/Sports/Inclusion Installation of modular flooring at the APAE multi-sports court	Rio Grande do Sul (Santa Vitória do Palmar)	R\$ 114,022.38
SANTO INÁCIO COMMUNITY HALL REFURBISHMENT PROJECT	Infrastructure Restoration of the community space and support for association actions in the Santo Inácio community Total investment of R\$ 210,165.60 including 2023	Bahia (Gentio de Ouro)	R\$ 17,000.00
'CHEIAS DE GARRA'	Generation of income/equality Training of women in the Mato Grosso/Gameleira, Santo Inácio, Buriti and Pedra Vermelha communities to work in the women's market and develop skills that can generate family income.	Bahia (Gentio de Ouro)	R\$ 47,510.56
'SEMENTES DO DELTA'	Environment/Generation of income Strengthening of a community association for activities in sustainable agro-extractivism through the planting of native species seedlings	Piauí (Parnaíba and Ilha Grande)	R\$ 19,800.0
FIRE DEPARTMENT DONATION	Environment/Infrastructure A donation to enable the acquisition of new equipment for the voluntary fire department in Claude county	United States (Texas)	US\$ 100,000.00
INTERNATIONAL MARINE LITTER EXHIBITION	Environmental education Talks on the reduction of solid waste and a campaign on waste collection along the sand strip of the Barro Vermelho beach with volunteers	Maranhão (Paulino Neves)	R\$ 19,739.03
CACIMBA REDONDA WATER TANK	Infrastructure Construction of a water supply system to serve the community of Cacimba Redonda	Maranhão (Paulino Neves)	R\$ 60,319.30

ENVIRONMENTAL¹

^① The numbers presented here were collected, organized, and reported according to the methodology of the Brazilian GHG Protocol Program, using Omega Energia's operational control as a parameter. The data presented below may undergo minor changes after the completion of Omega Energia's greenhouse gas inventory audit, and can be confirmed at www.registropublicodeemissoes.fgv.br/ ⁷.

Direct greenhouse gas emissions (t CO₂ equivalent)¹ GRI 305-1

↳ SCOPE 1 GHG EMISSIONS

	2020	2021	2022 ²
STATIONARY COMBUSTION	27.4	72.73	35.588
MOBILE COMBUSTION	171.21	172.85	214.82
FUGITIVE EMISSIONS	15.57	18,358.04	13,917.81
LAND USE CHANGE	10.30	21.58	21.60
TOTAL GROSS CO₂ EMISSIONS	224.48	18,625.2	14,189.81

SCOPE 1 BIOGENIC EMISSIONS	2020	2021	2022 ²
TOTAL	39.90	105.16	85.92

^① The calculations consider the gases CO₂, CH₄, N₂O, HFCs e SF₆.

^② The 2022 data refers only to Brazil's operation.

Indirect emissions arising from the acquisition of energy (t CO₂ equivalent)¹ GRI 305-2

↳ SCOPE 2

	2020	2021	2022 ²
ELECTRICITY (LOCATION)	12.00	50.30	14.68

^① The calculations consider CO₂ gas.

^② The 2022 data refer solely to the Brazilian operations.

Other Greenhouse Gas emissions (t CO₂ equivalent)¹ GRI 305-3

↳ SCOPE 3²

	2020	2021	2022 ²
GOODS AND SERVICES PURCHASED	0 ³	243.16 ⁴	2,803.289 ⁵
WASTE AND EFFLUENT GENERATED IN OPERATIONS	51.30	54.5	27.81
BUSINESS TRAVEL	65.90	186.80	204.32
EMPLOYEE COMMUTING	0 ³	0 ³	49.77
TOTAL	117.30	484.46	3,085.21

BIOGENIC SCOPE 3 EMISSIONS	2020	2021	2022 ²
TOTAL	0.80	6.24	396.348

^① The calculations consider the gases CO₂, CH₄, N₂O, HFCs e SF₆. The definition of reported Scope 3 categories was based on the Company's Decarbonization Plan, which identified categories with the most significant emissions, following the GHG Protocol methodology and considering financial aspects.

^② The 2022 data refers only to Brazil's operation. Additionally, in the implementation of Goodnight Project 1 (TX), only Scope 3 GHG emissions were accounted for, considering that in 2022 all CO₂eq was emitted by our suppliers. The total emissions amounted to 624 tCO₂eq (Sep-Dec/22).

^③ Information not available. The company did not measure these data during the indicated period.

^④ In 2021, these values were reported erroneously under the category of upstream and downstream transportation and distribution and activities related to fuel and energy not included in Scopes 1 and 2.

^⑤ The variation in reported emissions volume in 2021 and 2022 is due to the fact that, while in 2021 there was only one project under construction, which began in September 2021 (Assuruá 4), in 2022 there were two projects under construction, starting in January 2022 (continuation of Assuruá 4 construction and the start of Assuruá 5 construction).

Intensity of emissions of greenhouse gases^{1,2} GRI 305-4

	2020	2021	2022 ³
TOTAL GHG EMISSIONS (T CO ₂ EQUIVALENT)	224.4	19,523.61	17,289.70
INTENSITY OF GREENHOUSE GAS EMISSIONS (tCO ₂ EQ/GWH)	0.05	2.77	1.43

^① The calculations include the gases CO₂, CH₄, N₂O, HFCs and SF₆.

^② The calculation of the intensity of emissions considers the energy generated by the Company during the year (GWh) and direct/indirect emissions resulting from our operations (Scopes 1, 2 and 3).

^③ The 2022 data refer solely to the Brazilian operations.



ENVIRONMENTAL¹

^① The numbers presented here were collected, organized, and reported according to the methodology of the Brazilian GHG Protocol Program, using Omega Energia's operational control as a parameter. The data presented below may undergo minor changes after the completion of Omega Energia's greenhouse gas inventory audit, and can be confirmed at www.registropublicodeemissoes.fgv.br/ ⁷.

Energy consumption within the organization GRI 302-1

↳ FUELS (GJ)

NON-RENEWABLE SOURCES	2020	2021	2022 ¹
GASOLINE	3,050.0	2,632.8	2,484.96
DIESEL	1,344.1	1,962.3	2,037.97
SUBTOTAL	4,394.1	4,595.2	4,522.92
RENEWABLE SOURCES	2020	2021	2022 ¹
ETHANOL	41.0	287.0	636.26
TOTAL	4,435.1	4,882.2	5,159.18

^① The 2022 data refer solely to the Brazilian operations.

↳ TOTAL ENERGY CONSUMED (GJ)

	2020	2021	2022 ¹
FUELS FROM NON-RENEWABLE SOURCES	4,394.1	4,595.2	4,522.92
FUELS FROM RENEWABLE SOURCES	41.0	287.0	636.26
ENERGY CONSUMED (ELECTRICITY)	705.3	1,437.0	1,264.50
ENERGY SOLD (ELECTRICITY)	16,757,640.0	49,440,913.8	51,621,966.33
TOTAL	-16,752,499.6	-49,434,594.6	-51,615,547.41

^① The 2022 data refer solely to the Brazilian operations.

Energy consumption outside the organization GRI 302-2

↳ ENERGY CONSUMED (GJ)

	2020	2021	2022 ¹
	N.D.	42,747.2	32,714.96

^① The 2022 data refer solely to the Brazilian operations.

Total waste generated, by composition (t) GRI 306-3

↳ HAZARDOUS¹

	2020	2021	2022 ²
CO-PROCESSING	23.30	17.52	212.87
INDUSTRIAL LANDFILL	107.10	341.35	0.0
INCINERATION	10.00	2.19	1.69
RECYCLING (DOMESTIC AND CAR BATTERIES)	8.10	0.03	5.64
SUBTOTAL	148.50	361.09	220.21

↳ NON-HAZARDOUS

	2020	2021	2022 ²
RECYCLING	55.40	7.02	39.99
CLASS II LANDFILL	34.60	60.43	31.19
SUBTOTAL	90.00	67.45	71.18
TOTAL	238.68	428.54	291.39

^① The hazardous waste generated is the result of the preventative and corrective maintenance performed at our operational units, mostly consisting of material contaminated with oil.

^② The 2022 data refer solely to the Brazilian operations. In relation to the project being implemented in Texas, Goodnight 1, approximately 500t of Class 1 and Class 2 waste was generated. This waste was disposed of in an industrial landfill.



ENVIRONMENTAL¹

^① The numbers presented here were collected, organized, and reported according to the methodology of the Brazilian GHG Protocol Program, using Omega Energia's operational control as a parameter. The data presented below may undergo minor changes after the completion of Omega Energia's greenhouse gas inventory audit, and can be confirmed at www.registropublicodeemissoes.fgv.br/ ⁷.

Total waste diverted from final disposal, by composition, in metric tons (t) GRI 306-4

COMPOSITION

	2020	2021	2022 ²
USED OIL	16.7	21.47	58,896.75
WASTE FROM THE WATER AND OIL SEPARATOR CONTAINER (WOS)	-	19.5	7
SLUDGE FROM SINKHOLES	-	197.80	261.12
TOTAL	16.7	238.77	59,164.87

^① Both the waste from the container and the sludge from the sinkholes were collected by companies that are duly licensed and authorized to do so, and disposed of for proper treatment.

^② The 2022 data refer solely to the Brazilian operations.

^③ The variation in the volume of emissions reported in 2021 and 2022 is due to the general and corrective maintenance carried out in 2022.

Total waste destined for final disposal, by composition, in metric tons (t)¹ GRI 306-5

2022	
COMPOSITION	QUANTITY
INCINERATION	1.69
LANDFILL	31.19
CO-PROCESSING	212.87
TOTAL	245.75

^① Data referring only to Brazil's operation. Values obtained from Waste Transportation Manifests, Final Destination Certificates, and when not applicable, through the adoption of weighing and estimation procedures.

Total waste NOT destined for final disposal, by recovery operation, in metric tons (t)^{1,2} GRI 306-4

	2020			2021			2022 ²		
HAZARDOUS WASTE	ONSITE	OFFSITE	TOTAL	ONSITE	OFFSITE	TOTAL	ONSITE	OFFSITE	TOTAL
RECYCLING	-	-	-	-	197.80	197.80	-	59,164.87	59,164.87
SUBTOTAL	-	-	-	-	197.80	197.80	-	59,164.87	59,164.87
NON-HAZARDOUS	ONSITE	OFFSITE	TOTAL	ONSITE	OFFSITE	TOTAL	ONSITE	OFFSITE	TOTAL
PREPARATION FOR REUSE	0.70	-	0.70	4.78	-	4.78	-	-	-
RECYCLING	6.60	9.40	16.00	-	36.19	36.19	-	39.99	39.99
SUBTOTAL	7.30	9.40	16.70	4.78	36.19	40.97	-	39.99	39.99
TOTAL	7.30	9.40	16.70	4.78	233.99	238.77	-	59,204.86	59,204.86

^① 'Onsite' means within the organization, whilst 'offsite' means outside the organization.

^② The 2022 data refer solely to the Brazilian operations.

^③ The variation in the volume of emissions reported in 2021 and 2022 is due to the general and corrective maintenance carried out in 2022.



SOCIAL

Employees GRI 2-7

↳ TOTAL NUMBER OF EMPLOYEES BY GENDER AND REGION

REGION	2020		2021		2022	
	TOTAL	TOTAL	MEN	WOMEN	TOTAL	TOTAL
NORTHEAST	25	33	28	4	32	
SOUTHEAST	119	239	171	100	271	
SOUTH	5	10	8	1	10	
UNITED STATES	0	1	3	1	4	
TOTAL	149	283	210	106	316	

① There was no control of the information on employees by region or gender in the years 2020 and 2021.

Employees by type of employment contract, employment¹ and gender GRI 2-7

TYPE OF AGREEMENT	2020			2021			2022		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
PERMANENT	98	51	149	186	97	283	210	106	316
TEMPORARY	0	0	0	0	0	0	0	0	0
TOTAL	98	51	149	186	97	283	210	106	316

① All employees work full-time.

Employees by type of employment contract and region GRI 2-7

REGION	2020		2021		2022		
	TOTAL	INDETERMINATE PERIOD	DETERMINED PERIOD	TOTAL	INDETERMINATE PERIOD	DETERMINED PERIOD	TOTAL
SOUTHEAST	119	239	0	239	271	0	271
SOUTH	5	10	0	10	9	0	9
NORTHEAST	25	33	0	33	32	0	32
USA ²	0	1	0	1	4	0	4
TOTAL	149	283	0	283	316	0	316

① All employees hired in 2020 and 2022 were hired for an undetermined period of time.

② Head office in Miami, USA, opened in 2021.

Workers who are not employees GRI 2-8

TOTAL NUMBER OF EMPLOYEES BY GENDER AND REGION

	2021			2022		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
APPRENTICES	0	0	0	3	3	6
INTERNS	10	2	12	9	7	16
TRAINEES	0	0	0	0	0	0
OTHERS ¹	0	0	0	7	1	8
TOTAL	10	2	12	19	11	30

① 'Others' includes the Board of Directors, and the Supervisory and Audit Councils, which involve directors without FGTS benefits.



SOCIAL

New employee hires and employee turnover GRI 401-1

The rate of turnover increased exponentially in 2022 in comparison to the previous two years, above all in the Southeast region of the country. The highest incidence was amongst the under-30 age group.

Employees hired, by age group GRI 401-1

	2020		2021		2022	
	NR.	RATE ¹	NR.	RATE ¹	NR.	RATE ¹
UNDER 30	16	0.3	95	0.8	57	0.483
30 TO 50 YEARS OF AGE	21	0.2	66	0.4	60	0.508
MORE THAN 50 YEARS OF AGE	2	0.2	2	0.2	1	0.008
TOTAL	39	0.2	163	0.6	118	0.333

¹ Rate of new employee hirings.

Employees hired, by gender GRI 401-1

	2020		2021		2022	
	NR.	RATE ¹	NR.	RATE ¹	NR.	RATE ¹
MEN	31	0.3	105	0.6	72	0.390
WOMEN	8	0.1	58	0.6	46	0.610
TOTAL	39	0.2	163	0.6	118	0.500

¹ Rate of new employee hirings.

Employees hired, by region GRI 401-1

	2020		2021		2022	
	NR.	RATE ¹	NR.	RATE ¹	NR.	RATE ¹
NORTHEAST	4	0.2	14	0.4	8	0.068
SOUTHEAST	30	0.2	143	0.6	102	0.864
SOUTH	5	1	5	0.5	1	0.008
UNITED STATES	N.A.	N.A.	1	1	7	0.059
TOTAL	39	0.3	163	0.6	118	0.250

¹ Rate of new employee hirings.

Employees who left the company, by age group GRI 401-1

	2020		2021		2022	
	NR.	RATE ¹	NR.	RATE ¹	NR.	RATE ¹
UNDER 30	11	0.2	54	0.4	30	0.395
30 TO 50 YEARS OF AGE	17	0.1	38	0.2	45	0.592
MORE THAN 50 YEARS OF AGE	2	0.2	2	0.2	1	0.013
TOTAL	30	0.2	94	0.3	76	0.333

¹ Rate of dismissal.



SOCIAL

Employees who left the company, by gender GRI 401-1

	2020		2021		2022	
	NR.	RATE ^①	NR.	RATE ^①	NR.	RATE ^①
MEN	25	0.2	62	0.3	42	0.553
WOMEN	5	0.1	32	0.3	34	0.447
TOTAL	30	0.2	94	0.3	76	0.500

① Rate of dismissal.

Employees who left the company, by region GRI 401-1

	2020		2021		2022	
	NR.	RATE ^①	NR.	RATE ^①	NR.	RATE ^①
NORTHEAST	6	0.2	10	0.3	9	0.118
SOUTHEAST	24	0.2	80	0.3	62	0.816
SOUTH	0	0	4	0.4	1	0.013
UNITED STATES	N.A.	N.A.	0	0	4	0.053
TOTAL	30	0.2	94	0.3	76	0.250

① Rate of dismissal.

Rate of turnover¹

GRI 401-1

BY GENDER

	2020	2021	2022
MEN	0.19	0.30	0.271
WOMEN	0.04	0.30	0.377

BY AGE GROUP

	2020	2021	2022
UNDER 30	0.09	0.26	0.335
30 TO 50 YEARS OF AGE	0.13	0.18	0.290
MORE THAN 50 YEARS OF AGE	0.01	0.01	0.200

BY REGIONAL DISTRIBUTION

	2020	2021	2022
NORTHEAST	0.03	0.04	0.266
SOUTHEAST	0.18	0.39	0.303
SOUTH	0.02	0.02	0.111
UNITED STATES	N.A.	0	1.375
TOTAL	0.23	0.45	0.307

① Calculation methodology: [(hires + dismissals)/2]/total headcount.

② The increase was due to the greater number of hires in relation to the number of dismissals. In 2020, the ratio of hires in relation to dismissals was 30%, whilst in 2021 this ratio was 73%.



SOCIAL

Maternity/ Paternity Leave

GRI 401-3

CRITERIA	2021		2022	
	GRUPO	Nº DE PESSOAS	GRUPO	Nº DE PESSOAS
TOTAL NUMBER OF EMPLOYEES WHO TOOK MATERNITY/PATERNITY LEAVE	MEN	3	WOMEN	3
	WOMEN	3		
TOTAL NUMBER OF EMPLOYEES WHO RETURNED TO WORK AFTER THE END OF MATERNITY/PATERNITY LEAVE AND REMAINED EMPLOYED FOR 12 MONTHS AFTER RETURNING TO WORK	MEN	3	WOMEN	1
	WOMEN	1		
RETURN RATE	MEN	3	WOMEN	1
	WOMEN	1		
RETENTION RATE	MEN	100%	WOMEN	33%
	WOMEN	33%		

Workers covered by an occupational health and safety management system

GRI 404-1

	2021		2022	
	EMPLOYEES	WORKERS ¹	EMPLOYEES	WORKERS ¹
TOTAL NUMBER OF INDIVIDUALS	283	231	334	1,218
NUMBER AND PERCENTAGE OF INDIVIDUALS COVERED BY AN OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM BASED UPON LEGAL REQUIREMENTS AND/OR RECOGNIZED STANDARDS/DIRECTIVES	283	231	334	1,218
	100%	100%	100%	100%

¹ Not employees, but whose work and/or location of work is controlled by the organization.

Work-related injuries¹

GRI 403-9

	2021		2022	
	EMPLOYEES	WORKERS ²	EMPLOYEES	WORKERS ²
NUMBER OF HOURS WORKED	818,400	747,120	881,760	3,489,299
NUMBER OF FATALITIES AS A RESULT OF WORK-RELATED INJURY	0	0	0	0
RATE OF FATALITIES AS A RESULT OF WORK-RELATED INJURY	0	0	0	0
NUMBER OF SERIOUS WORK-RELATED INJURIES (EXCLUDING FATALITIES)	0	0	0	0
RATE OF HIGH-CONSEQUENCE WORK-RELATED INJURIES (EXCLUDING FATALITIES)	0	0	0	0
NUMBER OF SERIOUS WORK-RELATED INJURIES (INCLUDE FATALITIES)	0	6	0	9
RATE OF HIGH-CONSEQUENCE WORK-RELATED INJURIES (EXCLUDING FATALITIES)	0	10.38 ³	0	2.58

¹ The rates are calculated considering 1,000,000 hours worked.

² The term "workers" refers to workers who are not employed. These may include individuals working for other organizations which are not the reporting organization, such as suppliers, for example.

³ The data reported in 2021 does not include the scope of implementation activities.



SOCIAL

Work-related injuries and illnesses

GRI 403-9, 403-10

The leading work-related injury risks with serious consequences in Omega’s operations are heights, electrical events and confined spaces. The most important measures taken in 2022 - or which are continually being implemented - to eliminate other dangers and minimize work-related injury risks, are: elimination, reduction or replacement of the activity considered to be a risk; Engineering and Administrative initiatives to reduce or eliminate the risk and reinforce implementation of the use of Personal Protective Equipment (PPE) on new jobs.

In 2022, no work-related illnesses were recorded amongst the co-entrepreneurs. This monitoring is performed by the Occupational Health Medical Control Program (PCMSO), with one of the targets established by the program being the performance of periodic medical exams. The Company does not monitor the occurrence of work-related illnesses amongst contracted suppliers and subcontractors.

Average number of employee training hours by gender

GRI 404-1

	2020	2021	2022
MEN	22.9	24.4	24.6
WOMEN	2.3	15.1	24.1
TOTAL	16.3	19.8	24.6

Average number of employee training hours by job category

GRI 404-1

	2020	2021	2022
STATUTORY BOARD	0	30.9	114.6
NON-STATUTORY BOARD	0	22.4	129.5
SENIOR MANAGEMENT	0	44.2	54.3
BOARD MEMBERS	0	0	0
TECHNICIANS	96.0	33.0	16.7
MANAGERS	14.4	36.2	34.7
SPECIALISTS AND ENGINEERS	2.1	16.4	13.4
ASSISTANTS AND ANALYSTS	11.0	14.0	11.4
TOTAL	16.3	24.6	46.8

Average number of employee training hours by job category

GRI 404-1

	2020	2021	2022
APPRENTICES	-	-	6.5
INTERNS	-	-	3.2
TRAINEES	-	-	0
OTHERS	-	-	0
TOTAL	-	-	2.4



SOCIAL

Percentage of employees and workers who receive regular performance evaluations and career development assessments **GRI 404-3**

EMPLOYEES

FUNCTIONAL CATEGORY	GROUP	TOTAL	MEMBERS (TOTAL)	%
STATUTORY EXECUTIVE BOARD	MEN	4	4	100
	WOMEN	1	1	100
NON-STATUTORY EXECUTIVE BOARD	MEN	7	6	85.71
	WOMEN	4	4	100
SENIOR LEADERSHIP	MEN	12	12	100
	WOMEN	4	4	100
BOARD MEMBERS	MEN	7	0	0
	WOMEN	1	0	0
TECHNICIANS	MEN	22	21	95.45
	WOMEN	0	0	0
MANAGERS	MEN	41	38	92.68
	WOMEN	18	14	77.78
SPECIALISTS AND ENGINEERS	MEN	25	24	96
	WOMEN	6	5	83.33
ASSISTANTS AND ANALYSTS	MEN	92	87	94.57
	WOMEN	72	70	97.22
TOTAL EMPLOYEES	MEN	210	192	91.43
	WOMEN	106	98	92.45

WORKERS

FUNCTIONAL CATEGORY	GROUP	TOTAL	MEMBERS (TOTAL)	%
APPRENTICES	MEN	3	3	100
	WOMEN	3	3	100
INTERNS	MEN	9	9	100
	WOMEN	7	7	100
TRAINEES	MEN	0	0	0
	WOMEN	0	0	0
OTHERS	MEN	0	0	0
	WOMEN	0	0	0
TOTAL WORKERS	MEN	12	12	100
	WOMEN	10	10	100



SOCIAL

Percentage of individuals within the organization's governance bodies, by gender. GRI 405-1, 2-9

ÓRGÃO	2020		2021		2022	
	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN
BOARD OF DIRECTORS	87.5%	14.3%	75.0%	25.0%	87.5%	12.5%
STATUTORY DIRECTORATE	66.7%	33.3%	71.4%	28.6%	80.0%	20.0%
NON-STATUTORY DIRECTORATE	-	-	50.0%	50.0%	63.6%	36.4%
SENIOR LEADERSHIP	50.0%	50.0%	54.6%	45.4%	75.0%	25.0%
TECHNICIANS	100.0%	0.0%	100.0%	0.0%	100%	0.0%
MANAGERS	77.4%	22.6%	69.7%	30.3%	70.0%	30.0%
SPECIALISTS AND ENGINEERS	69.2%	69.8%	76.9%	23.1%	80.6%	19.4%
ASSISTANTS AND ANALYSTS	53.9%	46.1%	52.8%	47.2%	56.8%	46.2%
TOTAL EMPLOYEES	65.5%	34.5%	68.8%	31.2%	67.0%	33.0%

ÓRGÃO	2020		2021		2022	
	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN
APPRENTICES	-	-	-	-	50%	50%
INTERNS	75.0%	25.0%	83.3%	16.7%	56.3%	43.8%
TRAINEES	-	-	-	-	-	-
OTHERS	-	-	-	-	-	-
TOTAL WORKERS	75.0%	25.0%	83.3%	16.7%	53.1%	46.9%

Percentage of individuals within the organization's governance bodies, by age range. GRI 405-1

BODIES	2020			2021			2022		
	BELOW 30 YEARS OLD	BETWEEN 30 AND 50 YEARS OLD	ABOVE 50 YEARS OLD	BELOW 30 YEARS OLD	BETWEEN 30 AND 50 YEARS OLD	ABOVE 50 YEARS OLD	BELOW 30 YEARS OLD	BETWEEN 30 AND 50 YEARS OLD	ABOVE 50 YEARS OLD
BOARD OF DIRECTORS	0.0%	42.8%	57.2%	0.0%	37.5%	62.5%	0.0%	25.0%	75.0%
STATUTORY DIRECTORATE	0.0%	100.0%	0.0%	0%	85.7%	14.3%	0.0%	100.0%	0.0%
NON-STATUTORY DIRECTORATE	N.D.	N.D.	N.D.	0.0%	100%	0.0%	0.0%	100.0%	0.0%
SENIOR LEADERSHIP	0.0%	100.0%	0.0%	4%	96.0%	0.0%	0.0%	100.0%	0.0%
TECHNICIANS	0.0%	90.9%	9.0%	6.2%	87.6%	6.2%	20.8%	79.2%	0.0%
MANAGERS	96.0%	87.1%	3.2%	12.1%	84.9%	3.0%	13.3%	83.3%	3.3%
SPECIALISTS AND ENGINEERS	23.0%	76.9%	0.0%	19.0%	81.0%	0.0%	38.7%	61.3%	0.0%
ASSISTANTS AND ANALYSTS	56.5%	42.1%	1.3%	57.7%	40.7%	1.6%	62.1%	36.1%	1.8%
APPRENTICES	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100%	0.0%	0.0%
INTERNS	N.D.	N.D.	N.D.	100.0%	0.0%	0.0%	93.8%	6.3%	0.0%
TRAINEES	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
OTHERS	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Percentage of individuals within the organization's governance bodies, by minority group GRI 405-1

FUNCTIONAL CATEGORIES	BLACK	LGBT	PEOPLE WITH DISABILITIES	OTHERS
DIRECTORATE	0,0%	0,0%	0,0%	12,5%
SENIOR LEADERSHIP	6,3%	0,0%	0,0%	12,5%
TECHNICIANS	12,5%	0,0%	0,0%	40,9%
MANAGERS	1,7%	5,1%	1,7%	25,4%
SPECIALISTS AND ENGINEERS	3,2%	16,1%	0,0%	12,9%
ASSISTANTS AND ANALYSTS	4,8%	10,1%	0,6%	26,8%
APPRENTICES	33,3%	0,0%	0,0%	66,7%
INTERNS	12,5%	25,0%	0,0%	12,5%



SOCIAL

Proportion between the base salary and total compensation received by women and that received by men GRI 405-2

BODIE	GROUP	GENERAL MONTHLY VALUE (PER BODIE)	NUMBER OF MEMBERS	AVERAGE MONTHLY VALUE (PER MEMBER)	PROPORTION WOMEN/MEN
STATUTORY DIRECTORATE	MEN	R\$ 1,762,896.87	4	R\$ 440,724.22	0.91
	WOMEN	R\$ 402,134.19	1	R\$ 402,134.19	
NON-STATUTORY DIRECTORATE	MEN	R\$ 1,180,909.58	7	R\$ 168,701.37	1.06
	WOMEN	R\$ 717,860.37	4	R\$ 179,465.09	
SENIOR LEADERSHIP	MEN	R\$ 892,808.77	12	R\$ 74,400.73	0.82
	WOMEN	R\$ 244,691.03	4	R\$ 61,172.76	
TECHNICIANS	MEN	R\$ 234,519.97	22	R\$ 10,660.00	Não há técnicas mulheres
	WOMEN	-	0	-	
MANAGERS	MEN	R\$ 1,044,949.06	41	R\$ 11,786.51	2.03
	WOMEN	R\$ 930,273.54	18	R\$ 51,681.86	
SPECIALISTS AND ENGINEERS	MEN	R\$ 761,498.87	25	R\$ 30,459.95	0.92
	WOMEN	R\$ 168,859.34	6	R\$ 28,143.22	
ASSISTANTS AND ANALYSTS	MEN	R\$ 1,010,721.04	96	R\$ 10,528.34	0.99
	WOMEN	R\$ 747,411.04	72	R\$ 10,380.71	
APPRENTICES	MEN	R\$ 4,355.55	3	R\$ 1,451.85	1.08
	WOMEN	R\$ 4,705.55	3	R\$ 1,568.52	
INTERNS	MEN	R\$ 9,179.27	9	R\$ 1,019.92	1.65
	WOMEN	R\$ 11,786.51	7	R\$ 1,683.79	

GRI CONTENT INDEX

GRI CONTENT INDEX

DECLARATION OF USE	Omega Energia has created this integrated report in accordance with the directives of the GRI Standards for the period between January 1 and December 31, 2022.
GRI 1 USED	GRI 1: Foundation 2021
APPLICABLE GRI SECTOR NORM	Energy Sector Supplement

GRI STANDARDS	DISCLOSURE	REFERENCE	OMISSION			SDG
			OMITTED REQUIREMENTS	REASON	EXPLANATION	

GENERAL DISCLOSURES

THE ORGANIZATION AND ITS REPORTING PRACTICES

GRI 2: GENERAL DISCLOSURES 2021	2-1	Organizational details	PAGE 74 ↗	-	-	-
	2-2	Entities included in the organization's sustainability reporting	PAGE 74 ↗	-	-	-
	2-3	Reporting period, frequency and contact point	PAGE 74 ↗	-	-	-
	2-4	Restatements of Information	Whenever information reported in other Integrated Reporting cycles needs to be corrected, the respective alteration will be indicated throughout this Integrated Report in a footnote.	-	-	-
	2-5	External Assurance	PAGE 99 ↗	-	-	-

ACTIVITIES AND WORKERS

GRI 2: GENERAL DISCLOSURES 2021	2-6	Activities, value chain and other business relationships	PAGES 10 ↗, 11 ↗, 13 ↗ and 51 ↗	-	-	-
	2-7	Employees	The Company does not consider that there were significant fluctuations.	Report the total number of:	Not applicable.	All employees have guaranteed working hours, in accordance with the Brazilian Labor Law (CLT).
				<ul style="list-style-type: none"> i. permanent employees, broken down by gender and region; ii. temporary employees, broken down by gender and region; iii. employees without guaranteed working hours, broken down by gender and region; iv. full-time employees, broken down by gender and region; v. part-time employees, broken down by gender and region. 		
				To compile the data presented in this Integrated Report, the total number of employees or full-time equivalents as of December 31, 2022 was considered.	-	-
2-8	Workers who are not employees	PAGE 81 ↗	The Company does not consider that there were significant fluctuations.	-	-	8

GRI CONTENT INDEX

GOVERNANCE

2-9	Governance structure and composition	PAGES 63-65 and 85-88	-				5, 16
2-10	Nomination and selection of the highest governance body	PAGES 63-65	Describe the criteria adopted for naming and selecting members of the highest governance body.	Information not available.	The Company has a Policy for the Nomination of Members of the Board of Directors, Advisory Committees, and Statutory Management, which provides, among other things, the criteria and guidelines to be taken into consideration for the nomination of names to compose the Board of Directors.	The nominations must take into account the diversity of knowledge, experiences, behaviors, cultural aspects, and age range. In addition, the nominated professionals must be qualified, have technical, professional and/or academic experience, be capable of facing the challenges of the Company, have an unblemished reputation, commitment to their fiduciary duties and responsibilities, as well as possess conduct and professional trajectory that are aligned with the principles and values of the Company.	5, 16
2-11	Chair of the highest governance body	José Carlos Reis de Magalhães Neto, Chairman of the Board of Directors, is not an executive director or an individual reporting directly to the senior executive.	-				16
2-12	Role of the highest governance body in overseeing the management of impacts	PAGE 63 One of the responsibilities of the Board of Directors is to ensure compliance with the Company's Bylaws, as well as to define our long-term business strategy and oversee the acts of management, including due diligence of the organization and other processes to identify and manage its impacts on the economy, environment, and people. Occasionally, the Board of Directors may engage with stakeholders to assist in these processes, through electronic, telephone or face-to-face contact. The Board of Directors considers the results of these processes when evaluating the Company's long-term planning. The analysis of the effectiveness of the Company's processes is carried out in meetings previously scheduled in an annual calendar.	-				16
2-13	Delegation of responsibility for managing impacts	PAGES 63 and 64	-				-
2-14	Role of the highest governance body in sustainability reporting	The review and approval of the reported information, including the organization's material topics, are discussed with the Board of Directors at meetings previously scheduled in an annual calendar.	-				-
2-15	Conflicts of interest	PAGE 62 Conflicts of interest are disclosed to stakeholders in the manner provided by applicable law. Information regarding i. cross-participation in other management bodies; ii. cross-shareholding with suppliers and other stakeholders; iii. the existence of controlling shareholders; and iv. related parties, their relationships, transactions, and outstanding balances; are presented on the Investor Relations website .	-				16

GRI 2: GENERAL DISCLOSURES 2021

GRI CONTENT INDEX

GOVERNANCE						
GRI 2: GENERAL DISCLOSURES 2021	2-16	Communication of critical concerns	PAGE 62 ↗	-		
	2-17	Collective knowledge of the highest governance body	PAGE 63 ↗ and 69 ↗	-		
	2-18	Evaluation of the performance of the highest governance body	PAGES 63 ↗ and 66 ↗	The description of measures taken in response to evaluations, including changes in the composition of the highest governance body and organizational practices, will depend on the specific evaluation being referred to.	Information not available.	The Company does not monitor the measures taken and that this aspect will be addressed in future reporting cycles
	2-19	Remuneration policies	PAGES 55 ↗ and 66 ↗	The Remuneration Policy for members of the highest governance body and senior management includes: i. Fixed remuneration - Yes, for members of the highest governance body and senior management. ii. Variable remuneration - Yes, only for senior management. iii. Recruitment attraction bonuses or incentives payments - No. iv. Severance payments - Yes, for members of the highest governance body and senior management, when applicable. v. Clawback of bonuses and incentives - Yes, for members of the highest governance body and senior management. vi. Benefits, including retirement benefits - No. vii. Directors' fees - Yes, only for members of the highest governance body.	-	
	2-20	Process to determine remuneration	PAGES 55 ↗ and 66 ↗	-		
	2-21	Annual total compensation ratio	-	Report the ratio between the highest paid compensation and the average annual total compensation; the percentage increase in annual total compensation; and contextual information for understanding the reported data and how the data was compiled.	Confidential Information.	The Company makes the compensation of its administrators available in item 13.11 of its Reference Forms.

GRI CONTENT INDEX

STRATEGY, POLICIES AND PRACTICES					
GRI 2: GENERAL DISCLOSURES 2021	2-22	Statement on sustainable development strategy	PAGES 4 ↗ , 5 ↗ , 21 ↗ and 51 ↗	-	-
	2-23	Policy commitments	<p>All policies and guidelines of Omega Energia S.A. are approved by the Company's Board of Directors and updated at least every 02 years.</p> <p>Our commitments establish the conduct of specific due diligence processes (exchange of information, analysis, and evaluation of the received information, through which legal, financial, commercial, and reputational risks, among others, inherent in significant operations and merger, acquisition, restructuring, and other corporate transactions are assessed); stipulate the application of the precautionary principle (see Sustainability Policy, Socio-environmental Policy, Rules for Life, and Health and Safety Policy); and make a direct reference to the Universal Declaration of Human Rights (i.e. People Manifesto).</p> <p>The Policies and Guidelines are presented on PAGE 74 ↗.</p>	Descrever seu compromisso de política específico para com o respeito aos direitos humanos.	<p>Informação não disponível.</p> <p>The Company does not have a specific policy on human rights. However, we are committed to the Universal Declaration of Human Rights, we defend and protect Human Rights, which appear in our Policies and Guidelines.</p>
	2-24	Embedding policy commitments	<p>The company's Policies and Guidelines define those responsible for their implementation and oversight, as well as the mechanisms for questioning them. The commitments established in all the company's policies and guidelines reflect Omega's strategy and business model, which are also aligned with our 5 Priority SDGs. Moreover, the entire business model (and therefore also the commitments and SDGs) is linked to the company's risk matrix. To ensure the prevention and mitigation of these risks, as well as compliance with the commitments, we have a governance structure (with board members and directors) with different backgrounds (the Report will bring our competency matrix, which is in the finalization phase within the governance chapter).</p> <p>It is also worth highlighting the role of the Sustainability Squad, a flexible and agile model for monitoring the company's sustainability strategy and cascading it to all teams.</p> <p>All commitments are publicly available on disseminated through our internal communication network (WorkPlace), and indicators related to commitments can be tracked on the INDICATORS PANEL. Whenever requested by any interested party, Omeg forwards these commitments by email or WhatsApp.</p> <p>The Company's policies, guidelines, and commitment are taken into account in our activities and operations, including in our commercial relationships (e.g., criteria for supplier selection, risk analysis in M&A operations, definition of business partners). However, the Code of Conduct, the Anti-Corruption Policy, and the Health and Safety Policy are attached to contracts entered into with our partners and suppliers. Additionally, employees of critical suppliers undergo training on the Omega ecosystem, which includes these commitments.</p>	-	-

GRI CONTENT INDEX

STRATEGY, POLICIES AND PRACTICES				
	2-25	Processes to remediate negative impacts	PAGES 43 and 44	-
	2-26	Mechanisms for seeking advice and raising concerns	PAGES 20 and 21	16
	2-27	Compliance with laws and regulations	PAGES 23 , 39 and 68	-
	2-28	Membership associations	PAGE 34	-
STAKEHOLDER ENGAGEMENT				
GRI 2: GENERAL DISCLOSURES 2021	2-29	Approach to stakeholder engagement	PAGES 22 , 23 , 32 , 43 , 47 and 51	-
	2-30	Collective bargaining agreements	All employees are covered by the union through 'collective agreements.'	8

GRI CONTENT INDEX

▾ MATERIAL TOPICS

GRI 3: DISCLOSURE ON MATERIAL TOPICS 2021	3-1	Process to determine material topics	PAGES 24-26 ↗	-	-
	3-2	List of material topics	PAGES 24-26 ↗	-	-
GOVERNANCE, ETHICS, AND COMPLIANCE					
GRI 3: DISCLOSURE ON MATERIAL TOPICS 2021	3-3	Management of material topics	PAGES 60-71 ↗	-	-
			<p>The definition of the company's material topics resulted from the materiality matrix process, that is, from the stakeholders themselves. Based on the consultation, the topics were defined, and feedback for improvement from all groups was absorbed.</p> <p>Omega strongly advocates that the sustainability of companies and society begins with ethical behavior and that superior results only have value if they are achieved by respecting laws, our values, and each other. Additionally, Omega understands that the only way to have a solid relationship with its stakeholders is through transparency, disclosing business opportunities and risks.</p> <p>Our business is conducted in an ethical, legal, and professional manner. We do not accept any form of corruption or bribery. Our Code of Conduct and Policies are tools that help us fully exercise our values at the beginning, middle, and end of everything we do. The Code of Conduct and policies guide the behavior and attitudes of all our teams and third parties, so they are aligned with the company's culture and current standards. The code and policies are periodically updated and reviewed.</p> <p>Thus, we believe that having an efficient system of ethics, integrity, and compliance, composed of policies, guidelines, and transparent and accessible reporting channels, in addition to addressing any issues, has a very positive impact internally (as all co-entrepreneurs are trained and supported by this system) and externally (as this system, supported by the company's governance structure, provides greater credibility and reliability). The organization is not involved in negative impacts through its activities or as a result of its business relationships.</p> <p>To report on the effectiveness of the measures, Omega uses its communication channels, in addition to quarterly releases and the Sustainability Report.</p>		
GRI 205: ANTICORRUPTION 2016	205-1	Operations assessed in terms of the risks relating to corruption	PAGES 68-70 ↗	-	16

GRI CONTENT INDEX

GOVERNANCE, ETHICS, AND COMPLIANCE							
GRI 205: ANTICORRUPTION 2016	205-2	Communication and training on anti-corruption policies and procedures	PAGES 68-70 ↗	<p>The total number and percentage of governance body members, employees, and business partners who have been informed about the organization's anti-corruption procedures and policies, broken down by region;</p> <p>As well as the communication of the organization's anti-corruption procedures and policies to those involved;</p> <p>And the total number and percentage of governance body members and employees who have received anti-corruption training, broken down by job category and region.</p>	Information not available.	<p>The number of members, employees, and business partners by region and job category is not provided as we do not manage this data with these segments. In total, 413 employees (active or dismissed) were trained in the complete online training on the Code of Conduct and other policies in February, and 323 employees (active or dismissed) in the November training ("Doing the Right Thing Right!")</p>	16
	205-3	Confirmed incidents of corruption and actions taken	PAGE 71 ↗ There were no confirmed incidents of corruption.	-	-	-	16
GRI 206: ANTI-COMPETITIVE BEHAVIOR 2016	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	N/A	-	-	-	16
GRI 207: TAX 2019	207-1	Approach to tax	N/A	-	-	-	1, 10, 17
	207-2	Tax governance, control and risk management	N/A	-	-	-	1, 10, 17
GRI 406: NON-DISCRIMINATION 2016	406-1	Incidents of discrimination and corrective actions taken	PAGE 71 ↗ No reports or discoveries were made through the channels made available for reporting and contact	-	-	-	5, 8
GRI 418: CLIENT PRIVACY	418-1	Proven complaints concerning the violation of privacy and loss of client data	PAGE 71 ↗ No leaks, thefts or losses of information were identified in 2022.	-	-	-	16
BUSINESS INNOVATION AND RESILIENCE							
GRI 3: DISCLOSURE ON MATERIAL TOPICS 2021	3-3	Management of material topics	PAGES 16-19 ↗	-	-	-	-
GRI 201: ECONOMIC PERFORMANCE 2016	201-1	Direct economic value generated and distributed	PAGES 18 ↗, 19 ↗ and 77 ↗	-	-	-	8, 9
	201-2	Financial implications and other risks and opportunities due to climate change	-	Specify if the Company has a mapping of risks and opportunities motivated by climate change with the potential to generate substantial changes in operations, revenues or expenses.	Information not available.	Omega is currently developing its understanding of this topic. The conclusion of this assessment will be disclosed in due course.	13
ENERGY SECTOR SUPPLEMENT - AVAILABILITY AND RELIABILITY	EU6	Management approach to ensure the availability and reliability of energy in the short and long-term	PAGES 16 ↗ and 30 ↗	-	-	-	7

GRI CONTENT INDEX

ATTRACTION, DEVELOPMENT AND RETENTION OF EMPLOYEES							
GRI 3: DISCLOSURE ON MATERIAL TOPICS 2021	3-3	Management of material topics	PAGES 50-57 ↗	-		-	
	202-1	Proportion between the lowest salary and the local minimum wage, with gender discrimination breakdown	PAGE 77 ↗ We have defined our operational units as our parks and offices, all with the same operational importance and within the same economic group.	When a significant portion of other workers (excluding employees) who perform the organization's activities are remunerated based on wages subject to minimum wage rules, describe the measures taken to determine if these workers are paid above the minimum wage.	Information not available.	Considering the updated GRI standards, this indicator is no longer applicable to Omega Energia, as only 2 (0.83%) co-entrepreneurs receive close to the national minimum wage (R\$ 1,604.89 and R\$ 1,437.07).	1, 5, 8
GRI 202: MARKET PRESENCE 2016	202-2	Ratio of senior management hired from the local community	All of the top leadership is locally hired, considering the South, Southeast, and Northeast regions of Brazil and the United States as "local". Top leadership refers to the 23 people on the executive board responsible for sectors, administration, and management of all operational units, defined as having equal operational importance within the group. We define operational units as our parks and offices, all with the same operational importance within the same economic group. All members are hired full-time.	-			8
	401-1	New hirings and employee turnover	PAGE 82 ↗	-			5, 8, 10
GRI 401: EMPLOYMENT 2016	401-2	Benefits offered to full-time employees that are not provided to temporary or part-time employees	PAGES 55 ↗ and 56 ↗ We have defined our operational units as our parks and offices, all with the same operational importance and within the same economic group.	-			3, 5, 8
	401-3	Parental leave	PAGE 83 ↗ All employees are entitled to take maternity/paternity leave.	-			5, 8
GRI 404: TRAINING AND EDUCATION 2016	404-1	Average hours of training per year per employee	PAGE 84 ↗	-			4, 5, 8, 10
	404-2	Programs for upgrading employee skills and career transition assistance programs	PAGES 53 ↗ and 54 ↗	Type and scope of programs implemented and assistance provided to enhance employee skills; Career transition assistance programs.	Information not available.	According to "Attraction, Development and Engagement", despite the Company's development of various activities for improving skills and providing career transition assistance, there is currently no established and detailed scope of programs. This aspect will be addressed in the next cycles.	8
	404-3	Percentage of employees receiving regular performance and career development reviews	PAGES 53 ↗ and 84 ↗	-			5, 8, 10

GRI CONTENT INDEX

ATTRACTION, DEVELOPMENT AND RETENTION OF EMPLOYEES						
GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016	405-1	Diversity of governance bodies and employees	PAGES 85-88 ↗	-		5, 8
	405-2	Ratio of basic salary and remuneration of women to men	PAGE 89 ↗ We have defined our operational units as our parks and offices, all with the same operational importance and within the same economic group.	-		5, 8, 10
CLIMATE STRATEGY						
GRI 3: DISCLOSURE ON MATERIAL TOPICS 2021			PAGES 27-40 ↗ The definition of the company's material topics resulted from the materiality matrix process, which involved stakeholders. Through consultation, topics were defined and feedback for improvement from all groups was incorporated. The 100% renewable and low-cost energy we produce contributes daily to mitigate the effects of climate change on our planet, avoiding the annual emission of tons of greenhouse gases (GHG) into the atmosphere. Therefore, we understand that our impact on this material topic is positive.	-		
	3-3	Management of material topics	We are the transformation we want to see in Brazil and in the world. By leading by example, we strive to be protagonists in the fight against climate change. Our commitments for 2022 included the development of a decarbonization plan, obtaining the gold seal in the GHG protocol, responding to CDP and the Task Force on Climate-related Financial Disclosures (TCFD), and the continuous implementation of the EMS. To address potential negative impacts, prevent and mitigate them, we rely on environmental studies (EIA-RIMA, RAS...) and the development of the Decarbonization Plan, both accompanied by constant monitoring. To report the effectiveness of the measures, Omega uses its communication channels, in addition to quarterly releases and the Sustainability Report.			
GRI 302: ENERGY 2016	302-1	Energy consumption within the organization	PAGE 79 ↗ The methodology and conversion factors used to measure consumption are those applied by the Brazilian GHG Protocol Program.	Heating consumption; Cooling consumption; Steam consumption; Pending: Heating sold; Cooling sold; Steam sold.	Information not applicable.	These activities are not carried out by the Company.
	302-2	Energy consumption outside of the organization	PAGE 79 ↗ The methodology and conversion factors used to measure consumption are those applied by the Brazilian GHG Protocol Program.	-		7, 8, 12, 13

GRI CONTENT INDEX

CLIMATE STRATEGY							
GRI 302: ENERGY 2016	302-3	Energy intensity	PAGES 35-37 ↗	Energy intensity rate, as well as its complements: specific metric, types of energy included in the intensity rate, whether the rate uses energy consumed within the organization, outside it, or both.	Information not available.	The company does not measure the energy intensity rate inside and outside the organization. This aspect will be addressed in the next cycles.	7, 8, 12, 13
	302-4	Reduction of energy consumption	PAGES 35-37 ↗	Volume of reductions in energy consumption, types of energy included in the reductions, as well as the basis used for calculation and standards, methodologies, assumptions and/or calculation tools adopted.	Information not available.	As highlighted in the "Decarbonization Targets" section, in 2022, the Company developed and approved its Decarbonization Plan. Therefore, there was no measurement of the volume of energy consumption reductions during the period covered in this Integrated Report. Starting from the next cycle, monitoring and disclosure of the indicators related to the actions of the Decarbonization Plan will be carried out.	7, 8, 12, 13
	302-5	Reduction in the energy requirements of products and services	PAGES 35-37 ↗	Reductions in the energy requirements of products and services sold, as well as the basis used to calculate the reduction in energy consumption, and its adopted standards, methodologies, assumptions and/or calculation tools.	Information not available.	The Company does not monitor energy requirements for products and services. This aspect will be addressed in the next reporting cycles.	7, 8, 12, 13
GRI 305: EMISSIONS 2016	305-1	Direct (Scope 1) emissions of greenhouse gases (GHGs)	PAGES 78-80 ↗	-			3, 12, 13, 14, 15
	305-2	Indirect emissions (Scope 2) of greenhouse gases (GHG) arising from the acquisition of energy	PAGES 78-80 ↗	-			3, 12, 13, 14, 15
	305-3	Other indirect (Scope 3) GHG emissions	PAGES 78-80 ↗	-			3, 12, 13, 14, 15
	305-4	Intensity of greenhouse gas (GHG) emissions	PAGES 78-80 ↗	-			13, 14, 15
	305-5	Reduction of GHG emissions	PAGES 35-37 ↗	Reduction of GHG emissions, including the gases included, baseline year, scopes in which the reductions occurred, as well as the norms and methodologies and/or assumptions adopted.	Information not available.	As highlighted in the "Decarbonization Targets" section, in 2022, the Company developed and approved its Decarbonization Plan. Therefore, there was no measurement of the volume of GHG emissions reduction during the period covered in this Integrated Report. Starting from the next cycle, monitoring and disclosure of indicators related to the actions of the Decarbonization Plan will be carried out.	13, 14, 15
	305-6	Emissions of ozone depleting substances (ODS)	PAGES 35-37 ↗	Production, import and export of ODS, as well as the substances included in the calculation; source of emission factors, as well as standards, methodologies, assumptions and/or calculation tools adopted.	Non applicable.	The Company does not produce, import, or export ODS, nor the substances included in the calculation.	3, 12

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CLIMATE STRATEGY						
GRI 305: EMISSIONS 2016	305-7	Nitrous oxides (NOx), sulfur oxides (SOx), and other significant air emissions	PAGES 35-37 ↗	<p>Significant atmospheric emissions for all requested categories are:</p> <ul style="list-style-type: none"> i. NOx ii. SOx iii. Persistent Organic Pollutants (POPs) iv. Volatile Organic Compounds (VOCs) v. Hazardous Air Pollutants (HAPs) vi. Particulate Matter (PM) <p>As well as the source of emission factors used, standards, methodologies, assumptions, and/or calculation tools adopted.</p>	Non applicable.	<p>The Company does not emit significant amounts of these categories.</p> <p>3, 12, 14, 15</p>
SOCIO-ENVIRONMENTAL RESPONSIBILITY						
GRI 3: DISCLOSURE ON MATERIAL TOPICS 2021	3-3	Management of material topics	PAGES 41-59 ↗	-	-	-
GRI 203: INDIRECT ECONOMIC IMPACTS 2016	203-1	Infrastructure investments and services supported	PAGES 41-45 ↗ and D 77 ↗	-	-	5, 9, 11
	203-2	Significant indirect economic impacts	PAGE 43 ↗ The indirect impacts of Omega's operations drive public investments for expanding the scope of public policies and improving infrastructure, such as increasing road networks and building social facilities for health, leisure, and education, which require professionals to serve the direct and indirect jobs generated by the presence of the enterprise, particularly in relation to construction and maintenance services for assets. The indirect economic impacts caused by Omega Energy's operations can be related to the United Nations' Sustainable Development Goals, with SDG 8 being the main one.	-	-	1, 3, 8
GRI 204: PROCUREMENT PRACTICES 2016	204-1	Proportion of spending on local suppliers	PAGE 59 ↗	<p>Percentage of the purchasing budget used in significant operating units that is spent on local suppliers.</p> <p>The geographic definition of "local" adopted by the organization.</p> <p>The definition used for "significant operating units".</p>	Information not available.	<p>The company does not yet have detailed control over spending with local suppliers. This methodology, which aims to better track this information, is under development and should be finalized in the next reporting cycles.</p> <p>8</p>
GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT 2016	308-1	New suppliers selected following consideration of environmental criteria	PAGE 59 ↗	Percentage of new suppliers	Information not available.	<p>As highlighted in "Supply Chain", in 2022, the Company developed and started an important process of supplier development. An environmental criteria adoption stage for supplier selection is planned and should be implemented in the next cycles.</p> <p>Currently, suppliers are selected based on various criteria such as service quality, price, and delivery time.</p> <p>-</p>

GRI CONTENT INDEX

SOCIO-ENVIRONMENTAL RESPONSIBILITY							
GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT 2016	308-2	Negative environmental impacts in the supply chain and actions taken	PAGE 59 ↗	Number of suppliers evaluated and identified as causing real and potential negative environmental impacts, as well as the description of these impacts.	Information not available.	As highlighted in the "Supply Chain" section, in 2022, the Company developed and began an important process of supplier development. An assessment stage of the real and potential negative impacts caused by suppliers is planned, followed by the development of individual improvement plans, which is expected to be implemented in the next cycles.	12
				Percentage of suppliers with which improvements were agreed as a result of the assessment carried out, and with which the organization ended business relations as a result of the assessment and the reasons that motivated this termination.			
GRI 411: RIGHTS OF INDIGENOUS PEOPLE 2016	411-1	Incidents of violations involving rights of indigenous people	N/A. Omega does not have operations that impact indigenous people.				
	413-1	Operations with engagement, impact assessments, and development programs for the local communities	PAGES 43-45 ↗	-			-
GRI 413: LOCAL COMMUNITIES 2016	413-2	Operations with significant (actual and potential) negative impacts on local communities	PAGES 43-45 ↗ We consider that Omega's operations do not pose significant real and potential risks to neighboring communities in carrying out its activities. However, any action that has potential negative impact, even if temporary, is planned in order to avoid disruptions to communities. It is worth noting that (i) impact assessments and continuous monitoring are carried out; (ii) public disclosure of environmental and social results and impacts; (iii) development of communication programs, such as the Enterprise Monitoring Commissions (CAEs); and (iv) voluntary community development programs (private social investment) are conducted based on their needs.	-			1, 2
	414-1	New suppliers that were screened using social criteria	PAGE 59 ↗	Percentage of new suppliers selected based on social criteria.	Information not available.	As highlighted in the "Supply Chain" section, in 2022, the Company developed and began an important process of supplier development. A stage of adopting social criteria for supplier selection is planned to be implemented in the next cycles. Currently, suppliers are selected based on various criteria, such as service quality, price, and lead time.	5, 8, 16
GRI 414: SOCIAL ASSESSMENT OF SUPPLIERS 2016	414-2	Negative social impacts in the supply chain and actions taken.	PAGE 59 ↗	Number of suppliers evaluated and identified regarding real and potential negative social impacts. Description of significant negative social impacts.	Information not available.	As highlighted in the "Supply Chain" section, in 2022, the Company developed and began an important supplier development process. An evaluation stage of the real and potential negative impacts caused by suppliers is planned, followed by the development of individual improvement plans, which should be implemented in the next cycles.	5, 8, 16
				Percentage of suppliers with whom improvements were agreed upon as a result of the evaluation. Percentage of suppliers with whom the organization terminated business relationships as a result of the evaluation, and the reasons that motivated this termination.			

GRI CONTENT INDEX

ENERGY EFFICIENCY					
GRI 3: DISCLOSURE ON MATERIAL TOPICS 2021	3-3	Management of material topics	PAGES 10-12 and 37	-	-
ENERGY SECTOR SUPPLEMENT - ORGANIZATIONAL	EU1	Installed capacity (MW), by primary energy source and by regulatory regime	PAGES 11 and 12	-	7
ENERGY SECTOR SUPPLEMENT - ACCESS	EU30	Average plant availability factor by energy source and by regulatory regime	PAGES 10-12 and 37 In 2022, the average availability of our energy generation was 94.76% for the wind source; 97.22% for hydro resources (Small Hydroelectric Power Stations); and 99.75% for the solar source.	-	1, 7
ENERGY SECTOR SUPPLEMENT - RESEARCH AND DEVELOPMENT	EU8	Research and development activity and expenditure aimed at providing reliable electricity and promoting Sustainable Development	PAGES 16 , 17 and 30	-	7, 9, 17

HEALTH AND SAFETY AT WORK

GRI 3: DISCLOSURE ON MATERIAL TOPICS 2021	3-3	Management of material topics	PAGES 56-58	-	-	
GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018	403-1	Occupational health and safety management system	PAGE 58 The system was not developed by legal requirement, but it was based on regulatory standards; NBRs; and local legislations.	-	8	
	403-2	Hazard identification, risk assessment and incident and incident investigation	PAGE 58 The Accident and Near Misses Standard establishes the minimum requirements for notification, reporting, and investigation of accidents and near misses involving people from Omega Energia, contracted companies and their subcontractors, and third parties serving Omega Energia. For collecting reports, we have a specific online application. To protect workers from retaliation, we reinforce the culture of health and safety in the Company every day, as described in our Health and Safety Policy, our Life Rules, and this Integrated Report, on Page 58. The aforementioned Policies and Guidelines, supported by our procedures and training for the Omega team and third parties, are references for workers to remove themselves from work situations they believe may cause them a workplace accident or occupational disease.	-	8	
	403-3	Occupational health services	PAGE 56-58	-	8	
	403-4	Worker participation, consultation, and communication on occupational health and safety at work	PAGE 58	Where there are formal health and safety committees composed of employers and workers, a description of their responsibilities, frequency of meetings, decision-making power, and whether any workers are not represented by these committees and, if so, why they are not.	Information not available.	There are no formal committees within the Company's governance structure. Informal bodies are described on PAGE 58 .
						8, 16

GRI CONTENT INDEX

HEALTH AND SAFETY AT WORK				
GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018	403-5	Training for workers in occupational health and safety	PAGE 58 ↗	8
	403-6	Promotion of worker health	PAGES 56-58 ↗	3
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked to business relations	PAGES 56-58 ↗	8
	403-8	Workers covered by an occupational health and safety management system	PAGES 56-58 ↗ All workers are covered by a health and occupational safety system. For this assessment, the number of workers in implementation (Omega + third parties) and asset management (Omega + third parties) was considered for the year 2022.	8
	403-9	Work-related injuries	PAGE 84 ↗	3, 8, 16
	403-10	Work-related illnesses	PAGE 58 ↗	3, 8, 16
ENERGY SECTOR SUPPLEMENT - EMPLOYMENT	EU16	Policies and requirements regarding the health and safety of employees and employees of outsourced companies and subcontractors	PAGES 56-59 ↗	8

SASB CONTENT INDEX

SASB CONTENT INDEX¹

TOPIC	CODE	TITLE	DESCRIPTION
EMISSIONS OF GREENHOUSE GASES	IF-EU-110a.1	(1) Scope 1 gross global emissions; (2) Percentage covered by emission limitation regulations; and (3) Emissions Reporting Regulations.	14,190.48 There is no % covered by emission limitation regulations.
	IF-EU-110a.2	Emissions of greenhouse gases (GHGs) associated with energy supply	14.68 tCO _{2e}
	IF-EU-110a.3	Description of any long-term and short-term strategy or plan to manage Scope 1 emissions, emission-reduction targets, and an analysis of performance against those targets	Decarbonization Plan
OCCUPATIONAL HEALTH & SAFETY	IF-EU-320a.1	(1) Total recorded incident rate (TRIR), (2) fatality rate and (3) near-miss frequency rate (NMFR)	Information not available. The Company controls accidents involving time off work, including lost days, calculating only the rates of frequency of accidents and their severity.
RESILIENCE OF THE GRID	IF-EU-550a.1	Number of incidents in non-compliance with standards or regulations of physical and/or cybernetic security	142 incidents of non-compliance were registered (of a high or critical level). There were 832 incidents of an average level and 5,693 at low level.
ACTIVITY METRICS	IF-EU-000.A	Number of customers served: (1) residential; (2) commercial; and (3) industrial	280 commercial clients and 41 industrial clients are served.
	IF-EU-000.B	Total electricity sold to: (1) residential, (2) commercial, (3) industrial, (4) all other retail customers and (5) wholesale customers	Residential: N/A Commercial: 2,352 GWH Industrial: 9,679 GWH Total: 12,031 GWH
	IF-EU-000.D	Total electricity generated, percentage by principle energy source, percentage in regulated markets	Total electricity generated: 6,738,900 Percentage by main energy source: 88.38% Percentage in regulated markets: 42%
	IF-EU-000.E	Total wholesale electricity purchased	8,400,431 MWH or 8,400 GWh

SUSTAINABLE DEVELOPMENT GOALS
1. No poverty
2. Zero Hunger and Sustainable Farming
3. Health and wellbeing
4. Quality education
5. Gender equality
6. Clean water and sanitation
7. Clean and accessible energy
8. Decent work and economic growth
9. Industry, innovation and infrastructure
10. Reduced inequalities
11. Sustainable cities and communities
12. Responsible consumption and production
13. Action against global climate change
14. Life below water
15. Land life
16. Peace, justice and strong institutions
17. Partnerships and means of implementation

¹ The data presented above may undergo minor changes after the completion of Omega Energia's greenhouse gas inventory audit.

LETTER OF ASSURANCE



INDEPENDENT AUDITORS' LIMITED ASSURANCE REPORT ON NON-FINANCIAL INFORMATION INCLUDED IN THE INTEGRATED REPORT

To the Board of Directors and Shareholders
Omega Energia S.A.
São Paulo - SP

Introduction

We have been engaged by Omega Energia S.A. ("Company") to present our limited assurance report on the non-financial information included in the "Integrated Report 2022" of Omega Energia S.A., for the year ended December 31, 2022.

Our limited assurance does not extend to prior period information or to any other information disclosed in conjunction with the Integrated Report, including any embedded images, audio files or videos.

Responsibilities of Omega Energia S.A.'s management

The management of Omega Energia S.A. is responsible for:

- o select and establish appropriate criteria for the elaboration of the information contained in the Integrated Report;
- o prepare the information in accordance with the criteria and guidelines of the Global Reporting Initiative (GRI - Standards), with the Sustainability Accounting Standard - Electric Utilities & Power Generators of the Sustainability Accounting Standards Board (SASB) and the CPC 09 Guidance - Integrated Reporting, correlated with the Basic Conceptual Framework of Integrated Reporting, prepared by the International Integrated Reporting Council (IIRC);
- o design, implement, and maintain internal control over information relevant to the preparation of Integrated Report that is free from material misstatement, whether due to fraud or error.

Responsibility of the independent auditors

Our responsibility is to express a conclusion on the non-financial information included in the Integrated Report 2022, based on the limited assurance engagement conducted in accordance with Technical Communication CTO 07/2022 issued by the CFC, and based on NBC TO 3000 - Assurance Engagements other than Audits and Reviews, also issued by the CFC, which

is equivalent to international standard ISAE 3000 - Assurance engagements other than audits or reviews of historical financial information, issued by the International Auditing and Assurance Standards Board (IAASB). These standards require compliance by the auditor with ethical requirements, independence, and other responsibilities relating to it, including the application of the Brazilian Quality Control Standard (NBC PA 01) and, therefore, the maintenance of a comprehensive quality control system, including documented policies and procedures on compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

Additionally, the standards require that the work be planned and performed with the objective of obtaining limited assurance that the non-financial information in the Integrated Report 2022, taken as a whole, is free from material misstatement.

A limited assurance engagement conducted in accordance with NBC TO 3000 (ISAE 3000) mainly consists of inquiries to Omega Energia S.A.'s management and other Omega Energia S.A.'s professionals who are involved in the preparation of information, as well as the application of analytical procedures to obtain evidence that enables us to conclude, in a limited assurance manner, on the information taken as a whole. A limited assurance engagement also requires the performance of additional procedures when the independent auditor becomes aware of matters that lead him to believe that the information disclosed in the Integrated Report, taken as a whole, may present material misstatements.

The procedures selected were based on our understanding of the aspects relating to the compilation, materiality and presentation of the information contained in the Integrated Report 2022, other circumstances of the engagement and our consideration of areas and the processes associated with the material information disclosed in the Integrated Report 2022 where material misstatements could exist. The procedures comprised, among others:

- a. planning the work, considering the materiality of the aspects for Omega Energia S.A.'s activities, the relevance of the information disclosed, the volume of quantitative and

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qualitative information and the operating and internal control systems that served as a basis for the preparation of the information contained in the Integrated Report 2022.

- b. the understanding of the calculation methodology and the procedures for the compilation of the indicators through inquiries with the managers responsible for the preparation of the information;
- c. the application of analytical procedures on the quantitative information and inquiries on the qualitative information and its correlation with the indicators disclosed in the information contained in the Integrated Report 2022; and
- d. for the cases in which the non-financial data correlate with indicators of a financial nature, the confrontation of these indicators with the accounting statements and/or accounting records
- e. analysis of the processes for preparing the Report and its structure and content, based on the Content and Quality Principles of the Sustainability Reporting Standards of the Global Reporting Initiative - GRI, with the Sustainability Accounting Standard - Electric Utilities & Power Generators of the Sustainability Accounting Standards Board (SASB), with the CPC 09 Guidance - Integrated Reporting (which correlates to the Basic Conceptual Framework of Integrated Reporting, prepared by the International Integrated Reporting Council - IIRC);
- f. evaluation of the sampled non-financial indicators;
- g. understanding the calculation methodology and the procedures for the compilation of the indicators through interviews with the managers responsible for the preparation of the information;
- h. analysis of the reasonableness of the justifications for the omission of performance indicators associated with aspects and topics indicated as material in the Company's materiality analysis.

The limited assurance work also comprised adherence to the guidelines and criteria of the GRI - Standards elaboration framework applicable in the preparation of the information included in the Integrated Report 2022.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our limited assurance conclusion.

Scope and limitations

The procedures performed in limited assurance work vary in nature and timing, and are smaller in extent than in reasonable assurance work. Consequently, the level of assurance obtained in limited assurance work is substantially lower than that which would be obtained if reasonable assurance work had been performed. If we had performed reasonable assurance work, we could have identified other issues and possible distortions that may exist in the information contained in the Report. Therefore, we do not express an opinion on this information.

Non-financial data are subject to more inherent limitations than financial data, given the nature and diversity of the methods used to determine, calculate or estimate these data. Qualitative interpretations of materiality, relevance, and accuracy of the data are subject to individual assumptions and judgments. Additionally, we did not perform any work on data reported for prior periods, nor in relation to future projections and targets.

The preparation and presentation of sustainability indicators followed the GRI - Standards criteria and, therefore, are not intended to ensure compliance with social, economic, environmental or engineering laws and regulations. These standards do, however, provide for the presentation and disclosure of any non-compliance with such regulations when significant sanctions or fines are incurred. Our assurance report must be read and understood in this context, inherent to the selected criteria (GRI - Standards).

Conclusion

Based on the procedures performed, described in this report and the evidence obtained, nothing has come to our attention that causes us to believe that the non-financial information included in the Integrated

Report for the year ended December 31, 2022 of Omega Energia S.A., have not been prepared, in all material respects, in accordance with the Sustainability Reporting Standards of the Global Reporting Initiative - GRI, the Sustainability Accounting Standard - Electric Utilities & Power Generators of the Sustainability Accounting Standards Board (SASB) and with the Guidance CPC 09 - Integrated Reporting (which correlates to the Integrated Reporting Framework prepared by the International Integrated Reporting Council - IIRC).

São Paulo, March 29th, 2023

KPMG Auditores Independentes Ltda.
CRC 2SP-014428/O-6

Original report in portuguese signed by



Sebastian Yoshizato Soares
Accountant CRC 1SP257710/O-4



CREDITS AND THANKS



CREDITS

Content and Consultation

grupo report – rpt.sustentabilidade – www.gruporeport.com.br ↗

Ana Souza Project management
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Tatiana Lopes and Nikaelly Sousa GRI consultation
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Stephen Wingrove Translation

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Design and illustration



