

ACTIONS TO REDUCE AND PREVENT EMPLOYEE HEALTH PROBLEMS OR RISKS



The Company's Occupational Safety, Occupational Health and Well-being Policy defines that the identification, assessment and control of risks to the safety, health and well-being of workers.

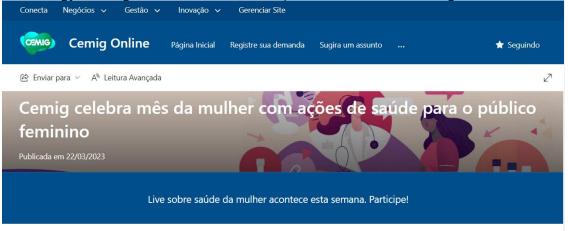
Policy principles include the identification, assessment and control of risks to health and safety at work, proactivity in preventive actions, compliance with legislation and internal rules, and the right of workers to refuse to expose themselves to unsafe situations. Finally, there is also their accountability – regardless of hierarchical level – for failure to commit to promoting Health, Occupational Safety and Well-being.

Based on the monitored health indicators, Cemig carries out a series of actions and programs with the objective of promoting health and well-being, constantly evaluating the efficiency of the actions and prioritizing the issues considered priorities according to the indicators.

- Annual flu vaccination campaign: held in April/May for Cemig employees.
- Occupational medical exams and complementary exams:
 - Medical exams:
 - Periodic Health Examination: carried out annually or biennially, depending on the occupational risks to which employees are exposed;
 - Occupational Risk Change Examination: carried out before the employee changes a job function that has an occupational risk different from the current one;
 - Return to Work Examination: performed before the employee returns to work after leave due to illness greater than or equal to 30 days;
 - Admission Medical Exam: carried out before the candidate is admitted to Cemig;
 - Dismissal Medical Exam: carried out before the employee leaves Cemig.
 - Additional exams:
 - Employees who work at height: complete blood count, fasting blood glucose, electrocardiogram and psychosocial assessment;
 - Employees who work with electricity: complete blood count, fasting blood glucose, electrocardiogram;
 - Employees who work in confined spaces: complete blood count, fasting blood glucose, electrocardiogram and psychosocial assessment;
 - Employees who perform work with exposure to noise: audiometry.



- Medical assessments at the request of the areas: managers and supervisors can request medical and psychological assessments of their employees at any time (Health Assessment Requests HAR).
- +Saúde: quality of life program in the pilot project phase. The target audience currently includes operational employees who have some restriction for working at heights and/or working with electricity. It involves a multidisciplinary approach with a physical education professional, a nutritionist and a physician.
- Medical evaluation after leave for health reasons of less than 15 days: employees who leave for periods of less than 15 days due to mental illness, cardiovascular disease, musculoskeletal disease, external trauma are submitted to medical evaluation by telemedicine to verify if they have conditions to return to the usual work, if you need help in relation to the treatment of your pathology and for carrying out general guidelines.
- Health Promotion Actions:
 - Women's Month in 2023: free medical appointment with a gynecologist and cervical cancer prevention test for Cemig women;



A alimentação saudável, a prática regular de atividade física, o uso não abusivo de álcool e a cessação do tabagismo, são



 Cemig Run: the event is an initiative of Cemig's Occupational Health and aims to encourage the practice of physical activity among employees and their families.



Quem esteve nesse domingo na Cemig Run pode confirmar o sucesso da corrida e da grande festa realizada em Belo Horizonte. Quase 3 mil pessoas participaram do evento, entre atletas e familiares. Foi um dia de muita brincadeira, saúde e diversão! E os nossos colegas fizeram bonito no pódio.

• Health Dialogues: held monthly via Teams. Matters of general health relevance are addressed. In 2023, for example, the Dialogues below were held:

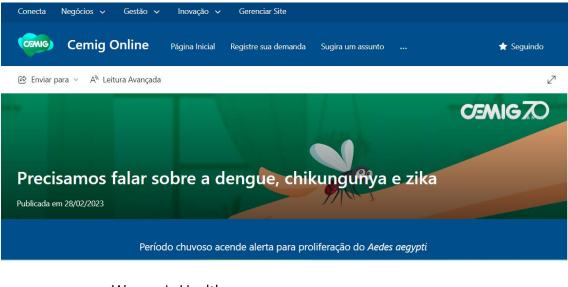
Sexually Transmitted Infections (the subject was addressed before Carnival)



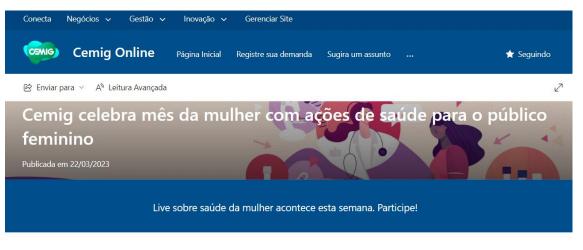
Acontece na próxima quarta-feira, a partir das 8h30, mais um encontro do Diálogos de Saúde, um projeto que visa trazer temas relevantes para contribuir com a melhoria de sua qualidade de vida.



Dengue (this year, we had an epidemic of the disease)
Dengue fever is a mosquito-borne tropical disease caused by the dengue virus. Symptoms typically begin three to fourteen days after infection.
These may include a high fever, headache, vomiting, muscle and joint pains, and a characteristic skin itching and skin rash.



Women's Health



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The importance of vaccines

Cemig Online Página Inicial R	egistre sua demanda Sugira um assunto	★ Seguindo
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de Saúde	Instrutores: Rodrigo Adriano e William Martins	
Participe do próximo Diálog Publicada em 26/04/2023	gos de Saúde	

Acontece na próxima quarta-feira, às 10 horas, o Diálogos de Saúde com o tema: vacinas. O evento que acontece periodicamente e é promovido pelo time de saúde da Companhia, terá como mediadores os técnicos de enfermagem do





- Complementary health promotion exams:
 - Men and women aged 35 years or older undergo, along with their periodic health examination: fasting blood glucose, total cholesterol, HDL cholesterol, triglycerides and heart tests (resting electrocardiogram). From the age of 40, employees also undergo fecal occult blood tests (bowel cancer screening);
 - Women between 35 and 40 years old also undergo a Mammogram for breast cancer screening and a medical appointment with a mastologist. From the age of 40, these assessments are carried out along with your periodic health examination;
 - Men aged 45 years or older undergo, along with their periodic health examination, a medical appointment with a urologist and a blood test for the prostate (Prostate Specific Antigen -PSA).
- Follow-up of employee absenteeism rate through Business Intelligence to verify the health reasons that are most involved with absenteeism and define specifics actions.
- Hearing Conservation Program for the population exposed to noise at Cemig. It involves the following actions: actions to reduce the noise level in activities, actions to indicate adequate personal protective equipment (PPE) for hearing, employee training to ensure the exchange, conservation and correct use of PPE, monitoring of these employees through of annual audiometries.
- Psychology Assessments:
 - Periodically, Live Line Electricians undergo psychological assessment;
 - Changes in the role of employees who will work at heights, electricity and in the Distribution Operation Centers (DOC) and System Operations Centers (SOC);
 - At the request of managers and supervisors through Health Assessment Requests (HAR);
 - Follow-up of employees who need mental health monitoring.



• Medical appointments on spontaneous demand from employees who seek the health service for specific evaluations.