

## **DATA PRIVACY POLICY - EMPLOYEES, SUPPLIERS AND SERVICE PROVIDERS**

### **1. INTRODUCTION**

1.1. Companhia Energética de Minas Gerais - CEMIG recognizes its responsibility for protecting the Personal Data of its employees, contracted third parties, suppliers and service providers. The establishment of a Privacy Policy reinforces the commitment to valuing the privacy of its employees, suppliers and service providers.

1.2. The Company uses Personal Data responsibly and in accordance with Brazilian legislation, especially ANEEL Normative Resolution No. 414/2010, of September 9, 2010, which regulates the supply of electricity.

### **2. PURPOSE**

2.1. This Policy is intended to guide the Company's actions regarding data protection matters involving CEMIG employees, officers, interns, apprentices, suppliers and service providers.

### **3. APPLICATION**

3.1. This Policy applies to CEMIG, Cemig Distribuição S.A. - Cemig D, Cemig Geração e Transmissão S.A. - Cemig GT and other wholly owned subsidiaries, which may prepare their own policy for the processing of personal data.

3.2. This Policy is part of a set of actions aimed at protecting Personal Data carried out by CEMIG and takes immediate effect.

### **4. CONCEPTS AND DEFINITIONS**

4.1. Data Subject: the natural person to whom the personal data used by the Company refer.

4.2. Personal data: data that allow the direct or indirect identification of a natural person.

4.3. Data processing: any operation carried out using personal data.

4.4. Security incident: a security breach that leads to unauthorized access, accidental or unlawful situations of destruction, loss, alteration, communication or any form of improper or unlawful processing.

## 5. PRINCIPLES

5.1. CEMIG carries out Personal Data processing activities in compliance with the following principles:

5.1.1. **Purpose:** Personal Data are used for legitimate, specific and explicit purposes, with no possibility of subsequent processing in a manner incompatible with the purposes presented to the Data Subject.

5.1.2. **Adequacy:** Personal Data are used according to the purposes informed to the Data Subject and within the context of processing.

5.1.3. **Necessity:** the use of Personal Data is limited to the minimum necessary to accomplish the purposes, being relevant and proportionate to the processing carried out.

5.1.4. **Free access:** the Data Subject is guaranteed easy and free consultation of the list of Personal Data used by the Company.

5.1.5. **Data quality:** personal data will be updated according to the need and to fulfill the purpose of the processing.

5.1.6. **Transparency:** the Data Subject is provided with clear, accurate and easily accessible information about the processing of Personal Data.

5.1.7. **Security:** technical and administrative measures are used to protect Personal Data from unauthorized access and from accidental or unlawful situations of destruction, loss, alteration, communication or dissemination.

5.1.8. **Prevention:** measures are adopted to prevent damage arising from the processing of Personal Data.

5.1.9. **Non-discrimination:** Personal Data are not used for discriminatory, unlawful or abusive purposes.

5.1.10. **Accountability and rendering of accounts:** effective measures capable of proving observance of, and compliance with, personal data protection rules are adopted.

## 6. RESPONSIBILITY FOR PROCESSING PERSONAL DATA

6.1. The Company responsible for processing personal data is: Companhia Energética de Minas Gerais - CEMIG, registered under CNPJ No. 17.155.730/0001-64, with address at Avenida Barbacena, No. 1,200, Santo Agostinho, Belo Horizonte - MG, ZIP Code: 30190-924.

## 7. PERSONAL DATA SUBJECTS

7.1. The Personal Data Subjects covered by this Policy are: (i) employees; (ii) suppliers and service providers that perform activities for CEMIG.

7.2. Personal Data of adolescents are processed when related to activities as minor apprentices or interns. Personal Data of children may be processed with the consent of their parents or guardians, in accordance with legal requirements.

## 8. PERSONAL DATA COLLECTED

8.1. The following are categories of personal data used by the Company:

<b>Personal Data Category</b>	<b>Personal data processed</b>
<b>Name and Initials</b>	Full name
<b>Personal Characteristics</b>	Age Date and place of birth Gender Nationality Place of origin Marital status Photograph Ethnic origin
<b>Filiation</b>	Mother's and/or father's name Data of minor children: Name, Age, Sex, Address, e-mail.
<b>Identification generated by official bodies</b>	CPF RG (number, issue date and issuing body) Driver's license - CNH (number, issue date and issuing body) Employment and Social Security Card - CTPS SUS Card Bolsa Família Card PIS/PASEP Passport number
<b>Residential information</b>	Home address Home telephone Home fax number Personal e-mail Personal mobile number Social media
<b>Education information</b>	Diplomas and schooling Licenses and professional association

	Academic record
<b>Professional information</b>	Employment history Occupation/Position Registration number Business address Business telephone Business fax Business e-mail Business mobile phone Affiliation to a Labor Union Certifications Professional associations PPE Record
<b>Information about mobile devices (such as: Smartphone, Mobile phone, Tablet etc.)</b>	Geolocation Audio/Video Calendar information Call records Contacts/Address book Text messages (content) E-mail (content) IP address
<b>Financial information</b>	Bank details (bank, branch and account) Salary History of financial transactions with CEMIG Monthly family income and assets data
<b>Health data</b>	Pre-employment medical examination Periodic medical examination Dismissal medical examination Classification as a person with disability - PCD Blood type
<b>Computer and notebook information</b>	Geolocation E-mail (content) MAC Address and/or Serial Number IP address Unstructured data Device model Operating system Version
<b>Other</b>	Service / complaint history Ongoing / completed proceedings Telephone recording when opening service calls

**9. HOW PERSONAL DATA ARE COLLECTED**

9.1. The Personal Data necessary to start and maintain a relationship with the Data Subject are collected in the following cases: (i) as a result of hiring for employment or a position at CEMIG, even if temporary; (ii) as a result of an internship; and (iii) as a result of a commercial relationship with business partners, service providers and suppliers, whether representatives or agents. Data are collected in the following ways:

9.1.1. **Personal Data provided by the Data Subject in person** - provided directly to a CEMIG employee or a third party duly authorized to act on its behalf.

9.1.2. **Personal Data provided by the Data Subject remotely** - provided through virtual service channels (corporate e-mails, application, SMS, self-service kiosks, service through social networks or through the virtual agency, among other available channels) or through telephone service channels.

9.1.3. **Personal Data provided by third parties** - also treated as Personal Data, are provided by third parties, for example, by the body to which the employee is assigned or by a company that has a relationship with Cemig, referring to contractors or suppliers.

## **10. PURPOSE OF THE PERSONAL DATA RECEIVED**

10.1. The Personal Data mentioned in the previous item are received, in summary, for the following activities:

- Press advisory and public relations activities.
- Assistance to former employees and subsequent obligations.
- Compliance with occupational safety rules.
- Operational service and support to employees, suppliers and service providers.
- Social assistance to employees, interns and apprentices.
- Registrations with public bodies required by law.
- Internal communication.
- Accounting for operations and financial reconciliation.
- Access control to CEMIG systems.
- Access control to CEMIG facilities.
- Access control for employees, service providers and partners on CEMIG premises.
- Compliance with ancillary obligations.
- Compliance with legal and regulatory obligations with public bodies.
- Compliance with regulatory obligations with the Brazilian Securities and Exchange Commission - CVM.
- People development.
- Development and maintenance of information technology systems.
- Preparation of technical documents.
- Preparation of notes related to Related Party transactions.
- Preparation of legal opinions.

- Preparation of business plans and operating strategies related to power generation.
- Preparation of public reports.
- Preparation of reports related to the company's operations.
- Preparation of reports related to air and land transportation.
- Preparation and management of contracts with suppliers, business partners and service providers.
- Sending and receiving correspondence and other internal communication mechanisms.
- Exercise of rights or defense in administrative and judicial proceedings.
- Inspection of Documentation of Contracted Companies and Outsourced Employees.
- Management of the organizational structure and infrastructure.
- Management of employee benefits.
- Management of legal documents.
- Personnel management and control of labor relations.
- Management of insurance for eligible employees.
- Management of digital service channels for employees, interns and apprentices.
- Management and archiving of physical documents.
- Executive management of wholly owned generation and transmission subsidiaries.
- Technical management of CEMIG activities.
- Management, maintenance and improvement of CEMIG internal systems.
- Implementation of power generation expansion strategies.
- Implementation of R&D; projects.
- Operation and management of security tools.
- Payment processing.
- Conducting public competitive examinations and hiring processes for officers, employees, interns and apprentices.
- Performing internal controls and compliance activities.
- Entering into agreements with third parties for benefits to employees, interns and apprentices.
- Conducting courses and training for officers, employees, interns and apprentices.
- Conducting studies for infrastructure development.
- Conducting internal surveys.
- Conducting audit procedures.
- Conducting corporate governance procedures.
- Conducting contingency processes.
- Conducting employee health inventories.
- IT support for management systems and modules.

10.2. All Personal Data collected are used strictly for the purposes described in the previous subitem and treated as confidential.

10.3. Personal Data are processed under the following legal bases:

- **Consent** - used in processes in which the Data Subject may choose whether or not to perform a given action, for example, authorizing the use of the employee's image in Company communications.
- **Compliance with a legal or regulatory obligation** - used to meet legal requirements, for example, providing information to the Brazilian Securities and Exchange Commission - CVM, the tax authorities and other public bodies.
- **Performance of Contracts** - used in processes related to the management of contracts with partners, suppliers and service providers, as well as in procedures related to employees' employment contracts, for example, payment processing.
- **Execution of Public Policies** - used for processing personal data necessary to comply with the terms of partnerships signed with public authorities.
- **Regular Exercise of Rights** - used to represent the Company in judicial and administrative disputes.
- **Legitimate Interest** - used to conduct satisfaction surveys and for activities aimed at employee safety, such as monitoring security cameras.
- **Fraud prevention** - used for personal data processing processes aimed at identifying the data subject, as well as monitoring the company's facilities.

## 11. RETENTION OF PERSONAL DATA

11.1. Personal Data will be retained for as long as the contractual relationship between CEMIG and the Data Subject lasts and, after this relationship has ended, for compliance with legal obligations and the exercise of its rights, including for compliance verification purposes.

11.2. After the purpose of processing Personal Data has ended, the information will be discarded or anonymized, following appropriate policies for that purpose.

## 12. SHARING DATA WITH THIRD PARTIES

12.1. CEMIG shares Personal Data with third parties to ensure the operation, provision, improvement, integration and support of activities related to employees, suppliers and service providers. Sharing with third parties will occur when:

- there is formal consent from the Data Subject.
- the transfer is necessary due to compliance with legal obligations.
- the transfer is necessary for the regular exercise of rights in judicial, administrative or arbitration proceedings.

- it is necessary for the performance of a contract.
- it is necessary to meet the legitimate interests of the Data Subject or of CEMIG.

12.2. CEMIG may share the Personal Data of its clients with public bodies by virtue of specific agreements entered into for this purpose.

12.3. Exceptionally, if the Data Subject represents foreign companies, or if performance of the contract so requires, CEMIG may transfer Personal Data abroad. In this case, CEMIG will ensure appropriate safeguards to guarantee the protection of Personal Data, requiring them contractually.

12.4. The Personal Data of Data Subjects are not sold to third parties under any circumstances.

### 13. COOKIE POLICY

13.1. A cookie is a file containing an identifier (a sequence of letters and numbers) stored by the browser. The identifier is sent back to the server every time the browser requests a page from the server. Cookies usually do not contain information that personally identifies a user, but the personal information stored about the user may be linked to that stored and obtained from cookies.

13.2. The Company's websites may use cookies of the following types:

- **Essential cookies:** necessary for the website to function, allowing navigation and use of its features. Without them, the website would not function as desired and the Data Subject could not use some services or resources.
- **Preference cookies:** these collect information about the choices and preferences of the personal data subject, allowing the page to remember settings and personalize some information.
- **Analytical cookies:** collect information about the use of the website, allowing its operation to be improved. For example, analytical cookies show which pages are most visited on the website and help record any difficulties users experience while browsing.
- **Marketing cookies:** advertising cookies used for marketing purposes.

13.3. The Data Subject may configure the browser to block the use of non-essential cookies.

### 14. MEASURES TO PROTECT PERSONAL DATA

14.1. CEMIG has a robust Information Security Policy, regularly revisited through audits and inspections and aligned with the Company's strategic guidelines and legal and regulatory requirements.

14.2. The following measures are adopted by CEMIG to protect Personal Data:

- **Confidentiality:** all CEMIG employees must maintain confidentiality regarding the personal information to which they have access, and any contracted third parties are required to sign a confidentiality agreement if it is not part of the main agreement entered into between the parties.
- **Transparency:** CEMIG always keeps its employees, suppliers and service providers informed about changes in procedures for processing Personal Data, aiming to protect privacy and data security, including the establishment of appropriate practices and policies. The Data Subject may, at any time, request information about where and how Personal Data are stored, protected and used.
- **Isolation:** access to Personal Data is restricted to persons duly authorized by the area responsible for data protection, and only the information strictly necessary to carry out the activity is made available.
- **Rights of the Personal Data Subject:** CEMIG enables the exercise of the Data Subject's rights through an easy and accessible channel, as provided in item 15 of this Policy.
- **Monitoring:** CEMIG uses security reports to monitor access patterns, aiming to identify and mitigate potential threats. Administrative operations, including system access, are recorded to provide an audit trail if unauthorized or accidental changes are made.
- **Communication of Security Incident:** in the event of a security incident that may cause risk or relevant damage to user data, CEMIG will notify the National Data Protection Authority ("ANPD") and, as applicable, the user, within a reasonable period, with information on the description of the nature of the personal data affected, indication of the technical and security measures used to protect such data, related risks and actions adopted to reverse or mitigate the effects of the damage.

## 15. RIGHTS OF DATA SUBJECTS

15.1. The Data Subject may exercise his or her rights directly or through a legally appointed representative.

15.2. The rights of Data Subjects consist of:

- (i) requesting confirmation of the existence of personal data processing;
- (ii) access to the data;

- (iii) correction of incomplete, inaccurate or outdated data;
- (iv) anonymization;
- (v) blocking or deletion of unnecessary or excessive data or data processed in non-compliance with applicable legislation;
- (vi) portability of the data to another service or product provider;
- (vii) information about the public or private entities with which the data are shared.

15.3. Requests must be made through the available service channel on the Cemig portal.

15.4. Inaccurate or outdated Personal Data will be corrected as soon as the Data Subject reports the inconsistencies. The corrections will be kept in the Company's file as historical confirmation of the change.

## **16. FINAL PROVISIONS**

16.1. For clarification of questions about this Policy, the Data Subject may contact CEMIG by e-mail at [privacidade@cemig.com.br](mailto:privacidade@cemig.com.br).

16.2. This Policy may be updated whenever necessary.

## **BOARD OF DIRECTORS**

\* Policy approved by the Board of Directors on 08/19/2020