

**ACTIONS TO REDUCE
AND PREVENT HEALTH ISSUES
OR RISKS FOR EMPLOYEES
REPORT 2024/2025**



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.

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

Título do Documento:

CLASSIFICAÇÃO: RESERVADO

GESTÃO DOS RISCOS DE SST – Identificação e avaliação de riscos utilizando a Matriz de Risco



IT-SESMT- 4.3.1- 001j

Nº Documento
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Treinamento recomendado: <input type="checkbox"/> formal <input checked="" type="checkbox"/> - 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.
g	01/04/2021		Substituído o termo Severidade pelo termo Gravidade em todo o texto.
			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
h	05/07/2021		Alteração do título da instrução.
		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

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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.

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.

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 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.

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);
- b) By the IAPC of the area where the accident occurred, for other types of incidents, in accordance with the terms established in the relevant legislation and applicable SESMT instructions;
- c) By the health and safety management, if non-compliance or ineffectiveness of the actions provided for in items "a" and "b" above is verified, or in specific situations at its discretion.

Because it is a value for the company, Cemig carries out a series of OHS training sessions for the entire workforce (employees and third parties) to increase awareness and reduce operational health and safety incidents. The training sessions are related to the characteristics of the services to be performed and the potential risks exposed, covering 100% of the workforce.

Cemig has a broad and diversified supplier base, made up of companies that meet various strategic and 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 flu vaccination campaign: carried out in April/May for all Cemig employees;
- Occupational medical exams and additional exams:
 - Medical exams:
 - Periodic Exam: carried out annually or biennially, depending on the occupational risks to which employees are exposed;
 - Occupational Risk Change Exam: carried out before the employee changes roles that have an occupational risk different from the current one;
 - Return to Work Exam: carried out before the employee returns to work after being away due to illness of 30 days or more;
 - Admission Exam: carried out before the candidate is admitted to Cemig;
 - Dismissal Exam: carried out before the employee is dismissed from Cemig.
 - Additional exams:

- Employees who work at heights: blood count, fasting blood glucose, electrocardiogram and psychosocial assessment;
- Employees who work with electricity: blood count, fasting blood glucose, electrocardiogram;
- Employees who work in confined spaces: blood count, fasting blood glucose, electrocardiogram and psychosocial assessment;
- Employees who carry out work with exposure to noise: audiometry.
- Medical assessments at the request of areas: managers and supervisors can request medical and psychological assessments of their employees at any time (Health Assessment Requests - PAS).
- +Saúde [+Health]: quality of life program in pilot project phase. The target audience currently includes operational employees who have some restrictions on working at heights and/or working with electricity. It involves multidisciplinary work with a physical education professional, nutritionist and physician.



Você já ouviu falar do Programa + Saúde da Cemig? A iniciativa está sendo desenvolvida na empresa há 7 meses e, nesse tempo, já atendeu mais de 100 empregados e realizou quase 400 avaliações médicas. Com ações de promoção de saúde dos nossos colaboradores, o + Saúde já transformou vidas como a do Bruno Pedrosa Pereira. O técnico de Gestão de Ativos da Companhia já comemora os excelentes resultados do acompanhamento do Programa e leva uma vida cada vez mais ativa e saudável.

- Medical evaluation after absences for health reasons of less than 15 days: employees who were absent for periods of less than 15 days due to mental illness, cardiovascular disease, musculoskeletal disease, external trauma are subjected to medical evaluation via telemedicine to check whether they are able to return to their usual work, if they need help with the treatment of their pathology and to provide general guidance;
- Health Promotion Actions:
 - Cemig Run: the event is an initiative of the Occupational Health of Cemig and aims to encourage the practice of physical activity among employees and their families;



No último domingo, 25, as ruas de Belo Horizonte foram tomadas por uma energia contagiante! A Cemig Run 2025 reuniu centenas de colaboradores, parceiros e amantes do esporte em uma manhã marcada por superação, alegria e muito movimento.

- Health Dialogues: held monthly via Teams. Issues of general health relevance are addressed. In 2023, for example, the following Dialogues were held:
 - Blue November;



Quebrar tabus e falar abertamente sobre a saúde do homem, especialmente no que diz respeito ao câncer de próstata, é essencial para promover a conscientização, reduzir o estigma e melhorar o diagnóstico precoce e o tratamento. Pensando nisso, a Cemig promoveu mais uma edição do Diálogos de Saúde com o tema Novembro Azul. O evento foi transmitido ao vivo, via Teams. [Se perdeu ou quer reassistir](#).

- Pink October;



- Cerebrovascular Accident;

- Health and Well-being;
- Climacteric and Menopause;



No próximo dia 26 de março, das 14h às 15h, será realizada mais uma edição do Diálogos de Saúde. O tema da palestra deste mês será: “Saúde da Mulher: Climatério e Menopausa”, abordando as principais questões relacionadas a essas fases tão decisivas da vida das mulheres. O evento será transmitido online, via Teams. [Clique aqui e acompanhe!](#)

- Excessive Use of Alcohol and Drugs.



Está chegando o Carnaval e o time de Saúde Ocupacional da Cemig preparou um **Diálogos de Saúde** com um tema importante para quem vai cair na folia. O evento sobre “**Carnaval, álcool e Drogas**” contará com a palestra do infectologista Dr. Flávio de Souza Lima, do Instituto Orizonti. O bate-papo será transmitido via Teams e acontece na próxima quarta-feira, 26 de fevereiro, às 9h. [Clique aqui e assista!](#)

- Additional exams of health promotion exams:
 - Men and women aged 35 or over undergo periodic health check-up: fasting blood glucose, total cholesterol, HDL cholesterol, triglycerides and heart tests (resting electrocardiogram). From the age of 40, employees also undergo a fecal occult blood test (bowel cancer screening);
 - Women between 35 and 40 years old also undergo a mammogram to screen for breast cancer and a consultation with a mastologist. From the age of 40, these assessments are carried out together with your periodic exam;
 - Men aged 45 or over undergo a periodic health check-up with a urologist and a prostate blood test (PSA).
- Monitoring absence indicators for the employee population through Business Intelligence of absenteeism to check the health reasons that are most involved in absenteeism and define specific 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 hearing personal protective equipment (PPE), employee training to ensure the exchange, conservation and correct use of PPE, monitoring of these employees through annual audiometry;

- Psychology Assessments:
 - Periodically, Live Line Electricians are subjected to psychological assessment;
 - In changes in the role of employees who will work at heights, electricity and in the Distribution Operation Centers (COD) and System (COS);
 - Upon request of managers and supervisors through Health Assessment Requests (PAS);
 - Monitoring employees who need mental health monitoring.
- Assistance on spontaneous demand from employees who seek the health service for specific assessments.
- 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.