
POLICY FOR VALUING DIVERSITY AND INCLUSION

1. INTRODUCTION

1.1 Companhia Energética de Minas Gerais – CEMIG, its wholly-owned and controlled subsidiaries (together, for the purposes of this Policy, “CEMIG Group”) value human relations and believe in the benefits of a culture of diversity, both for its employees and service providers, as well as for society in general.

1.2 CEMIG Group believes in the power of transformation and innovation when working in an environment in which people are respected for being who they are and believes that encouraging a diverse and inclusive environment means respecting and promoting the principles of non-discrimination, ensuring equal opportunities for all, regardless of race, gender, sexual orientation, color, appearance, nationality, religion, age, physical and mental condition, marital status or political ideology.

2. PURPOSE

2.1 Explain CEMIG Group's commitment to disseminate a culture of appreciation of diversity, equity and inclusion in its various forms, as well as establish principles and guidelines that can ensure the adoption of effective actions by its directors, officers, tax advisors, members of statutory committees, leaders, employees and service providers in support of this commitment.

3. SCOPE

3.1 This Policy applies to CEMIG Group and serves as a guideline for all companies in which CEMIG Group holds equity interests and service providers that make up its workforce.

4. DEFINITIONS

4.1 **Accessibility:** condition for the safe and autonomous use, total or assisted, of spaces, furniture and urban equipment, buildings, transport services and devices, systems and means of communication and information by a person with disabilities or reduced mobility.

4.2 **Capacitism:** discrimination and social prejudice against people with disabilities. In capacitating societies, the absence of any disability is seen as normal, and people with some disability are understood as exceptions; disability is seen as something to be overcome or corrected, if possible, by medical intervention; an example of capacitating posture is addressing the companion of a person with a physical disability rather than addressing the person directly.

4.3 **Discrimination:** any distinction, exclusion or preference based on race, gender, sexual orientation, color, appearance, nationality, religion, age, physical and mental condition, marital status or political ideology, which has the effect of nullifying or reducing equal opportunity or treatment in employment or profession.

4.4 **Diversity:** of differences and values of a given human group, whether of race, gender, sexual orientation, color, appearance, nationality, religion, age, physical and mental conditions, marital status or ideology, differences of opinion/thought.

Diversity refers to the plurality or mixture of identities deserving of respect and appreciation. Creating a culture of inclusion means making those differences work better when integrated. Where inclusion is established, people feel valued and respected, regardless of their characteristics.

4.5 **Ethnicity:** groups defined by historical, religious or cultural sharing.

4.6 **Gender:** set of socially constructed values that define the different characteristics (emotional, affective, intellectual or physical) and the behaviors each society designates for men and women.

4.7 **Affinity Groups:** group, culture or community with which an individual identifies or shares some sense of belonging.

4.8 **Homophobia:** aversion, hatred, negative attitudes and feelings towards homosexual persons.

4.9 **Gender identity:** refers to a person's experience with their gender. Individuals may be cis when they have a gender-identity alignment with the gender assigned to them at the time of their birth or trans when they have a different gender identity than the gender assigned to them. Gender identity is different from sexual orientation.

4.10 **Inclusion:** a set of actions that guarantees the equal participation of everyone in society and the CEMIG Group.

4.11 **LGBTI +:** lesbian, gay, bisexual, transgender and intersex. The + symbol has been added to the acronym LGBTI to encompass other sexual orientations, gender identities and expressions, such as queer and asexual.

4.12 **Minorities:** group of people in a given society who have little or no access to social, economic, political or religious power.

4.13 **Sexual orientation:** Sexual orientation refers to one person's physical, romantic, and/or emotional attraction toward another. Everyone has a sexual orientation, which is part of their identity. Sexual orientation can be heterosexual, homosexual, bisexual, or asexual. Heterosexual people are attracted to individuals of a different sex than themselves, and homosexuals are attracted to individuals of the same gender. Bisexual people may be attracted to individuals of the same or different gender. Asexual people do not feel sexual attraction to another person. Sexual orientation is not related to gender identity or sexual characteristics.

4.14 **People with Disabilities - PCD:** people with long-term physical, mental, intellectual or sensory impediments, which, in interaction with various barriers, can obstruct their full and effective participation in society on an equal basis with other people.

4.15 **Prejudice:** A preconceived opinion, idea, or feeling about something or someone without critical or objective examination.

4.16 **Race:** socially defined group due to physical characteristics such as skin color, hair texture, and facial features.

4.17 **Racism:** These are practices that start from the belief that one race is superior to another. These practices can come from a person, institution or even from the political sphere.

5. PRINCIPLES

5.1 In the exercise of their activities and duties, the directors, officers, tax advisors, members of committees, employees, contractors or any other representative of the CEMIG Group must always comply with the following principles of appreciation of diversity:

5.1.1 **Empathy:** putting oneself in the place of another person (in a symbolic way), according to their vision of themselves, allows them to understand what they need and feel. When we put ourselves in the place of the other, we realize the reasons for their behavior, allowing us to act in the most different situations with more wisdom.

5.1.2 **Equity:** guaranteeing all individuals equal treatment, opportunities, development and conditions for competition based on competence, regardless of race, gender, sexual orientation, color, appearance, national origin, religion, age, physical and mental condition, marital status or political ideology.

5.1.3 **Non-discrimination:** giving equal treatment to persons and equal situations without manifesting or promoting distinction, exclusion or preference as a result of race, gender, sexual orientation, color, appearance, nationality, religion, age, physical and mental conditions, marital status or political ideology.

5.1.4 **Respect:** Respect the differences, behaviors and beliefs of individuals. An attitude of tolerance and inclusion so that people feel welcomed and motivated to participate, integrate and engage.

5.1.5 **Valuation:** Diversity and Inclusion must be recognized and valued by all those who work in the CEMIG Group or who act on its behalf.

6. GUIDELINES

6.1 The diversity and inclusion actions promoted by CEMIG Group must be aligned with this Policy and its Principles, with the Company's values (Respect for Life, Integrity, Value Generation, Sustainability and Social Responsibility, Commitment and Innovation), with Sustainable Development Goals – SDGs of the United Nations – UN and with national and international public policies related to the theme.

6.2 CEMIG Group will promote effective and continuous actions that guarantee public recognition of its commitment i) to the appreciation of diversity, explained in this Policy, and ii) to combat any form of discrimination based on race, gender, sexual orientation, color, appearance, nationality, religion, age, physical and mental conditions, marital status or political ideology, explained in the Cemig Code of Conduct.

6.3 Periodic diagnoses will be carried out, at least every two years, on equity between people of gender and race and People with Disabilities, in the CEMIG Group, in which issues such as participation in leadership positions, equity of access, remuneration, development, internal movement, functional ascension and permanence in employment will be verified, as well as strategies and defined goals for eliminating unequal treatments, if any.

6.4 Persons with Disabilities must be guaranteed the physical conditions and equipment necessary to fully develop their capacities to exercise work activities in the CEMIG Group, and efforts must be made to acquire technological tools that favor their performance and inclusion.

6.5 The advertising materials of CEMIG Group must reflect the diversity existing in CEMIG Group and in the markets in which it operates.

6.6 CEMIG Group shall use its influence and capillarity to promote and foster the values of Diversity and Inclusion before its suppliers, clients and other stakeholders, sensitizing them about the importance of adopting practices to promote equity and diversity in their internal and external relations.

7. OPERATIONALIZATION AND ACCOUNTABILITY

7.1 The Deputy Board of People Management and Corporate Services, together with the Deputy Board of Corporate Communication and Sustainability, are responsible for promoting and disseminating the culture of diversity in the Company, with an adequate budget to carry out actions that guarantee the effectiveness of the guidelines contained in this Policy.

7.2 The attitudes of discrimination, homophobia, harassment and racism that occur on the premises of CEMIG Group or by any of its directors, officers, tax advisors, members of statutory committees, employees or service providers in the exercise of their respective functions will not be tolerated, subjecting the offender to the appropriate civil, criminal, disciplinary and administrative measures.

7.3 Failure to adopt this Policy will imply the liability of those who, by a duty of office, must follow it.

BOARD OF DIRECTORS

*** Policy approved by the Board of Directors on 07/29/2022**