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DIGITALLY SIGNED BY: 12356910808-ANDRE LUIS RODRIGUES | 68077475000-JULIANO S ALDANHA VARGAS | 28293343885-ANDRE MENEGUETTI SALGUEIRO
48921866000-CARLOS JOSE BASTOS GRILLO

FOURTEENTH AMENDMENT TO THE *GRUPO WEG* AGREEMENT GRUPO WEG [WEG GROUP] - CNPJ No. 08.520.438/0001-02

The *GRUPO WEG*, registered with the Corporate Taxpayers' Register (CNPJ) under No. 08.520.438/0001-02, as set forth in Clause X of its Bylaws, registered with Commercial Board of the State of Santa Catarina (JUCESC) under No. 42500073753 on January 5, 2011, and at the request of the Group's Management, resolves:

a) To make the following changes to Chapter "**II - COMPOSITION**" of this Bylaw, in the **Controlled Companies** section:

Update the corporate name and corporate type of **PAUMAR S/A - INDÚSTRIA E COMÉRCIO** to **WEG TINTAS LTDA.**, as per the minutes of the Extraordinary General Meeting of November 1, 2024, registered with JUCESC under No. 42208835274. Therefore, the company's classification is now: **WEG TINTAS LTDA.**, a limited liability company, headquartered and with jurisdiction in the city of Guaramirim, State of Santa Catarina, registered with the CNPJ under No. 60.621.141/0001-53, with its articles of association filed with the Commercial Board of the State of São Paulo (JUCESP) under No. 35300024460 on June 30, 1977, and its Articles of Association filed with the Commercial Board of the State of Santa Catarina under No. 42208835274 on November 14, 2024.

Exclusion of **MVISIA DESENVOLVIMENTOS INOVADORES LTDA**, considering that the company was dissolved by full incorporation into WEG Equipamentos Elétricos S.A. on June 1, 2024, in accordance with the 5th Amendment to the Articles of Association, registered with JUCESP under No. 379.597/24-0.

Admission of **V2COM PARTICIPAÇÕES LTDA**, a limited liability company, headquartered and with jurisdiction in the city of São Paulo, State of São Paulo, registered with the CNPJ (National Registry of Legal Entities) under No. 10.318.824/0001-68, with its articles of association filed with the São Paulo State Board of Trade under No. 587.005/08-7 on August 6, 2008, represented by its Directors: Mr. Carlos José Bastos Grillo, Brazilian, married, industrialist, registered with the CPF (Individual Taxpayer Registry) under No. 489.218.660-00 and Identity Card No. 5.985.805 SSP/SC [Issuing Office – State's Secretariat of Public Security], and Mr. André Luis Rodrigues, Brazilian, married, industrialist, registered with the CPF (Individual Taxpayer Registry) under No. 123.569.108-08 and Identity Card No. Identity Card No. 17.570.614-1 SSP/SP, both with business addresses in Jaraguá do Sul, SC.

Admission of **V2 TECNOLOGIA LTDA**, a limited liability company, headquartered and with jurisdiction in Jaraguá do Sul, State of Santa Catarina, registered with the CNPJ (National Registry of Legal Entities) under No. 03.280.671/0003-03, with its articles of incorporation filed with the Santa Catarina State Board of Trade under No. 575.694/06-3 on August 1, 2006, represented by its Directors: Mr. Carlos José Bastos Grillo, Brazilian, married, industrialist, registered with the CPF (Individual Taxpayer Registry) under No. 489.218.660-00 and Identity Card No. 5.985.805 SSP/SC, and Mr. André Luis Rodrigues, Brazilian, married, industrialist, registered with the CPF (Individual Taxpayer Registry) under No. 123.569.108-08 and Identity Card No. Identity Card No. 17.570.614-1 SSP/SP, both with business addresses in Jaraguá do Sul, SC.

Admission of **REIVAX S.A.- AUTOMAÇÃO E CONTROLE**, a privately held corporation, headquartered and with jurisdiction in the city of Florianópolis, State of Santa Catarina, registered with the CNPJ under No. 79.942.645/0001-01, with its articles of incorporation filed with the Commercial

09/01/2025



Santa Catarina State Board of Trade
I certify the Registration on September 1, 2025, Effective Date August 29, 2025
Filing 20255764510, Protocol 255764510 of September 1, 2025, NIRE 42500073753
Company Name: GRUPO WEG
This document can be verified at <http://regin.jucesc.sc.gov.br/autenticacaoDocumentos/autenticacao.aspx>
Endorsement 273636276333843
This copy was digitally authenticated and signed on September 1, 2025 LUCIANO LEITE KOWALSKI - Secretary-General



Board of the State of Santa Catarina under No. 42200948517 on April 30, 1987, represented by its Directors Mr. André Meneguetti Salgueiro, Brazilian, married, industrialist, CPF under No. 282.933.438-85 and Identity Card No. 23.235.434-0 SSP/SP, and Mr. Carlos José Bastos Grillo, Brazilian, married, industrialist, registered with the CPF under No. 489.218.660-00 and Identity Card No. 5.985.805 SSP/SC, both with professional address in the city of Jaraguá do Sul, SC.

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09/01/2025



Santa Catarina State Board of Trade

I certify the Registration on September 1, 2025, Effective Date August 29, 2025

Filing 20255764510, Protocol 255764510 of September 1, 2025, NIRE 42500073753

Company Name: GRUPO WEG

This document can be verified at <http://regin.jucesc.sc.gov.br/autenticacaoDocumentos/autenticacao.aspx>

Endorsement 273636276333843

This copy was digitally authenticated and signed on September 1, 2025 LUCIANO LEITE KOWALSKI - Secretary-General





FOURTEENTH AMENDMENT TO THE GRUPO WEG AGREEMENT
GRUPO WEG - CNPJ No. 08.520.438/0001-02

In light of the above amendments, it also resolves to update and consolidate the wording of the Agreement, as follows:

"GRUPO WEG
CNPJ No. 08.520.438/0001-02
AV. PREF. WALDEMAR GRUBBA, 3,300 JARAGUÁ DO SUL - SC

GRUPO WEG AGREEMENT

I - NAME

"GRUPO WEG" is a group of companies governed by this Agreement and the applicable legal provisions.

II - COMPOSITION

The "GRUPO WEG" is made up of the following private law legal entities of a commercial nature:

Controlled Company:

WEG S.A., company A publicly held corporation, headquartered and with jurisdiction in the city of Jaraguá do Sul, State of Santa Catarina, registered with the CNPJ (National Registry of Legal Entities) under No. 84.429.695/0001-11, with its articles of incorporation filed with the Santa Catarina State Board of Trade under No. 423.000.1220-3 on June 30, 1961.

Controlled Companies:

WEG EQUIPAMENTOS ELETRICOS S.A., a privately held corporation, headquartered and with jurisdiction in the city of Jaraguá do Sul, State of Santa Catarina, registered with the CNPJ (Individual Taxpayer Registry) under No. 07.175.725/0001-60, with its articles of incorporation filed with the Santa Catarina State Board of Trade under No. 423.000.3000-7 on November 11, 2005.

WEG ADMINISTRADORA DE BENS LTDA., a limited liability company, headquartered and with jurisdiction in the city of Jaraguá do Sul, State of Santa Catarina, registered with the CNPJ (Individual Taxpayer Registry) under No. 11.299.346/0001-59, with its articles of incorporation filed with the Santa Catarina State Board of Trade under No. 4220440318-3 on November 9, 2009.

WEG EQUIPAMENTOS E LOGÍSTICA LTDA., a limited liability company, headquartered and with jurisdiction in the city of Itajaí, State of Santa Catarina, registered with the CNPJ (Brazilian Corporate Taxpayer Registry) under No. 10.953.379/000108, with its articles of incorporation filed with the Commercial Registry of the State of Santa Catarina under No. 42204333053 on June 30, 2009.

WEG LINHARES EQUIPAMENTOS ELÉTRICOS S.A., a privately held corporation, headquartered and with jurisdiction in the city of Linhares, State of Espírito Santo, registered with the CNPJ (Brazilian Corporate Taxpayer Registry) under No. 10.885.321/0001-74, with its articles of incorporation filed with the Commercial Registry of the State of Espírito Santo under No. 32300031889 on February 8, 2011.

WEG AMAZÔNIA S.A., a privately held corporation, with headquarters and jurisdiction in the city of Manaus, State of Amazonas, registered with the CNPJ under no. 06.303.603/0001-49, with its articles of association filed with the Commercial Board of the State of Amazonas under no. 133.0000.6030 on June 15, 2004.





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GRUPO WEG - CNPJ No. 08.520.438/0001-02**

WEG DRIVES & CONTROLS - AUTOMAÇÃO LTDA., a limited liability company, headquartered and with jurisdiction in the city of Jaraguá do Sul, State of Santa Catarina, registered with the CNPJ under No. 14.309.992/0001-48, with its articles of incorporation filed with the Santa Catarina State Board of Trade under No. 42204747796 on September 14, 2011.

RF REFLORESTADORA LTDA., a limited liability company, headquartered and with jurisdiction in the city of Araquari, State of Santa Catarina, registered with the CNPJ under No. 13,772,125/0001-81, with its articles of incorporation filed with the Santa Catarina State Board of Trade under No. 42204692231 on June 3, 2011.

WEG TURBINAS E SOLAR LTDA., a limited liability company, headquartered and with jurisdiction in the city of Jaraguá do Sul, State of Santa Catarina, registered with the CNPJ under no. 84,584,994/0001-20, with its articles of association filed with the Commercial Board of the State of Santa Catarina under no. 42205697709 on January 11, 2018.

WEG TINTAS LTDA., a limited liability company, headquartered and with jurisdiction in the city of Guaramirim, State of Santa Catarina, registered with the CNPJ under no. 60.621.141/0001-53, with its articles of association filed with the Commercial Board of the State of São Paulo under no. 35300024460 on June 30, 1977, and Articles of Association filed with the Commercial Board of the State of Santa Catarina under no. 42208835274 on November 14, 2024.

BIRMIND AUTOMAÇÃO E SERVIÇOS LTDA., a limited liability company, headquartered and with jurisdiction in the city of Sorocaba, State of São Paulo, registered with the CNPJ (Brazilian Corporate Taxpayer Registry) under No. 23.801.433/0001-41, with its articles of incorporation filed with the Commercial Registry of the State of São Paulo under No. 35300556500 on June 1, 2021.

BALTEAU PRODUTOS ELÉTRICOS LTDA., a limited liability company, headquartered and with jurisdiction in the city of Itajubá, State of Minas Gerais, registered with the CNPJ (Brazilian Corporate Taxpayer Registry) under No. 13.434.970/0001-47, with its articles of incorporation filed with the Commercial Registry of the State of Minas Gerais under No. 31209115390 on March 29, 2011.

V2COM PARTICIPAÇÕES LTDA., a limited liability company, headquartered and with jurisdiction in the city of São Paulo, State of São Paulo, registered with the CNPJ (Brazilian Corporate Taxpayer Registry) under No. 10.318.824/0001-68, with its articles of incorporation filed with the Commercial Registry of the State of São Paulo under No. 587.005/087 on August 6, 2008.

V2 TECNOLOGIA LTDA., a limited liability company, headquartered and with jurisdiction in the city of Jaraguá do Sul, State of Santa Catarina, registered with the CNPJ (Brazilian Corporate Taxpayer Registry) under No. 03.280.671/0003-03, with its articles of incorporation filed with the Commercial Registry of the State of Santa Catarina under No. 575.694/06-3 on August 1, 2006.

REIVAX S.A. AUTOMAÇÃO E CONTROLE, a privately held corporation, headquartered and with jurisdiction in the city of Florianópolis, State of Santa Catarina, registered with the CNPJ (Brazilian Corporate Taxpayer Registry) under No. 79.942.645/0001-01, with its articles of incorporation filed with the Santa Catarina State Board of Trade under No. 42200948517 on April 30, 1987.





FOURTEENTH AMENDMENT TO THE *GRUPO WEG* AGREEMENT
GRUPO WEG - CNPJ No. 08.520.438/0001-02

III - GROUP NATIONALITY AND HEADQUARTERS

The controlling shareholder of the "*GRUPO WEG*" [WEG GROUP] is Brazilian, and its headquarters are located at Av. Pref. Waldemar Grubba, No. 3,300, Vila Lalau Neighborhood, in the city of Jaraguá do Sul, State of Santa Catarina.

IV - DURATION

The duration is indefinite.

V - OBJECTIVES

The objectives of the *GRUPO WEG* are to combine resources and efforts among its component companies to achieve their respective objectives, as well as to participate in common activities and ventures.

VI - MANAGEMENT OF THE *GRUPO WEG*

The Group will be managed by:

- a) a Board of Directors, composed of a minimum of five and a maximum of ten members, including a President and a Vice President; and
- b) a Board of Directors of the Control Company, composed of a Chief Executive Officer, a Chief Financial Officer, an Investor Relations Officer, and other Directors of the Control Company, without designation.

Sole Paragraph - The members of the two bodies above are the same as those who make up the identical management bodies of the Command Company, and with the same duties, without the right to remuneration, all in accordance with the Bylaws of the Command Company.

VII - DUTIES OF THE GROUP'S MANAGEMENT

The Group's Management is responsible for:

- a) establishing the general direction of the Group's business;
- b) issuing instructions for implementing the Group's general policy in accordance with its institutional objectives;
- c) representing the Group before third parties;
- d) admitting and excluding Controlled Companies from the Group;
- e) enforcing the provisions of this Agreement.

VIII - MEETINGS

The *GRUPO WEG*'s decisions will be adopted by the Group's Management after a meeting convened by the Chief Executive Officer.

- a) The installation and operation of meetings will depend on the presence of a majority of its members. The Chief Executive Officer must be present, or in his absence or impediment, the Chief Financial Officer.
- b) Management decisions will be made by a majority vote, with the Chief Executive Officer having the voting power, and will be recorded in the minutes.





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***GRUPO WEG* - CNPJ No. 08.520.438/0001-02**

- c) Representatives of the Controlled Companies will be admitted to deliberative meetings and will be permitted to submit proposals for decision by Management, as well as to discuss matters relevant to the Group.
- d) The participating companies will participate in the defrayal of common expenses, through a proration within reasonable criteria that will be reviewed periodically. To this end, the participating companies will maintain specific accounting accounts for recording the prorated amounts and any other expenses of each company, without this resulting in the characterization of a loan between them, and these accounts will be reset periodically.
- e) For purposes of attending hearings or any other acts performed in legal proceedings, the component companies may use representatives who maintain an employment relationship with any of the component companies.

IX - GROUP NAME AND INTERNAL RELATIONS

The participating companies will be designated by their own corporate name, with the addition of the expression "*GRUPO WEG*." The corporate interests of the Group's component companies will always be subject to the superior interests of the Group to which they belong, observing the following:

- a) The personality and assets of each Group Company are independent. A coordination relationship is established between the Controlled Companies, and they are jointly subordinate to the Controlling Company, under the terms of this Agreement.
- b) The representation of the Companies before third parties will be the responsibility of their Directors, in accordance with their respective Bylaws, subject to the provisions of the items below.
- c) Subject to their duties, powers, and responsibilities as set forth in the Bylaws, the Directors of the Group Companies are responsible for following the general policy and instructions issued by the *GRUPO WEG* Management, which do not violate the Convention or the Law.
- d) The combination of resources and efforts provided for in item V of this Convention will consist, according to the conditions established by the Group Management, of the allocation of financial, technical, managerial, and human resources in general, from one company to another within the Group. The Controlled Company or Subsidiaries may request fees for the provision of services and may also charge other amounts within criteria to be defined by the Group Management.
- e) The Group, through its directors, may act on behalf of the Companies and appoint agents to act judicially or extrajudicially, and may even operate in the financial market, therefore being invested with the necessary powers of representation, whether for contracting financing or for the investment of resources.
- For these activities, representation will be considered legal whenever carried out by the Chief Executive Officer and/or Administrative and Financial Director, together with, and/or at least with, one more Director of the *GRUPO WEG*, or Director of the Group Company who is involved in the act.





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GRUPO WEG - CNPJ No. 08.520.438/0001-02

f) The Group may operate a purchasing center for raw materials, supplies, and consumer and resale goods, using the Control Company for operational purposes, but granting the joint guarantee of the GRUPO WEG Companies, always represented by the Chief Executive Officer and/or Chief Financial Officer, accompanied by at least one member of the Group's Management.

g) The Group's member Companies are jointly and severally liable for guarantees and similar guarantees provided by the Group or its Directors in the regular exercise of their duties, especially to financial institutions and obligations to their customers.

This joint responsibility will consist of automatic subrogation to the commitment made, which, whenever required, will be honored by the Group Companies.

h) Investments, costs, or expenses incurred for the benefit of more than one Group Company will be apportioned among the beneficiary Companies, as determined by the Group Management.

X - AMENDMENT TO THE AGREEMENT

The Group's Bylaws may be amended at the initiative of the Controlling Company. The amendment will be ratified through approval by the Group Companies, in compliance with the rules for amending their Bylaws.

XI - PARTICIPATION IN THE GROUP

The participation of Controlled Companies in the Group will be subject to the following requirements:

- a) being a Controlled Company, directly or indirectly, by the Controlling Company;
- b) ratifying the amendments to the Bylaws proposed by the Controlling Company;
- c) faithfully complying with the provisions of the Bylaws, especially regarding their objectives and the obligations of Controlled Companies.

XII - ADMISSION TO THE GROUP

Upon recommendation of Management, new Controlled Companies will be admitted to the Group, provided they meet the requirements of item XI of this Bylaw.

XIII - TRADEMARKS

The Command Company authorizes the other members of the Group to use its trademarks for the strict purpose of achieving their corporate purpose.

This authorization is granted to the Group members on a precarious and temporary basis and may be revoked by the Command Company at any time by simply notifying the user's Administration, without the need for justification.

Likewise, the authorization to use the trademarks will automatically terminate in the event of a user leaving the Group, as well as in the event of its dissolution.

The authorization contained in this clause does not constitute an assignment, transfer, or any other type of relativization of the Command Company's ownership rights to its trademarks, at any time.





FOURTEENTH AMENDMENT TO THE GRUPO WEG AGREEMENT
GRUPO WEG - CNPJ No. 08.520.438/0001-02

XIV - WITHDRAWAL FROM THE GROUP

Subsidiaries are granted the right to withdraw from the Group at any time, upon notification to Management and a decision adopted by corporate resolution.

XV - DISMISSAL OF THE GROUP

The *GRUPO WEG* will be terminated for the following reasons:

- a) upon bankruptcy, dissolution, or loss of Brazilian nationality by the Controlling Company;
- b) when the Controlling Company no longer controls the Controlled Companies within the Group;
- c) upon the Controlling Company's decision.

XVI - EXCLUSION FROM THE GROUP

A Controlled Company that, for any reason, fails to meet the requirements of item XI of this Agreement will be excluded from the Group through an amendment to the Agreement proposed by Management.

XVII - FINANCIAL STATEMENTS

The Group will prepare the consolidated financial statements referred to in Article 275 of Law No. 6,404/76, publishing them together with the financial statements of the Control Company.

And in agreement, the parties hereby sign this instrument to give legal effect.

Jaraguá do Sul - SC, 06/24/2025.

WEG S/A, WEG EQUIPAMENTOS ELETRICOS S.A., WEG ADMINISTRADORA DE BENS LTDA, WEG DRIVES & CONTROLS - AUTOMAÇÃO LTDA, WEG LINHARES EQUIPAMENTOS ELÉTRICOS S.A., WEG AMAZÔNIA S.A., WEG TURBINAS E SOLAR LTDA, RF REFLORESTADORA LTDA, WEG TINTAS LTDA, BALTEAU PRODUTOS ELÉTRICOS LTDA, WEG EQUIPAMENTOS E LOGÍSTICA LTDA

ANDRÉ LUIS RODRIGUES
Administrative and Financial Director

JULIANO SALDANHA VARGAS
Director

BIRMIND AUTOMAÇÃO E SERVIÇOS LTDA, V2COM PARTICIPAÇÕES LTDA, V2 TECNOLOGIA LTDA

CARLOS JOSE BASTOS GRILLO
Chief Executive Officer

ANDRÉ LUIS RODRIGUES
Director





**FOURTEENTH AMENDMENT TO THE *GRUPO WEG* BYLAWS GRUPO WEG –
CNPJ No. 08.520.438/0001-02**

REIVAX S.A. AUTOMATION AND CONTROL

ANDRÉ MENEGUETI SALGUEIRO
Director

CARLOS JOSE BASTOS GRILLO
Director



09/01/2025

Santa Catarina State Board of Trade
I certify the Registration on September 1, 2025, Effective Date August 29, 2025
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Endorsement 273636276333843
This copy was digitally authenticated and signed on September 1, 2025 LUCIANO LEITE KOWALSKI - Secretary-General



AUTHENTICATION TERM

COMPANY NAME	GRUPO WEG
PROTOCOL	255764510 - 09/01/2025
ACT	007 - MINUTES OF EXTRAORDINARY GENERAL MEETING
EVENT	007 - MINUTES OF EXTRAORDINARY GENERAL MEETING
REGISTERED OFFICE	
NIRE 42500073753 CNPJ 08.520.43 8/0001-02 I CERTIFY THE REGISTRATION ON 09/01/2025 UNDER N: 20255764510	
EVENTS	
021 - CHANGE OF DATA (EXCEPT COMPANY NAME) FILING: 20255764510	
REPRESENTATIVES WHO SIGNED DIGITALLY	
CPF: 12356910808 - ANDRE LUIS RODRIGUES - Signed on 08/29/2025 at 3:38:28 PM	
CPF: 28293343885 - ANDRE MENEGUETI SALGUEIRO - Signed on 08/29/2025 at 3:31:43 PM	
CPF: 48921866000 - CARLOS JOSE BASTOS GRILLO - Signed on 08/29/2025 at 8:03:46 AM	
CPF: 68077475000 - JULIANO SALDANHA VARGAS - Signed on 08/29/2025 at 1:44:25 PM	

