
**PERFORMANCE ASSESSMENT POLICY OF DIRECTORS, OFFICERS, AND COMMITTEE
MEMBERS**

OF

OMEGA ENERGIA S.A.,
CNPJ/ME (Corporate Taxpayer ID) No. 42.500.384/0001-51/NIRE (Company
Registration ID) 35300571851
City of São Paulo, State of São Paulo, at Rua Elvira Ferraz, nº 68, 12º andar, Conjuntos
nº 123 e 124, Vila Olímpia, CEP 04.554-040

1 Definitions

1.1. The terms and expressions listed below, both in the singular and plural forms, shall have the following meanings when used in this Policy:

“Managers”	Officers and members of the Board of Directors of the Company
“Committees”	Advisory committees to the Board of Directors, created under the Articles of Incorporation or not
“Company”	Omega Energia S.A.
“Board of Directors”	The Company’s Board of Directors
“Directors”	Members of the Board of Directors
“CVM”	Securities and Exchange Commission
“Officers”	Executive Board members.
“Executive Board”	The Company’s executive board, created under the Articles of Incorporation or not
“Articles of Incorporation”	The Company’s Articles of Incorporation
“Brazilian Corporations Act”	Law No. 6404, dated December 15, 1976, as amended
“Policy”	Performance Assessment Policy of Directors, Officers, and Committee Members.
“Regulation of Novo Mercado”	Regulation of Novo Mercado segment at B3 S.A. – Brasil, Bolsa, Balcão

2. Purpose

2.1. This Policy intends to establish the guidelines for performing the annual performance assessment of the Company’s Directors, Officers, and members of the Committees, with a view to contributing to the improvement of the Company’s governance.

3. Principles

3.1. The assessment is aimed to review the individual performance of each member, connecting their performance with the Company's results. This process allows us to fully assess the performance of each person, considering quantitative and qualitative aspects, in addition to directing towards the accomplishment of the Company's strategy and consolidation of its culture.

3.2. The assessment of the Directors, Officers, and members of the Company's Committees contributes to ensuring the alignment of incentives and the effectiveness of the Company's governance. Through an effective performance assessment, the company is able to spot the strengths and opportunities for improvement of the collegiate body and of each of its members individually.

3.3. The Directors, Officers, and members of the Company's Committees will be assessed annually based on functional, cultural, and performance parameters. This process contributes to the accomplishment of strategic objectives, and to the fostering of superior and consistent performance of the organization.

4. Assessments

4.1. The human resources staff is responsible for coordinating the Officers' assessment, and submitting it to the Board of Directors.

4.1.1. The Board of Directors shall define the guidelines that sets forth the skills expected for each position of the Company's Executive Board, allowing an assessment in line with its objectives. With these guidelines, the Company anticipates the alignment to ensure the unfolding of new challenges and responsibilities.

4.1.2. Members of the Executive Board should be assessed annually. This assessment is formally entered on a platform and later the human resources staff prepares a consolidated report that is submitted and discussed with the Board of Directors.

4.2. The assessment of the Board of Directors and the Committees, as collegiate bodies, as well as of their respective members, individually, will be carried out annually by the Chairman of the Board of Directors, in compliance with the guidelines of this Policy.

4.2.1. The results of the assessments of the members of the Board of Directors and of the Committees will be kept confidential by the Chairman of the Board. The assessment can also serve as grounds

for the reelection of directors, at the discretion of the Chairman of the Board of Directors.

5. Miscellaneous

5.1. This Policy may be amended, whenever necessary, by resolution of the majority of the members of the Board of Directors present at the meeting that resolves on the matter.

5.2. In the event of a conflict between the provisions of this Policy and the Company's Articles of Incorporation, the provisions of the Articles of Incorporation shall prevail and, in the event of a conflict between the provisions of this Policy and the applicable laws, the latter shall prevail.

5.3. If any provision of this Policy is found to be invalid, unlawful, or ineffective, that provision will be limited, to the extent possible, so that the validity, lawfulness, and effectiveness of the remaining provisions of this Policy are not affected or impaired.

5.4. This Policy enters into force on the date of its approval by the Board of Directors, and will be disclosed as provided for in the applicable laws and regulations.

*Approved at the Meeting of the Board of Directors of Omega Energia S.A.,
held on September 24, 2021.*

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