

**ACTIONS TO REDUCE
AND PREVENT HEALTH ISSUES
OR RISKS FOR EMPLOYEES
REPORT 2025/2026**



Occupational Health Management System

Cemig's Occupational Health Management System is composed of a series of policies, procedures and practices, and covers 100% of the Company's employees. The most used are listed below:

- a) Technical Manual of Occupational Health and Safety;
- b) Internal instructions for compulsory compliance;
- c) Non-Conformity Registration and Management System (Click Segurança);
- d) Registration and Risk Analysis System (Digiteam);
- e) Statistical reports with the Occupational Accident and Risk Monitoring System (SMART);
- f) Risk analysis before operational activities;
- g) Data analysis and generation of safety indicators by type of risk and location;
- h) Risk Management Program (PGR), provided for in legislation;
- i) Internal Accident Prevention Commissions (IAPC), provided for in legislation;
- j) Occupational Health Medical Control Program (PCMSO) in accordance with the Regulatory Standards (NRs), especially NR - 1 (General Provisions and Management of Occupational Risks) and NR - 7 (Medical Control and Occupational Health Program);
- k) Safety, Health and Well-being Manual for Contractors.

In addition to covering the company's employees in its entirety, the Occupational Health Management System covers 579 (2%) workers who are not direct employees, but whose work and/or workplace is controlled by the organization. To ensure safe environments, Cemig uses tools such as the Risk Management Program (PGR), risk analysis before each activity, SMART (Occupational Accident and Risk Monitoring System) and Power BI data panels, which allow a strategic reading of health and safety in the different territories where it operates.

Cemig has a work instruction "OHS RISK MANAGEMENT - Identification and assessment of risks using the Risk Matrix" that defines the methodology for assessing OHS risks and hazards to identify what can cause harm in the workplace. Its purpose is to "provide the company's departments with a model for risk management, through the identification and classification of OHS risks to which workers in the various functions of the Company may be subject when carrying out their activities". This instruction applies to all Cemig departments, whether or not they have implemented management systems, regardless of their respective certification scopes, and considers the activities that are developed in the company by its own employees, contractors and interns.

Treinamento recomendado: formal - leitura (sem necessidade de manter em registro)

Controle de Revisão			
Revisão	Data	Item	Descrição das Alterações
e	23/03/2016	4	Substituição de atividade e responsável.
		5.2	Correção do fluxograma.
		5.2.2 e 5.2.3	Inclusão de novas de orientações.
		5.5	Alterado o prazo de implementação para 31 de outubro de 2016.
f	22/04/2019	3	Excluídas as definições de "Risco resultante e Fator Psicossocial Potencializador de Risco".
			Substituição do termo SSO&BE por SST em todo o texto. Excluído termo Bem-Estar em todo o texto. Excluído o termo Exposição para os riscos relacionados à segurança. Substituído o termo Severidade pelo termo Gravidade em todo o texto.
g	01/04/2021		Reformulação geral da instrução para tornar mais simples e ágil a metodologia de reconhecimento de riscos de SST. Alinhamento corporativo da Gestão de SST aos requisitos da Norma internacional ISO 45001:2018 Exclusão da metodologia HIRA-CEMIG Alteração do título da instrução.
h	05/07/2021	5.3.1	Ajustes na planilha e inserção de conceitos para facilitar a aplicação da matriz de avaliação de riscos.
i	09/09/2021		Alteração da sigla do órgão DGP/ST por GP/ST
j	15/09/2021		Ajustes na definição de conceitos para facilitar a aplicação da matriz de avaliação de riscos.

Distribuição de Cópias:

SESMT e Órgãos da Cemig

O DOCUMENTO ORIGINAL ASSINADO ENCONTRA-SE ARQUIVADO NA GP/ST

Elaborado por:		Verificado por:	Visto
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Aprovado por:	Visto	Data	
João José Magalhães Soares		15/09/2021	

OHS RISK MANAGEMENT - Identification and assessment of risks using the Risk Matrix

This same instruction provides for the prioritization and integration of action plans with quantified goals to deal with these risks. It establishes the need of applying the risk assessment matrix, which results in a classification that indicates to the person responsible for the department of the Company the most critical risks of its processes/activities and for which actions, including investments, should be prioritized, with effectiveness being measured by the indicators.

To ensure the effectiveness of these guidelines, Cemig maintains an Occupational Health Management System aligned with the international standard ABNT NBR ISO 45001:2018, covering 100% of the workforce.



BUREAU
VERITAS

Bureau Veritas Certification

CEMIG GERAÇÃO E TRANSMISSÃO S.A.

Avenida Barbacena, 1200, 18º Andar - 30190-131 - Belo Horizonte/MG - Brasil

Este é um certificado multi-site, sites adicionais estão listados na(s) próxima(s) página(s)
Bureau Veritas Certification Holding SAS - UK Branch certifica que o Sistema de Gestão da organização acima foi avaliado e encontrado em conformidade com os requisitos da norma detalhada abaixo

ISO 45001:2018

Escopo de Certificação

**PROCESSOS DE PLANEJAMENTO E EXECUÇÃO DA MANUTENÇÃO DA GERAÇÃO E
 PROCESSO DE PLANEJAMENTO E EXECUÇÃO DA MANUTENÇÃO DA TRANSMISSÃO, DA
 VICE-PRESIDÊNCIA DE GERAÇÃO E TRANSMISSÃO - VPG.**

Data da aprovação original:	19-04-2021
Validade do certificado anterior:	18-04-2024
Data da auditoria de recertificação/certificação:	29-09-2023
Data de início do ciclo de certificação / recertificação:	12-01-2024
Sujeito à operação satisfatória contínua do sistema de gestão da organização, este certificado é válido até:	17-04-2027

Certificado N°: **BR041218** Versão: 1 Data de emissão: 12-01-2024

Signed on behalf of BVCH SAS UK Branch

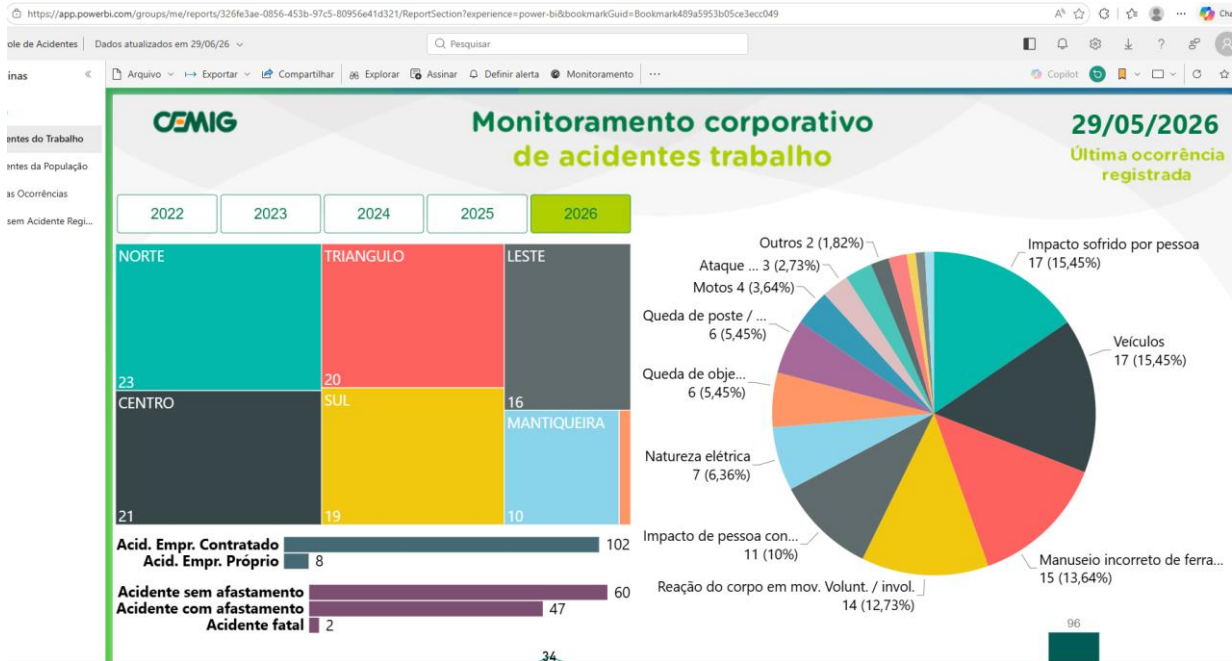


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ISO 45001 Certificate for the Generation and Transmission Vice-Presidency

As previously mentioned, Cemig has Power BI data panels that allow a strategic reading of health and safety indicators in the different territories in which it operates. In order to ensure that the topic is increasingly integrated into the Company's day-to-day activities, 100% of the company's leadership now has the accident frequency rate indicator as one of their variable compensation targets, which strengthens the practice of assessing progress in reducing/preventing health problems/risks in relation to

the targets.



Power BI, with the company's accident report, is used to understand the lessons learned - 05/29/2026

It is known that the reduction of accidents is achieved by disseminating accident prevention practices. To this end, we used the ClickSegurança system, which standardizes operational inspections, which contributed to carrying out 91,993 inspections in 2025 and 120,190 inspections in 2024, covering vehicles, tools, equipment and work procedures. There was an increase in relation to the years 2022 (12,560) and 2023 (83,399), due to the increase in teams in the field, in addition to the extensive performance of inspections carried out by Occupational Safety Technicians and Safety Inspectors.



Click Segurança app home screen, where inspections are recorded

Another tool is the Internal Accident Prevention Commissions (IAPC), which play a central role in this process. Present in all of the Company's establishments, the 43 CIPAs in operation represent 100% of the Company's own employees, promoting active listening and addressing issues such as safety, health and harassment. They hold monthly meetings and may be called on an extraordinary basis in the event of

serious accidents or urgent demands. Their duties include identifying risks, preparing an integrated action plan to prepare for emergency situations and supporting the implementation of health and safety programs.

In the event of incidents and accidents, Cemig has the Procedure Instruction - IP 10.2 - COMMUNICATION AND RECORDING OF INCIDENTS which establishes the rules for both post-incident/accident action and the procedures for INVESTIGATION, ANALYSIS AND RECORDING OF ACCIDENTS. This standard contains the following rules:

6.1 Every accident must be analyzed and/or investigated in one of the following ways:

- a) By Commissions created specifically for this purpose, in cases of serious and fatal accidents, as established in Corporate Instruction IST-SESMT-4.5.3-001-001 (INVESTIGATION AND ANALYSIS OF SERIOUS AND FATAL ACCIDENTS) and IST-SESMT- 4.5.3-001-002 (ANALYSIS AND REGISTRATION OF MINOR, POTENTIAL, MATERIAL AND RISK CONDITIONS ACCIDENTS);

operational needs. In particular, service providers linked to the electrical power system are those that have the greatest health and safety risks.

Formalization of contracts follows Cemig's Internal Regulations for Tenders and Contracts, which establish conditions, rules and procedures for contracts for works, provision of services, acquisition of goods, leasing and disposal of assets, including safety requirements. After signing the contract, the supplier begins the planned activities and, throughout the term of the agreement, is subject to a management and monitoring process aligned with the specifications detailed in the bidding notice.

For suppliers from groups considered to be at risk of accidents, there are explicit contractual requirements for both documentation and technical visits, such as the Industrial Technical Assessment (ITA) for material suppliers and the Contractor Technical Assessment (CTA) for service providers. These assessments are conducted to ensure that Cemig's partners meet safety standards.

The Company's commitment to promoting a safe and healthy work environment is reflected in all its activities, from the design of projects to the operation and maintenance of its facilities.

This commitment is formalized in its Occupational Safety, Occupational Health and Well-being Policy, which establishes clear guidelines for the prevention of accidents and the protection of life.

This policy is based on fundamental pillars, such as risk identification and control, health and safety promotion, strict compliance with applicable standards and laws, the search for "zero accidents" and the right of employees to refuse unsafe activities.

To ensure the effectiveness of these guidelines, Cemig maintains an Occupational Health Management System in line with the international standard ABNT NBR ISO 45001:2018, covering 100% of the workforce. In 2024, the Company launched its new Golden Rules of Safety, a set of commitments that reinforce the culture of prevention and protection of life.

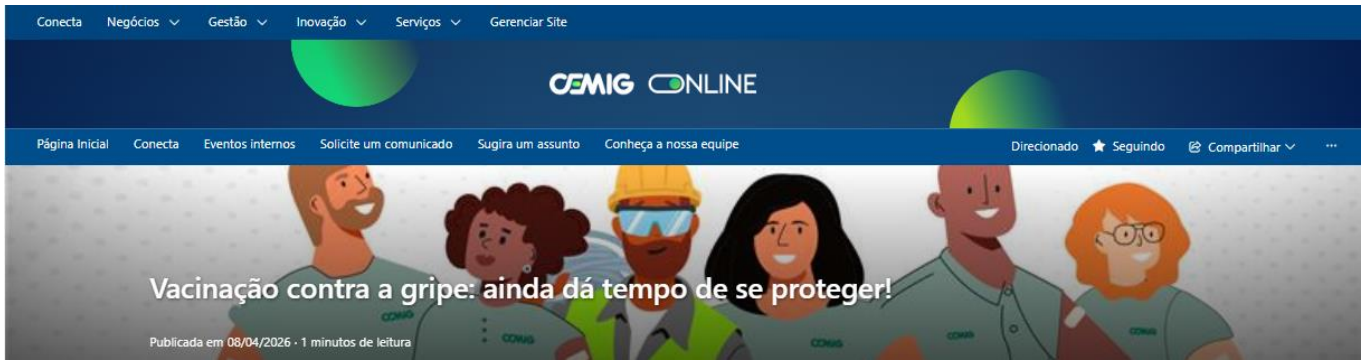
This reformulation makes the guidelines easier to memorize and understand, making it easier to apply daily.

More than standards, these rules are fundamental principles that guide the conduct of employees and partners, creating a safer work environment and a network of mutual care. Cemig's Occupational Health Management System is composed of a series of policies, procedures and practices, and covers 100% of the Company's employees.

In recent years, the growth of mental health-related illnesses has been alarming. In Brazil, consultations with psychiatrists increased by 44.5% in five years, rising from 3.4 million to 4.9 million. Illness can lead to partial and total incapacity of the workforce to carry out their activities. This has an impact on the Company, considering both the financial and non-financial costs. Cemig is committed to and concerned about the health and well-being of its employees.

The following are the main ACTIONS TO REDUCE AND PREVENT HEALTH ISSUES OR RISKS FOR EMPLOYEES:

- **Annual influenza vaccination campaign:** conducted in April/May for Cemig employees.



- **Occupational medical examinations and complementary tests:**
 - Medical examinations:
 - Periodic Health Examination: conducted annually or every two years, depending on the occupational risks to which employees are exposed;
 - Occupational Risk Change Examination: conducted before a change to a position involving different occupational risks;
 - Return-to-Work Examination: conducted before returning to work after a medical leave of 30 days or more;
 - Pre-Employment Medical Examination: conducted before the candidate is hired by Cemig;
 - Exit Medical Examination: conducted before the employee's termination.
 - Complementary examinations:
 - Employees who work at heights: complete blood count (CBC), fasting blood glucose test, electrocardiogram (ECG), and psychosocial assessment;
 - Employees who work with electricity: complete blood count (CBC), fasting blood glucose test, and electrocardiogram (ECG);
 - Employees who work in confined spaces: complete blood count (CBC), fasting blood glucose test, electrocardiogram (ECG), and psychosocial assessment;
 - Employees exposed to noise: audiometry test.
- **Medical assessments upon request from departments:** managers and supervisors may request medical and psychological assessments of their employees at any time (Health Assessment Requests - HAR).
- **+Health:** quality-of-life program currently in a pilot phase. The target audience presently includes operational employees who have some restriction regarding working at heights and/or with electricity. The program involves a multidisciplinary approach with a physical education professional, a nutritionist, and a physician.
- **Medical assessment after health-related leave of less than 15 days:** employees who are absent for fewer than 15 days due to mental, cardiovascular, musculoskeletal conditions, or external trauma undergo a telemedicine medical assessment to verify their fitness to return to their regular duties, determine whether they need support related to treatment of their condition, and receive general guidance.

Health Promotion Initiatives

- **Women's Month 2025:** awareness activities on healthy lifestyle habits and screening examinations for the prevention of breast cancer, cervical cancer, colorectal cancer, and cardiovascular diseases.



- **Cemig Run:** This event is organized by Cemig Occupational Health and promotes physical activity, well-being, and quality of life for employees, their families, and the community. More than just a race, the event encourages the adoption of healthy habits, fosters social integration, and supports ongoing health and wellness care.

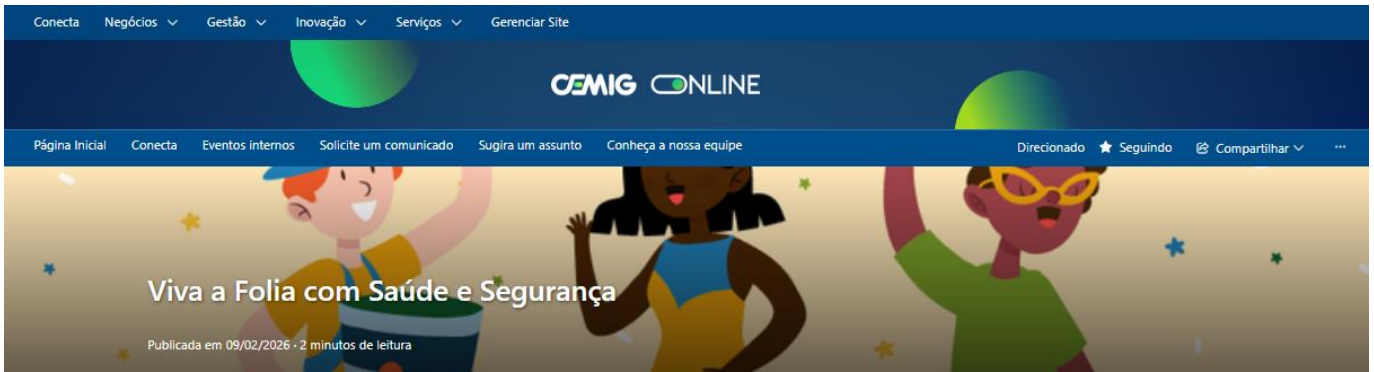


- **Physical and Mental Health Support Through Wellhub:** Through Wellhub, a benefit provided by Cemig, employees and their dependents have access to a broad network of gyms, fitness studios, and apps focused on physical activity, mental health, nutrition, sleep, and overall well-being.

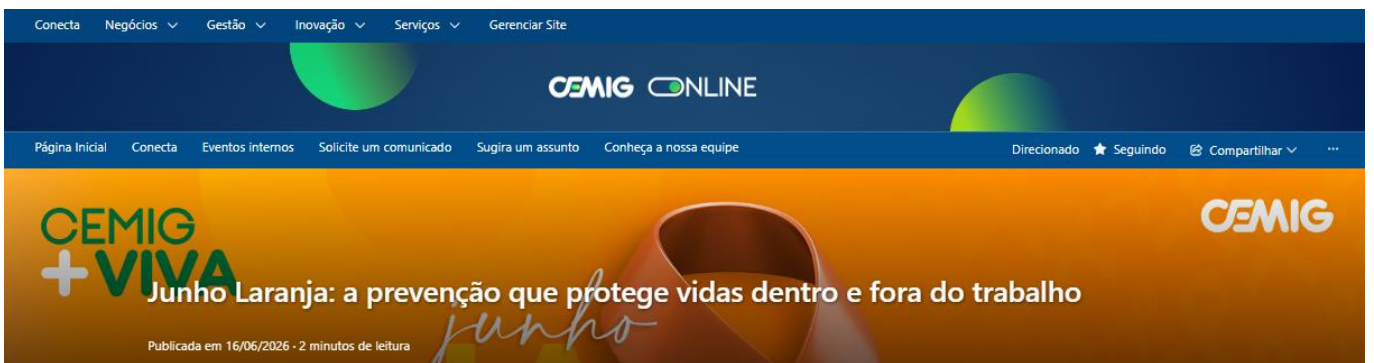


- **Health Dialogues:** held monthly via Microsoft Teams. Topics of general relevance to health and well-being are discussed. In 2026, for example, the following dialogue sessions were conducted:

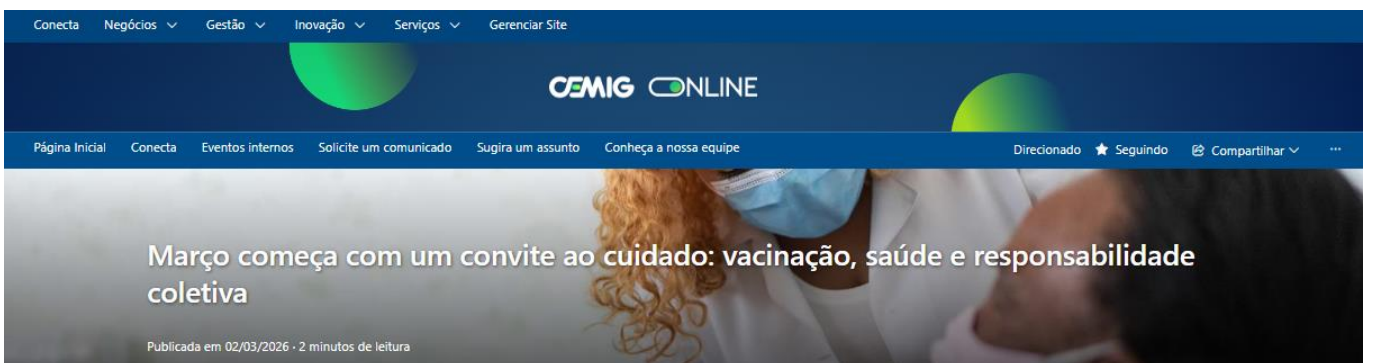
- **Sexually Transmitted Infections (STIs)** (topic addressed before Carnival): During the Carnival season, Cemig reinforces the importance of enjoying the festivities responsibly, emphasizing moderate alcohol consumption, proper hydration, healthy eating habits, and adequate rest, especially for employees returning to work in operational activities and critical roles



- **Burn Prevention in the Workplace:** The Orange June Campaign (Junho Laranja) aims to raise awareness about burn prevention, one of the most common workplace accidents and one that can have significant impacts on workers' health and safety.



- **Importance of Vaccination:** Vaccination is one of the most effective ways to prevent diseases and protect both individual and public health. To raise employees' awareness about the importance of keeping their immunizations up to date, Cemig promoted lectures at various company locations, covering topics such as the importance of vaccination throughout life, vaccine myths and facts, safety, effectiveness, and frequently asked questions.



- **Traffic Accidents:** This initiative highlights that safe driving is directly related to physical and mental well-being, as factors such as fatigue, anxiety, stress, and other health-related conditions can significantly affect driving performance and increase the risk of accidents. The campaign also reinforces the message that preserving lives depends on conscious daily choices, making prevention a shared responsibility for everyone.



- **Health Promotion Complementary Examinations:**
 - Men and women aged 35 and older undergo, as part of their Periodic Health Examination, fasting blood glucose, total cholesterol, HDL cholesterol, triglycerides, and cardiac evaluations (resting electrocardiogram). From age 40 onward, employees also undergo a fecal occult blood test for colorectal cancer screening.
 - Women between the ages of 35 and 40 also undergo mammography for breast cancer screening and a consultation with a breast specialist (mastologist). From age 40 onward, these assessments are performed as part of the Periodic Health Examination.
 - Men aged 45 and older undergo, as part of their Periodic Health Examination, a urology consultation and a prostate-specific antigen (PSA) blood test.

- **Monitoring employee absenteeism rates** through Business Intelligence tools to identify the health conditions most commonly associated with absences and to define targeted actions.

- **Hearing Conservation Program for employees exposed to noise at Cemig:** The program includes initiatives to reduce noise levels in work activities, appropriate selection of Personal Protective Equipment (PPE), training on the replacement, maintenance, and proper use of PPE, as well as annual monitoring through audiometric testing.

- **Psychological Assessments:**
 - Live-line electricians undergo periodic psychological evaluations;
 - Assessments are conducted when employees change roles to positions involving work at heights, electricity-related activities, or duties in the Distribution Operation Centers (COD) and System Operation Centers (COS);
 - Assessments may be requested by managers and supervisors through Health Assessment Requests (HARs);
 - Follow-up for employees who require mental health monitoring.
 - Medical consultations on employee self-referral, available to employees who seek occupational health services for specific evaluations.

- **Energia Mental [Mental Energy]:** Mental Health Program with the purpose of preventing, identifying and treating mental illness among the employees of Cemig through the work of a multidisciplinary team composed of a nurse, psychologist and doctor. The program also encompasses conversation circles on the subject to clarify mental disorders and act against stigma and prejudice.



ENERGIA MENTAL PROGRAM



ENERGIA MENTAL PROGRAM:

Energia Mental (Mental Energy) is a comprehensive mental health care program for the employees of Cemig. It is known that mental disorders are a major health problem in the world, however, it is still a subject that brings stigma and prejudice. Therefore, many people do not seek help when they begin to feel the signs and symptoms of a mental illness.

With this in mind, Cemig provides an easy, individual, direct and confidential access program for employees, who, through WhatsApp on their cell phones, get a quick response when accessing it.

At first, a nurse will assess the employee, applying internationally validated questionnaires that allow for individual risk stratification. Depending on whether the risk is low, medium or severe, periodic psychological and medical evaluations will occur until clinical improvement.

To clarify and break down the stigmatization barriers that mental illness brings with it, the program also includes conversation circles with everyone. The purpose of these moments is to talk about this issue, clarify the signs and symptoms of mental illnesses, provide guidance on ways to seek help and promote an environment of psychological safety.

The conversation circles will be aimed at all employees and specific groups. Electricians and other field employees will be approached in a specific and different way from administrative employees, for example. Likewise, the leadership of the company will be invited to participate in specific conversation circles. We understand that the example and empathy of leaders is the first essential step for Energia Mental to achieve its purpose.