

SPECIFIC COLLECTIVE BARGAIN AGREEMENT RELATING TO CEMIG 2022 PROFIT-SHARING PROGRAM

Specific Collective Bargaining Agreement between COMPANHIA ENERGÉTICA DE MINAS GERAIS, CEMIG Geração e Transmissão S.A. and CEMIG Distribuição S.A., hereinafter referred to as CEMIG or Company, and, on the other hand FEDERAÇÃO DOS TRABALHADORES NAS INDÚSTRIAS URBANAS NO ESTADO DE MINAS GERAIS, SINDICATO DOS ELETRICITÁRIOS DO SUL DE MINAS GERAIS – SINDSUL, SINDICATO DOS TRABALHADORES NA INDÚSTRIA DA ENERGIA ELÉTRICA DE SANTOS DUMONT, SINDICATO DOS ADVOGADOS DO ESTADO DE MINAS GERAIS, SINDICATO DOS TÉCNICOS DE SEGURANÇA DO TRABALHO DO ESTADO DE MINAS GERAIS, SINDICATO DOS ECONOMISTAS DO ESTADO DE MINAS GERAIS, SINDICATO DOS ADMINISTRADORES NO ESTADO DE MINAS GERAIS, o SINDICATO DOS CONTABILISTAS DE BELO HORIZONTE, SINDICATO DOS GEÓLOGOS NO ESTADO DE MINAS GERAIS, SINDICATO DE ENGENHEIROS NO ESTADO DE MINAS GERAIS, SINDICATO DOS PSICÓLOGOS DO ESTADO DE MINAS GERAIS, SINDICATO DOS EMPREGADOS TÉCNICOS QUE TRABALHAM COMO ANALISTAS DE SISTEMAS, PROGRAMADORES E OPERADORES NA ÁREA DE COMPUTAÇÃO NO ESTADO DE MINAS GERAIS and SINDICATO DOS MÉDICOS DE MINAS GERAIS – SINMED-MG, Trade Union Entities or Unions, under the following Sections and conditions:

Section 1

Definitions

1. University professional group: They are professionals who occupy a position that requires higher education at the bachelor's level, working in the various areas of the Company.
2. Technical professional group: They are professionals who occupy a position that requires professional technical training, acting mainly in the areas of the Company's purposes.
3. Professional group of administrative support: They are professionals who occupy a position that requires high school or vocational-technical training (when necessary), working in various areas of the Company.
4. Operational professional group: These professionals hold positions requiring high school education and internally acquired professional training, working in the Company's core areas.
5. Management Career Positions: These are positions of a transitional nature, with management duties, whose provision is carried out by designation of the Company's Executive Board, listed here: Superintendents, Managers and Administrators.
6. Remuneration: For the purpose of the basis of payment of Profit or Results Sharing, compensation is understood as the nominal base salary plus all additional and gratuities that make up the Proof of Individual Income and Discounts every month.
7. Corporate Indicators: These are those related to parameters that measure or evaluate the Company's performance in an integrated manner.

8. Specific indicators: These are those related to parameters that measure the result of the Company's operational processes. They are Indicators of the quality of the product or service produced by the evaluated area.

Section 2

Coverage

1. The employees of the effective career staff, represented by the Trade Union Entity that approves the Specific Collective Agreement Relating to Cemig 2022 Profit Sharing Program, belonging to the University Professional Group, the Technical Professional Group, the Professional Administrative Support Group, the Operational Professional Group and the employees who occupy the managerial career positions, are expressly covered by this Instrument.
2. This agreement does not apply to trainees and temporary workers.
3. Employees who, during the base year, will occupy managerial career positions will be entitled to receive the amount referring to the 2022 Profit Sharing Program, in proportion to the months worked in the position of origin, in a period before the progression to the managerial career position, considering the fraction equal to or greater than 15 (fifteen) days/month.
4. Employees who, during the base year, will be removed from a managerial career position will be entitled to receive the amount referring to the 2022 Profit Sharing Program, in proportion to the months worked in the position they occupy, in a period after the removal of the managerial career position, considering a fraction equal to or greater than 15 (fifteen) days/month.

Section 3

Value and Calculation Basis

1. The Company proposes to condition the payment of the Profit Sharing for 2022, only if, as a whole, at least 70% (seventy percent) of the targets are reached, following the relative weight of each of the indicators and also considering the individual achievement of 70% (seventy percent) of the Adjusted Net Income. Otherwise, there will be no distribution of Profit Sharing.
2. The adjusted net income will be, thus considered, Cemig's consolidated net income, calculated in 2022, excluding the results of companies that have their own Profit Sharing agreement or that Cemig is a minority partner, disregarding the non-recurring amounts not included in the base budget proposal, as called in the financial statements published by the Company, already including Cemig's contribution to Forluz levied on the Profit Sharing.

3. The employee's compensation will be in force in December 2022 for all payment purposes. For dismissed employees, assignees and licensees of the Company until December 2022, the compensation will be in force in the last month of active employment with Cemig.
4. The Profit Sharing for 2022 by professional groups will be calculated by multiplying the result of the indicators (R) by the multiplier assigned to each professional group and the individual compensation of each employee.
5. The multiplier that will express the number of remunerations (effective in December 2022) to be distributed as Profit Sharing (PLR) will be according to the following table:

PROFESSIONAL GROUP	NUMBER OF COMPENSATION (MULTIPLE)
University professional group	2.0 Compensation
Technical professional group	2.0 Compensation
Professional administrative support group	2.0 Compensation
Operational professional group	2.0 Compensation

6. For employees occupying Management Career positions, that is, managers, administrators and superintendents, Cemig will establish specific regulations according to the criteria of the Executive Board and the Board of Directors, which will follow, among other rules previously established, the Corporate and Specific indicators and targets, contained in the basket of indicators adopted by employees belonging to the University Professional Group, the Technical Professional Group, the Administrative Support Professional Group and the Operational Professional Group.

Section 4

Targets and Indicators

1. The CEMIG 2022 PROFIT SHARING PROGRAM will consist of a set of five (05) Corporate Indicators, targets and their respective weights, in the proportion of 25% (twenty-five percent), and three (03) to four (04) Specific Indicators, in the proportion of 75% (seventy-five percent), following the strategic business planning and the specific characteristics of each process, defined and agreed with the Company.
2. The Corporate Indicators, targets and their respective weights are described in the table below:

Table 01. Corporate Indicators:

Corporate Indicators				
Type	No.	Description	% Weight	Target 2022
Financial	1	Cemig EBITDA Adjusted *	5	Approved budget
Customer Satisfaction	2	General Distribution Deadline Index (%) **	5	83%
Performance	3	Execution of G, T and D Investments (%)	5	Approved budget
	4	Total Losses from Distribution (%)	5	11.160%
Investment	5	Portfolio Expansion G and T ***	5	G: Approve an additional 300MW in generation projects. T: Approve, sign pre-contracts and be among the three best proposals of ANEEL auction No. 001/2022.

* The **Adjusted Cemig EBITDA** will be, thus considered, Cemig's consolidated EBITDA, calculated in 2022, excluding the results of companies that have their own Profit or Result Sharing agreement or that Cemig is a minority partner, disregarding non-recurring amounts not included in the base budget proposal, so called in the financial statements published by the Company, already including Cemig's contribution to Forluz levied on Profit Sharing.

** **General Distribution Deadline Index** is calculated by the average of the PSP and PPGD indicators, using the following formula:

$$\text{IGPD} \quad \quad \quad \times 100$$

*** **Expanding the generation and transmission portfolio** requires prior approvals in the Company's governance to ensure alignment with Strategic Planning, minimum profitability, and hiring of advisors and suppliers. The prior approval aims to ensure compliance with all the steps necessary for the Company's qualification with the bodies responsible for conducting the auctions, as well as granting the consents and authorizations/concessions for the economic exploration of the project.

- The Specific Indicators, targets and their respective weights will be established by the Company, within the scope of each Executive Board, up to the level of the management, observing the strategic business planning and the specific characteristics of each process and, since the signing of this Instrument, will be ratified by the Trade Union Entities signatory to the SPECIFIC COLLECTIVE BARGAIN AGREEMENT RELATED TO CEMIG 2022 PROFIT SHARING PROGRAM.

4. The Specific Indicators, targets and their respective weights will be presented and made available to employees until February 28 (twenty-eight), 2022.
5. The Indicators and targets of the Profit Sharing 2022 will be determined during 2022, until its end, with the payment of any amounts to be distributed to employees in 2023, as defined in this agreement.
6. The results of the 2022 indicators will be presented to union entities until the month following the filing of the Financial Statements with the Securities and Exchange Commission.

Section 5

Calculation

1. The calculation of the results achieved by the Corporate Indicators will be made by performance ranges, according to the following table:

Table 02. The Performance range of Corporate Indicators:

Type	N ^o	Description	Weight	Polarity	Performance ranges	
					Minimum Reference	Target
Financial	1	Cemig EBITDA Adjusted	5	Upwards	$X \geq 90$	100
Customer Satisfaction	2	General Distribution Deadline Index (%)	5	Upwards	$X \geq 80$	83
Performance	3	Execution of G, T and D Investments (%)	5	Upwards	$X \geq 90$	100
	4	Total Distribution Losses	5	Downwards	$X \leq 12.276$	11.160
Investment	5	G and T Portfolio Expansion	5	Upwards	$X \geq 90$	100

2. The percentage of the result obtained by each indicator, according to the performance ranges will be according to the following tables:

2.1. Adjusted CEMIG EBTIDA (100% target):

Table 03. Adjusted Ebitda CEMIG Performance Range:

Adjusted CEMIG EBITDA	Scoring
Less than 90%	0
90 to 99%	90 to 99 proportionally
100 to 110%	100 to 110 proportionally
Above 110%	110

2.2. General Distribution Deadline Index (target 83%):

Table 04. Performance Range General Index of Deadlines Distribution:

General Distribution Deadline Index	Scoring
Less than 80%	0
80 to 83%	90 to 100 proportionally
Above 83 to 100%	100 to 110 proportionally

2.3. Execution of G, T and D Investments (%):

Table 5. Performance Range Execution of G, T and D Investments:

Execution of G, T and D Investments (%)	Scoring
Less than 90%	0
90 to 99%	90 to 99 proportionally
100%	110

2.4. Total Distribution Losses target 11.16%:

Table 06. Performance Range Total Distribution Losses:

Total Distribution Losses	Scoring
Greater than 12.276%	0
From 12.276 to 11.160%	90 to 100 proportionally
Less than 11.160 to 10.044%	100 to 110 proportionally
Less than 10.044%	110

2.5. Investment: The indicator score will be calculated by the simple average of the score obtained in Tables 07 and 08:

Table 07. Performance Range Return on Investment in G:

MW Generation	Scoring
Less than 270	0
270 to 300	90 to 100 proportionally
Greater than or equal to 300 to 330	100 to 110 proportionally
Above 330	110

Table 08. Performance Range Return on Investment in T:

Transmission Auction Position ANEEL No. 001/2022	Scoring
4th place or above	0
3rd place	100
2nd place	105
1st place	110

- The calculation of the results achieved by the Specific Indicators will also take place by performance ranges established by the Company.

4. **Table 09.** “Upwards” polarity indicators:

Performance	(%) of Result
Less than the minimum reference	0
Greater than or equal to the minimum reference and less than the target	90 to 99 proportionally
Same as Target	100
0 to 10% higher than the target	100 to 110 proportionally
Above 10% of the target	110

5. **Table 10.** “Downward” polarity indicators:

Performance	(%) of Result
Greater than the minimum reference	0
Less than or equal to the minimum reference and greater than the target	70 to 99 proportionally
Same as Target	100
0 to 10% lower than the target	100 to 110 proportionally
Above 10% lower than the target	110

6. The calculation of the Result of the Indicators will be made according to the following conditions and formulas:

$$R = [\sum (IC \times \text{weight assigned to the indicator})] \times K1 + [\sum (IE \times \text{weight assigned to the indicator})] \times K2$$

Where:

R = Result of indicators

CI = result achieved by corporate indicator/indicator target;

IE = result achieved by specific indicator/indicator target;

K1 = proportion of contribution in corporate indicators;

K2 = proportion of contribution to specific indicators.

7. If the Result of the Indicators, as a whole, is less than 70%, it will be assigned the value 0 (zero), thus not distributing Profit Sharing.
8. The results of each indicator are independent of each other to distribute values. That is, failure to meet a goal does not eliminate the possibility of distribution through the sum of the results of the other indicators.

Section 6 Payment, Qualification Criteria and Other Program Conditions

1. The payment of Profit Sharing will be made in the month following the filing of the Annual Financial Statements with the Securities and Exchange Commission, noting that:
 - a) The employees represented by the union entities signatories of this agreement, who maintained an employment relationship throughout the year (between 01/01 and 12/31), will be entitled to receive the amount equivalent to Profit Sharing 2022,

they will receive it proportionally to the months worked in the Company considering the fraction equal to or greater than 15 (fifteen) days/month, except for the situations established below:

- Employees admitted, dismissed, assigned and licensed of the Company throughout 2022 (between 01/01 and 12/31) will receive the amount equivalent to the above, in proportion to the months worked at Cemig, considering the fraction equal to or greater than 15 (fifteen) days/month.
 - In the event of the death of an employee qualified to receive the above, the qualified beneficiaries will receive the equivalent amount in proportion to the months worked at Cemig, considering a fraction equal to or greater than 15 (fifteen) days/month.
- b) In determining the proportionality of the number of months worked in the base year (calculation of the hundredths specified in the previous paragraph), the information that generated the Christmas Bonus payment of the base year (Christmas Bonus) will be used, except for the projection period notice, and exceptionally excepted, the absences specified below:
- Due to maternity and abortion, provided that the requirements for the receipt of the "Maternity Salary" paid by Social Security are met, and the leave of absence does not exceed 120 (one hundred and twenty) days or 180 (one hundred and eighty) days in the case of the Employer's option for the extension of maternity leave, according to Law No. 11.770 of 09/09/2008;
 - Due to paternity leave, under Law No. 13.257, of 2016;
 - Due to adoption leave;
 - Vacation;
 - Releases of Union Officers under the Collective Bargaining Agreement in force;
 - Other employees also released with the burden to CEMIG, provided that the qualification to receive the above provisions is provided for in the Resolution Communication of the Executive Board;
 - The calling made by the Justice and in compliance with the Law of the Military Service;
 - In cases of occupational accidents or occupational diseases recognized by Social Security as being equivalent to the occupational accident, provided that the leave of absence is less than 180 (one hundred and eighty) days in 2022.
2. Employees dismissed from the Company throughout 2022 and 2023, on a date before the payment of Profit Sharing 2022, for any reason, will receive the proportional value of the Profit Sharing to which they are entitled from July of the year following the base year.

SINDICATO DOS TRABALHADORES NA INDÚSTRIA
DE ENERGIA ELÉTRICA DE SANTOS DUMONT
Reinaldo Ferreira Cabral
President

SINDICATO DOS ADVOGADOS DO
ESTADO DE MINAS GERAIS
Vinícius Marcus Nonato da Silva
President

SINDICATO DOS TÉCNICOS DE SEGURANÇA
DO TRABALHO DO ESTADO DE MINAS
GERAIS
Cláudio Ferreira dos Santos
President

SINDICATO DOS ENGENHEIROS
NO ESTADO DE MINAS GERAIS
Murilo de Campos Valadares
President

SINDICATO DOS PSICÓLOGOS DO ESTADO
DE MINAS GERAIS
Luanda do Carmo Queiroga
President

SINDICATO DOS MÉDICOS DE MINAS
GERAIS – SINMED-MG
Walnéia de Almeida Moreira
Director

SINDICATO DOS ECONOMISTAS DO ESTADO DE
MINAS GERAIS
Valquíria Aparecida Assis
President

SINDICATO DOS GEÓLOGOS NO ESTADO
DE MINAS GERAIS
Antônio Geraldo da Silva
President

SINDICATO DOS ADMINISTRADORES
NO ESTADO DE MINAS GERAIS
Maurício Pereira de Jesus
President

SINDICATO DOS CONTABILISTAS DE BELO
HORIZONTE
Baltasar Ronaldo de Oliveira Mendes
President

SINDICATO DOS EMPREGADOS TÉCNICOS QUE
TRABALHAM COMO ANALISTAS DE SISTEMAS,
PROGRAMADORES E OPERADORES NA ÁREA DE
COMPUTAÇÃO NO ESTADO DE MINAS GERAIS
Wanderson Alves da Silva
President