

## MANAGEMENT OF “CEMIG’S CODE OF CONDUCT”<sup>(4)</sup>

**Replaces IO-07,  
of 7/29/2020**

### 1. PURPOSE

1.1 Define procedures to be adopted by CEMIG’s Ethics Committee and the bodies of Companhia Energética de Minas Gerais-Cemig and its subsidiaries and wholly-owned subsidiaries for the management of the activities necessary for the maintenance of “Cemig’s Code of Conduct”<sup>(4)</sup> and “CEMIG’s Whistleblower Channel”, following also the “Code of Ethical Conduct of Civil Servants and the State Senior Management” of the State of Minas Gerais, Decree 46,644, of November 6, 2014, in the aspects assigned to the Company.

### 2. DEFINITION

2.1 **CEMIG’s Ethics Committee (CEC)**: created by Cemig to coordinate the actions of the Company and its subsidiaries and wholly-owned subsidiaries for the management of the provisions of “Cemig’s Code of Conduct”<sup>(4)</sup> and the Code of Ethical Conduct of Civil Servants and the State Senior Management, as well as for the monitoring of the reports or consultations received on irregular practices that are contrary to the Company’s interests.

2.2 **CEMIG’s Whistleblower Channel**: mechanisms created by the Company to record and address reports and consultations on ethics, which can be anonymous or not, of Cemig’s stakeholders. CEMIG’s Whistleblower Channel may be accessed on the Internet, Corporate Intranet, and by telephone.

2.3 **Cemig’s Code of Conduct**<sup>(4)</sup>: refers to the Code of Conduct, applicable to managers, fiscal council members, employees, interns, employees hired, and contractors, approved by the Board of Directors.

2.4 **Workforce**: managers, fiscal council members, employees, and service providers.

2.5 **Executive Secretariat of CEMIG’s Ethics Committee**: workforce members responsible for the flow of records to be addressed, administrative procedures, and process controls, under CEMIG’s Ethics Committee.

**Notes:** 1. In case of revocation or amendment to a normative instruction or similar instruction referred to in this document, the legal provision that replaces it or supplements it shall be considered.

2. In case of dissolution of a Cemig or external body referred to in this document, the body replacing it shall be considered.

### 3. REFERENCES

3.1 “Code of Ethical Conduct of Civil Servants and State Senior Management” of the State of Minas Gerais: refers to the Code established by Decree 46,644, of November 6, 2014.

3.2 “Standard Internal Regulations of Ethics Committees”: refers to Resolution 005, of March 3, 2005, of the Public Ethics Committee of the State of Minas Gerais, which establishes rules for the operation of the Ethics Committees.

3.3 Resolutions of the Public Ethics Committee of the State of Minas Gerais.

3.4 “Cemig’s Code of Conduct”<sup>(4)</sup>: refers to the Company’s Code of Conduct, applicable to managers, fiscal council members, employees, interns, employees hired, and contractors, approved by the Board of Directors.

3.5 United Nations (UN) Global Compact: an initiative to mobilize the international business community to adopt, in its business practices, fundamental and internationally accepted values in the areas of human rights, labor relations, environment, and fight against corruption, reflected in 10 principles, of which Cemig is a signatory, including the booklet on Corporate Social Responsibility, which includes the Company’s actions aligned to the aforementioned Principles.

## 4. PROCEDURES

### 4.1 Promotion of the disclosure of Ethical Principles

4.1.1 The “Cemig’s Code of Conduct”<sup>(4)</sup> shall be available on the:

- a. Corporate Intranet;
- b. Cemig’s website ([www.cemig.com.br](http://www.cemig.com.br)).

4.1.2 The Code of Conduct shall be internally and periodically disclosed through campaigns, training sessions, or other types of disclosure with the Workforce, including its updates.

4.1.3 The People Development and Internal Communications Management (GP/DC)<sup>(5)</sup> and the Assistant Board of Corporate and Sustainability Communications (DCS)<sup>(1)</sup>, as required by CEMIG’s Ethics Committee, shall be responsible for widely disclosing “Cemig’s Code of Conduct”<sup>(4)</sup> and making its respective links available on the Intranet and Internet.

4.1.4 CEMIG’s Ethics Committee shall be responsible for raising corporate awareness of the importance of ethical conduct and the content of the Code of Conduct.

4.1.5 CEMIG’s Ethics Committee shall be responsible for holding periodic training, at least annually, on the Code of Conduct to employees and managers, according to Decree 47,154, of February 20, 2017.

### 4.2 Execution of Formal Commitment

4.2.1 All employment contracts executed at Cemig shall be preceded by a formal commitment by the employee, who shall declare that he/she is aware of, observes, and follows the principles and criteria of conduct contained in “Cemig’s Code of Conduct”<sup>(4)</sup>.

4.2.2 The Assistant Board of People Management and Corporate Services (DGP)<sup>(1)</sup> shall be responsible for providing the necessary measures for the execution of the formal commitment by the workforce and the coordination of the formalization of such commitment by everyone upon the review of the Code of Conduct.

4.2.3 The Governance Management (GC/GO)<sup>(3)</sup> shall be responsible for the discretionary necessary measures for the execution of the formal commitment by new Board members and Executive Officers and its subsidiaries and wholly-owned subsidiaries, as well as for the formalization of such commitment by everyone upon the review of the Code. This area shall also be responsible for sending to CEMIG's Secretariat of Ethics Committee the statement of information on its equity position and works previously conducted and their updates, according to article 29 of Decree 46,644, of November 6, 2014

4.2.4 The Associate Board of Procurement and Logistics (DCL)<sup>(2)</sup> shall be responsible for including a contractual clause on the supplier's adhesion to "Cemig's Code of Conduct"<sup>(4)</sup> and attaching it to the contracts executed with third parties to publicize them and raise awareness on these guidelines on behalf of Cemig.

4.3 Procedure for the reviews of "Cemig's Code of Conduct"<sup>(4)</sup>.

4.3.1 Upon request by CEC, the Executive Secretariat of CEMIG's Ethics Committee shall be responsible for providing the periodic review of "Cemig's Code of Conduct"<sup>(4)</sup>, with the support of other bodies, where applicable.

4.3.2 The proposals for the review of "Cemig's Code of Conduct"<sup>(4)</sup>, approved by the Executive Board, shall be presented to the Board of Executive Officers for validation.

4.3.3 After the approval of a review of "Cemig's Code of Conduct"<sup>(4)</sup>:

- a. CEMIG's Ethics Committee, upon available corporate means, shall be responsible for disclosing the new version of the Code of Conduct;
- b. the diverse bodies shall be responsible for providing and formalizing the adhesion of the workforce under their responsibility to the Code of Conduct.

## **ORGANIZATION AND COMPENSATION MANAGEMENT (DGP/OR)**

\* Instruction approved by the Executive Board on January 5, 2021

- (1) Denomination and acronym changed according to Circular Letter DPR-002/2021, of January 12, 2021.
- (2) Amendment according to Circular Letter DCL-002/2021, of May 5, 2021.
- (3) Denomination and acronym changed according to Circular Letter DRJ-005/2021, of November 5, 20221.
- (4) Document approved by the Board of Directors on April 18, 2022.
- (5) Amendment according to Circular Letter DGP-007/2022, of May 18, 2022.

THE INTERNAL AUDIT SUPERINTENDENCY (AI) IS RESPONSIBLE FOR PERMANENTLY MAINTAINING THE ACCURACY BETWEEN THE TERMS OF THIS INSTRUCTION AND THE PROCEDURES IN FORCE.