

A smiling female worker wearing a yellow hard hat and a high-visibility safety vest with reflective stripes. She has her arms raised in a gesture of triumph or joy. The background shows a field of solar panels under a clear sky. The image is overlaid with a green graphic design featuring a large green shape at the top and a pattern of small white dots on a green background at the bottom.

**CEMIG**

**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;

The screenshot shows the top navigation bar of the Cemig Online website. The navigation menu includes: Conecta, Negócios (dropdown), Gestão (dropdown), Inovação (dropdown), and Gerenciar Site. The main header features the Cemig logo, the text 'Cemig Online', and links for 'Página Inicial', 'Registre sua demanda', 'Sugira um assunto', and 'Seguindo' (with a star icon). Below the header, there is a utility bar with 'Enviar para' (dropdown) and 'Leitura Avançada' (dropdown). The main content area is a banner with the title 'Cemig celebra mês da mulher com ações de saúde para o público feminino' and the date 'Publicada em 22/03/2023'. The banner includes an illustration of a doctor and a woman. A blue call-to-action bar at the bottom of the banner says 'Live sobre saúde da mulher acontece esta semana. Participe!'. Below the banner, a line of text reads: '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.

The screenshot shows a social media post from 'Cemig Online'. The header includes navigation links: 'Conecta', 'Negócios', 'Gestão', 'Inovação', and 'Gerenciar Site'. The main navigation bar contains 'Cemig Online', 'Página Inicial', 'Registre sua demanda', 'Sugira um assunto', and 'Seguindo'. The post features a photo of runners at the start of a race, with the headline '#tbt: Cemig Run 2023 foi um sucesso e deixou saudades'. The post is dated 'Publicada em 01/06/2023'. The text below the photo reads: 'Quem esteve nesse domingo na Cemig Run pôde 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)

The screenshot shows a social media post from 'Cemig Online'. The header and navigation bar are identical to the previous screenshot. The post features a purple banner with a white cross icon and the text 'Diálogos de Saúde trará alertas importantes para o Carnaval. Participe!'. The theme is 'Tema: Carnaval e Saúde'. The event is scheduled for '15/02 | 8h30' and is a 'Transmissão online via Teams'. The post is dated 'Publicada em 14/02/2023'. The text below the banner reads: '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.

The screenshot shows the top navigation bar of the CEMIG Online website with links for 'Conecta', 'Negócios', 'Gestão', 'Inovação', and 'Gerenciar Site'. Below the navigation bar, there is a search bar and a 'Seguindo' button. The main banner features the CEMIG logo in the top right corner, a central illustration of a mosquito on a hand, and the text 'Precisamos falar sobre a dengue, chikungunya e zika'. Below the illustration, it says 'Publicada em 28/02/2023' and 'Período chuvoso acende alerta para proliferação do *Aedes aegypti*'.

- Women's Health

The screenshot shows the top navigation bar of the CEMIG Online website. The main banner features an illustration of a doctor and a woman, with the text 'Cemig celebra mês da mulher com ações de saúde para o público feminino'. Below the illustration, it says 'Publicada em 22/03/2023' and 'Live sobre saúde da mulher acontece esta semana. Participe!'.

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

- The importance of vaccines

The screenshot shows the top navigation bar of the CEMIG Online website. The main banner features the text 'Diálogos de Saúde' and 'Participe do próximo Diálogos de Saúde' with a date '13/04 | 10h às 12h'. It also lists the instructors: 'Instrutores: Rodrigo Adriano e William Martins'. Below the banner, it says 'Publicada em 26/04/2023'.

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

- Traffic accidents



- 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 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 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.