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## OCCUPATIONAL HEALTH AND SAFETY POLICY

Replaces NO-02.03  
of 06/24/2022

### 1. PURPOSE

1.1 Companhia Energética de Minas Gerais - CEMIG, a company engaged in the generation, transmission and distribution of electric power, considers that, in order to achieve effectiveness in its business, Respect for Life must be the basic premise of its operations for the effective protection of its entire workforce, composed of its own employees, contractors and employees of contracted companies, as well as the community directly or indirectly affected by its operational system.

1.2 This Policy applies to the workforce of Companhia Energética de Minas Gerais - CEMIG, Cemig Geração e Transmissão S.A. - Cemig GT, Cemig Distribuição S.A. - Cemig D, and its application and implementation are mandatory for all its suppliers and companies in which CEMIG holds an equity interest, including wholly owned subsidiaries (collectively, for the purposes of this Policy, “CEMIG”).

### 2. PRINCIPLES

2.1 The identification, assessment and control of health and safety hazards and risks affecting the workforce, the community and assets directly or indirectly impacted by its operational system are integral parts of the activities performed in all work processes, from planning and project design, construction, assembly, operation and maintenance of equipment and facilities, through to customer service, ensuring the participation and consultation of the workforce for the safe execution of tasks.

2.2 Proactivity is the basic premise for promoting Occupational Health and Safety and the safety of the community and assets directly or indirectly affected by its operational system, always guided by the permanent pursuit of improvement and the constant disclosure of actions to stakeholders.

2.3 The prevention of incidents, accidents or occupational illnesses and the promotion of health and well-being must be aligned with best national and international practices and standards, and must comply with legislation and internal requirements applicable to the hazards and risks existing in the Company’s activities and facilities.

2.4 Cemig has the ambition of achieving the goal of “zero accidents”, guiding the pursuit of continuous improvement in Occupational Health and Safety management and performance, through the definition of objectives, limits, indicators, and the establishment and prioritization of assertive action plans suited to its activities.

2.5 Safety is inherent to work. No work may be performed without safety. Neither urgency, importance nor any other reason may be invoked to justify a lack of safety at work.

2.6 Every employee, contractor and employee of contracted companies is guaranteed the right to refuse to perform a task when Occupational Health and Safety measures are

not satisfactory. This principle must be disseminated to the entire workforce and included in service provision contracts for the Company.

2.7 Compliance with actions related to the promotion and prevention of Occupational Health and Safety is a commitment of all employees, contractors and employees of contracted companies, regardless of hierarchical level. Failure to uphold this commitment shall result in the appropriate accountability measures.

2.8 Cemig integrates Occupational Health and Safety into organizational decisions and processes, ensuring that the risks inherent to activities are identified, assessed and mitigated systematically, promoting a permanent culture of prevention.

2.9 Cemig recognizes the importance of promoting health, covering the physical and mental well-being of its employees.

## **PEOPLE MANAGEMENT BOARD - DGP**

**\*Policy approved by the Board of Directors on 16/04/2026**