

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 Bargaining Agreement Regarding 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 September 19, 2025, September 12, 2025, and February 20, 2025, that an agreement entered into with employee representative entities was approved on this date by the Regional Labor Court of the 3rd Region, in connection with the collective bargaining agreement no. 0011731-13.2025.5.03.0000. The agreement was signed with 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).

This agreement, together with the previous one already approved with other labor unions, as disclosed in the Material Fact of September 19, 2025, establishes a buyout payment for compensatory indemnity in a maximum total amount of R\$1,250,000,000.00 (one billion, two hundred and fifty million reais), to be paid on a pro rata basis in 6 (six) installments, with the final installment due in 2030. This amount considers a total of 15,496 (fifteen thousand, four hundred and ninety-six) retired employees and pensioners, all of whom were active and enrolled in the CEMIG Saúde PSI health plan in February 2025.

Together, the two agreements enable the transition of the 15,496 (fifteen thousand, four hundred and ninety-six) participants to new health plans, with the termination of Cemig's sponsorship of the PSI health plan as of December 31, 2025.

The agreement has a resolute nature and applies to those 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 03, 2025.

Andrea Marques de Almeida
Vice President of Finance and Investor Relations

