



POLICY FOR APPOINTING MEMBERS OF THE BOARD OF DIRECTORS, EXECUTIVE BOARD, AND ADVISORY COMMITTEES

1 - PURPOSE

1.1 - This Policy establishes the criteria and procedures for appointing members of the Board of Directors, Executive Board, and Advisory Committees of **WEG S.A.**

2 - MAIN DEFINITIONS

Director(s): People elected to the positions of Board Member or Director.

Group: The WEG Group, led by its controlling company, WEG S/A.

WEG, Company or enterprise: WEG S.A., its subsidiaries and affiliates in Brazil.

3 - REQUIREMENTS, IMPEDIMENTS, AND CONFLICT OF INTEREST

General requirements

3.1 - Nominees must have technical qualifications, renowned knowledge, and experience consistent with the position, have an unblemished reputation, and be committed to the Company's values and compliance with the rules and guidelines inherent to the position, in addition to having knowledge of good corporate governance practices.

3.1.1 - The Board of Directors, Executive Board, and Advisory Committees should seek to bring together the skills listed in their respective Internal Regulations and the requirements of applicable legislation.

3.2 - Appointments must comply with the following: (a) complementary experience and training compatible with the requirements of the position, as set forth in the Internal Regulations of the respective Board/Executive Board/Committee, (b) availability of time to evaluate the relevant documentation and perform other duties of the position, and (c) social diversity.

Specific requirements - Directors

3.3 - Candidates for management positions must have appropriate academic qualifications, professional experience in the Company's strategic needs, and knowledge in the compliance area.

3.4 - In addition to the above requirements, nominees for the Board of Directors must have experience as an executive or advisor, knowledge of advanced management, interpretation of financial statements, finance, accounting, and specific matters of interest to the Company.

Impediments

3.5 - A person is ineligible for election to the Board of Directors or the Executive Board, unless expressly exempted by the competent bodies responsible for such election within the Company, if they hold a position in a company considered a competitor, especially on advisory, administrative, or audit boards, as well as in other situations of ineligibility provided for by law.



Conflict of interest

3.6 - During their term of office, if elected, Board Members must declare, prior to deliberation, that they have a particular interest or conflict of interest with the Company regarding a specific matter submitted for their consideration, abstaining from discussion and voting.

4 - REQUIRED DOCUMENTATION FOR NOMINATIONS

4.1 - The nomination must be accompanied by the nominee's personal documents (as listed below), and additional documents may also be requested:

I - Form from **Annex I** to this Policy, duly completed;

II - The nominee's CV;

III - Declaration of eligibility, availability of time, and other necessary declarations, as per **Annex II** to this Policy, duly signed by the nominee.

4.2 - Nominations and the list of documents must be submitted in accordance with the address(es) and deadline(s) indicated below, in the specific sections applicable to each group covered by this Policy.

5 - NOMINATIONS FOR THE BOARD OF DIRECTORS

5.1 - Nominations for the Board of Directors must be submitted as a slate and sent either to the email address available on the Company's investor relations website or directly to the Company, at least 30 (thirty) days prior to the meeting or shareholders' assembly responsible for the election.

5.2 - Procedures for Submitting a Slate

5.2.1 - Any shareholder, or group of shareholders, is entitled to propose a slate for the Board of Directors, with the submission of more than one slate by the same shareholder or group of shareholders being prohibited. If the multiple voting process is not requested, as provided by law, the Shareholders' Meeting shall vote on slates duly registered as described below, and individual voting for candidates shall not be permitted, in accordance with the provisions of the Bylaws.

5.2.1.1 – When submitting a slate for the Board of Directors, the proposer must provide the Company with a formal document listing the qualifications and names of the candidates included in the slate, along with their signatures in the same document, jointly expressing their acceptance to be part of the proposed slate. The document must also indicate the candidate for the purposes of item 5.2.4 below.

5.2.2 - The slates must include the same number of members as the available seats, with one member designated as a provisional member, who may only take office in the event that the separate election of a member is not requested, where applicable.

5.2.3 - Each shareholder may vote for only one slate, and the slate receiving the highest number of votes at the General Meeting shall be declared elected.

5.2.4 - If a request is made for a separate election process, such process shall take place prior to the slate election described above, and the slate election shall follow thereafter. In the event of the minority shareholders elect their representative to the Board of Directors, that individual shall fill one of the seats, and the name indicated as a provisional member in the slate shall be disregarded.

5.3 - Independent members

5.3.1 - The overall composition of the Company's Board of Directors must comply with the maximum number of members and a minimum of 2 (two) or 20% (twenty percent), whichever is greater, of independent members, in accordance with the Bylaws.

5.3.2 - When, as a result of compliance with the percentage mentioned in item 5.3.1, a fractional number of Board Members results, it shall be rounded up to the next whole number.

5.3.3 - For the calculation of seats allocated to independent members, those occupied by Board Members elected by minority shareholders shall be considered.

5.3.4 - Qualification as an independent member of the Board shall be expressly stated in the minutes of the General Meeting that elects them.

5.3.5 - The independent Board Member shall be characterized by:

- a)** not be a direct or indirect controlling shareholder in the case of the Company;
- b)** not having their voting rights exercised at meetings of the body, bound by a shareholders' agreement that deals with matters related to the company;
- c)** not be a spouse, partner, or relative, whether direct or collateral, up to the second degree, of the controlling shareholder, of an administrator of the Company, or of an administrator of the controlling shareholder;
- d)** not be or have been, in the last three (3) years, an employee or director of the company or its controlling shareholder, or of an independent audit firm that audits or has audited the company, or of a non-profit entity that receives significant financial resources from the company or its related parties;
- e)** not be a direct or indirect supplier or purchaser of WEG services or products, whenever this implies a loss of independence;
- f)** not be an employee or administrator of a company or entity that is demanding or offering services or products to WEG, whenever this implies a loss of independence;
- g)** not receive any other remuneration from WEG other than that related to the position of director, except for cash earnings from equity participation.

6 - NOMINATIONS FOR THE EXECUTIVE BOARD

6.1 - Nominees for positions on the Executive Board are subject to the same requirements, restrictions, and prohibitions applicable to members of the Board of Directors.

6.2 - Nominations for the position of Chief Executive Officer and for other Executive Board positions shall follow the Company's internal succession process and must be submitted to the Chairman of the Board no later than 7 (seven) days prior to the monthly meeting.

7 - NOMINATIONS AND ELECTIONS FOR ADVISORY COMMITTEES

7.1 - Nominations for members of the Advisory Committees shall be made by the Board of Directors, observing the same deadline and submission method applicable to Executive Board nominations, and their members shall be elected by the Board of Directors, in accordance with the respective Regulations.



8 - EVALUATION PROCESS

8.1 - The Company shall maintain an evaluation process for the Board of Directors, its Advisory Committees, and the Chief Executive Officer, which will take place annually, no later than April.

8.2 - The evaluation process shall be disclosed in accordance with the applicable regulations.

9 - VIOLATIONS AND SANCTIONS

9.1 - Any violations of the provisions set forth in this Policy must be reported to the Board of Directors, which, upon confirming the violation, shall take appropriate measures in accordance with the Law and Regulations.

10 - FINAL PROVISIONS

10.1 - Resignations or dismissals of members of the Board of Directors or Executive Board, in the case of a publicly-held company, shall be disclosed to the market by the business day following the resignation notice or the decision of the competent body in the case of dismissal.

10.2 - Omitted cases shall be resolved by the Board of Directors.

10.3 - Any amendments to this document must be approved by the Board of Directors and must be communicated to the Brazilian Securities and Exchange Commission (CVM) and B3.

10.4 - This Policy shall be reviewed every three (3) years or more frequently, when necessary.

Approved by the Company's Board of Directors on February 18, 2020, the date of its entry into force, for an indefinite period, with the last revision on May 23, 2023.

ANNEX I – NOMINATION FORM

*send in editable format

INFORMATION ABOUT THE INTENDED POSITION			
POSITION:			
COMPANY:			
CANDIDATE INFORMATION			
FULL NAME:			
CPF [Individual Taxpayer's Registry Number]:			
RG [ID CARD] (WITH ISSUING BODY):		ISSUING DATE:	
MARITAL STATUS:			
ACADEMIC BACKGROUND:			
DATE OF BIRTH:		PLACE OF BIRTH:	
MOTHER'S NAME:			
FATHER'S NAME:			
RESPONSIBLE FOR THE NOMINATION:			
CARE OF:			

ANNEX II - STATEMENT BY THE NOMINEE

GENERAL STATEMENT

I _____, duly qualified in the Nomination Form (Annex I of WEG S.A.'s Nomination Policy), I **DECLARE**, for all purposes and under penalty of law: that I meet all the necessary requirements; that I am not prevented from holding the desired position, either by special law or by virtue of a criminal conviction for any of the crimes provided for in paragraph 1 of Article 1.011 of Law No. 10.406/2002, and in paragraphs 1 and 2 of Law No. 6.404/76, nor am I subject to any impediment related to CVM rules; that I have the time available to perform the desired function; that I have an unblemished reputation/conduct; that I will commit to the Company's values and comply with the rules and guidelines inherent to the position, as well as compliance rules; that I have the necessary technical qualifications; that all information and documents provided are true, aware of the possible civil, administrative, and criminal penalties that any false statements may entail.

Nominee's signature

_____ - __/__/____
Place and date

SUPPLEMENTARY STATEMENT – (FOR INDEPENDENT BOARD MEMBER ONLY)

I _____, duly qualified in the Nomination Form (Annex I of the WEG Group Nomination Policy), I **DECLARE**, for all purposes and in accordance with the related rules, that I meet the requirements to hold the position of Independent Board Member, as provided for in the Nomination Policy, in the Internal Regulations of the Board of Directors of WEG S.A. and in the applicable legislation.

Nominee's signature

_____ - __/__/____
Place and date