
PEOPLE MANAGEMENT POLICY

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1. INTRODUCTION

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

The encouragement of personal and professional development, the practice of dialogue, respect for human rights, and career growth through performance and meritocracy form the supporting pillars of the People Management Policy, which is aligned with the Cemig Code of Conduct, governance, labor legislation, and the rules governing mixed-capital 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 labor relations established between the Company and its employees, in order to ensure engagement, alignment, commitment, and a healthy and safe environment, adding value in a sustainable manner to the Company's business.

3. STAFFING

Admission of personnel to career positions at CEMIG takes place through a public competitive examination.

3.1. Premises for promotion

3.1.1. The optimization of the workforce is guided by business needs, so as to enable the identification of people who demonstrate the required performance and their best utilization in positions whose requirements are compatible with the potential shown.

3.1.2. Careers, positions and functions are organized within a functional structure that supports the Strategy. As vacancies arise in its structure, the Company offers opportunities for employees to compete for the positions made available, under clear rules that enable mobility and career growth, management of the succession process and appropriate compensation for work, allowing employees to plan their careers. Opportunities for promotion and progression are based on individual performance, results and deliveries.

3.1.3. The criterion for promotion and salary progression is meritocracy.

3.1.4. There is no provision for promotion or salary progression based on length of time in a function or length of service with the Company.

3.1.5. The workforce is sized and assured according to the Company's strategic objectives and the operational and maintenance needs of the activities, in a dynamic and contingent manner, always seeking productivity levels compatible with the best market practices.

4. COMPENSATION AND BENEFITS

CEMIG compensates its employees in line with market benchmarks.

4.1. Premises

4.1.1. Compensation is compatible with market benchmarks, according to the activities performed, performance and professional competence.

4.1.2. CEMIG has a Variable Compensation Policy that includes bonuses and/or Profit Sharing, the objective of which is to value, motivate and achieve strategic goals. Meritocracy and result orientation are prioritized in the criteria and methodology adopted to execute CEMIG's Variable Compensation Policy.

5. TRAINING AND DEVELOPMENT

CEMIG promotes the continuous training and development of its employees, with the objective of improving their competencies and their professional and personal growth, thereby improving their performance and the Company's results.

5.1. Premises

5.1.1. Training and development programs are prepared proactively, continuously and in an integrated manner, based on individual performance and on the development plan built jointly with the employee, considering his or her duties, competencies and expected results. The programs are guided by the permanent pursuit of improvements in activities, ensuring occupational health and safety. They comply with legislation, applicable internal requirements for the demands of positions, the evolution of work processes and the technological stage of the Company.

5.1.2. The employee is the main agent of the development process, undertaking to disseminate the knowledge acquired and to transform his or her qualification and training into solutions that add value to the Company.

5.1.3. Knowledge is a corporate value to be shared by all. The dissemination of knowledge and the contribution to improving the Company's processes and results is an obligation of all employees, and any omission shall be duly investigated and subject to accountability.

5.1.4. The manager is the stimulator and facilitator of the training and development process and must encourage and enable the dissemination of the knowledge acquired.

5.1.5. Individual initiatives for professional education and improvement that are compatible with business needs shall be encouraged.

6. LABOR AND UNION RELATIONS

CEMIG recognizes union relations established pursuant to law.

6.1. Premises

6.1.1. CEMIG complies with labor legislation and Collective Bargaining Agreements and adopts labor-risk prevention practices.

6.1.2. Claims and the negotiation process with entities representing employees are conducted ethically and respectfully, seeking negotiated solutions that strengthen relations of trust and mutual respect.

7. HEALTH, OCCUPATIONAL SAFETY AND WELL-BEING

The health, occupational safety and well-being of employees and collaborators are values present in all CEMIG activities.

7.1. Premises

7.1.1. The Company uses 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 prevention, minimizing risks and providing a safe, healthy, dignified environment with quality of life for employees and contractors, ensuring their physical, mental and social well-being.

8. COMMUNICATION TO EMPLOYEES

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

8.1. Premises

8.1.1. Employees are permanently informed about matters relating to people management and to the Company's business that may be disclosed.

8.1.2. Communication with employees is carried out in an agile, clear, objective and targeted manner, providing greater credibility and transparency.

8.1.3. The manager, in an active and direct manner, is responsible for keeping open a communication channel that allows people to clarify doubts and express their opinions and concerns, contributing to the improvement of the organizational climate.

9. ORGANIZATIONAL CLIMATE

The organizational climate directly influences people's performance and business results.

9.1. Premises

9.1.1. CEMIG uses management tools to manage the organizational climate, identifying and understanding the aspects that contribute to people's satisfaction or dissatisfaction. These aspects measure the degree of employee involvement with the Company and their perception of labor relations.

9.1.2. CEMIG carries out the actions necessary to improve the organizational climate, building and maintaining an environment that engages and stimulates people. The Company ensures transparency in its actions and the purpose of fulfilling the commitments assumed with employees.

9.1.3. The manager, in an active and direct manner, is responsible for maintaining a stimulating and challenging environment so that his or her team feels motivated for work and for personal and professional growth. To this end, the manager must lead by example, developing, challenging, recognizing and valuing people.

10. RESPONSIBILITIES AND CONSEQUENCES

All employees are responsible for their actions and must comply with the duties of the position they hold, the legislation, the Cemig Code of Conduct and other Company documents (Bylaws, internal regulations, policies, standards and instructions), preserving the Company's image and acting for its benefit.

CEMIG acts to recognize the good performance of its employees; however, in the event of non-compliance with the responsibilities mentioned above or proven deviations in their conduct, the Company shall apply the necessary punitive measures, after the due investigations, with the adversarial proceeding and full defense guaranteed.

BOARD OF DIRECTORS

* Policy approved by the Board of Directors on 04/22/2022.