

SPECIFIC COLLECTIVE-BARGAINING AGREEMENT RELATED TO PROFIT SHARING PROGRAM OF CEMIG 2023

Specific Collective-Bargaining Agreement entered into by, on one side, COMPANHIA ENERGÉTICA DE MINAS GERAIS, CEMIG Geração e Transmissão S.A. and CEMIG Distribuição S.A, hereinafter referred to as CEMIG or Company, and on the other side, SINDICATO INTERMUNICIPAL DOS TRABALHADORES NA INDÚSTRIA ENERGÉTICA DE MINAS GERAIS – SINDIELETRO-MG, SINDICATO DOS TRABALHADORES NA INDÚSTRIA DE ENERGIA ELÉTRICA DE JUIZ DE FORA - STIEEJF, SINDICATO DOS TRABALHADORES NA INDÚSTRIA DE ENERGIA ELÉTRICA DE SANTOS DUMONT - STIEESD, SINDICATO DOS ENGENHEIROS NO ESTADO DE MINAS GERAIS - SENGE-MG, SINDICATO DOS ADMINISTRADORES NO ESTADO DE MINAS GERAIS - SAEMG, SINDICATO DOS CONTABILISTAS DE BELO HORIZONTE - SCBH, SINDICATO DOS ECONOMISTAS DO ESTADO DE MINAS GERAIS – SINDECON-MG, SINDICATO DOS TÉCNICOS INDUSTRIAIS DE MINAS GERAIS – SINTEC-MG, SINDICATO DOS ADVOGADOS DO ESTADO DE MINAS GERAIS – SINAD-MG, SINDICATO DOS GEÓLOGOS NO ESTADO DE MINAS GERAIS – SINGEO-MG and SINDICATO DOS EMPREGADOS TÉCNICOS QUE TRABALHAM COMO ANALISTAS DE SISTEMAS, PROGRAMADORES E OPERADORES NA ÁREA DE COMPUTAÇÃO NO ESTADO DE MINAS GERAIS - SETTASPOC-MG, hereinafter referred to as Trade Union or Union, pursuant to the following Clauses and conditions:

Whereas:

- Law No. 10.101, of December 19, 2000;
- Meetings with employee representative entities held in 2022 and 2023;
- Need to formalize previously agreed indicators and targets;
- Approval of the labor union that are signatories to this Specific Collective-Bargaining Agreement;
- That the parties mentioned in the preamble established, through free negotiation, the criteria, rules, results indicators and targets shall govern the Profit Sharing of the Company, referring to 2023;
- The strategic planning of the Company, through which the indicators that constitute this agreement are established.

CEMIG and Trade Union signatory to this Instrument enter into a Specific Collective-Bargaining Agreement for profit sharing, related to the year 2023, subject to the following clauses and conditions:

Clause 1 - Definitions

1. University professional group: These are professionals who hold positions requiring higher education at bachelor's degree level, working in different areas of the Company.
2. Technical professional group: These are professionals who hold positions requiring professional technical training, working mainly in the core areas of the Company.

3. Professional group of administrative support: These are professionals who hold positions requiring high school or technical education (when necessary), working in different areas of the Company.
4. Operational professional group: These are professionals who hold positions requiring high school education, plus professional training acquired internally, working in the core areas of the Company.
5. Management Career Positions: These are positions of a transitional nature, with management responsibilities, which are filled by designation of the Executive Board of the Company, namely: Superintendents, Managers and Administrators.
6. Remuneration: For the purposes of the Profit Sharing payment basis, remuneration is understood as the nominal base salary plus all additional payments and bonuses that make up the individual Income and Discount Statements on a monthly basis.
7. Corporate Indicators: These are those related to parameters measuring or evaluating the performance of the Company an integrated manner.
8. Specific indicators: These are those related to the parameters that measure the results of the company's operational processes. They are indicators of the quality of the product or service produced by the evaluated area.

Clause 2 - Scope

1. This instrument expressly covers employees of the permanent career framework, represented by the Trade Union approving the Specific Collective-Bargaining Agreement related to the Profit Sharing Program Cemig 2023, belonging to the university professional group, the technical professional group, the administrative support professional, the operational professional group and employees who hold management career positions.
2. This agreement does not apply to trainees and temporary workers.
3. Employees who, during the base year, occupy management-oriented career positions shall be eligible to receive the amount related to the program of PLR 2023, in proportion to the months worked in the original position, in the period prior to progression to the position of a management-oriented career, considering the fraction equal to or greater than fifteen (15) days/month.
4. Employees who, during the base year, are removed from a management-oriented career position, shall be entitled to receive the amount relating to the program of PLR 2023, in proportion to the months worked in the position they occupy, in a period after being removed from the position of management-oriented career, considering the fraction equal to or greater than fifteen (15) days/month.

Clause 3 - Value and Tax Base

1. The Company proposes conditioning the payment of Profit Sharing for 2023, only if, as a whole, at least seventy percent (70%) of the targets are achieved, observing the relative weight of each of the indicators and also considering the individual achievement of seventy percent (70%) of the Adjusted Net Profit. Otherwise, there shall be no distribution of Profit Sharing.
2. The adjusted net profit, therefore, shall be considered the consolidated net profit of CEMIG, calculated in the year 2023, excluding the results of companies that have their own Profit Sharing agreement or that Cemig is a minority partner, disregarding non-recurring amounts not included in the base budget proposal, as they are referred to in the financial statements published by the Company.
3. For all payment purposes, the employee's remuneration shall be that in effect in December 2023. For employees terminated, assigned and licensed by the Company until December 2023, the remuneration shall be that in effect in the last month of active employment relationship with Cemig.
4. The computation of PLR 2023 by professional groups shall be done by multiplying the result of the indicators (R) by the multiplier assigned to each professional group and by the individual remuneration of each employee.
5. The multiplier that shall express the number of remunerations (in force in December 2023) to be distributed as Profit Sharing (PLR) shall be as per the following table:

PROFESSIONAL GROUP	NUMBER OF REMUNERATIONS (MULTIPLE)
University professional group	2.0 Remunerations
Technical professional group	2.0 Remunerations
Professional group of administrative support	2.0 Remunerations
Operational professional group	2.0 Remunerations

6. For employees occupying positions in the Management Career, that is, managers, administrators and superintendents, Cemig shall establish specific regulations, pursuant to the criteria of the Executive Board and the Board of Directors, which shall observe, among other previously established rules, the Corporate and Specific targets and indicators, included in the basket of indicators adopted by employees belonging to the university professional group, the technical professional group, the professional group of administrative support and the operational professional group.

Clause 4 - Targets and Indicators

1. PROFIT SHARING PROGRAM OF CEMIG

2023 shall consist of a set of six (06) Corporate Indicators, targets and their respective weights, in the proportion of twenty-five percent (25%) and three (03) to four (04) Specific Indicators, in the proportion of seventy-five percent (75%), observing the strategic business planning and the specific characteristics of each process, defined and agreed with the Company.

2. The Corporate Indicators, targets and their respective weights are described in the table below:

Table 01. Corporate Indicators

Corporate Indicators				
Type	No.	Description	Weight %	Target 2023
Financial	1	EBITDA Adjusted Cemig	5	Approved budget
Financial	2	Operational efficiency – Initiatives	4	Achieve BRL 50 Million below budget
Investment	3	Implementation of Digital Transformation	3	Schedule approved of projects
Performance	4	Making Investments of G, T and D (%)	5	Approved budget
Performance	5	Total Loss of Distribution	3	Regulatory
Customer Satisfaction	6	General Index of Distribution Term (%)	5	93.50%
Total			25	

The **Adjusted Cemig EBITDA**, therefore, shall be considered the consolidated EBITDA of CEMIG, calculated in the year 2023, excluding the incomes of companies that have their own Profit Sharing agreement or that Cemig is a minority partner, disregarding non-recurring amounts not included in the base budget proposal, as they are referred to in the financial statements published by the Company.

3. The Specific Indicators, targets and their respective weights shall be established by the Company, within the scope of each Board, up to the management level, observing the corporate strategic planning and the specific characteristics of each process and, since the signing of this instrument, it shall be ratified by the signatory Trade Union the SPECIFIC COLLECTIVE-BARGAINING AGREEMENT RELATED TO PROFIT SHARING PROGRAM OF CEMIG 2023.

4. The Specific Indicators, targets and their respective weights shall be presented and made available to employees, until February twenty-eight (28), 2023.
5. The Specific Indicators, targets and their respective weights shall be presented and made available to the trade unions signing this agreement, by March thirty-one (31), 2023.
6. The Indicators and targets of PLR 2023 shall be calculated during the year 2023, until its end, with the payment of any amounts to be distributed to employees in the year 2024, as defined in this agreement.
7. The results of the indicators of 2023 shall be presented to unions by the month following the filing of the Financial Statements with the Securities and Exchange Commission.

Clause 5 - Calculation

1. The results achieved by Corporate Indicators shall be determined by performance ranges, as per the following table:

Table 02. Performance range of Corporate Indicators:

Corporate Indicators				Performance Range		
Type	No.	Description	Weight %	Polarity	Minimum Reference	Target
Financial	1	EBITDA CEMIG Adjusted	5	Upwards	80%	Approved budget
Financial	2	Operational efficiency – Initiatives	4	Upwards	30 MM	To make BRL 50 million below approved budget
Investment	3	Implementation of Digital Transformation	3	Upwards	80%	Schedule approved of projects
Performance	4	Making Investments of G, T and D (%)	5	Upwards	60%	Approved budget
Performance	5	Total Loss of Distribution	3	Downwards	80%	Regulatory

Corporate Indicators				Performance Range		
Type	No.	Description	Weight %	Polarity	Minimum Reference	Target
Customer Satisfaction	6	General Index of Distribution Term (%) (%) **	5	Upwards	80%	93.5%
		Total	25			

2. The percentage of the result obtained by each indicator, according to the performance ranges, shall be given according to the following tables, and may reach, in the case of proportionally exceeding the targets, a percentage increase of 10% higher than the multiple established for each professional group, limited to 2.2 remuneration, with the exception of positions of management-oriented career.

2.1. Adjusted CEMIG EBITDA:

Table 03. Performance Range Adjusted CEMIG EBITDA

Adjusted CEMIG EBITDA	Score
Less than 80%	0
80 to 99%	90 to 99 proportionally
100%	100
100 to 110%	100 to 110
Greater than 110%	110

2.2. Operational Efficiency – Initiatives

Table 04. Operational Efficiency Range – Initiatives

Operational Efficiency – Initiatives	Score
Less than 30 million	0
From 30 to 50 million	90 to 100 proportionally
From 50 to 70 million	100 to 110
Greater than 70 million	110

2.3. Implementation of Digital Transformation

Table 05. Implementation of Digital Transformation:

Digital Transformation	Score
Less than 80%	0
80 to 99%	90 to 99 proportionally
100%	110

2.4. Making Investments of G, T and D (%) Table

06. Making Investments of G, T and D (%):

Investments of G, T and D	Score
Less than 60%	0
60 to 99%	90 to 99 proportionally
100%	110

2.5. Total Loss of Distribution

Table 07. Total Loss of Distribution

Total Loss of Distribution	Score
Greater than 120%	0
Less than 120 to 100%	90 to 100 proportionally
100 to 80%	100 to 110
Less than 80%	110

2.6. General Index of Distribution Term (%)

Table 08. Performance Range General Index of Distribution Term (%):

General Index of Distribution Term	Score
Less than 74.8%	0
From 74.8 to 93.5%	90 to 100
From 93.5 to 100.00%	100 to 110 proportionally

The results achieved by the Specific Indicators shall also be determined according to performance ranges, established by the Company.

3. Table 11. Indicators of polarity “upwards”

Performance	(%) of Result
Less than the minimum reference	0
Greater than or equal to the minimum reference and less than the target	90 to 99 proportionally
Equal to target	100
From 0 to 10% lower than target	100 to 110 proportionally
More than 10% above target	110

4. **Table 12.** Indicators of polarity “downwards”

Performance	(%) of Result
Greater than the minimum reference	0
Less than or equal to the minimum reference and greater than the target	90 to 99 proportionally
Equal to target	100
0 to 10% lower than target	100 to 110 proportionally
More than 10% below target	110

5. The calculation of the Indicator Result shall be carried out pursuant to the following conditions and formulas:

$$R = [\sum (IC \times \text{weight assigned to indicator})] \times K1 + [\sum (IE \times \text{weight assigned to indicator})] \times K2$$

Where:

R = Result of indicators;

IC = result achieved by corporate indicator/indicator target; IE = result achieved by specific indicator/indicator target; K1 = proportion of contribution to corporate indicators;

K2 = proportion of contribution to specific indicators.

6. If the Result of the Indicators, as a whole, is less than 70%, the value zero (0) shall be assigned to it, thus there shall be no allocation of Profit Sharing.
7. The results of each indicator are independent of each other for the purpose of distributing values, that is, failure to meet a target does not eliminate the possibility of distribution through the sum of the results of the other indicators.

Clause 6 - Payment, Eligibility Criteria and Other Conditions of the Program

1. Payment of PLR shall be made in the month following the filing of the Annual Financial Statements with the Securities and Exchange Commission, observing that:
- a) Employees represented by the trade unions signatory to this agreement, who maintained an employment relationship throughout the year (between 01/01 and 31/12), shall be eligible to receive the amount equivalent to PLR 2023, who shall receive it in proportion to the months worked in the Company considering the fraction equal to or greater than fifteen (15) days/month, except for the situations established below:
- Employees hired, dismissed, assigned and licensed by the Company throughout the year 2023 (between 01/01 and 31/12) shall receive the amount equivalent to the provisions above, in proportion to the months worked at CEMIG, considering the fraction equal to or exceeding fifteen (15) days/month.

- In the event of the death of an employee qualified to receive the provisions above, the qualified beneficiaries shall receive the equivalent amount in proportion to the months worked at CEMIG, considering the fraction equal to or greater than fifteen (15) days/month.
 - Employees on leave without receiving remuneration, due to administrative proceedings, investigations or administrative disciplinary procedures, shall not be entitled to receive PLR during the entire period of leave.
 - When defining the proportionality of the number of months worked in the base year (calculation of one twelfth specified in the previous paragraph), the information that generated the payment of the Christmas Bonus for the base year (13th Salary) shall be used, except for the period of projection of prior notice and except, exceptionally, for the absences specified below:
 - For reasons of maternity and abortion, as long as the requirements required to receive the “Maternity Salary” funded by Social Security are met and that the absence does not exceed one hundred twenty (120) days or one hundred eighty (180) days in this case the Employee's option to extend maternity leave, pursuant to Law No. 11.770 of September 09, 2008;
 - Due to paternity leave, under the terms of Law No. 13.257, of 2016;
 - Due to adoption leave;
 - Vacation;
 - Releases of Union Leaders, under the terms of the Collective-Bargaining Agreement in force;
 - Other employees released are also at a cost to CEMIG, provided that the authorization to receive the above provisions is provided for in a Communication of Board Resolution.
 - Summons made by the Court and in compliance with the Military Service Law;
 - In cases of accidents at work or occupational illnesses recognized by Social Security as comparable to an accident at work, as long as the absence is less than one hundred eighty (180) days in the year 2023.
2. Employees who leave the Company throughout 2023 and 2024, on a date prior to the payment of the 2023 PLR, for any reason, shall receive the proportional amount of the PLR to which they are entitled, starting in July of the year following the base year.

Clause 7 - General Provisions Applicable to All Employees

Compensation

The amounts distributed or advanced in compliance with the provisions of the preceding items shall be compensated, if the Company is obliged to pay any installment of this title or nature as a result of Legislation, Provisional Presidential Decree or subsequent Court Decision.

Integration of Remuneration:

Pursuant to art. 3, of Law No. 10.101/2000, PLR shall not be part of the employee's remuneration for any purpose, it shall not constitute the basis for the incidence of any labor charges, nor shall there be any social security incidence, nor shall the principle of habituality apply to it.

Deductions

Discounts relating to Income Tax and FORLUZ contribution shall be deducted from PLR payments, pursuant to Law No. 10.101/2000 and own criteria of FORLUZ, provided in the Regulation of Plan B, article 30, paragraph first, which defines the installments that make up the Real Wage of Contribution, duly approved by the Department of Supplementary Social Security – SPC, of the Ministry of Social Security and Social Assistance – MPAS, as well as other authorized discounts.

Clause 8 - Effectiveness Term

The Agreement shall be in force for the period from January 1, 2023 to December thirty-one (31), 2023.

Belo Horizonte, February 06, 2023.

ORIGINAL SIGNED BY:

CIA. ENERGÉTICA DE MINAS GERAIS
CEMIG GERAÇÃO E TRANSMISSÃO S.A
CEMIG DISTRIBUIÇÃO S.A.
Reynaldo Passanezi Filho
Chief-Executive Officer

CIA. ENERGÉTICA DE MINAS GERAIS
CEMIG GERAÇÃO E TRANSMISSÃO S.A
CEMIG DISTRIBUIÇÃO S.A.
Hudson Felix Almeida
Deputy Director

SINDICATO INTERMUNICIPAL DOS
TRABALHADORES NA INDÚSTRIA
ENERGÉTICA DE MINAS GERAIS -
SINDIELETRO-MG
Emerson Andrada Leite
General Coordinating Director

SINDICATO DOS TRABALHADORES NA
INDÚSTRIA DE ENERGIA ELÉTRICA DE
JUIZ DE FORA
João Pedro Martins
Director

SINDICATO DOS TRABALHADORES NA
INDÚSTRIA DE ENERGIA ELÉTRICA DE
SANTOS DUMONT
Reinaldo Ferreira Cabral
President

SINDICATO DOS TÉCNICOS INDUSTRIAIS
DE MINAS GERAIS - SINTEC-MG
Nilson da Silva Rocha
President

SINDICATO DOS ENGENHEIROS NO
ESTADO DE MINAS GERAIS - SENGE-MG
Murilo de Campos Valadares
President

SINDICATO DOS ADMINISTRADORES
NO ESTADO DE MINAS GERAIS - SAEMG
Maurício Pereira de Jesus
President

SINDICATO DOS ECONOMISTAS DO
ESTADO DE MINAS GERAIS
Valquíria Aparecida Assis
President

SINDICATO DOS GEÓLOGOS NO ESTADO
DE MINAS GERAIS - SINGEO-MG
Antônio Geraldo da Silva
President

SINDICATO DOS ADVOGADOS DO
ESTADO DE MINAS GERAIS - SINAD-MG
Roberto Williams Moysés Auad
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SINDICATO DOS CONTABILISTAS DE
BELO HORIZONTE - SCBH
Silvério Papa Ferreira
President

SINDICATO DOS EMPREGADOS TÉCNICOS
QUE TRABALHAM COMO ANALISTAS DE
SISTEMAS, PROGRAMA- DORES E
OPERADORES NA ÁREA DE
COMPUTAÇÃO NO ESTADO DE MINAS
GERAIS - SETTASPOC
Wanderson Alves da Silva
President