WEG S.A.

Report on the Brazilian Code of Corporate Governance 2026

Principle	Recommended Practice	Adopted?	Explanation
1.1 Stockholding structures	1.1.1 The company's stock capital must consist of common shares.	Yes	Non-applicable justification.
1.2 Agreements by shareholders	1.2.1 Shareholders agreements must not bind the exercise of the right to vote of any administrator or member of oversight and control bodies.	Not applicable	Non-applicable justification.
1.3 General meeting	1.3.1 The board of executive officers must use the meeting to communicate the operation of the Company's business; thus, the board must publish a manual geared to facilitate and stimulate participation in the general meetings.	Yes	Non-applicable justification.
1.3 General meeting	1.3.2 The minutes must allow a complete understanding of the discussions that occurred during the meetings, even if entered in a condensed format of the transpired facts, and identify the votes cast by the shareholders.	Yes	Non-applicable justification.
1.4 Protective measures	1.4.1 The Board of Directors must conduct a critical analysis of the advantages and disadvantages of the protective measure and its characteristics, particularly the action triggers and price parameters, if applicable, explaining them.	Yes	There are no precedents for adopting the practice, considering that the critical analysis happens in accordance with the new market regulation (article 21), in which case there is disclosure.
1.4 Protective measures	1.4.2 Clauses that make unfeasible the removal of the measure from the corporate bylaws must not be used, the so called "fixed clauses.	Yes	Non-applicable justification.
1.4 Protective measures	1.4.3 If the bylaws determine the holding of a public offering for shares acquisition (tender offer), whenever a shareholder or a group of shareholders reaches, directly or indirectly, relevant participation in the voting capital, the rule setting the price of the offering must not impose the increase of premiums that are substantially higher than the economic or stock market value.	Yes	All rules about the subject, applicable to the company, are complied with to avoid unjustifiable additions. There are no precedents for adopting the practice.
1.5 Change of control	1.5.1 The Company's bylaws must determine that: (i) transactions where occurred disposal, direct or indirect, of shareholding control must be followed by a public offering for the acquisition of shares (tender offer) directed to all shareholders, for the same price and conditions obtained by the selling shareholder; (ii) the directors must express the terms and conditions of corporate restructurings, increase of capital and other transactions that originate a change of control, indicating if they assure fair and equitable treatment to the Company's shareholders.	Yes	Non-applicable justification.

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1.6 Management manifestation in the tender offer	1.6.1 Corporate bylaws must determine that the Board of Directors will provide its opinion about any tender offer that has as its object shares or securities that can be converted or exchanged for shares issued by the Company; it must list, among other relevant information, the board's opinion about an eventual acceptance of the tender offer and the economic value of the Company.	Yes	Non-applicable justification.
1.7 Policy for the distribution of the Company's results	1.7.1 The company must prepare and divulge the distribution policy of results defined by the Board of Directors. Among other aspects, this policy must determine the periodicity of the payment of dividends and the reference parameter to be used to define the respective amount (percentage of the adjusted net profit and free cash flow, among others).	Yes	Non-applicable justification.
1.8 Semi-public corporation	1.8.1 The corporate bylaws must clearly and accurately identify the public interest that has justified the creation of the semi-public corporation in a specific chapter.	Not applicable	Non-applicable justification.
1.8 Semi-public Corporation	1.8.2 The Board of Directors must monitor the activities of the Company and delineate policies, mechanisms, and internal control to assess any costs involved in satisfying public interest and any reimbursement of the Company or the other shareholders and investors by the controlling shareholder.	Not applicable	Non-applicable justification.
2.1 Attributions	2.1.1 The Board of Directors must, without prejudice to other legal, statutory attributions and other practices set by the Code: (i) define the business strategies, considering the impacts of the Company's activities in the community and in the environment, aiming the perpetuity of the Company and the creation of value in the long run; (ii) periodically evaluate the exposure of the Company to risks and the efficiency of risk management systems, the internal control, and the system of integrity/compliance and approve a policy of risk management that is compatible with business strategies; (iii) define the values and ethical principles of the Company and endeavor to maintain the issuer's transparency in the relationship to all the interested parties; (iv) review on an annual basis the corporate governance system, to improve it.	Yes	(i) The Board of Directors ensures the perpetuity of the company in accordance with article 3 of its bylaws. (ii) The Company has a Corporate Risk Management Policy approved by the Board of Directors, as well as a risk mapping and action plan for risks classified as "relevant." The Company's organizational structure establishes committees and commissions to help control and manage the business. These forums, in addition to managers and executives, are responsible for carrying out compliance activities. (iii) The Company meets the requirements in accordance with the code of ethics. (iv) The board of directors, in accordance with items XV and XVI of article 5 of its bylaws, promotes and monitors the Company's good corporate governance practices.

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2.2 Composition of the Board of Directors	2.2.1 The corporate bylaws must determine that: (i) the Board of Directors is formed by a majority of external members, having, at least, one-third of independent members; (ii) the Board of Directors must evaluate and divulge on an annual basis who are the independent directors, and indicate and justify any circumstances that might compromise its Independence.	Partially	No –The Company provides in its bylaws a minimum of 2 (two) or 20% (twenty percent), whichever is greater, of independent directors, pursuant to the rules of article 15 of the Novo Mercado Regulation, which the Company understands to comply with enough. (ii) Yes – The company regulates in its bylaws, article 17 paragraph 1º.
2.2 Composition of the Board of Directors	2.2.2 The Board of Directors must approve an appointment policy defining: (i) the process to appoint members of the Board of Directors, including the indication of the participation of other bodies of the Company in the referred process; and (ii) that the board of directors is formed taking into consideration the time availability of its members as they exercise their functions and the diversity of knowledge, experiences, behaviors, cultural aspects, age bracket and gender.	Yes	The company has a Policy for the Appointment of Members of the Board of Directors, Executive Board, and Advisory committees, which establishes the requirements and procedures to be observed in the process of appointing members to these bodies.
2.3 Chairman of the board	2.3.1 The chief executive officer should not also occupy the position of the chairman of the Board of Directors.	Yes	Non-applicable justification.
2.4 Evaluation of the council and directors	2.4.1 The Company must implement an annual process evaluating the performance of the Board of Directors and its committees, such as collegiate bodies, the chairman of the Board of Directors, the directors, considered on an individual basis, and the governance office, if there is one.	Partially	At the end of each fiscal year, the Board of Directors is responsible for formally evaluating the Company's performance and its own performance, with the participation of external specialists in this process.
2.5 Succession plan	2.5.1 The Board of Directors must approve and keep an updated succession plan for the chief executive officer, whose preparation must be coordinated by the chairman of the Board of Directors.	Yes	The company has an updated succession plan for more than ten years, and the last review happened in December 2025.
2.6 Integration program of new directors	2.6.1 The Company must have a program for the integration of the new members of the Board of Directors, already structured so that the referred member might be introduced to the key individuals of the Company and to its facilities, a program covering themes that are essential to understand the business of the Company”.	Yes	As one of his duties, the Chairman of the Board of Directors Organizes, together with the CEO, when electing a new member of the board, an integration, and training program for the new director, which allows him to be in contact with the activities and obtain information about the organization.
2.7 Remuneration of the directors	2.7.1 The remuneration of the members of the Board of Directors must be proportional to the attributions, responsibilities, and time demand. The remuneration should not be based on the participation in meetings, and the variable remuneration of the directors, if such is the case, should not be connected to short-term results.	Yes	Non-applicable justification.

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2.8 Internal charter of the Board	2.8.1 The Board of Directors must have an internal charter that standardizes its responsibilities, attributions, and operation rules, including: (i) the attributions of the chairman of the Board of Directors; (ii) the rules for the replacement of the chairman of the board when absent or in case of vacancy; (iii) the measures to be adopted in situations of conflict of interests; and (iv) the definition of an adequate deadline to receive the materials to be discussed in the meetings, with appropriate complexity.	Yes	Non-applicable justification.
2.9 Meetings of the Board of Directors.	2.9.1 The Board of Directors must define an annual calendar determining the dates of the regular meetings, which cannot be less than six nor more than twelve, and summon special meetings whenever necessary. The referred calendar must provide for an annual thematic program, with issues relevant to the dates of discussion.	Yes	Non-applicable justification.
2.9 Meetings of the Board of Directors.	2.9.2 The meetings of the board must provide on a regular basis exclusive sessions for external advisors, with the presence of executive officers and other guests, in order to align external advisors and to discuss themes that might create embarrassment.	Yes	Non-applicable justification.
2.9 Meetings of the Board of Directors.	2.9.3 The minutes of the board's meeting must be written with clarity and record the decisions that have been made, the people that have attended, the dissenting votes, and the votes of abstention.	Yes	The internal regulations of the Board of Directors provide for the adoption of the practice in Articles 16 to 19.
3.1 Attributions	3.1.1 The board of executive officers must, without prejudice to its legal and statutory attributions and other practices provided by the Code: (i) undertake a policy for the management of risks and, whenever necessary, propose to the board any need to revise this policy, as result of changes in the risks that the Company is exposed to; (ii) implement and maintain efficient mechanisms, processes, and programs to monitor and divulge the financial and operational performance and the impacts of the Company's activities to society and the environment.	Yes	Non-applicable justification.
3.1 Attributions	3.1.2 The board of executive officers must have its internal charter that defines its structure, its operation, and its roles and responsibilities".	Yes	Non-applicable justification.
3.2 Appointment of Directors	3.2.1 No positions in the board of executive officers or management should be reserved via direct indication by shareholders	Yes	Non-applicable justification.
3.3 Evaluate of Director-Chairman and the Board	3.3.1 The chief executive officer must be evaluated annually, in a formal process conducted by the board of directors, based on performance goals, financial and non-financial, aligned with the values and principles of the Company.	Yes	The evaluation of the Chief Executive Officer was held and formalized at the meeting of the Board of Directors held on December 2025.

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3.3 Evaluate of Director-Chairman and the Board	3.3.2 The evaluation results of other executive officers, including the proposals by the chief executive officer related to goals to be achieved, the permanence, the promotion or the dismissal of executive officers from their respective positions, must be submitted, analyzed, discussed, and approved in a meeting by the Board of Directors	Yes	The evaluations of the other directors were presented and evaluated by the Board of Directors in April 2024.
3.4 Remuneration of the board	3.4.1 The remuneration of the board of executive officers must be set by means of a remuneration policy approved by the Board of Directors via a formal and transparent procedure that takes into consideration the costs and risks involved.	Yes	The remuneration of the Executive Board is set annually through an assessment and review by the Executive President and the Board of Directors.
3.4 Remuneration of the board	3.4.2 The remuneration of the board of executive officers must be connected to results, with medium and long-term goals stated clearly and objectively to generate economic value for the Company in the long run.	Yes	The total remuneration of the administrators seeks, at the same time, to attract and retain talents with competence and appropriate profile to the characteristics and needs of the business, and to stimulate the creation of value for the Company by sharing risks and results in the medium and long term.
3.4 Remuneration of the board	3.4.3 The structure of incentives must be aligned to the limits of risks defined by the Board of Directors and prevent the same individual controls the decision process and its respective oversight. No one should deliberate about his remuneration.	Yes	The General Meeting of Shareholders approves the overall remuneration of the Board of Executive Officers, and the Board of Directors carries out their distribution proportional to the Directors.
4.1 Auditing Committee	4.1.1 The statutory auditing committee must: (i) have among its attributions advise the Board of Directors in monitoring and the quality control of the financial statements, the internal controls, the management of risk and compliance; (ii) have a majority of independent members and be coordinated by an independent advisor; (iii) have at least one of its independent members with proven experience in the fields of corporate accounting, internal controls, financial and auditing, cumulatively; and (iv) have its budget to hire consultants for accounting and legal matters, or other themes, whenever it becomes necessary the opinion of an external specialist.	Yes	The Company has an audit committee, with attributions as defined in this item.
4.2 Fiscal council	4.2.1 The fiscal council must have its own internal charter describing its structure, its operation, work program, its roles, and responsibilities, without the creation of any hindrance to the individual action of its members.	Yes	Non-applicable justification.
4.2 Fiscal council	4.2.2 The minutes of the meetings of the fiscal council must comply with the same disclosing rules of the minutes of the board of directors”.	Yes	Non-applicable justification.

Principle	Recommended Practice	Adopted?	Explanation
4.3 Independent auditing	4.3.1 The Company must set up a policy to hire extra-auditing services of its independent auditors, approved by the Board of Directors, barring the hiring of extra-auditing services that might compromise the auditors' independence. The Company must not hire as an independent auditor an individual that has provided services of internal auditing for the Company in the last three years."	Yes	Non-applicable justification.
4.3 Independent auditing	4.3.2 The independent auditing team must report to the Board of Directors via the auditing committee, if in place. The auditing committee must monitor the effectiveness of the work of the independent auditors, as well as their independence. It must also evaluate and discuss the annual work plan of the independent auditor and forward it to be considered by the Board of Directors.	Yes	Non-applicable justification.
4.4 Internal audits	4.4.1 The Company must have an internal auditing department directly bound to the Board of Directors.	Yes	The Company has an area of internal audit subordinated to the Chairman of the Board of Directors. The level of reporting is based on the principles that preserve independence and meet the precepts of corporate governance.
4.4 Internal audits	4.4.2 In case this activity is outsourced, internal auditing services should not be carried out by the same company that provides services to audit the financial statements. The Company should not hire for its internal auditing an individual that has provided services of independent auditing for the Company in the last three years.	Not applicable	Non-applicable justification.
4.5 Risk management systems, internal control, and system of integrity / compliance	4.5.1 The Company must adopt a policy of management of risks, approved by the Board of Directors, that includes the definition of risks against which protection is sought, the instruments used to do so, the organizational structure to manage the risks, the evaluation of the adaptation of the operational structure and internal controls to verify its effectiveness, in addition to defining directives to set up the acceptable limits to expose the Company to these risks.	Yes	The Company has Corporate Risk Management Policy and Internal Controls Policy which determine the guidelines on the risk identification process, classification and treatment, evaluation of the effectiveness of the controls and guidelines on the exposure limits accepted by the company
4.5 Risk management systems, internal control, and system of integrity/compliance	4.5.2 It is up to the Board of Directors to ensure that the board of executive officers has the mechanisms and the internal controls to know, evaluate and control the risks to keep them in levels that are compatible with the fixed limits, including the integrity/compliance program geared to comply with laws, regulations and external and internal norms.	Yes	The Company's Board of Directors is responsible for approving the Risk Management Policy and the Integrity Program, as well as the Policy for Preventing and Combating Corruption and Other Harmful Acts, which establish the guidelines and procedures to be complied with by the board of directors executive, to maintain risks compatible with the established limits, with a view to complying with laws, regulations and norms in force.

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4.5 Risk management systems, internal control, and system of integrity/compliance	4.5.3 The board of executive officers must evaluate, at least once a year, the efficiency of the policies and the systems for the management of risks and internal controls, as well as the integrity/compliance program, and render an account of this evaluation.”	Yes	The adoption of the Corporate Risk Management Policy, as well as its monitoring, is regularly reviewed by the management bodies, including the Board of Directors. The mapping of the Company’s principal risks, together with the respective actions proposed for their mitigation, is submitted to the Executive Board and the Board of Directors for review and approval at least once a year, ensuring alignment with the strategic guidelines and corporate governance framework. The mapping of the principal risks, as well as the proposed actions, was approved at the Board of Directors’ meeting held in May 2026. The effectiveness of the policy is assessed through the continuous monitoring of the Company’s activities and internal controls aimed at identifying potential unaddressed risks, as well as through the performance of verification tests on such controls.
5.1 Code of conduct and complaints channel	5.1.1 The Company must have a conduct committee that is endowed with independence and autonomy and is directly bound to the Board of Directors, in charge to implement, disseminate, training, review and update the code of conduct and the complaints channel, as well as to conduct assessments and propose corrective measures related to violations to the code of conduct.”	Yes	The Company has a Code of Ethics Management Committee with attributions to report to the Board of Directors. A summary of occurrences related to the Code of Ethics is presented to the Board of Directors every six months.

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5.1 Code of conduct and complaints channel	5.1.2 The code of conduct, drafted by the board of executive officers, with the support of the conduct committee, and approved by the Board of Directors, must: (i) regulate the Company's internal and external relations, expressing the commitment expected from the Company, from its directors, executive officers, shareholders, collaborators, suppliers and interested parties with the adoption of adequate standards of conduct; (ii) manage conflicts of interests and anticipate the abstention by a member of the Board of Directors, the auditing committee or the conduct committee, if there is one in place, that, according to the case, is in conflict; (iii) define, with clarity, the scope and the coverage of actions destined to assess the occurrence of situations understood as concluded using insider information (for instance, use of insider information for commercial purposes or to get advantages in the negotiation of securities); (iv) determine that ethical principles will ground the negotiation of contracts, agreements, proposals to change the corporate bylaws, as well as policies that guide the entire Company, and define a maximum amount for goods or services by third parties that directors and collaborators can accept in a free or favored basis.	Yes	Non-applicable justification.
5.1 Code of conduct and complaints channel	5.1.3 The complaint channel must be endowed with independence, autonomy, and impartiality, carrying out operating directives defined by the board of executive officers and approved by the Board of Directors. It must be operated in an independent and unbiased way, and insure the anonymity of its users, also promoting, in a timely way, the necessary assessments and providences. This service can be left to the charge of the third party with recognized capacity.	Yes	The Company has reporting channels and a Code of Ethics open to receiving reports from employees and third parties. Transparently and securely, the Ethics Channel establishes a form of direct, secure communication and treatment of information in absolute secrecy. The contact is made through an independent company, totally exempt and specialized service to obtain as much information about the case, guaranteeing secrecy and anonymity.
5.2 Conflict of interests	5.2.1 The rules of governance of the Company must strive for the separation and precise definition of functions, roles, and responsibilities associated with the terms of all governance agents. The spheres of the decision of each instance must also be defined to minimize possible hotspots of conflicts of interest.	Yes	The company is in line with the Novo Mercado regulations (article 35), which regulates the resolution of conflicts, and the regulations of each body, as well as the bylaws, also follow this precept.

Principle	Recommended Practice	Adopted?	Explanation
5.2 Conflict of interests	5.2.2 The Company's rules of governance must be made public and determine that an individual who is not independent regarding the matter under discussion or deliberation in the Company's administration or oversight bodies must manifest, in due time, their conflict of interests or private interest. If they fail to do so, these rules must instruct that another individual should manifest the conflict, if privy to this information, and that, as soon as the conflict of interests in relation to a particular theme is identified, the involved individual be removed, even physically, from the discussions and deliberations. The rules must state that this temporary removal is recorded in the minutes.	Yes	As provided for in item 7.7 of the Company's Code of Ethics, situations of conflict of interest and expected conduct by employees, managers, and administrators are presented.
5.2 Conflict of interests	5.2.3 The Company must have mechanisms to manage conflict of interests in votes submitted to the general meeting, to receive and process allegations of conflict of interests, and to annul votes cast in conflict, even after the conclave."	Yes	The behavior of conflicts of interest in the votes submitted to the Meeting is in paragraph 3 of article 11 of the bylaws. The person who is not independent in relation to the subject under discussion or deliberation must timely manifest their conflict of interest or private interest (direct or indirect) and, failing that; another person may manifest the conflict, if they are aware of it, of so that, as soon as the conflict about the specific topic is identified, the person involved will be removed, including physically, from the respective discussions and deliberations, and this temporary removal or voluntary abstention must be recorded in the minutes.
5.3 Transactions with related parties	5.3.1 The corporate bylaws must define what transactions with related parties must be approved by the Board of Directors, excluding any members with interests potentially in conflict".	Yes	Non-applicable justification.

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5.3 Transactions with related parties	5.3.2 The Board of Directors must approve and implement a policy of transactions with related parties, which includes, among other rules: (i) provision that, before the approval of particular transactions or directives for contracting transactions, the Board of Directors requests to the board of executive officers market alternatives to the transaction with the related parties in question, adjusted by the involved risk factors; (ii) ban forms of remuneration to aides, advisors or middlemen that generate conflict of interests with the Company, the directors, the shareholders or shareholders classes; (iii) prohibition of loans favoring the comptroller or directors; (iv) the cases of transactions with related parties that must be grounded by independent evaluation reports, prepared without the participation of any of the involved party in the operation in question, be it a bank, an attorney, a specialized consulting firm, among other, is based on realist premises and information confirmed by third parties; (v) that corporate reorganizations involving the related parties must guarantee an equitable treatment to all shareholders	Yes	As provided for in the Company's negotiation policy with related parties, all contracts with related parties will be analyzed by the audit department and by WEG's independent auditor, who will assess compliance with the rules provided for in the policy. The opinions issued will be submitted to the Board of Directors.
5.4 Policy for the negotiation of securities	5.4.1 The Company must adopt, after deliberation by the board of directors, a policy for the negotiation of securities that it issues, which, without prejudice to the compliance with the rules established by CVM's regulations, defines controls that will enable the monitoring of implemented negotiations, as well as the assessment and penalty to the responsible parties in case the policy is not complied with.	Yes	The Company monitors the negotiations carried out through the movement control of its shareholder base, investigating possible non-compliance and taking the applicable measures.
5.5 Policy about contribution and donations	5.5.1 To guarantee greater transparency related to the use of resources of the Company, a policy must be prepared regarding its voluntary contributions, including those related to political activities, be approved by the Board of Directors and executed by the board of executive officers, listing principles and clear and objective rules.	Yes	Policy for the Prevention and Fight against Corruption and Other Harmful Acts was approved at a meeting of the Board of Directors on August, 2025 and and available on the Company's Investor Relations page.
5.5 Policy about contribution and donations	5.5.2 The policy must determine that the Board of Directors is the body responsible for approving all the disbursements related to political activities.	Yes	Non-applicable justification.
5.5 Policy about contribution and donations	5.5.3 The policy about voluntary contributions to companies controlled by the State, or that have reiterated and relevant commercial relations with the State, should ban contributions or donations to political parties or individuals connected to them, even if allowed by law.	Not applicable	Non-applicable justification.