REMUNERATION POLICY FOR WEG S.A. EXECUTIVES

1. INTRODUCTION

This Remuneration Policy for Executives ("Policy") of WEG ("Company") aims to ensure the alignment of executives' performance with its strategic objectives, in accordance with the best market practices.

2. OBJECTIVE

This Policy aims to define the structure and competencies for determining the fixed and variable remuneration of the Board of Directors, Fiscal Council, and Executive Board of WEG S.A.

3. MONTHLY FIXED REMUNERATION FOR THE BOARD OF DIRECTORS AND FISCAL COUNCIL

I. The fixed remuneration of the members of the Board of Directors is determined by the Board itself, in accordance with their competencies and professional experience, and is also subject to the provisions of the Bylaws and its Internal Rules, supported by market research.

II. The fixed remuneration of the members of the Fiscal Council is determined by the Board of Directors according to their competencies and professional experience, also subject to the provisions of the Bylaws and its Internal Rules, supported by market research and in compliance with the Brazilian Corporation Law.

4. MONTHLY FIXED REMUNERATION FOR STATUTORY OFFICERS

I. It is within the competence of the Board of Directors to define the salary of the Chief Executive Officer.

II. It is also the Board's responsibility to apply general salary increases to statutory officers.

III. The granting of other benefits, monetary or not, to statutory officers is determined by the Board of Directors according to their competencies and professional experience, also subject to the provisions of the Bylaws and its Internal Rules, supported by market research.

IV. The management of the classification and adjustments of individual statutory officers' salaries is the responsibility of the Chief Executive Officer together with the Chairman of the Board of Directors. These classifications and adjustments are subject to monthly remuneration ceilings set by the Board of Directors. Values above these ceilings must be previously evaluated and approved by the Board.

5. VARIABLE REMUNERATION FOR MEMBERS OF THE BOARD OF DIRECTORS AND STATUTORY OFFICERS

5.1. SHORT-TERM INCENTIVE FOR BOARD MEMBERS AND STATUTORY OFFICERS

Board Members and Statutory Officers of WEG S.A. are included in a Performance Bonus program approved annually by the Board of Directors. The total bonus is calculated based on the consolidated net profit, with a percentage of up to 2.5% of the net profit, according to the achievement of targets.

5.2. LONG-TERM INCENTIVE FOR STATUTORY OFFICERS

I. This consists of granting shares issued by WEG S.A., based on the "Long-Term Incentive Plan for Executives and Managers" approved at a WEG S.A. Shareholders' Meeting.

II. The rules for implementing the Plan are approved annually by the Board of Directors and consider the indispensable condition of achieving a minimum return on capital invested (ROIC), also defined by the Board.

III. The number of shares to be transferred to the participant will be net of Withholding Income Tax (WHT) and will take place within up to 30 days after fulfilling the vesting period.

IV. WEG may transfer a number of shares to the officer's "portfolio" or opt for payment in cash; in this case, the value of the shares will be calculated by the weighted average (by trading volume) of the closing prices of the Company's shares on B3, over the last 20 (twenty) trading sessions prior to the last day of the month preceding the month in which the shares would be delivered.

6. GLOBAL FIXED AND VARIABLE REMUNERATION OF WEG S.A. (MANAGEMENT COMPENSATION BUDGET)

According to item "n" of Article 22 of the Bylaws, the Board of Directors submits for approval at the Annual General Meeting the total amount of remuneration for the Board Members and Statutory Officers (management compensation budget).

7. REVIEW PERIODICITY AND APPROVAL FORUM

This Policy must be reviewed by the WEG S.A. Board of Directors at least every three years.

Jaraguá do Sul, March 18, 2025.