
APPOINTMENTS AND ELIGIBILITY POLICY

Replaces NO-02.48,
of 08/19/2020

1. PURPOSE AND SCOPE

1.1. Establish the Appointments and Eligibility Policy of Companhia Energética de Minas Gerais - Cemig (Policy), its wholly owned subsidiaries, controlled companies and affiliates, specifically with regard to the appointment or removal of members to make up the Board of Directors, the Audit Committee, the Executive Board and the Audit Committee of such companies and/or consortia in which they participate.

2. PRINCIPLES AND GUIDELINES

2.1 This Policy must be in line with good corporate governance practices, with the premises of creating value and optimizing business for shareholders, with the Long-Term Strategy, with the Multi-Year Business Plan and with the Annual Budget of Cemig, as well as with the principles of constitutional, administrative, corporate law and other applicable laws and regulations.

2.2 For this Policy, the following basic principles and guidelines that orient the appointment and eligibility of administrators, fiscal council members and members of the Audit Committee, among others provided for in the applicable legislation and regulations, are considered:

a) **Compliance:** to guarantee the faithful observance of the requirements and prohibitions provided for in the applicable legislation and regulations and in the respective statutes, articles of incorporation or instruments of formation of a consortium;

b) **Transparency:** ensure the disclosure on the Company's website of information on the election of members of the Board of Directors, Audit Committee, Executive Board and Fiscal Council of Cemig, its respective wholly owned subsidiaries, controlled and affiliates, with the result of the analysis of conformity with the compliance by the people appointed regarding the relevant legal, regulatory and statutory requirements;

c) **Diversity:** seek to contemplate greater diversity of gender, age, creed, professional experiences, cultural and educational background, race, ethnicity among the members of the Board of Directors, Audit Committee, Executive Board and Fiscal Council, so that they are evaluated different and complementary points of view in business discussions and decision-making;

d) **Professionalism:** ensure that the members appointed to the Board of Directors, the Audit Committee, the Executive Board and the Fiscal Council have academic training and professional experience compatible with the position for which they were appointed and in accordance with applicable legislation and regulations, of in order to exercise it with the professional competence necessary for the best interest of society; and,

e) **Proportionality:** duty to observe, in the appointments, levels of authority, procedures, requirements and prohibitions proportional to the type, size of the company, degree of state control, corporate structure (publicly traded or privately held) and respective statute or articles of incorporation, instrument of constitution of a consortium and shareholders' agreement, if any.

2.3 The appointment is subject to proof of compliance with the applicable legal, regulatory and statutory criteria, through the delivery of the corresponding documents, the specific form and declaration completed and signed and the performance of the background check (integrity assessment) by the Compliance area.

2.4 The reappointment of members of the Board of Directors, the Audit Committee, the Executive Board and the Fiscal Council who do not participate in the annual training provided by the company of which they belong, in the last 2 (two) years, is prohibited, pursuant to applicable law.

3. RESPONSIBILITY FOR APPOINTMENT

3.1 It is the responsibility of Cemig's shareholders to appoint the Company's Board of Directors and Fiscal Council's positions, which must be elected by the General Meeting, except for the election of the Board of Directors representing the employees.

3.1.1 The Bylaws of Cemig, Cemig Geração e Transmissão (Generation & Transmission) SA ("Cemig GT") and Cemig Distribuição (Distribution) SA ("Cemig D") must be observed for the appointment of members of the Board of Directors and of the Audit Committee of Cemig GT and of Cemig D, which provide that the structure and composition of the Board of Directors and the Executive Board of these companies will be identical, with possible exceptions.

3.2 It is the responsibility of the Board of Directors of Cemig, Cemig GT and Cemig D to appoint the positions of Director and member of the Audit Committee, which must be elected at a meeting of the Board of Directors of the respective Companies.

3.3 It is incumbent upon the Executive Board of Cemig and Cemig GT, as applicable, to appoint the members of the Board of Directors, members of the Audit Committee, Fiscal Council members and Directors of other controlled and affiliated companies, when applicable, who shall be elected as provided for in the respective bylaws, articles of incorporation and shareholders' agreements.

3.3.1 The appointment will be proposed by the Chief Executive Officer, after consulting the director responsible for the management of the controlled or affiliated company and observing, when applicable, the Governance, Management and Control Policy in Subsidiaries in which Cemig does not hold shareholding control.

4. ATTRIBUTIONS

4.1 It is incumbent upon the shareholder or statutory body responsible for the appointment to request Cemig's Compliance area to carry out the background check in order to verify the compliance of the persons appointed to compose the Board of Directors, the Audit Committee, the Executive Board or the Fiscal Council of any of the companies or consortia dealt with in this Policy, and the request must be accompanied by a form and specific declaration, duly filled in and signed by the appointed person, who must send the necessary supporting documents.

4.2 Information and documents on those person appointed for positions at Cemig, Cemig D and Cemig GT must be sent by the shareholder or by their duly appointed legal representatives to Cemig via e-

mail ri@cemig.com.br of the Investor Relations Superintendence-IR, at least 15 (fifteen) days in advance of the date of convening the General Meeting.

4.2.1 When the appointment is made after the General Meeting is called, the information and documents referred to in this sub-item must be sent to Cemig (e-mail: ri@cemig.com.br), at least 15 (fifteen) days in advance the date of the General Meeting.

4.2.2 After receiving the appointments, the IR will forward the necessary forms and documents to Cemig's Compliance area, in order to carry out the background check of the appointed person.

4.3 It is also incumbent on the area of *Compliance* of Cemig, perform the background check of those appointed by Cemig and Cemig GT in its subsidiaries, controlled companies and affiliates, verifying, based on the information and documents provided and various sources to which it has access, the fulfillment of requirements and the absence of prohibitions for the appointment to the position.

4.3.1 In this case, the Board responsible for the management of the subsidiary, controlled company or affiliate is responsible for forwarding the necessary forms and documents of the appointed person directly to Cemig's Compliance area, at least 15 (fifteen) days prior to the date of the meeting of the Executive Board that will deliberate on the proposed appointment, to carry out the background check.

4.4 It is incumbent upon the Audit Committee to verify the conformity of the appointments for the Board of Directors, member of the Audit Committee, Director and Fiscal Council of Cemig and its subsidiaries that have adopted the Audit Committee, issuing an opinion on their situation, especially regarding any eventual existence of prohibitions and/or non-fulfillment of requirements.

4.5 It is incumbent upon Cemig's Corporate Law and Governance Management to verify whether the compliance analysis of those appointed to compose the statutory and/or collegiate bodies has been carried out.

4.6 The composition of the Board of Directors and the Executive Board will be evaluated annually by the Board of Directors, with the objective of implementing a gradual change, aiming to increase diversity, and goals may be established.

5. CRITERIA FOR APPOINTMENT OF BOARD OF DIRECTOR'S MEMBERS AND DIRECTORS

5.1 Those appointed for the positions of Board of Director's Members or Director, both at Cemig, Cemig GT and Cemig D, as well as at other controlled or affiliated companies whose appointment is made by Cemig or Cemig GT, must comply with minimum eligibility criteria, in line with applicable laws, regulations and statutory provisions.

5.1.1 The requirements to be met are:

- I. be a citizen of unblemished reputation;
- II. have notorious knowledge and academic training compatible with the position for which he/she was appointed;
- III. have at least one of the professional experiences below:

- a. 10 (ten) years, in the public or private sector, in the area of activity of the state-owned company or in an area related to that for which he/she is appointed as a senior management;
- b. 4 (four) years in the position of director, board of director's member, member of an audit committee or senior manager in a company of a size or corporate purpose similar to that of a state-owned company, the senior manager being understood to be that located in both higher non-statutory hierarchical levels of the company;
- c. 4 (four) years in a commissioned position or function of trust in the public sector, equivalent, at least, to the fourth hierarchical level or higher of the Management and Advisory Group of the State's Direct, Autarchical, and Foundational Administration;
- d. 4 (four) years in the position of professor or researcher, with a higher education level in the area of activity of the state company;
- e. 4 (four) years as a self-employed professional in an activity linked to the state company's area of operation.

5.1.1.1 Academic training must include an undergraduate or graduate degree recognized or accredited by the Ministry of Education.

5.1.1.2 The experiences mentioned in different paragraphs of item III, of subitem 5.1.1, cannot be added together to calculate the required time.

5.1.1.3 The experiences mentioned in the same line of item III, of sub-item 5.1.1, can be added together to calculate the required time, provided that they relate to different periods.

5.1.1.4 Only individuals (natural persons) can be elected to the position of administrator of state companies.

5.1.1.5 Directors must reside in the country.

5.1.2 The appointment to compose the Board of Directors and the Executive Board is prohibited in case of:

- I. representative of the regulatory body to which the state-owned company is subject;
- II. Minister of State, State and Municipal Secretaries;
- III. holder of a position on a commission in the State Public Administration, Direct or Indirect, without permanent relationship with the public service, including in this case a retired public servant or employee;
- IV. statutory director of a political party and holder of a mandate in the Legislative Branch of any federative entity, even if licensed;
- V. consanguineous or kinship relatives, up to the third degree, of the persons mentioned in items I to IV above;
- VI. person who has acted, in the last 36 (thirty-six) months, as a participant in the decision-making structure of a political party;
- VII. person who has worked, in the last 36 (thirty-six) months, in work related to the organization, structuring and carrying out of an electoral campaign;
- VIII. person holding a position in a union organization;

IX. individual who has entered into a contract or partnership, as a supplier or buyer, claimant or offeror, of goods or services of any nature, with the State or with the State-owned company itself, in a period less than 3 (three) years before the date of the appointment;

X. person who has a conflict of interest or who has a well-founded fear of having one with the political-administrative person who controls the state-owned company or with the state-owned company itself;

XI. person who falls under any of the hypotheses of ineligibility provided for in the paragraphs of item I of the main section of art. 1 of Federal Complementary Law No. 64, of May 18, 1990;

XII. person impeded by special law or convicted of a bankruptcy crime, malfeasance, bribery or kickback, racketeering, embezzlement, against the popular economy, public faith or property, or the criminal penalty that prohibits, even temporarily, access to positions public, as well as persons declared incapacitated by an act of the Brazilian Securities Commission (CVM).

6. CRITERIA FOR APPOINTMENT OF FISCAL COUNCIL MEMBERS

6.1 Those appointed for the position of Fiscal Council member, both of Cemig, Cemig GT and Cemig D, as well as of other subsidiaries or affiliates whose appointment is made by Cemig or Cemig GT, must, in accordance with the applicable laws, regulations and statutory provisions, meet the following requirements:

- I. be an individual (natural person), resident in the country and with an unblemished reputation;
- II. have academic training compatible with the exercise of the position;
- III. have a minimum experience of 3 (three) years in charge of:
 - a. directing or advising on Public Administration, Direct or Indirect; or
 - b. fiscal council member or administrator in a company;
- IV. does not fall within the prohibitions referred to in art. 147 of Federal Law No. 6.404, of 1976.

6.1.1 The remuneration due as a result of exercising the function of member of the Board of Directors or Fiscal Council of state-owned companies of the State, cumulatively with the state remuneration of the occupant of effective public office or in commission, or of the public employee, shall not exceed the remuneration ceiling of the State under the terms of §1 of art. 24 of the Constitution of the State of Minas Gerais.

6.1.2 Academic training must include an undergraduate or graduate degree recognized or accredited by the Ministry of Education.

6.1.3 The experiences mentioned in the items of item III, of subitem 6.1, cannot be added together to calculate the required time.

6.1.4 The experiences mentioned in the same line of item III, of sub-item 6.1, can be added together to determine the time required, provided that they relate to different periods.

7. CRITERIA FOR APPOINTMENT OF MEMBERS TO THE AUDIT COMMITTEE

7.1 Those appointed for the position of member of the Audit Committee, both at Cemig, Cemig GT and Cemig D, as well as at other controlled or affiliated companies whose appointment is made by Cemig

or Cemig GT, must, in accordance with the legislation, regulations and applicable statutory provision, observe the minimum conditions below:

- I. not be or have been, in the 12 (twelve) months prior to appointment to the Audit Committee:
 - a. director, employee or member of the Fiscal Council of the state-owned company or its parent company, subsidiary, controlled company, affiliate or company under common control, directly or indirectly;
 - b. technical manager, director, manager, supervisor or any other member with a team management function involved in the audit work of the state-owned company;
- II. not be a spouse or consanguineous or kinship relative or by adoption, up to the second degree, of the persons referred to in item I;
- III. not receive any other type of compensation from the state-owned company or its parent company, controlled company, subsidiary, affiliate or company under common control, directly or indirectly, other than that relating to the role of member of the Audit Committee;
- IV. not being or having been an occupant of effective public office, even if licensed, or of a position on a commission in the State Direct Public Administration, in the 12 (twelve) months prior to appointment to the Audit Committee.

7.1.1 The members of the Audit Committee must have professional experience or academic training compatible with the position, preferably in the area of accounting, auditing or in the sector in which the company operates, and at least one of its members must have recognized professional experience in corporate accounting matters.

7.1.2 Academic training requires an undergraduate or graduate degree recognized or accredited by the Ministry of Education.

7.1.3 Compliance with the provisions of sub-items 7.1, 7.1.1 and 7.1.2 above must be proven by means of documentation kept at the headquarters of the company to which it was appointed, for a minimum period of 5 (five) years, counted from the last day of the mandate of the member of the Audit Committee.

7.2 The members of the Audit Committee can only be removed by justified vote of the absolute majority of the Board of Directors.

ORGANIZATION AND REMUNERATION MANAGEMENT - DPR/OR

* Policy approved by the Board of Directors in //2021