
OCCUPATIONAL HEALTH AND SAFETY POLICY

**Replaces NO-02.03
of 06/24/2022**

1. PURPOSE

1.1 Companhia Energética de Minas Gerais – CEMIG (“CEMIG”), a company engaged in the generation, transmission, and distribution of electricity, understands that, to achieve effectiveness in its business, Respect for Life must be the fundamental assumption of its operations, ensuring the effective protection of its entire workforce, comprised of its own employees, contractors, and employees of contracted companies, as well as the community directly or indirectly affected by its operational system.

1.2 This Policy applies to the workforce of Companhia Energética de Minas Gerais – CEMIG, Cemig Geração e Transmissão S.A. – Cemig GT, and Cemig Distribuição S.A. – Cemig D, and its application and implementation are mandatory for all their suppliers and companies in which CEMIG holds an equity interest, including wholly owned subsidiaries (collectively, for the purposes of this Policy, “CEMIG”).

2. PRINCIPLES

2.1 The identification, assessment, and control of hazards and risks to the health and safety of the workforce, the community, and assets directly or indirectly affected by its operational system are integral parts of the activities carried out in all work processes, from planning and project design, construction, assembly, operation, and maintenance of equipment and facilities, to customer service, ensuring the participation and consultation of the workforce for the safe execution of tasks.

2.2 Proactivity is the fundamental assumption for promoting Occupational Health and Safety and the safety of the community and assets directly or indirectly affected by its operational system, always guided by the ongoing pursuit of improvement and the continuous disclosure of actions to stakeholders.

2.3 The prevention of incidents, accidents, or occupational diseases, as well as the promotion of health and well-being, must be aligned with best national and international practices and standards, and must comply with applicable legislation and internal requirements related to the hazards and risks present in the Company’s activities and facilities.

2.4 Cemig aims to achieve a “zero-accident” target, guiding the pursuit of continuous improvement in Occupational Health and Safety management and performance, through the definition of objectives, thresholds, and indicators, as well as the establishment and prioritization of assertive action plans appropriate to its activities.

2.5 Safety is inherent to work. No work may be performed without safety. No urgency, importance, or any other reason may be invoked to justify the lack of safety at work.

2.6 All employees, contractors, and employees of contracted companies are assured the right to refuse to perform any task where Occupational Health and Safety measures are deemed unsatisfactory. This principle must be disseminated across the entire workforce and included in service agreements with the Company.

2.7 Compliance with actions related to the promotion and prevention of Occupational Health and Safety is the responsibility of all employees, contractors, and employees of contracted companies, regardless of hierarchical level. Failure to comply with this commitment will result in appropriate accountability measures.

2.8 Cemig integrates Occupational Health and Safety into its decisions and organizational processes, ensuring that risks inherent to its activities are systematically identified, assessed, and mitigated, fostering a continuous culture of prevention.

2.9 Cemig recognizes the importance of promoting health, including the physical and mental well-being of its employees.

PEOPLE MANAGEMENT BOARD – DGP

*** Policy approved by the Board of Directors on 04/16/2026**