

---

## COMPENSATION POLICY FOR GRUPO CEMIG'S EXECUTIVE OFFICERS

### 1. INTRODUCTION

The Compensation Policy for Grupo CEMIG's Executive Officers establishes guidelines to be observed for the fixed and variable compensation of the Executive Boards of CEMIG and its wholly-owned subsidiaries or subsidiaries, under the Bylaws of these companies, based on the Long-Term Strategy, Multi-Year Business Plan, and Annual Budget.

### 2. DEFINITIONS

2.1 For the purposes of this Policy, the following definitions are adopted:

2.1.1 **Executive Board (EB):** a body composed of statutory executive officers appointed by the Board of Directors (BoD) of each company, under their Bylaws.

2.1.2 **Fixed Compensation (FC):** cash payments made under the guidelines defined in this Policy. Its purpose is the direct compensation for services provided, in line with market practices.

2.1.3 **Variable Compensation (VC):** bonus or reward to Executive Officers conditioned to performance and delivery of measurable results over a specific period that leads to the Company's success.

2.1.4 **Indicators and Goals for the reference year:** approved by the BoD, based on the Company's Long-Term Strategy, Multi-Year Business Plan, and Annual Budget.

### 3. OBJECTIVE AND COVERAGE

3.1 The purpose of this Policy is to regulate the FC and VC for the Executive Officers of CEMIG and its wholly-owned subsidiaries or subsidiaries, where applicable, in line with the Companies' interests and objectives.

### 4. PRINCIPLES AND GUIDELINES

4.1 The principles and guidelines guiding this Policy include, among others:

4.1.1 The application of technical criteria for valuation and meritocracy in the compensation of the Executive Officers of CEMIG and its wholly-owned subsidiaries or subsidiaries.

4.1.2 The maintenance of competitive internal and external balance standards regarding the best market practices.

4.1.3 Assumption of risks that ensure the companies' sustainability in the long term.

4.1.4 Compensation compatible with the responsibilities of each position, proportional to the companies' size, equity, and results.

## **5. GENERAL PROVISIONS**

5.1 The amount allocated to the Executive Board's FC and VC is covered by the Annual Global Budget for the Administrators' Compensation, established at the ASM, under corporate law.

5.2 Fixed Compensation:

5.2.1 Executive Board members are entitled to monthly FC as defined by the companies' Boards of Directors.

5.2.2 The Executive Officers' FC will take into account market surveys in companies of the same nature and size.

5.2.3 The FC compensates for the function performed and the set of responsibilities, reflecting the experience and skills required for the position.

5.2.4 The maximum limit of the Executive Officers' FC of CEMIG's wholly-owned subsidiaries or subsidiaries is the FC of CEMIG's Executive Officers.

5.3 Variable Compensation:

5.3.1 The Executive Board members of CEMIG and its wholly-owned subsidiaries and subsidiaries, where applicable, are entitled to annual VC for performance as an award for the Company's results.

5.3.2 The VC amount shall result from the fulfillment of annual goals established in Goal Contracts established by the Board of Directors of each company.

5.3.3 Goal Contracts will consist of performance indicators aligned with the Multi-Year Business Plan and Annual Budget of the companies for the reference year, among which there must be at least one indicator based on integrity criteria.

5.3.4 The performance indicators of Goal Contracts will be monitored based on the frequency of calculation of each indicator, according to the table defined in the Executive Officers' VC Program, accompanied by the EB and BoD.

5.3.5 The companies' VC will be calculated based on the Executive Officers' VC Program.

5.3.6 The Executive Officers' VC Program will be submitted for approval of the BoD, until the last meeting held before the approval of the global budget for each fiscal year.

5.4 Return of VC due to non-recurring events (Clawback):

5.4.1 Members and former members of the EB will reimburse or have compensated any variable compensation received by them if the payment, granting, or acquisition of the variable compensation was based on the achievement of financial results that were subsequently subject to a reformulation of the Company's financial statements filed with the Brazilian Securities and Exchange Commission (CVM) or Securities Exchange Commission (SEC), regardless of any knowledge or individual responsibility related to the update or incorrect payments.

5.4.2 The return referred to in 5.4.1 covers the three most recent fiscal years preceding the reformulation of the financial statements, considering the starting period the earliest of (i) the date on which the BoD concludes that a reformulation is necessary; or (ii) the date on which a regulator, court, or other legally authorized entity instructs the company to restate previously issued financial statements.

## **6. MISCELLANEOUS**

6.1 Any amendment or revision of this Policy must be submitted to CEMIG's BoD.

6.2 Cases not covered herein will also be resolved by the Company's BoD.

**ASSISTANT BOARD OF PEOPLE MANAGEMENT AND CORPORATE SERVICES – DGP**  
**Approved at the Board of Directors' Meeting held on 11/09/2023**