

**COMPANHIA ENERGÉTICA DE MINAS GERAIS – CEMIG**  
**PUBLICLY-HELD COMPANY**  
**CORPORATE TAXPAYER'S ID (CNPJ): 17.155.730/0001-64**  
**COMPANY REGISTRY (NIRE): 31300040127**

**MATERIAL FACT**

**Collective Dispute Settlement Agreement on Health Plans**

**COMPANHIA ENERGÉTICA DE MINAS GERAIS – CEMIG (“CEMIG” or “Company”)**, a publicly-held company with shares traded on the stock exchanges of São Paulo and New York, under CVM Resolution 44/2021, hereby informs its shareholders and the market in general, further to the Material Facts disclosed on December 03, 2025, September 19, 2025, September 12, 2025, and February 20, 2025, that, on this date, the Regional Labor Court of the 3rd Region (TRT-3) approved a single agreement entered into with the employee representative entities, within the scope of collective agreements 0011802-15.2025.5.03.0000 and 0011731-13.2025.5.03.0000, involving the Union of Electric Power Workers of Southern Minas Gerais (SINDSUL), the Federation of Workers in Urban Industries of Minas Gerais (FTIUMG), the Intermunicipal Union of Workers in the Energy Industry of Minas Gerais (SINDIELETRO); the Union of Engineers of the State of Minas Gerais (SENGE); the Union of Industrial Technicians of Minas Gerais (SINTEC); the Union of Utility Workers of Juiz de Fora, and the retired employees of the Association of Retired Employees and Pensioners of Cemig and its Subsidiaries (AEA).

The new agreement unifies and replaces the previous agreements already approved between Cemig and the labor unions, as disclosed in the Material Facts of December 03, 2025 and September 19, 2025, limiting the payment of a compensatory indemnification (buyout) to a maximum aggregate amount of R\$1,280,000,000.00 (one billion and two hundred and eighty million reais), to be paid on a pro rata basis in 6 (six) installments, with the final installment due in 2030. Upon execution of the agreement, Cemig shall bear no responsibility for losses, deficits, insufficiencies, financial losses, or technical or actuarial imbalances of the new health plans, whose funding shall be entirely borne by the beneficiaries. Financial budgetary, technical, and actuarial management shall be the responsibility of the governance bodies of the Cemig Saúde Operator and the Management Committee of the new plans.

The single agreement enables the transition of the 15,496 (fifteen thousand, four hundred and ninety-six) participants of the ProSaúde Integrado Plan (PSI) to the new Cemig Saúde health plans, with the termination of Cemig's sponsorship of the PSI as of December 31, 2025. As a result, Cemig concludes its direct involvement in the management and funding of retirees' health plans.

The agreement approved by TRT-3 will lead to the extinction of judicial claims discussing the right to health plan funding, covering active employees, retirees, and pensioners represented by or affiliated with the signatory entities.



CEMIG reaffirms its commitment to keeping shareholders and the market in general informed about this matter, under CVM regulations and applicable legislation.

Belo Horizonte, December 12, 2025.

Andrea Marques de Almeida  
Vice President of Finance and Investor Relations

