
PEOPLE MANAGEMENT POLICY

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1. INTRODUCTION

Companhia Energética de Minas Gerais – CEMIG or Company considers its employees as strategic partners in fulfilling its mission. They are responsible for its economic, technical, social, and environmental sustainability. In this context, it adopts practices that value people at all management levels.

Encouraging personal and professional development, the practice of fostering dialogue, respect for human rights, and career growth through performance and meritocracy form the pillars of the People Management Policy, which aligns with CEMIG's Code of Conduct, governance, labor legislation, and regulations regulating government-controlled companies.

2. DEFINITION

CEMIG's People Management Policy is a set of practices adopted based on transparency, mutual respect, meritocracy, sustainability, and learning, which guide the working relationships established between the Company and its employees to ensure engagement, alignment, commitment, and a healthy and safe environment, sustainably adding value to the Company's business.

3. STAFFING

Personnel hiring for positions at CEMIG is conducted through civil-service examination.

3.1. Assumptions for promotion

3.1.1. Workforce optimization is guided by business needs to enable the identification of individuals with the required performance and using their potential in roles whose requirements align with the performance presented.

3.1.2. Careers, positions, and roles are organized within a functional structure that supports Strategy. When there are job openings within its structure, the Company offers opportunities for employees to apply for available positions, with clear rules that facilitate mobility and career growth, succession planning, and appropriate compensation, enabling employees to plan their careers. Promotion and progression opportunities are based on individual performance, results, and deliveries.

3.1.3. Meritocracy is the criterion for promotion and salary progression.

3.1.4. There is no provision for promotion or salary progression based on time in a role or time working at the Company.

3.1.5. The workforce is sized and assured based on the Company's strategic objectives, operational requirements, and maintenance of activities, in a dynamic and contingent manner, always seeking productive levels consistent with best market practices.

4. COMPENSATION AND BENEFITS

CEMIG compensates its employees based on market benchmarks.

4.1. Assumptions

4.1.1. Compensation is aligned with market benchmarks, based on job roles, performance, and professional competence.

4.1.2. CEMIG has a Variable Compensation Policy that includes bonuses and/or Profit Sharing for the valuation, motivation, and achievement of strategic goals. Meritocracy and results orientation are prioritized in the criteria and methodology adopted to implement CEMIG's Variable Compensation Policy.

5. TRAINING AND DEVELOPMENT

CEMIG promotes the continuous training and development of its employees to improve their skills and professional and personal growth, thereby improving their performance and the Company's results.

5.1. Assumptions

5.1.1. Training and development programs are proactively and continuously prepared, and integrated based on individual performance and the development plan created together with employees, considering their roles, skills, and expected results. The programs are based on the constant improvement of activities, ensuring health and occupational safety. They adhere to legislation, internal requirements applicable to relevant positions, the evolution of work processes, and the Company's technological status.

5.1.2. The employee is the main agent in the development process, committing to share acquired knowledge and transform their training and skills into solutions that add value to the Company.

5.1.3. Knowledge is a corporate value to be shared among all. Dissemination of knowledge and contribution to process improvement and Company results are obligations of all employees. Failure to do so will be duly investigated and addressed.

5.1.4. Managers encourage and facilitate the training and development process, encouraging and enabling the dissemination of acquired knowledge.

5.1.5. Individual initiatives for education and professional improvement, aligned with business requirements, should be encouraged.

6. LABOR AND UNION RELATIONS

CEMIG recognizes labor relations established under the law.

6.1. Assumptions

6.1.1. CEMIG complies with labor legislation and Collective Labor Agreements and adopts practices to prevent labor risks.

6.1.2. The demands and negotiation processes with entities representing employees are conducted ethically and respectfully, seeking negotiated solutions that strengthen relations based on trust and mutual respect.

7. HEALTH, OCCUPATIONAL SAFETY, AND WELL-BEING

Employee and collaborator health, occupational safety, and well-being are values presented in all CEMIG's activities.

7.1. Assumptions

7.1.1. The Company adopts the best practices for preventing occupational diseases and workplace accidents.

7.1.2. CEMIG has a specific policy with guidelines and principles to implement a comprehensive culture of accident prevention, minimizing risks and providing a safe, healthy, dignified environment with a quality of life for employees and contractors, ensuring their physical, mental, and social well-being.

8. EMPLOYEE COMMUNICATION

CEMIG promotes the communication of matters related to people through agile and effective dissemination of information, built on trust and credibility, which strengthens the relationship between the Company and employees, aligning them to CEMIG's Long-Term Strategy, Business Plan, and Communication and Spokesperson Policy.

8.1. Assumptions

8.1.1. Employees are permanently informed about matters related to people management and Company affairs that can be disclosed.

8.1.2. Communication with employees is agile, clear, objective, and targeted, enhancing credibility and transparency.

8.1.3. Managers, actively and directly, are responsible for maintaining an open communication channel that allows people to clarify doubts and express their opinions and aspirations, contributing to the improvement of the organizational climate.

9. ORGANIZATIONAL CLIMATE

Organizational climate directly influences people's performance and business results.

9.1. Assumptions

9.1.1. CEMIG uses management tools to manage organizational climate, identifying and understanding aspects that contribute to employee satisfaction or dissatisfaction. These aspects gauge employees' engagement with the Company and their perception of work relations.

9.1.2. CEMIG takes necessary actions to enhance organizational climate by creating and maintaining an environment that engages and motivates individuals. The Company ensures transparency in actions and commitments assumed with employees.

9.1.3. Managers, actively and directly, are responsible for maintaining a stimulating and challenging environment for their teams, motivating their personal and professional growth and development. To achieve this, they should set an example by developing, challenging, recognizing, and valuing people.

10. RESPONSIBILITIES AND CONSEQUENCES

All employees are responsible for their actions and must fulfill their duties, adhere to legislation, CEMIG's Code of Conduct, and other Company documents (Bylaws, regulations, policies, standards, and instructions), preserve the Company's image, and act in its best interest.

CEMIG acknowledges good employee performance. However, in case of failure to comply with the aforementioned responsibilities or proven deviations occur in their conduct, the Company will apply necessary punitive measures following appropriate investigations, ensuring due process and the right to defense.

BOARD OF DIRECTORS

*** Policy approved by the Board of Directors on April 22, 2023.**