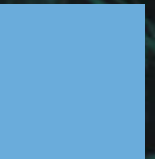




# INTEGRATED ANNUAL REPORT 2025



# PURPOSE WEG

To develop technologies and solutions contributing to a more efficient and sustainable world.

## Mission

Continuous and sustainable growth while maintaining simplicity.

## Vision

Be a global reference in motors, generators, transformers and electric controls with a wide integrated offer for electrification, automation and digitalization.

## Values

- People and Environment;
- Team Management;
- Governance;
- Efficiency with Simplicity;
- Innovation and Flexibility;
- Leadership and Culture.

[LEARN MORE >](#)

[CLICK HERE](#) and learn more about WEG's Values and Policies.

GRI 2-23

## NUMBERS 2025

More than  
**49** thousand  
employees.

R\$ **40.8** billions  
Net Operating Revenue.

**71.0** %  
Revenue from Sustainable Products.

BRL **1.4** billion  
invested in RD&I.

**31.9** %  
absolute reduction in Greenhouse Gas (GHG) emissions (Base year 2021).

**32.5** %  
Return on Invested Capital (ROIC)

BRL **121** millions  
invested in training

More than  
**778** thousand  
people positively impacted by social projects supported by WEG.

More than  
**78** thousand  
people positively impacted by volunteer projects promoted by WEG.

More than  
**1,100**  
suppliers evaluated in the WEG Sustainable Suppliers Program.

**100** %  
of employees with access to the 24/7 Whistleblowing Channel.

**Global leadership**  
in low-voltage electric motor manufacturing.

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# 01.

## SUSTAINABILITY AT WEG

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# MESSAGE FROM THE PRESIDENT

GRI 2-22

It is with great satisfaction that I present the 2025 Integrated Annual Report, which illustrates WEG's journey amid profound transformations in industry and the global economy. Despite the macroeconomic uncertainties and the debates surrounding tariffs and their implications for global trade, the Company achieved solid results, made significant strategic progress, and received important recognitions that highlight the robustness of our business model and the proven resilience of our long-term strategy.

Sustainability and the energy transition remain central elements of our strategic vision. More than simply responding to a global agenda, we direct our efforts toward developing technologies and solutions that drive energy and operational efficiency, expand the use of renewable energy, and accelerate electrification and electric mobility across multiple sectors of the economy. This focus guides our decisions and investments, reinforcing our ability to create long-term value consistently and at scale, while remaining aligned with the challenges of the future.

In 2025, we achieved Net Operating Revenue of BRL 40.8 billion, representing 7.4% growth compared to the previous year, while maintaining a healthy EBITDA margin of 22.1%. We continued to invest in a disciplined manner to sustain this growth, allocating BRL 2.7 billion primarily to future capacity expansion, industrial strengthening, and innova-

tion. We also maintained consistent investments in research and development—a key pillar of WEG's competitiveness.

The year was also marked by relevant strategic advances. We were recognized as global leaders in low-voltage industrial electric motors and continued to strengthen our portfolio through acquisitions that expand our capabilities and presence in strategic markets, such as energy, electric mobility, and industrial solutions. Our activities featured prominently in important global discussions, including COP30, reinforcing the role of industry and technology in developing solutions for a low-carbon future. In this context, we advanced our commitment to our climate targets, with approval by the Science Based Targets initiative (SBTi), including Scope 3, expanding our responsibility across the entire value chain.

From a social perspective, we continued to invest consistently in the development of people and the communities where we operate. In 2025, we supported 335 social projects with investments of BRL 23.6 million, positively impacting more than 778 thousand people across 12 countries. We also strengthened our volunteering initiatives, carrying out 180 actions throughout the year that directly benefited more than 78 thousand people. These figures reflect our commitment to responsible performance that goes beyond financial results and

contributes to social development in the regions where we operate.

We will remain committed to our purpose of developing technologies and solutions that contribute to building a more efficient and sustainable world. I would like to thank all our employees, partners, customers, and other stakeholders who are part of this journey. I invite you to read this Integrated Annual Report, which transparently presents our strategy, results, and vision for the future.

**Alberto Kuba**  
CEO



# STRATEGY

WEG maintains a robust long-term strategy focused on continuous and sustainable growth. This strategy is structured around the international expansion of its operations, the continuous introduction of new products, and the consolidation of the Company's mature businesses. The expansion through acquisitions aims to access new markets in which WEG already has well-established technology in traditional products, as well as to incorporate strategic companies that add complementary technologies, contributing to more specialized solutions and enabling participation in new segments aligned with the Company's strategy. In recent years, WEG has invested in manufacturing plants in India, Portugal, and Turkey, in addition to expanding operations in China and Mexico.

## Risks and opportunities

### Macroeconomic risks

The global economic environment in 2025 was marked by uncertainty and volatility, with risks of a slowdown in international trade. Given this scenario, WEG adopted strategies supported by an operating model that incorporates risk management, ensuring resilience while maintaining cost efficiency. Key initiatives include the use of Brazilian production capacity to serve other markets and the acceleration of investments outside of Brazil.



## Business model opportunities

### ENERGY TRANSITION

Energy transition is at the core of WEG's business strategy, with products and solutions structured around four strategic pillars of action: energy efficiency, operational efficiency, renewable energy, and electric mobility. WEG is well positioned to meet global demands for transformation, balancing economic growth, sustainability, and technological innovation.



**Megatrend:** Innovative solutions that promote reduced energy consumption and accelerate the industry's decarbonization journey.

**WEG Strategy:** do more with less: solutions that reduce energy consumption and losses.

- Greater energy efficiency;
- Immediate reduction of energy costs;
- Lower carbon emissions;
- Extended equipment lifespan.

**Megatrend:** The global industry is seeking automation, electrification, and digitalization solutions that optimize processes, reduce costs and GHG emissions, and increase productivity.

**WEG Strategy:** automation, electrification, and digitalization: more control, productivity, and savings.

- Use of energy, time, and resources in a more sustainable way;
- Decisions based on advanced diagnostics, with proven ROI;
- Predictive maintenance;
- Ability to act remotely;
- Reduced unplanned downtime.

**Megatrend:** Demands for a more efficient and sustainable world, seeking strategic partners in the energy transition through systems for the generation, transmission, distribution, and storage of clean energy.

**WEG Strategy:** clean energy from renewable sources: a more sustainable energy mix:

- Solutions for wind, solar, hydroelectric, thermal (biomass), and hydrogen energy;
- Direct contribution to decarbonization and ESG targets;
- Energy independence in the medium and long term;
- Greater attractiveness for investors and customers;
- Lower carbon emissions.

**Megatrend:** Continuous expansion of electric mobility ecosystems, with products and technological partnerships for clients seeking comprehensive solutions for the electrification of transportation systems and infrastructure.

**WEG Strategy:** Comprehensive solutions for electric vehicles and charging infrastructure:

- WEMOB® charging stations;
- Electrification of internal logistics fleets;
- Charging infrastructure for electric buses and trucks;
- Direct reduction of carbon emissions.

[LEARN MORE >](#)

## Solutions for industry, agriculture, cities, and homes

WEG provides comprehensive and efficient solutions covering the entire value chain, from generation to consumption, with innovation as one of its core pillars. This strategic approach allows the company to operate in a competitive and flexible manner, integrating technologies across different sectors of society, such as industry, agriculture, cities, and homes.



## Competitive advantages

WEG's business model creates significant advantages and strategic opportunities for the Company's continuous and sustainable growth. These include:



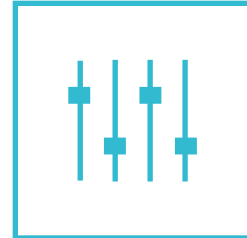
### VERTICALIZATION

Production flexibility that reduces costs and optimizes processes.



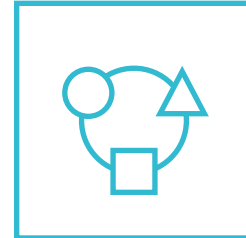
### SCALE

Production scale allows for competitiveness gains in the global market.



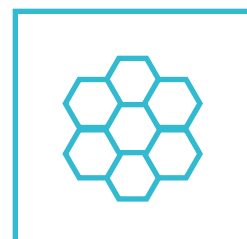
### MASS CUSTOMIZATION

WEG understands customer needs and objectives, developing customized solutions accordingly.



### DIVERSIFICATION

Varied portfolio of solutions that serves multiple markets and consolidates WEG's global presence.



### MODULAR EXPANSION

Production system dedicated to maximizing capital return and minimizing demand risks.



### FINANCIAL FLEXIBILITY

Allows WEG to pursue growth opportunities as they become available. These opportunities are simple, such as purchasing raw materials under attractive conditions, or strategic, such as acquisitions of other companies.

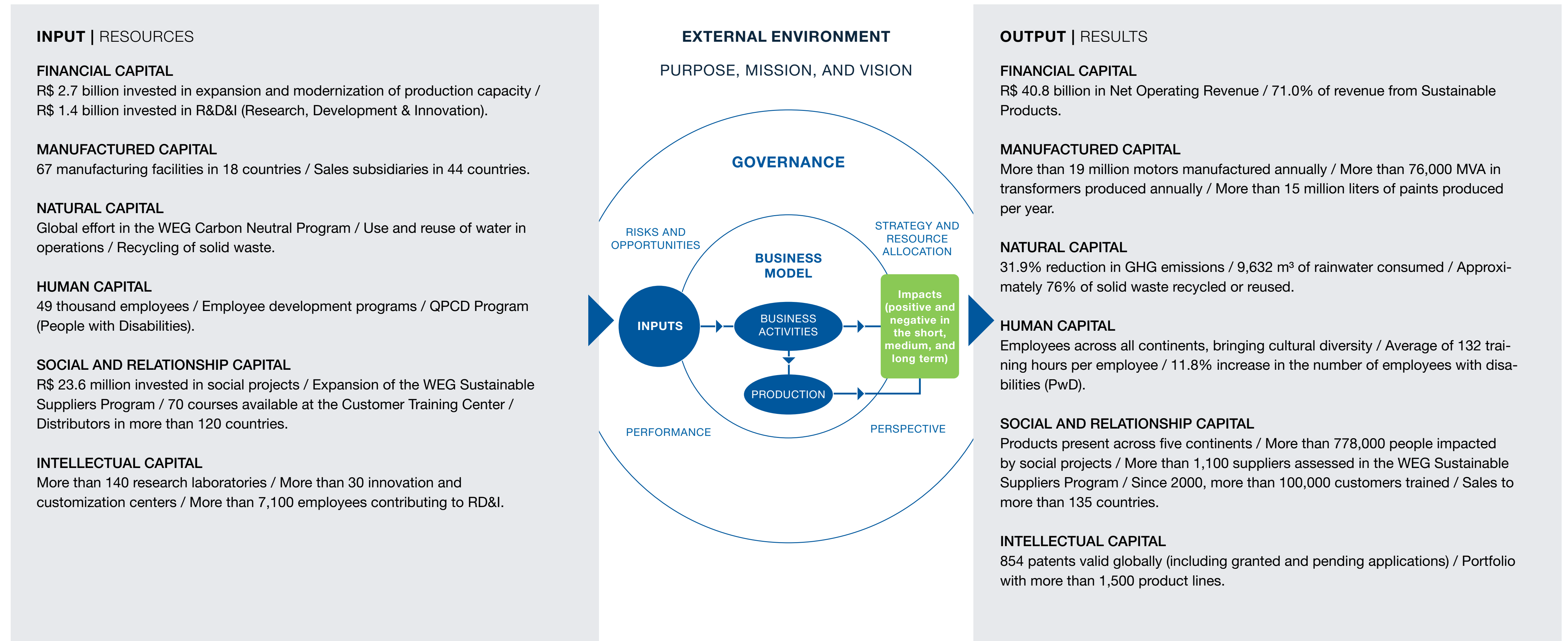


**Strategy results – Global leadership in the manufacture of low-voltage electric motors**

In 2025, WEG reached a major milestone in its history, consolidating its position as the world's largest manufacturer of low-voltage electric motors. These motors are applied in equipment across a wide range of industries, including pumps, compressors, fans, elevators, and hazardous-area environments, delivering energy efficiency and quality. The journey toward this achievement reflects the Company's solid strategy of internationalization and innovation, reinforcing its role as a global leader in energy efficiency.

# Value creation

WEG's strategic sustainability approach across different activities and processes creates value by transforming capitals: Financial, Manufactured, Natural, Human, Social and Relationship, and Intellectual. The figure below, based on the IIRC Framework, illustrates how this transformation impacts socio-environmental and financial aspects.

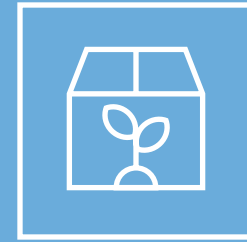


# Sustainability in the strategy GRI 3-3 / 2-23

In addition to the strategic perspective of its business model, and adopting a broader view of the subject, WEG has a Sustainability Policy that establishes responsibilities and strategies, structured into pillars, themes, and strategic objectives, to guide programs, actions, and commitments across the environmental, social, and governance fronts.

## Sustainability strategy deployment

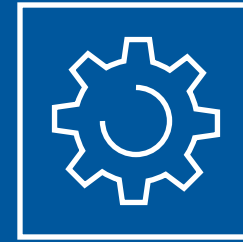
The Policy is divided into four Pillars and eight Themes, as described below:



### Sustainable products and solutions

Technology and innovation for the energy transition and decarbonization;

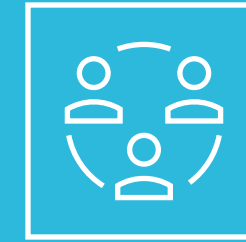
Responsible supply chain.



### Circular and efficient operation

Eco-efficiency and waste and emission management;

Carbon neutral operations.



### Engaged employees and communities

Comprehensive well-being, diversity and inclusion;

Sustainable growth of the communities.



### Governance and ethical conduct

Compliance and integrity;

Engagement and transparent communication.

[LEARN MORE >](#)

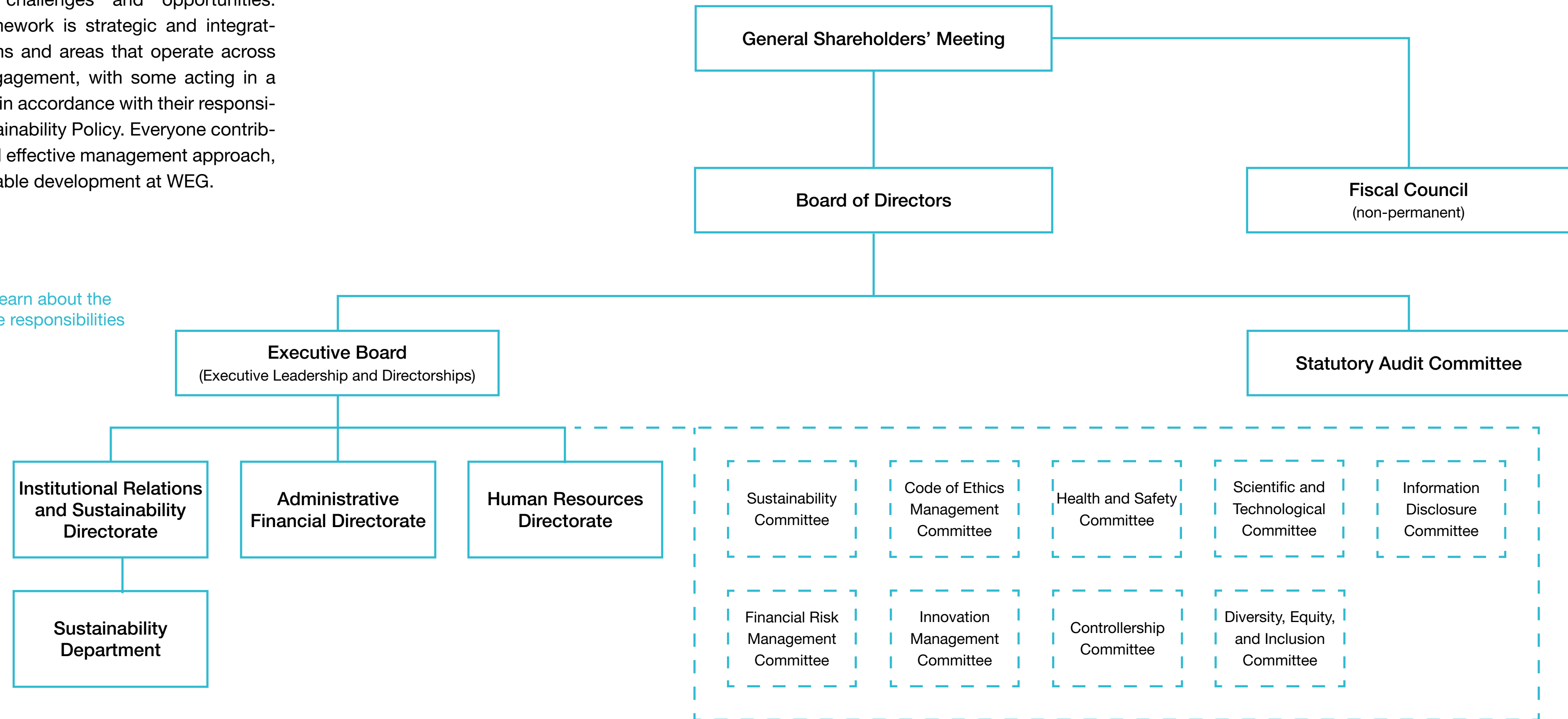
[CLICK HERE](#) to see WEG's Sustainability Policy in full.

# Sustainability governance

WEG has a robust governance structure to manage sustainability-related challenges and opportunities. This governance framework is strategic and integrated into multiple forums and areas that operate across different fronts of engagement, with some acting in a more specific manner in accordance with their responsibilities under the Sustainability Policy. Everyone contributes to a cohesive and effective management approach, strengthening sustainable development at WEG.

**LEARN MORE >**

[CLICK HERE](#) and learn about the specific governance responsibilities in sustainability.



**Legend:**

--- Committees that support the boards and report to Executive Board.

# COP 30: The world calls, WEG delivers

In 2025, the 30th Conference of the Parties (COP30) brought together leaders, companies, and organizations to accelerate commitments toward carbon neutrality. Held in Belém, Brazil, the event fostered important discussions and the exchange of information aimed at advancing key topics on this priority global agenda.

Recognizing the relevance of the global context and committed to contributing its expertise in sustainable solutions, WEG had an active, positive, and concrete participation at COP30. The Company stood out through initiatives focused on energy efficiency, operational efficiency, renewable energy, and electric mobility—the four strategic pillars that guide its role in the energy transition. These efforts were highlighted under the campaign “The world calls, WEG delivers,” which clearly reflects the Company’s consistent performance in both its business model and at the conference.

Throughout this report, details of WEG’s participation in COP30 will be presented. For further details, click on the items below:



## THEMATIC PANELS

WEG participated in strategic discussions on the climate agenda, contributing its expertise in solutions and processes focused on the energy transition and decarbonization. Highlights include the following panels:

Energy transition for decarbonization

Wind energy in industrial decarbonization

Innovation, modernization, and energy efficiency

Sustainable Suppliers – Pathways to decarbonization

WEG BESS – The key link for the energy transition



Green Zone - COP 31, Pará - Brazil

## CLEAN ENERGY PROJECTS AND SOCIAL IMPACTS

Recognizing the broad scope and social relevance of climate impacts, WEG also contributed to the development of important clean energy projects with positive socio-environmental outcomes:

Driving electric mobility

Noronha Verde Project: WEG and Neoenergia

ATAIC Project (Association of Agro-Extractivist Workers of Ilha das Cinzas)

Partnership with the Voz dos Oceanos Initiative



Voice of the Oceans Initiative

# MATERIALITY

GRI 2-29, 3-1, 3-2

WEG understands that consistent management of sustainability impacts (both positive and negative) depends on a prioritization perspective that also considers the views of its stakeholders. Therefore, it periodically conducts a materiality process. Carried out every two years, this process underwent a new cycle in 2025, as planned. The materiality process aims to identify and prioritize critical topics for WEG S.A., considering double materiality—simultaneously impact materiality and financial materiality.

This approach follows the guidelines of the Global Reporting Initiative (GRI), the International Integrated Reporting Council (IIRC), and the International Sustainability Standards Board (ISSB), and seeks to ensure that relevant topics are analyzed from two complementary perspectives: the organization's significant impacts on the environment, society, and the economy, and the financial effects that these impacts may generate.

## PROCESS FOR DEFINING MATERIAL TOPICS

The process for defining material topics in the 2025 review cycle followed the steps below:

- **Step 1** – Identification: The objective of this initial stage was to identify topics eligible for consideration in the prioritization process. For this purpose, aspects such as context and current scenario analysis, review of internal documentation, value chain assessment, identification of topics through sector benchmarking, and identification of potential risks and opportunities were considered.
- **Step 2** - Application of questionnaires and interviews: In order to understand the prioritization level of the topics identified in Step 1, a questionnaire was applied to WEG's key stakeholders, along with interviews conducted with strategic areas of the Company. An importance rating was assigned to each topic, considering both socio-environmental and financial impact perspectives.
- **Step 3** – Consolidation and results: The scores obtained were consolidated and classified by strategic (impact materiality) and financial (financial materiality) axes. These axes were then cross-referenced to determine the double materiality outcome.
- **Step 4** – Validation: The validation of material topics was conducted by the Sustainability Committee and the Executive Board.



## Approach GRI 2-29

Considering WEG's scope of activities and its relationships with stakeholders across different regions worldwide, an online approach was adopted, as it enables the collection of perceptions and expectations from a broad and global perspective. A total of 144 representatives from six stakeholder groups participated in the process.

Below is a breakdown of the process by stakeholder group:

**EMPLOYEES:** The selection criteria included employees from different countries, business units, and departments, ensuring proportional representation based on the number of employees across countries. The priority topics from the employees' perspective were: Health, Safety, and Well-being of Employees; Leadership and Employee Development; Ethics, Integrity, and Anti-corruption; Sustainable Products; and Cybersecurity and Industrial Data Protection.

**CUSTOMERS:** Customers from all business units and different sectors of operation were considered. The priority topics from the customers' perspective were: Ethics, Integrity, and Anti-corruption; Health, Safety, and Well-being of Employees; Climate Change; Cybersecurity and Industrial Data Protection; and Responsible Supply Chain.

**SUPPLIERS:** Suppliers from all business units and different sectors of operation were considered. The

priority topics from the suppliers' perspective were: Responsible Supply Chain; Health, Safety, and Well-being of Employees; Ethics, Integrity, and Anti-corruption; Sustainable Products; and Climate Change.

**INVESTORS:** Investors from different markets were considered, prioritizing those with a stronger sustainability approach. The priority topics from the investors' perspective were: Ethics, Integrity, and Anti-corruption; Sustainable Products; Leadership and Employee Development; Responsible Supply Chain; and Cybersecurity and Industrial Data Protection.

**LOCAL COMMUNITIES:** Organized civil society entities from different areas of social engagement (education, health, social inclusion, and culture) were considered. The priority topics from the local communities' perspective were: Sustainable Community Development; Biodiversity; Diversity, Equity, and Inclusion; Climate Change; and Health, Safety, and Well-being of Employees.

**TRADE ASSOCIATIONS:** Trade associations from different countries and areas of focus were invited. The priority topics from the trade associations' perspective were: Ethics, Integrity, and Anti-corruption; Sustainable Community Development; Health, Safety, and Well-being of Employees; Climate Change; and Biodiversity.

Jaraguá do Sul - Brazil |



# Material Topics GRI 3-2

After the prioritization and validation process, the following material topics were defined, in order of priority.

## CONSOLIDATION – IMPACT MATERIALITY

TOPICS	CLASSIFICATION
1. Responsible supply chain	High Priority
2. Sustainable products	High Priority
3. Cybersecurity and Industrial Data Protection	High Priority
4. Climate Change	High Priority
5. Leadership and employee development	Very Important
6. Ethics, integrity and fight against corruption	Very Important
7. Employees' health, safety and well-being	Very Important
8. Sustainable growth of communities	Very Important

## CONSOLIDATION – FINANCIAL MATERIALITY

TOPICS	CLASSIFICATION
1. Sustainable products	High Priority
2. Responsible supply chain	High Priority
3. Cybersecurity and Industrial Data Protection	High Priority
4. Ethics, integrity and fight against corruption	High Priority
5. Climate Change	Very Important
6. Leadership and employee development	Very Important
7. Employees' health, safety and well-being	Very Important
8. Carbon neutral in operations	Very Important

## FINAL CONSOLIDATED RESULT: DOUBLE MATERIALITY

### TOPICS



1. Sustainable products



2. Responsible supply chain



3. Cybersecurity and Industrial Data Protection



4. Ethics, integrity and fight against corruption



6. Climate Change



6. Leadership and employee development



7. Employees' health, safety and well-being



8. Sustainable growth of communities

## Changes in material topics compared to the previous GRI 3-2 cycle GRI 3-2

The 2025 materiality review cycle maintained a base of eight material topics, with changes to two of them. The topics “Cybersecurity and Industrial Data Protection” and “Climate Change” were added to the list of material topics. The topics that were removed from the list were “Diversity and Inclusion” and “Carbon Neutral Operations,” the latter being directly related to the newly included “Climate Change” topic. Details on impacts and other aspects related to the management of each material topic are presented on the pages corresponding to each topic. Click on the images to access the content of each topic.

## Risks, opportunities, and impacts related to GRI material topics GRI 3-3

### ALIGNMENT

MATERIAL TOPIC	RISKS, OPPORTUNITIES, AND IMPACTS	POLICIES	COMMITMENTS	IIRC CAPITAL
<b>SUSTAINABLE PRODUCTS</b>	<p><b>Positive impact:</b> WEG makes significant investments in research, development, and innovation of new products, focusing on the development of technologies and innovations that support the energy transition and the reduction of carbon emissions. This is evidenced by WEG’s extensive portfolio of products considered sustainable based on the FTSE methodology. These products represent a strong competitive advantage, as they can support WEG’s customers and society in their journey toward a more sustainable world.</p> <p><b>Risks and opportunities:</b> WEG’s product portfolio has a strong focus on energy efficiency, renewable energy generation, and sustainability. However, competitors may develop technologies or products that render WEG’s products obsolete or less competitive, or may operate more efficiently. Increased competition, including from foreign companies, may adversely affect WEG.</p>	<ul style="list-style-type: none"> <li>■ Sustainability Policy</li> <li>■ Quality Policy</li> <li>■ Environmental Policy</li> <li>■ Energy Efficiency Policy</li> <li>■ Occupational Health and Safety Policy</li> <li>■ Restricted Substances and Conflict Minerals Policy</li> </ul>	<p>Global Compact 07, 08, 09</p> <p>Sustainable Development Goals (SDG) 7, 8, 9, 11, 13, 17</p>	<ul style="list-style-type: none"> <li>■ Manufactured Capital</li> <li>■ Human Capital</li> <li>■ Social and Relationship Capital</li> <li>■ Natural Capital</li> </ul>
<b>RESPONSIBLE SUPPLY CHAIN</b>	<p><b>Positive impact:</b> Long-term relationships with responsible suppliers are highly relevant to WEG’s supplier selection strategy. This enables stable long-term partnerships, delivering gains in efficiency and scale. Suppliers are encouraged to adopt a responsible sourcing journey, directly impacting their businesses, particularly medium- and small-sized companies and local suppliers.</p> <p><b>Risks and opportunities:</b> Supplier evaluation processes covering fiscal, technical, environmental, and social aspects are in place and under continuous development within the Company. However, any disruption in supply resulting from price fluctuations or shortages of inputs, raw materials, and services may adversely affect the Company’s operating results.</p>	<ul style="list-style-type: none"> <li>■ Sustainability Policy</li> <li>■ Quality Policy</li> <li>■ Environmental Policy</li> <li>■ Energy Efficiency Policy</li> <li>■ Occupational Health and Safety Policy</li> <li>■ Restricted Substances and Conflict Minerals Policy</li> </ul>	<p>Global Compact 07, 08, 09</p> <p>Sustainable Development Goals (SDG) 7, 8, 9, 11, 13, 17</p>	<ul style="list-style-type: none"> <li>■ Manufactured Capital</li> <li>■ Human Capital</li> <li>■ Intellectual Capital</li> <li>■ Social and Relationship Capital</li> <li>■ Natural Capital</li> </ul>

### ALIGNMENT

MATERIAL TOPIC	RISKS, OPPORTUNITIES, AND IMPACTS	POLICIES	COMMITMENTS	IIRC CAPITAL
<b>CYBERSECURITY AND INDUSTRIAL DATA PROTECTION</b>	<p><b>Positive impact:</b> Cybersecurity is a critical factor for competitiveness and business continuity. Investments in cybersecurity and industrial data protection enhance WEG’s operational resilience, reducing downtime and failures that may lead to financial losses, while ensuring the protection of sensitive industrial data, both for WEG and its stakeholders.</p> <p><b>Risks and opportunities:</b> Cyber risks are increasing in speed and sophistication, particularly for multinational companies with complex industrial operations. At the same time, opportunities arise to strengthen digital governance, enhance operational resilience, and innovate in more secure products and services.</p>	<ul style="list-style-type: none"> <li>WEG Code of Ethics</li> <li>WEG Code of Ethics for Suppliers</li> <li>Information Security Policy for Partners</li> </ul>	<p>Global Compact 10</p> <p>Sustainable Development Goals (SDGs) 16, 17</p>	<ul style="list-style-type: none"> <li>Intellectual Capital</li> <li>Social and Relationship Capital</li> </ul>
<b>ETHICS, INTEGRITY AND ANTI-CORRUPTION</b>	<p><b>Positive impact:</b> WEG is recognized in the market for its ethical, professional, and principled conduct across all its initiatives, enabling strong long-term relationships with its stakeholders. To strengthen this relationship, WEG has an established integrity program and provides an independent reporting channel, ensuring complete anonymity for whistleblowers.</p> <p><b>Risks and opportunities:</b> Since its foundation, WEG has maintained the highest standard of corporate governance, guided by the values upheld by its founders, such as honesty, transparency and ethical conduct. Even so, despite ongoing training, the Company may still be exposed to integrity violations, relying on mature and impartial mechanisms to ensure proper handling.</p>	<ul style="list-style-type: none"> <li>Sustainability Policy</li> <li>WEG Code of Ethics for Suppliers</li> <li>WEG Code of Ethics</li> <li>Anti-Corruption and Other Misconduct Policy</li> </ul>	<p>Global Compact 10</p> <p>Sustainable Development Goals (SDGs) 16</p>	<ul style="list-style-type: none"> <li>Human Capital</li> <li>Social and Relationship Capital</li> <li>Financial Capital</li> </ul>
<b>CLIMATE CHANGE</b>	<p><b>Positive impact:</b> WEG’s business strategy is directly aligned with the climate context, which requires an energy transition and the consequent reduction of greenhouse gas emissions. In this scenario, companies and society are increasingly demanding more efficient products, creating numerous business opportunities. Internally, the climate agenda and net-zero targets drive WEG to develop technologies and improvements that promote more efficient and cleaner operations.</p> <p><b>Risks and opportunities:</b> WEG has a formal commitment related to carbon reduction targets in line with the Paris Agreement, which could lead to an acceleration in the replacement of assets aimed at decarbonization and greater energy efficiency.</p>	<ul style="list-style-type: none"> <li>Sustainability Policy</li> <li>Environmental Policy - Energy Efficiency Policy</li> </ul>	<p>Global Compact 07, 08, 09</p> <p>Sustainable Development Goals (SDGs) 7, 9, 12, 13</p>	<ul style="list-style-type: none"> <li>Manufactured Capital</li> <li>Natural Capital</li> </ul>

### ALIGNMENT

MATERIAL TOPIC	RISKS, OPPORTUNITIES, AND IMPACTS	POLICIES	COMMITMENTS	IIRC CAPITAL
<b>LEADERSHIP AND EMPLOYEE DEVELOPMENT</b>	<p><b>Positive impact:</b> WEG's employee development strategy, which equips employees from the beginning of their careers to the highest leadership levels, fosters human and intellectual capital prepared to face the challenges of a continuously growing company. This vision is embedded in the Company's DNA and has been a key success factor over the decades. It is worth mentioning initiatives such as the technical school for young apprentices and the different courses constantly offered in order to train employees to achieve the Company's objectives. It is also important to mention the leadership preparation program that identifies and trains people to take on different leadership positions in Brazil and abroad, while promoting the Company's culture and values.</p> <p><b>Risks and opportunities:</b> WEG's long-term growth and success are strongly linked to its ability to attract, develop and retain qualified employees and managers. With an increasingly globalized market, job opportunities in other countries emerge as strong competition for its professionals. It may be necessary to seek and develop people for these roles who may not be ready in time or may represent an increase in costs for the Company, which could impact our business strategy.</p>	<ul style="list-style-type: none"> <li>■ WEG Code of Ethics</li> <li>■ Sustainability Policy</li> <li>■ Social Responsibility Policy</li> </ul>	<p>Global Compact 07, 10</p> <p>Sustainable Development Goals (SDGs) 4</p>	<ul style="list-style-type: none"> <li>■ Intellectual Capital</li> <li>■ Human Capital</li> </ul>
<b>HEALTH, SAFETY AND EMPLOYEE WELL-BEING</b>	<p><b>Positive impact:</b> WEG continuously works to provide employees with a healthy and safe environment, being recognized for its positive work environment and organizational climate. These factors represent a strong competitive advantage for WEG, reflected in productivity and the quality of its products and services.</p> <p><b>Risks and opportunities:</b> The well-being and integrity of employees are top priority for the WEG group. However, WEG's industrial operations and processes involve accident risks, which can have serious consequences or even fatalities, affecting both direct employees and third parties. WEG constantly invests in improving risk perception and awareness, but when dealing with an industrial environment, it is always a present issue.</p>	<ul style="list-style-type: none"> <li>■ Sustainability Policy - Occupational Health and Safety Policy</li> <li>■ WEG Code of Ethics</li> </ul>	<p>Global Compact 01, 02, 03, 04</p> <p>Sustainable Development Goals (SDGs) 3, 8</p>	<ul style="list-style-type: none"> <li>■ Manufactured Capital</li> <li>■ Human Capital</li> </ul>
<b>SUSTAINABLE COMMUNITY DEVELOPMENT</b>	<p><b>Positive impact:</b> Companies are an integral part of communities, and sustainable community development is also influenced by corporate actions, enabling the Company to strengthen engagement with its employees and their families. Through initiatives such as employee volunteering and the development of social projects focused on local needs, WEG reinforces its sense of belonging and purpose in building a more sustainable world.</p> <p><b>Risks and opportunities:</b> WEG has historically had a great relationship with the communities in the places where it operates. The Company reinforces this bond by organizing and supporting various courses and meetings. However, due to the activities conducted by the Company, it may be subject to complaints due to disruptions caused to communities adjacent to industrial sites.</p>	<ul style="list-style-type: none"> <li>■ Social Investment Policy</li> <li>■ Sustainability Policy</li> <li>■ Social Responsibility Policy</li> <li>■ WEG Code of Ethics</li> <li>■ Marketing Policy</li> </ul>	<p>Global Compact 01, 02</p> <p>Sustainable Development Goals (SDGs) 17</p>	<ul style="list-style-type: none"> <li>■ Social and Relationship Capital</li> </ul>

# ECONOMIC AND FINANCIAL PERFORMANCE

WEG’s strategy of diversifying products and solutions was fundamental in capturing market opportunities, particularly in the Power Generation, Transmission, and Distribution (GTD) segment, with emphasis on transmission and distribution (T&D) and centralized solar generation (CG) projects.

WEG also continued the global development of its motion drive strategy, with solid demand for short-cycle equipment such as low-voltage electric motors, gearboxes, and standardized automation equipment. Revenue growth in USD dollars in the external market contributed significantly to the year’s results. Additionally, revenue in BRL was positively impacted by exchange rate variation, with the average rate increasing from BRL 5.39 in 2024 to BRL 5.59 in 2025, representing a 3.6% appreciation against the BRL.

## PERFORMANCE INDICATORS

**BRL 40.8 billion**

Net Operating Revenue (NOR) in 2025

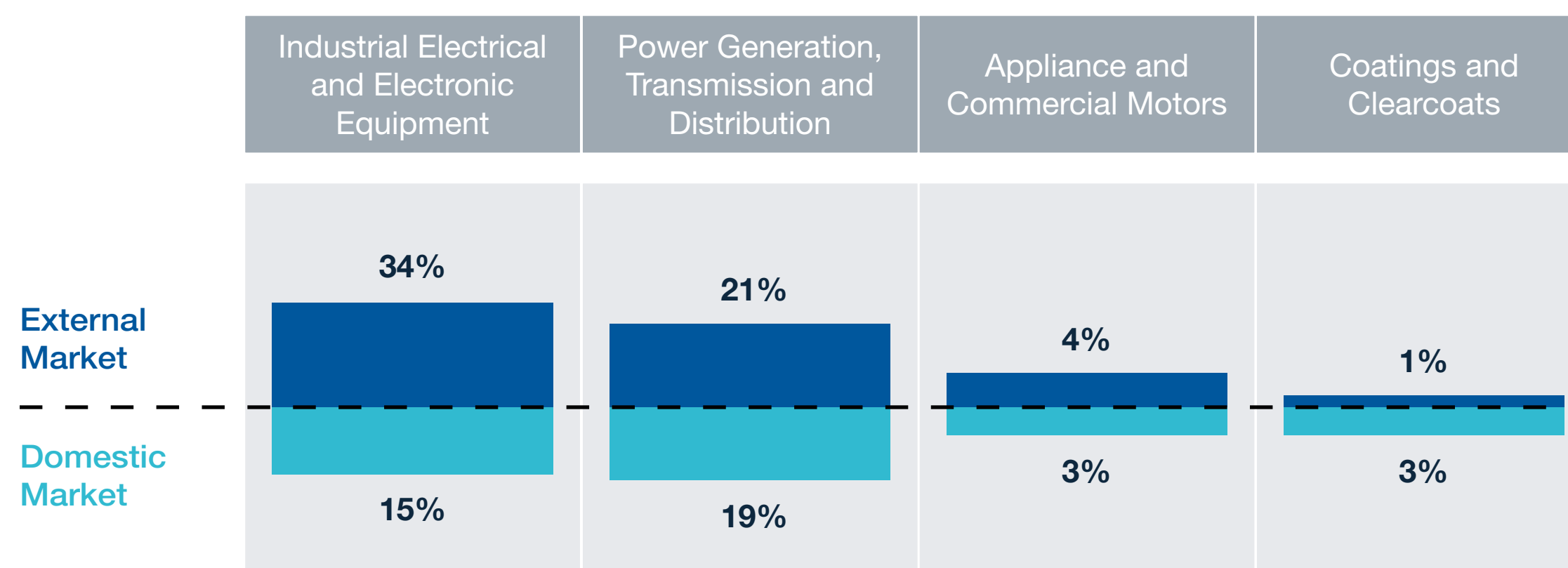
Growth of **7.4%** compared to 2024

### EXTERNAL MARKET

Net Operating Revenue (NOR) in the external market reached BRL 24.2 billion, representing 59.6% of the total, with growth of 12.3% compared to the previous year.

### DOMESTIC MARKET

Net Operating Revenue (NOR) in the domestic market reached BRL 16.5 billion, representing 40.4% of the total, with growth of 1.0% compared to the previous year.



## NET REVENUE BY MANUFACTURING LOCATION



- 40% Manufactured and sold in Brazil
- 22% Manufactured in Brazil and exported
- 38% Manufactured and sold abroad

## KEY FINANCIAL INDICATORS

	NOR (Values in BRL Billions)	EBITDA <sup>1</sup> (Values in BRL Billions)	EBITDA <sup>1</sup> MARGIN	ROIC <sup>2</sup>
<b>2023</b>	32.5	7.0	21.8%	39.2%
<b>2024</b>	37.9	8.5	22.4%	34.2%
<b>2025</b>	40.8	9.0	22.1%	32.5%

1) EBITDA: Earnings before interest, taxes, depreciation, and amortization. 2) ROIC: Return on invested capital

# EXTERNAL RECOGNITION AND HIGHLIGHTS

WEG’s sustainability performance is continuously assessed by various market institutions, including ESG indices and ratings, as well as through various sustainability-related awards and recognitions. These assessments also provide valuable insights for WEG, many of which contribute to the continuous improvement of sustainability management across its activities and processes.

WEG has been continuously working to evolve and improve its processes, mitigate potential risks, and add opportunities to its business model. As a result, the Company has received significant recognitions, while remaining aware that ongoing challenges persist.

## MAIN HIGHLIGHTS IN 2025

	<b>Ecovadis</b>	A global sustainability ratings agency that assesses companies’ ESG-related commitments, practices, indicators, and progress. In 2025, WEG was awarded GOLD seal and ranked among the top 2% of the highest-rated companies worldwide.
	<b>ISS ESG</b>	A rating that evaluates and classifies companies based on ESG risks, opportunities, and impacts. WEG holds “Prime” status, which recognizes leading companies within their respective sectors.
	<b>Sustainalytics</b>	An ESG risk rating agency that conducts ESG risk analysis and classification. WEG remained classified within the “Low Risk” category.
	<b>FTSE4Good</b>	An index that measures the ESG performance of global companies. WEG remained a member of the FTSE4Good in 2025, with a 24% increase in its score.
	<b>ISEB3</b>	An index that assesses companies with the best performance listed on B3 (the Brazilian Stock Exchange) from a corporate sustainability perspective. WEG has been a continuous constituent of the index since 2012.
	<b>ICO2B3</b>	An index that measures companies’ emissions efficiency relative to their revenues. WEG has been a continuous constituent of the index since 2016.
	<b>CDP</b>	A global rating agency focused on corporate decarbonization, water and forest management. WEG reports to the Climate and Water modules and holds an A- rating in both.
	<b>CDP – Supplier Engagement Leader</b>	An assessment that evaluates companies based on governance, targets, Scope 3 emissions, and value chain engagement in the CDP climate change questionnaire. WEG was ranked in list A (leader).

### MAIN HIGHLIGHTS IN 2025



#### SBTi

The SBTi defines and promotes best practices in the development of science-based targets, independently assessing corporate targets and enabling companies to play their role in addressing the climate crisis. WEG's targets were approved by SBTi in 2025.



#### Dow Jones Sustainability Indices

A global index that evaluates companies from a corporate sustainability perspective by sector and across different regional portfolios. In 2025, WEG achieved a 19% improvement in its score, which earned it recognition by being included in S&P Global's Sustainability Yearbook, which brings together the companies with the best sustainability performance in their respective sectors.



#### Top Mujeres Company | Súper Empresas para Mujeres Expansión

A recognition awarded in Mexico that highlights companies with best practices to attract, develop, and retain female talent. Evaluation criteria include leadership, career growth, diversity and inclusion, training, and positive psychology, all focused on empowering women. WEG was recognized among a select group of companies.



#### Valor Inovação

A ranking compiled by Valor Econômico and Strategy& (PwC's strategy consulting practice) to the most innovative companies in Brazil. WEG ranked 1st in the Electrical and Electronics sector and 10th overall and is the only company to have appeared in the Top 10 in all editions of the ranking.



#### Super Empresas Expansion

A ranking conducted in Mexico focused on recognizing organizations as "the place where everyone wants to work," based on organizational climate and culture. WEG Mexico S.A. de C.V. has been continuously recognized since 2013.



#### Época NEGÓCIOS 360°

WEG was the overall winner of the Época Negócios 360° Yearbook, one of Brazil's most respected business awards, organized by Época Negócios magazine in partnership with Fundação Dom Cabral. The Company achieved first place overall and Best Company in the Mechanics and Metallurgy segment following a technical assessment of 449 Brazilian companies across 24 sectors.



#### Forbes Best CEOs in Brazil

An award that recognizes the talent and leadership of the country's most admired executives. Alberto Kuba, CEO of WEG, was honored in the 2025 edition, reinforcing the strength of WEG's governance and growth strategy, as well as his leadership at the helm of the Company.



#### Prêmio ESG®

Promoted by the Brazilian ESG Association, the award aims to recognize and showcase best ESG practices. In 2025, WEG was awarded in the Renewable Energy Innovation category for the 'Clean Energy System in a Sustainable Agro-Industry in the Amazon' case.



#### ESG Summit Brazil

The ESG Summit Brazil Award recognizes and honors Brazilian organizations that stand out across the environmental, social, and governance pillars. In 2025, WEG was the winner in the environmental category for the 'Clean Energy System in a Sustainable Agro-Industry in the Amazon' case.

# 02.

## SUSTAINABLE PRODUCTS AND SOLUTIONS

### IN THIS CHAPTER

- 25 TECHNOLOGIES AND INNOVATIONS FOR ENERGY TRANSITION AND DECARBONIZATION
- 40 RESPONSIBLE SUPPLY CHAIN





Innovation is one of the key drivers of WEG's strategy for the energy transition and the decarbonization of the economy. By continuously investing in research, development, and new technologies, the Company transforms knowledge into solutions that enhance energy efficiency, enable the use of renewable sources, and support customers and markets in consistently reducing their emissions.

**Rodrigo Fumo**

Managing Director of Industrial Motors

# TECHNOLOGIES AND INNOVATIONS FOR THE ENERGY TRANSITION AND DECARBONIZATION

GRI-201-2

Innovation and technology play a critical role in addressing global challenges related to climate change and responsible economic growth. Companies such as WEG, which are committed to technological solutions, have positioned themselves as key players in advancing practices and products that promote decarbonization and energy efficiency, while simultaneously enhancing industrial competitiveness.

Historically, WEG has demonstrated that research, development, and innovation (RD&I) are strategic pillars of its competitiveness. Since its founding, WEG has fostered a culture of innovation that permeates all areas of the Company, encompassing products, processes, systems, and business models.

WEG's investments in RD&I ensure the creation of technologies focused on renewable energy, such as wind turbines, solar photovoltaic solutions, and high-efficiency industrial motors. In addition, the integration of emerging technologies, such as artificial intelligence and digitalization, enhances the development of solutions that meet market demands.



## Innovation

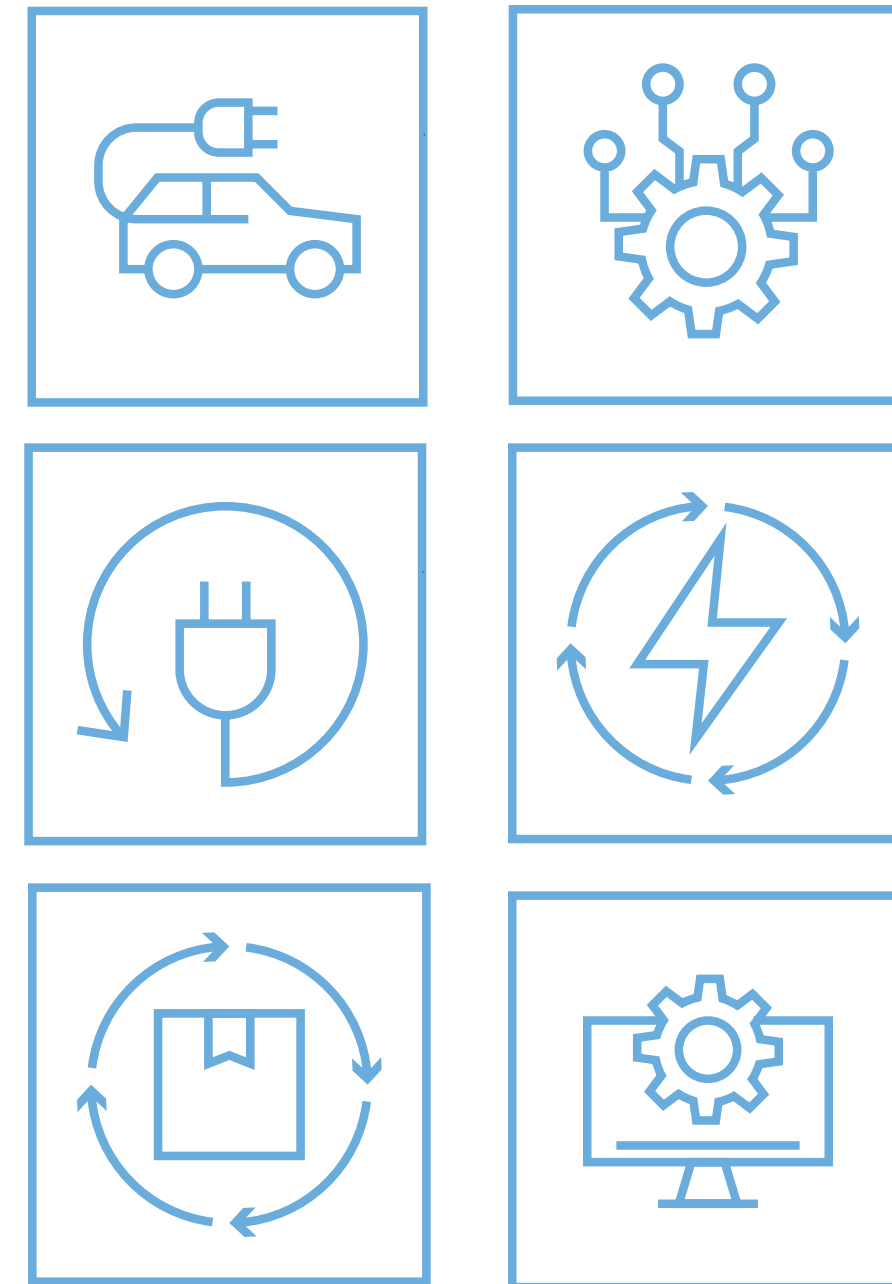
In 2025, approximately BRL 1.4 billion was invested in Research, Development, and Innovation, consolidating WEG's position as a leader in the domestic market and as one of the main global players in the electrical and electronic equipment sector. This strategic approach has enabled WEG not only to master technologies, but also to strengthen its position as a highly technological and competitive company.

WEG has been transforming energy into innovative solutions for the domestic and international markets by adopting a hybrid innovation model (both open and closed), with the goal of increasing investment in clean technologies. For this process to translate into results, structures and methods are required so that all employees, with the support of the Company's leadership and the involvement of external partners, can develop innovative solutions.

## Areas of interest in innovation

WEG’s innovation strategy is based on six main focus areas:

- Electric Mobility;
- Energy and Industrial Efficiency;
- Sustainable Solutions;
- Advanced Materials;
- Renewable Energies;
- Digital Solutions and Connectivity.



## RD&I Programs

WEG considers innovation management to be essential to its strategy and therefore maintains Research, Development, and Innovation (RD&I) programs that promote the continuous improvement of technologies and processes, ranging from incremental innovations to disruptive solutions.

PROGRAM	DESCRIPTION
<b>Technological Development Program (PDT)</b>	Studies, research, and projects to develop technologies that enhance products, processes, and materials, focused on energy efficiency, competitiveness, reliability, and topics specific to each Business Unit.
<b>WEG Management System (WMS)</b>	A continuous improvement management system designed to identify and eliminate losses and waste across all processes — both manufacturing and administrative — through incremental and/or disruptive improvement ideas (kaizens).
<b>WEG Innovation System (WINS)</b>	A system designed to foster disruptive and radical innovation. With a problem-solving focus, it enables any WEG employee to act as a key contributor in the innovation process by using innovation tools and participating in internal events.

## Management

WEG relies on committees that continuously enhance its governance on the theme, coordinate efforts, and foster a culture of innovation within its corporate structure. These include:

### SCIENTIFIC AND TECHNOLOGICAL COMMITTEE

Composed of directors and managers from all business units, as well as two external members, this committee’s primary responsibility is to propose research initiatives and projects on strategic themes, guiding WEG’s long-term innovation efforts in order to ensure business continuity.

### INNOVATION MANAGEMENT COMMITTEE

Composed of directors and managers from all business units, this committee focuses on proposing and monitoring cross-cutting topics of interest to all units, such as indicators and projects related to strategic themes for innovation at WEG.

## Open innovation

In open innovation, the process involves collaboration with external stakeholders, such as customers, suppliers, startups, and universities.

This approach has been practiced at WEG for a long time. More recently, the Company has sought to position itself as the epicenter of a global innovation ecosystem. Currently, WEG connects a broad network of partners, including startups, science and

technology Institutions, medium-sized and large companies, and other organizations engaged with WEG in Research and Development.



Participants of the WINS Connect event

## Partnerships

### STARTUPS

In 2025, startups aligned with priority demands within the topics below were scouted:

- Electric Mobility;
- Energy and Industrial Efficiency;
- Renewable Energy;
- Technological Materials;
- Digital Solutions and Connectivity;
- Sustainable Solutions.

### UNIVERSITIES AND INSTITUTES IN BRAZIL AND ABROAD

In 2025, WEG scouted universities and research institutes aligned with priority demands, maintaining partnerships with academic institutions in various countries, as well as specific partnerships for startup scouting.

Germany

Portugal

Brazil

United Kingdom

China

Switzerland

USA

## KPI 2025

More than

# 7,100

employees contributing to RD&I.

More than

# 140

research laboratories.

More than

# 30

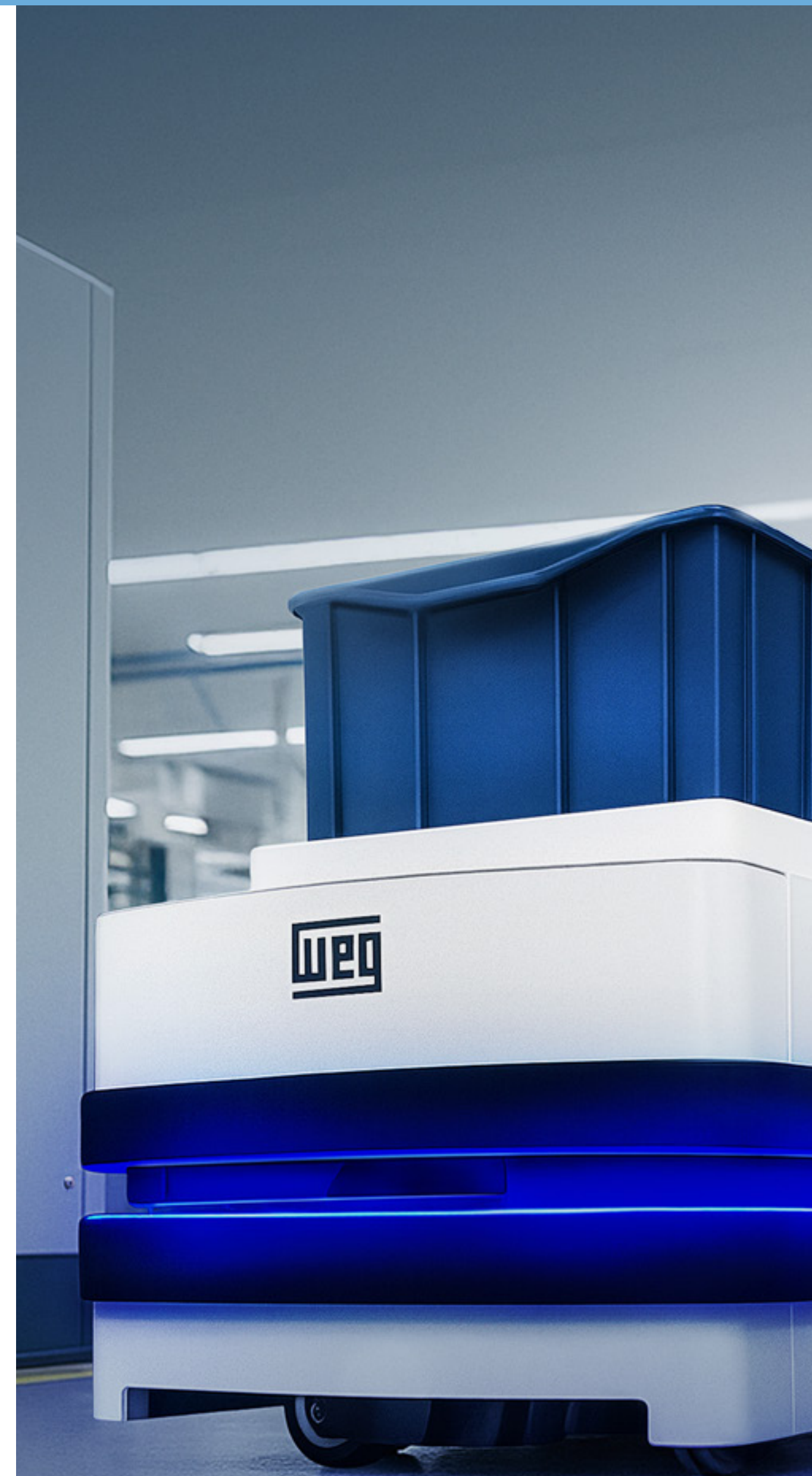
innovation and customization centers worldwide.

# BRL 1.4 billion

invested in RD&I in 2025, approximately 3.4% of Net Operating Revenue

# 854

patents valid globally.



## Sustainable products and solutions

WEG's strategy and business model are aligned with the demands arising from climate urgency, with a clear focus on the development of technologies and innovations that support the energy transition and the reduction of carbon emissions. All of WEG's business units are committed to delivering products and solutions within this perspective, positioning the Company as a strategic partner not only to its customers, but also to society.

Below are some of WEG's innovative solutions that drive the energy transition and decarbonization.

### Energy Efficiency

#### W80 AXgen AND VARIABLE SPEED DRIVES

The W80 AXgen motor line features an innovative design and optimized use of materials. These motors deliver the same power as traditional models while being up to ten times lighter. Reduced material usage represents a significant advancement in equipment dematerialization, generating benefits throughout the entire value chain—from raw material sourcing, manufacturing, installation, and logistics to operation—resulting in a lower carbon footprint. Considering the stages of the motor production and logistics chain, and due to its compact size, the W80 AXgen emits 85% less CO2 than an induction motor with the same power output and efficiency. In addition, these motors reach efficiency levels above IE5, exceeding the highest efficiency standards

currently regulated worldwide.

WEG's variable speed drives play an essential role in the transition to a more efficient and sustainable industry, as they enable precise control of electric motor speed and torque, adjusting energy consumption to the actual process demand. During periods of lower demand, the drive operates the motor at reduced levels, avoiding waste, extending equipment service life, and contributing to the reduction of greenhouse gas emissions.

[LEARN MORE >](#)



#### COMPENSATION SOLUTION FOR TRANSMISSION LINE STABILIZATION

With the global increase in intermittent renewable energy sources and the reduced participation of large hydroelectric and thermoelectric power plants, power systems face transients that may lead to instability and blackouts. Synchronous condensers have emerged as an ideal solution to these challenges, and WEG offers a comprehensive range of products and systems in this segment.

Currently, WEG manufactures compensators of up to 330 MVAR, large-scale machines, as well as control, command, and protection equipment, and transformers for connection to the electrical system. In 2025, WEG signed contracts with Alupar to supply an electric grid stabilization system in Chile, marking the production of the largest synchronous condensers ever manufactured by the Company. The project includes synchronous condensers, step-up transformers, control, protection, starting, and synchronization systems, in addition to auxiliary services and installation supervision. WEG has already developed this solution in different regions of the world, including Madeira Island and the United States.

#### UNINTERRUPTIBLE POWER SUPPLIES (UPS) / NOBREAKS

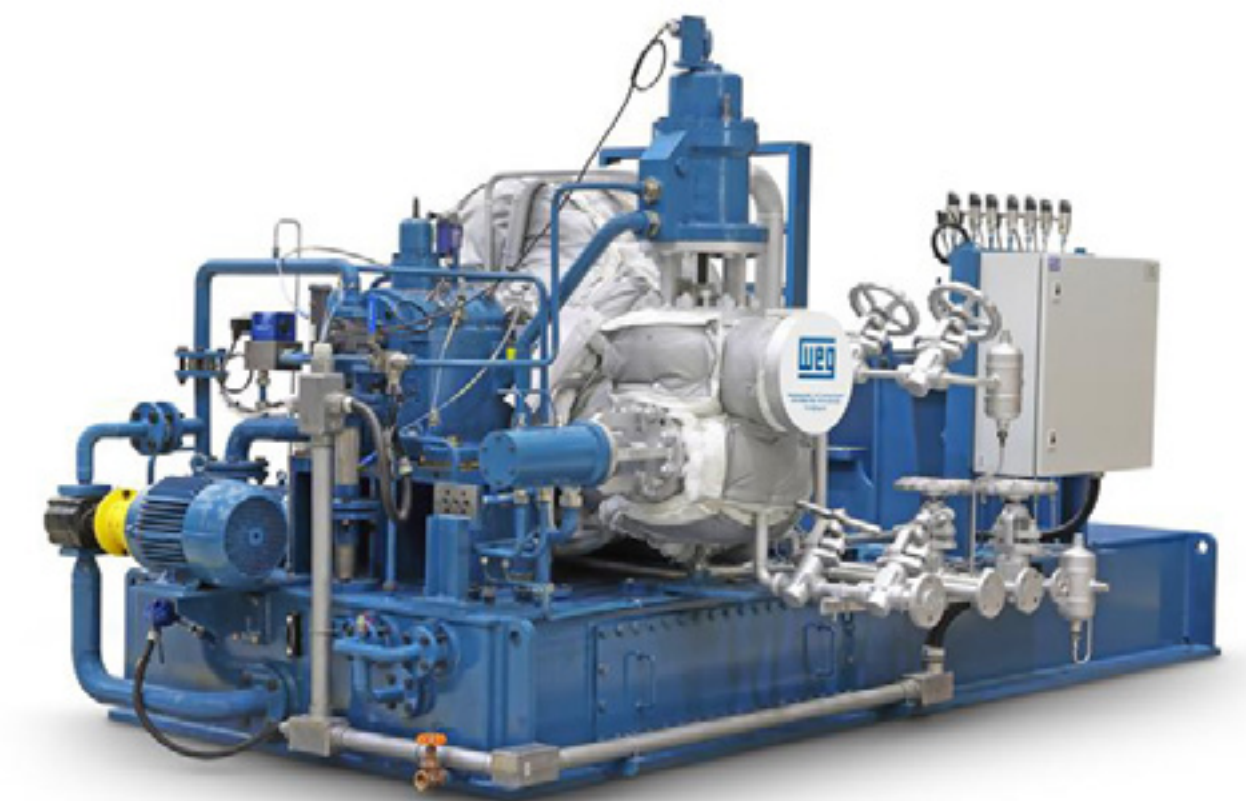
WEG's UPS systems ensure continuity and reliability of power supply in critical facilities, strengthening electrical infrastructure in an increasingly energy-dependent world. The Unimed Sul Mineira Hospital project is an example in which WEG supplied modular UPS systems integrated into the hospital's electrical system, designed to maintain the operation of intensive care units and operating rooms even in the event of grid failures, reinforcing patient safety and meeting the high operational demands of healthcare environments. By ensuring uninterrupted operation of hospitals, data centers, industrial facilities, and smart buildings, WEG's UPS solutions also contribute to loss reduction, equipment protection, and optimized energy consumption, delivering efficiency, reliability, and extended service life to systems that are vital to modern society.

#### STEAM TURBINE FOR THE STEEL INDUSTRY

In 2025, WEG supplied a 400 HP steam turbine to ArcelorMittal, located in Lázaro Cárdenas, Michoacán, Mexico.

Featuring impulse technology and backpressure operation, the TS 1000 A turbine is a single-stage unit designed for applications requiring high reliability and energy efficiency. The turbine converts thermal energy into mechanical energy with high performance and can also drive generators for electricity production.

In this project, the turbine will be used to generate clean electricity, supplying the facility's internal processes and thereby contributing to the customer's environmental and efficiency targets. With an availability rate close to 99%, the equipment ensures robustness and operational continuity in intensive industrial applications..



## WEG at COP 30

### ENERGY TRANSITION TO DECARBONIZATION

WEG hosted the panel “Energy Transition for Decarbonization,” bringing together authorities, institutions, and representatives from the industrial sector to discuss pathways and solutions to accelerate the energy transition in Brazil.

With an electricity mix composed of approximately 90% renewable sources, Brazil has the opportunity to lead the global clean energy and carbon neutrality agenda by 2050. The panel highlighted that the energy transition goes beyond environmental considerations, representing a strategy to drive economic growth, technological innovation, and social inclusion.

The initiative was supported by the Voice of the Oceans project, reinforcing the importance of cooperation among different stakeholders to accelerate decarbonization.

### INNOVATION, MODERNIZATION, AND ENERGY EFFICIENCY

Invited by ABDI (Brazilian Agency for Industrial Development), WEG participated in the panel “Energy Efficiency: Motor of the Climate Transition,” presenting its trajectory and strategy in energy efficiency and highlighting products and solutions that contribute both to its own decarbonization and to that of its customers.



## Operational Efficiency



### WEG SEE+

WEG SEE+ is a software solution for the management and optimization of energy efficiency projects. Through simulation and analytical capabilities, WEG SEE+ enables the assessment of energy savings, return on capital, and carbon emission reductions for motor-driven systems (gearboxes, electric motors, and variable speed drives), supporting companies in making strategic decisions to optimize resources and reduce costs. The solution stands out for its intuitive interface and comprehensive approach, contributing to sustainability and operational efficiency across organizations in various sectors.

As an open software platform, any customer anywhere in the world can access the platform and develop projects quickly and intuitively. Additional benefits include integration with the internal

e-commerce system and SAP, compliance with IEC 60034-2-3 and IEC 61800-9-2 Ecodesign standards, cross-selling, and upselling capabilities.

### WEG SMART FILTER

WEG Smart Filter is an energy efficiency solution for exhaust systems (bag filters), integrated with IoT, cloud computing, and low-code capabilities from the WEG Smart Efficiency platform. It was developed to reduce electricity consumption, enable real-time asset monitoring, and interact directly with processes. When connected to high-efficiency motors, variable speed drives, and gearmotors, its benefits are amplified through improved energy and operational efficiency, resulting in lower costs and reduced carbon emissions.

The solution delivers a wide range of results and benefits, including reduced electricity consumption, extended bag service life, fewer maintenance shutdowns, precise control of the exhaust system, increased productivity, real-time monitoring of the entire system, operational stability, and access to a complete operating history, among others.

This solution demonstrates the integration of industrial digitalization, energy efficiency, and sustainability, transforming data into a competitive advantage.

### WEG SMART COOLING

The WEG Smart Cooling solution goes beyond simple measurement of inlet and outlet water temperatures in cooling towers. It provides a comprehensive monitoring and management system for key operational variables, such as energy consumption, water consumption, operating temperature, water cooling efficiency, and asset health analysis based on data such as fan motor vibration and operating temperature. By combining advanced hardware and intelligent software, the system collects and transmits data to the cloud in real time, without the need for human intervention for monitoring or data collection. This ensures that the cooling tower consistently operates at the optimal airflow point, avoiding negative impacts on the production process and significantly reducing waste of water, energy, and chemicals used in the treatment process.

### ARTIFICIAL INTELLIGENCE

WEG incorporates artificial intelligence (AI) as a strategic element to drive industrial digitalization and operational efficiency. Within its business model, AI is applied in the development of solutions that transform data into insights, enabling faster and more accurate decision-making. This approach strengthens the Company's competitiveness and contributes to a more sustainable future.

In WEG's solutions, AI is integrated with technologies such as the Internet of Things (IoT), cloud computing, and automation, delivering advanced capabilities for monitoring, predictive analytics, and process optimization. Through AI, WEG not only enhances asset performance, but also promotes cost reductions, lower environmental impact, and increased operational reliability—aligning technological innovation and sustainability, which are core pillars of Industry 4.0.



### WEG SMART MACHINE: THE FUTURE OF AGRIBUSINESS

Based on challenges and needs, WEG implemented an integrated solution for the Ceolin Group using WEG Smart Machine (WSM) to connect a wide range of business-critical applications, including:

- **Remote access and data monitoring**  
Real-time lifting system performance data via WEG Smart Machine dashboards. Information history + online camera accessible 24/7;
- **Asset monitoring**  
Through WEGscan100 and Motion Fleet Management (MFM) solutions, motors and pumps are continuously monitored, enabling increased availability and maintenance scheduling based on actual operating conditions, thereby preventing unexpected failures;
- **Remote control**  
“On/Off” functionality and scheduling through PLC logic, programmable remotely, with all notifications displayed in real time via the WEG Digital Notify application;
- **Security and intrusion**  
Integration of cameras and door sensors with alerts sent directly to the app, taking irrigation to a new level of excellence.

#### Main results:

- Reduced costs and risks due to fewer field team deployments;
- Improved operational control of fault logging;
- Regulatory compliance supported by accurate pumping records;
- Technological integration within a single

application;

- Enhanced security, with intruder detection and immediate alerts via app.

With WEG Smart Machine, the Ceolin Group not only optimized its operations but also established a benchmark for efficiency and sustainability in agricultural production. The use of technology enables the group to prepare for climatic and regulatory challenges while increasing productivity and reducing environmental impacts.



### HIGH-PERFORMANCE DIRECT-TO-METAL WATER-BASED PROTECTIVE COATING

Developed to meet the demands of sectors such as oil and gas, marine and HVAC-R, HereShield WB-506 is a single-component, water-based coating with Direct-to-Metal (DTM) application, incorporated into WEG's portfolio through the acquisition of HereShield in 2025. The solution eliminates intermediate steps in the painting process, reducing operating costs by up to 30% and increasing application efficiency.

HereShield WB-506 offers superior adhesion, chemical and mechanical resistance, and preserves equipment thermal efficiency, with losses of less than 1%. Its formulation allows spray application, forming a dry film thickness between 20 and 30 micrometers, and extends substrate service life such as aluminum coils and copper tubes by up to five times, even under highly corrosive conditions. By eliminating aggressive solvents and dispensing with the need for curing ovens, the coating contributes to safer, more cost-effective, and environmentally responsible operations.

### ADVANCED PROTECTION WITH OPERATIONAL EFFICIENCY

Developed to address the challenges of harsh industrial environments—such as offshore platforms and chemical plants—WRAPX® HBD 332 is a high-performance flexible epoxy coating that combines innovation, mechanical strength, and operational agility. Its capability for high-build application significantly reduces application time and allows assets to be returned to operation more quickly. Its formulation accommodates thermal variations,

preventing cracking on metal surfaces. This flexibility ensures greater structural integrity and extends asset service life.

In addition to resistance to impacts and aggressive conditions, WRAPX® HBD 332 delivers tangible benefits, including longer maintenance intervals, optimized production processes, and reduced operating costs by combining technical performance with energy and operational efficiency.



## Renewable Energies

### SOLAR ENERGY AND ENERGY STORAGE



WEG offers complete solutions for both distributed and centralized energy generation, integrating technology, engineering, and execution. In 2025, a major highlight was the partnership with Natura and the Association of Agro-Extractive Workers of Ilha das Cinzas (ATAIC) for the implementation of an agro-industry operated by a photovoltaic system with battery storage. The installed off-grid system uses solar panels and a BESS (Battery Energy Storage System) to ensure continuous energy supply, including at night or during periods of low solar irradiation.

### NORONHA VERDE PROJECT: WEG AND NEOENERGIA

Also in 2025, another highlight was the full supply of photovoltaic and energy storage systems for the Noronha Project, totaling 22 MWp of installed capacity and 49 MWh in batteries. With more than 30,000 solar modules and advanced control and supervision systems, the project represents a significant step toward energy autonomy and the reduction of fossil fuel use on the island of Fernando de Noronha (Pernambuco, Brazil).



## ONSHORE WIND TURBINE – LARGEST IN THE AMERICAS



WEG currently offers two wind turbine product lines: the 4.X and 7.X platforms, the latter being one of the largest onshore models available on the market. In addition, the company provides operation and maintenance services for the installed base, as well as repair of generators, gearboxes, and electrical components. With a focus on expansion, WEG is advancing into strategic markets such as the United States and India, the world's largest wind energy markets, offering products and services with local content.

In 2025, WEG commissioned the largest onshore wind turbine in the Americas, installed at the Seabra Wind Farm, part of the Brotas de Macaúbas

Complex, in Bahia (Brazil). Standing 220 meters tall and weighing 1,830 tons, the wind turbine has an installed capacity of 7 MW, capable of generating approximately 2,500 MWh per month, equivalent to the annual electricity consumption of 15,000 Brazilian households.

Among the advantages of the new wind turbine is the reduction in the cost of energy, as it generates more electricity per unit of occupied area and optimizes land use, reducing the need for multiple turbines.

### TURBINES AND GENERATORS FOR HYDROPOWER PLANTS

WEG has more than 50 years of experience in hydropower generation, offering complete solutions for hydroelectric plants of up to 50 MVA, with a comprehensive portfolio of hydraulic turbines adapted to different head and flow conditions. The company develops generator-turbine sets with proprietary engineering, ensuring high performance. In addition to turbines, WEG offers hydro generators, command and control panels, protection systems, and substations. After acquiring Reivax in 2025, WEG began offering its own voltage and speed regulators.

In the same year, WEG supplied the Juruena Hydroelectric Power Plant, in the state of Mato Grosso, with two Kaplan turbine-generator sets, excitation and speed control systems, a transformer, and assembly, commissioning, and start-up services. With an installed capacity of 50 MW, the plant will be able to supply electricity to approximately 110,000 inhabitants, contributing to meeting Brazil's growing energy demand.

### GREEN HYDROGEN

In Brazil, WEG positions itself as a provider of complete solutions for hydrogen production plants. Globally, the company supplies products to manufacturers of electrolyzers, compressors, and hydrogen plants.

In this segment, WEG has:

- Rectifiers, essential for electrolyzers in the water-splitting process;
- Motors and variable speed drives for compressor operation;
- Products for control, automation, substations, and power generation for green hydrogen plants.

WEG is currently supplying a complete solution for a green hydrogen production plant, integrated with a photovoltaic power plant, located in Rio Grande do Norte, Brazil.

### BESS - BATTERY ENERGY MANAGEMENT SYSTEM

Critical infrastructure projects that require N+1 redundancy energy resources face significant challenges, particularly due to the limited availability of locally developed battery energy storage management systems. This gap has delayed—and in some cases jeopardized—initiatives that depend on robust Power Plant Controller (PPC), Energy Management System (EMS), and Battery Management System (BMS) solutions.

To enhance energy resilience and accelerate the transition to renewable sources, WEG and Aderis Energy developed an integrated battery management solution. The system helps reduce emissions, optimize efficiency, and ensure reliability in critical projects, supporting sustainability goals and energy security. One of the first projects was implemented in **Aspen, Colorado**, strengthening the city's environmental objectives.



## WEG at COP 30

WEG participating in COP30, presenting and discussing its technologies and solutions related to energy transition and decarbonization.

### WEG BESS, A KEY ENABLER OF ENERGY TRANSITION

Panel with the participation of ANEEL (Brazilian National Electric Energy Agency) and Neoenergia, addressing the strategic role of energy storage systems in the modernization of the power system, connecting technology, energy security, and the advancement of renewable generation.



### WIND ENERGY IN INDUSTRIAL DECARBONIZATION

WEG's participation in the panel organized by CNI (National Confederation of Industry) and the Global Wind Energy Council (GWEC). The central theme focused on how wind energy can support industrial decarbonization in Brazil, presenting practical examples and real-world experiences.

## Electric Mobility

### EV CHARGING SOLUTIONS

To support the energy transition, WEG developed the WEMOB line of Charging Stations for Electric Vehicles, composed of different models to meet specific needs. The WEMOB WALL is suitable for indoor or outdoor use in garages and parking lots, compatible with single-phase or two-phase electrical networks. The WEMOB PARKING is designed for shared use in parking areas, while the WEMOB STATION offers fast DC charging, suitable for highways and service stations. Additionally, WEG provides digital platforms that allow users to monitor station information in real time and manage charging networks in an integrated manner. Reinforcing its presence in electric mobility in 2025, WEG acquired 54% of Tupi Mob, a company specialized in solutions for charging networks.

### VEHICLE ELECTRIFICATION SOLUTIONS

WEG also develops electric traction systems applicable to various vehicle types, including light and medium-duty vehicles (delivery trucks and vans), heavy-duty vehicles (buses and trucks), off-road equipment (agriculture, construction, mining), rail vehicles (trams, light rail vehicles, and urban trains), and auxiliary systems. The solutions include traction systems, lithium batteries, hybrid generator systems, and auxiliary systems, contributing to mobility electrification and the reduction of environmental impacts.

## WEG at COP 30

### DRIVING ELECTRIC MOBILITY

WEG supplied traction systems, batteries, and chargers for 40 new electric buses destined for the city of Belém, Pará (Brazil). The vehicles—electrified by Eletra and assembled on Mercedes-Benz chassis with CAIO body—were acquired by the state government to modernize public transportation in the metropolitan region and support the environmental commitments of COP30.



## Sustainable Product Indicators

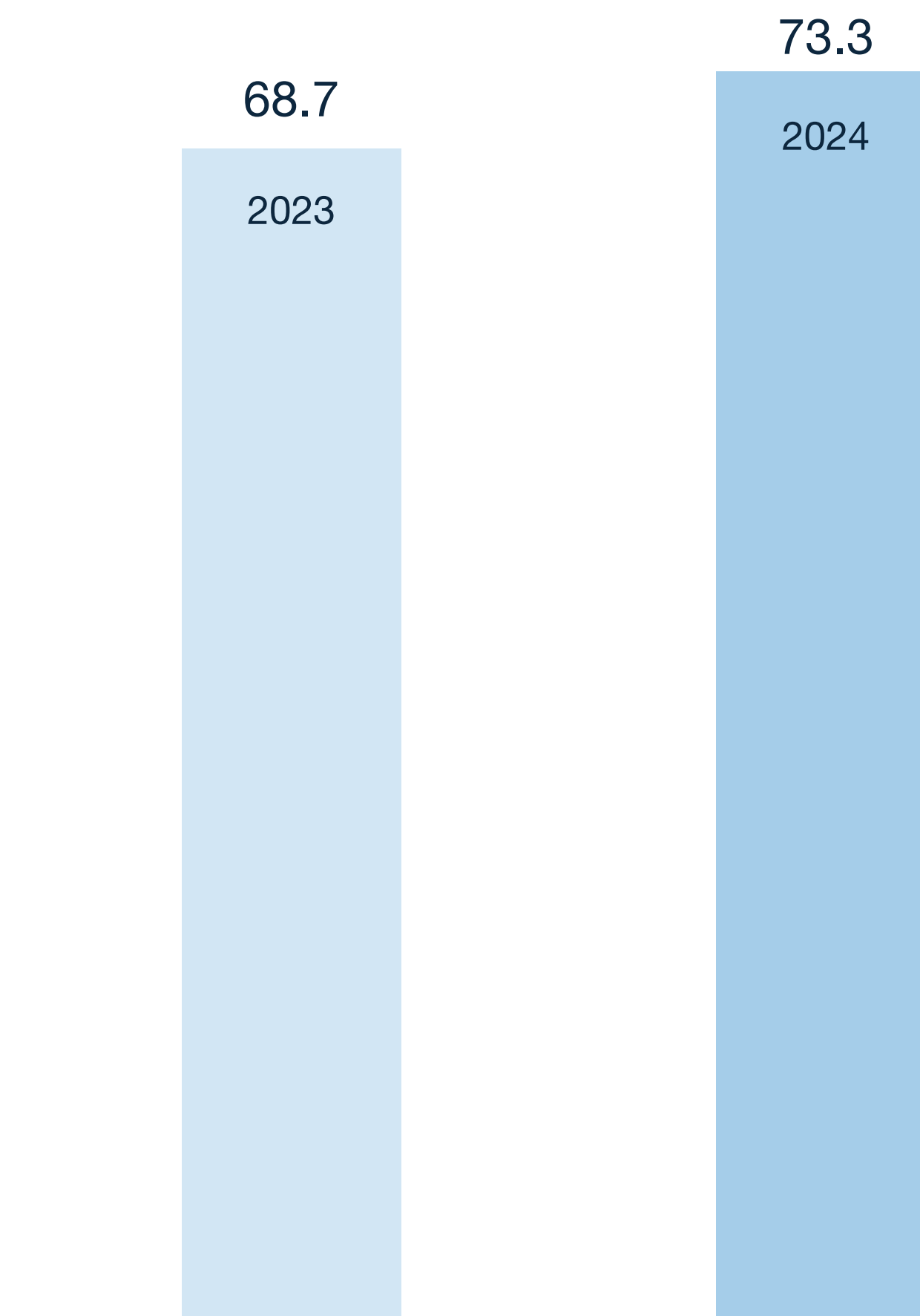
To accurately measure the scale of the positive impact generated by WEG’s sustainable products and solutions, the company monitors a sustainable products indicator, which measures the proportion of these products in total revenue. This indicator enables a quantitative assessment of WEG’s progress toward its purpose and business strategy, reinforcing its position as one of the leading companies in providing sustainable solutions for industry, cities, homes, and agribusiness.

### CRITERIA

To ensure methodological robustness and alignment with internationally recognized standards, the indicator follows the criteria established by the Financial Times Stock Exchange (FTSE) methodology.

WEG’s broad product portfolio that meets FTSE criteria for sustainable products includes high-efficiency motors, transformers, digital businesses, hydrogenerators, wind turbines, turbogenerators (biomass), and solar energy solutions.

### REVENUE HISTORY OF WEG SUSTAINABLE PRODUCTS





## DETAILED REVENUE WITH WEG'S SUSTAINABLE PRODUCTS IN 2025

FTSE SECTOR	WEG PRODUCTS	PRODUCT CHARACTERISTICS ACCORDING TO THE FTSE CRITERIA	WEG SUSTAINABLE REVENUE 2025 (BRL BILLIONS)	% OF WEG NOR
<b>Sector: Energy Efficiency and Management</b> Subsectors: <ul style="list-style-type: none"> <li>■ Industrial Processes (General)</li> <li>■ Smart &amp; Efficient Grids (General)</li> <li>■ Energy Storage (Battery)</li> </ul>	High efficiency motors and gearmotors	Products or systems that reduce the use of energy and other resources in the processes.	23.4	57.5
	Transformers / Reactors / Mobile Substations / Switch-Disconnectors	Transmission and distribution technologies.		
	Controls / LV & MV Drivers	Key products and components that improve energy profiles and products or systems that reduce the use of energy and other resources in the processes.		
	Critical Power / Bess	Manufacturing, installation or operation of products that store energy in the grid or in the building.		
	Digital Business / Edge Devices / Smart Meters and Grids	Equipment and services that improve the operating efficiency of the electrical power grid.		
Engineered products	Key products and components that improve energy profiles and products or systems that reduce the use of energy and other resources in the processes.			
<b>Sector: Energy Equipment</b> Subsectors: <ul style="list-style-type: none"> <li>■ Hydro</li> <li>■ Solar</li> <li>■ Wind</li> <li>■ Biomass Cogeneration</li> </ul>	Hydrogenerators / Turbo gearboxes / Turbines/ Transformers	Equipment and plants dedicated to providing power generation using the energy produced by the flow of fresh water.	5.5	13.5
	Wind turbines / Transformers	Production and distribution of equipment and installations dedicated to providing energy generation using the force of air movements or currents.		
	Turbogenerators (biomass) / Transformers	Equipment for energy generation in which the primary source is biomass.		
	Solar / Transformers	Photovoltaic or concentrated solar systems.		
<b>TOTAL SUSTAINABLE REVENUE</b>			<b>28.9</b>	<b>71.0</b>

## Sustainability in products

In addition to a large portion of WEG's products being classified as clean technologies due to their lower environmental impact when applied by customers, other relevant aspects of WEG product sustainability also stand out. These include initiatives and processes that reinforce WEG's commitment to embedding sustainability across the different processes related to its products and solutions.

### Product Safety

Product safety has a direct impact on the health and safety of employees and customers. Aware of this responsibility, WEG adopts a rigorous and systematic approach to product safety. Beginning at the design phase, product development considers aspects such as noise emissions, exposure to explosive atmospheres, and environmental safety. This approach extends to product catalogs and manuals, and WEG also provides specialized product safety training through its Customer Training Center (CTC).

It is also covered through certifications such as ISO 9001, which establishes processes and controls to ensure that products are properly manufactured in compliance with technical and regulatory requirements, and IATF 16949, which has specific requirements for product safety.



[LEARN MORE >](#)

[ACCESS WEG certifications here.](#)

### Product Design

WEG invests in the recyclability, dematerialization, durability, and repairability of materials and packaging. The company also monitors and adapts its processes to meet increasing market requirements, such as Ecodesign, Extended Producer Responsibility (EPR), and the proper disposal of Waste Electrical and Electronic Equipment (WEEE).

Through the WEG Management System (WMS), operational efficiency is promoted by reducing waste and enhancing the use of critical raw materials. The use of restricted substances is strictly controlled, minimizing environmental impacts at the end of the products' life cycle. Lightweight design is also adopted to reduce material usage and facilitate transportation and installation.

WEG offers solutions with high energy efficiency, as well as retrofit projects that extend the equipment service life. Its monitoring products add intelligence to industrial operation and maintenance. Modularity, interoperability, and reliability are key pillars that ensure flexibility and ease of maintenance.

Product design practices aligned with the Company's strategic objectives are widely applied in development activities. Examples include:

- Reintroduction of waste as raw material, such as steel scrap in foundry operations;
  - Reverse logistics and Trade-In Programs to recover materials at end of the service life;
  - Valorization of waste, avoiding disposal in landfills;
  - Separation of copper and plastic in cables to enable full recycling of complex components;
  - Modular design and specialized technical assistance, ensuring the recyclability of lithium-ion batteries in battery packs;
  - Advances in lightweight design with the launch of ultra-compact commercial motors;
  - Development of innovative water-based coatings, minimizing the use of Volatile Organic Compounds (VOCs).
- Reuse of silicon steel sheets;
  - Motors with plastic frames, without the use of screws;
  - Aluminum parts reused in new products;
  - Recovery of metal scrap using briquetting equipment;

## Replacement Plan Program

WEG is currently developing the Exchange Program in Brazil and Colombia, an initiative that encourages the replacement of old, damaged, or low-performance motors and inverters with new high-efficiency WEG motors. The program offers economic advantages in the acquisition of new equipment and promotes gains in energy efficiency. By encouraging the adoption of more efficient technologies, WEG contributes to improving the industrial efficiency of its customers, making their operations more sustainable and profitable, with lower energy consumption, reduced operating costs, and lower environmental impacts.

WEG accepts motors that are operational or have burned windings, provided they are complete (rotor, stator, frame, and end shields). All returned products are sent to recyclers, who reintroduce the materials into the production chain. In this way, WEG implements reverse logistics aligned with circular economy principles, keeping material resources in circulation and reducing the need for virgin resource extraction and the environmental impacts associated with the production of new materials through closed-loop recycling.

### MAIN ADVANTAGES

- Reduction in electricity consumption in the customers' operations;
- Reduction in carbon emissions;
- Greater operational reliability;
- Cost reduction resulting from increased energy efficiency;

- Factory warranty;
- Environmentally appropriate disposal and waste valorization through reverse logistics.

WEG also offers a Trade-In Program for parts and components, in which returned items are melted down and reintroduced into the manufacturing of new products, in a process aligned with circular economy principles.

### HIGHLIGHTS OF THE REPLACEMENT PROGRAM

In 2025, WEG collected more than 17 thousand pieces of equipment.  
Over the past three years, approximately 1,800 tons of materials have been collected.

[LEARN MORE >](#)

[CLICK HERE](#) and learn more about the Trade-in Plan.

## Innovation and Circular Economy

In 2025, WEG held a hackathon as part of the WINS Connect program, bringing together 30 employees from different areas to develop innovative solutions focused on sustainability and the circular economy. Over the course of two days, participants created projects centered on responsible resource use, sustainable materials, and circular practices.

The event was supported by company leadership and external experts acting as facilitators, reinforcing WEG's commitment to turning challenges into opportunities, strengthening its innovation culture, and placing sustainability at the core of the development of products, services, and processes.



## Life Cycle Assessment (LCA) and Environmental Product Declaration

Life Cycle Assessment (LCA) makes it possible to measure environmental aspects from raw material extraction through to final disposal, providing a comprehensive view of environmental performance. Based on these studies, Environmental Product Declarations (EPDs) are generated. EPDs are standardized documents that provide reliable environmental information throughout a product's life cycle. In 2025, WEG became the first company in the world to have its own system for generating EPDs for electric motors, developed in compliance with international standards and approved by EPD International.

This achievement positions WEG at the forefront of the global industry, raising the standard of transparency and sustainability and strengthening informed decision-making by customers.

In the coming years, the motor business unit plans to incorporate new functionalities into its system, including the calculation of the recyclability of motors and packaging. Preliminary studies conducted in accordance with international protocols indicate that WEG's electric motors have an average recyclability rate of approximately 98%, demonstrating the high potential for reuse of the materials used in their manufacture.

Similar systems are being implemented in other business units, such as Automation & Systems, Transmission and Distribution, transformers, and

will cover new product lines, such as frequency inverters and power and distribution transformers.

## Encouraging Recycling in Products



Aware of the importance of the circular economy and responsible life cycle management of its products, WEG publicly provides detailed guidance in product manuals and assembly and disassembly guides. These materials are intended to facilitate proper material separation and ensure that each component is directed to its appropriate final destination, whether for reuse, recycling, or environmentally sound disposal.

In addition, WEG presents examples and recommendations for component reuse, encouraging practices that extend material life cycles and reinforce circular economy principles. Through these initiatives, the

Company promotes a more sustainable and collaborative value chain, committed to waste reduction and the preservation of natural resources.

## Reverse Logistics for Packaging

WEG maintains a packaging reverse logistics system that enables the proper collection, recycling, or reuse of packaging materials, preventing waste accumulation and promoting a more sustainable production cycle. As part of its ongoing efforts to innovate its processes, WEG redesigns packaging and adopts solutions that combine performance, sustainability, and resource optimization. The main initiatives include:

- Replacement of expanded polymer packaging with recyclable plastic, reducing hard-to-dispose waste;
- Implementation of reverse logistics for plastic, cardboard, foam, and aluminum plate packaging, enabling the reuse of these materials;
- LCA studies to identify packaging alternatives with lower environmental impact.



## Packaging made from reforested wood

Some of WEG's product packaging is made of wood, a renewable and biodegradable input, part of which comes from forest management on WEG-owned properties (tree plantations specifically cultivated for production).

Reverse logistics and reuse of wooden packaging are established practices. For example, in 2025, the Brazilian units in Jaraguá do Sul (Santa Catarina, Brazil), Linhares (Espírito Santo, Brazil), and Manaus (Amazonas, Brazil) returned approximately 5,681 packages, which were assessed and reintroduced into the process for reuse.



# Sustainable products

## HIGHLIGHTS AND PROGRESS IN 2025



**71.0%**

of WEG's revenue comes from sustainable products.



**First company in the world**

to have its own system EPD generation.



**5,681**

packages returned and reused in 2025 in Brazil.



**Highlights of sustainable products and solutions**

in the areas of: energy efficiency, operational efficiency, renewable energy, and electric mobility.



**854**

globally valid patents in 2025.



**BRL 1.4 billion**

invested in R&D&I in 2025, approximately 3.4% of the Net Operating Revenue.

# RESPONSIBLE SUPPLY CHAIN

The supply chain is a strategic component of the business and requires strong partnerships to promote joint development.

WEG is committed to working with suppliers that comply with applicable requirements and operate in a manner that does not compromise the health and safety of their employees, while respecting human rights and the environment. This includes the adoption of efficient management practices for water, energy, resources, and waste; pollution prevention; and compliance with applicable legislation and regulations in the countries where products or services supplied to WEG are manufactured or marketed.

For WEG, sustainable supply chain management is a strategic theme and an integral part of the Company's Sustainability Policy. Progress in this agenda is driven through the WEG Sustainable Suppliers Program.

## WEG sustainable suppliers program

With a global scope, the WEG Sustainable Suppliers Program aims to engage suppliers in ethical practices related to human rights, labor relations, and environmental protection, while also assessing risks and creating growth opportunities through strategic partnerships.

The procurement areas of WEG's business units play a strategic role in implementing the Program, acting as key decision-makers responsible for evaluating and selecting suppliers aligned with the Company's ethical principles and sustainability guidelines. By incorporating social and environmental criteria into purchasing decisions, solid partnerships are strengthened, risks are reduced, and sustainable supply chain management is enhanced.

WEG expects its suppliers to act as partners in its sustainability strategy, sharing this responsibility collaboratively. In 2025, several actions were carried out that delivered significant results for the Program, as outlined below.



## Supplier Engagement

### TRAINING

To engage the supply chain in sustainable practices, WEG offers an online, asynchronous sustainability training program aimed at all strategic suppliers. The content covers topics such as the concept of sustainability, WEG policies, responsible supply chains, GHG inventories and climate change, waste and emissions management, circular economy, sustainable products, restricted substances, governance and ethics, the UN Global Compact, and community development.

### SUPPLIER DAY

Maintaining close and aligned relationships with the supply chain is essential to ensure the implementation of WEG's strategic guidelines. One of the initiatives that reinforces this commitment is Supplier Day, an in-person event held in different regions. During these events, WEG shares with its suppliers the importance of sustainability to the business, presents its strategic direction, practices, and processes, and communicates expectations regarding the supply chain.

## WEG at COP 30

### SUSTAINABLE SUPPLIERS – PATHWAYS TO DECARBONIZATION

During COP 30, WEG hosted a panel with some of its strategic suppliers to share their respective decarbonization journeys and encourage the exchange of best practices. The meeting reinforced the joint commitment to decarbonization by addressing practical strategies to mitigate impacts. Through this initiative, WEG reaffirmed its leadership in promoting strategic partnerships to accelerate the transition to a low-carbon economy.



## Supplier Assessment Using Sustainability Criteria GRI 308-1 / 414-1

At WEG, all new suppliers are evaluated and selected based on social, environmental and governance criteria. Strategic suppliers undergo verification and, when necessary, are required to implement action plans. This assessment generates indicators that guide actions to mitigate impacts. In the event of non-compliance, WEG works in partnership with suppliers to adjust processes and reduce risks. Incidents of non-compliance are continuously monitored by the Compliance and Supplier Qualification areas, under the oversight of senior management. The assessment covers issues related to environmental management, labor practices, human rights, ethics, and integrity:

### ■ ENVIRONMENTAL

Environment Management, Waste, Water, Energy, GHG Emissions, Air Pollutant Emissions, Biodiversity and Restricted Materials..

### ■ SOCIAL

Health and Safety, Conflict Minerals, Diversity and Inclusion, Human and Labor Rights.

### ■ GOVERNANCE

Governance and Business Ethics, Integrity and Transparency, Anti-corruption and Bribery and Supply Chain Management

In 2025, WEG  
reached more than  
**1,100**  
suppliers already  
assessed

### ON-SITE VERIFICATION OF BEST ESG PRACTICES GRI 2-23 / 3-3

Suppliers classified as strategic undergo on-site verification of ESG best practices, based on the applied sustainability assessment. In 2025, on-site visits were conducted at different suppliers around the world, reinforcing the Company's commitment to sustainable supply chain management.

## 2025 Program Targets

GOALS	STATUS
Achieve an 80% response rate to the sustainability questionnaire in 2025.	<b>Goal achieved.</b> Response rate of 98% to the sustainability questionnaire, meeting the goal..
Conduct 100% of the scheduled on-site visits to verify ESG best practices in 2025.	<b>Goal achieved.</b> 100% of visits conducted as planned.
Engage 100% of ESG strategic suppliers in training programs.	<b>Goal achieved.</b> 100% of suppliers covered by the program engaged.

## 2026 Program Targets

- Complete due diligence for 85% of the selected strategic suppliers.
- Engage 100% of strategic ESG suppliers in training programs.

# Sustainability risk management in the supply chain

GRI 2-23 / 3-3

WEG continuously assesses and monitors its supply chain, with Supplier Assessment Using Sustainability Criteria being one of the key approaches. In addition to this assessment, the process follows the guidelines of the Company's Corporate Risk Management Policy and includes a specific sustainability risk analysis for the supplier chain.

## Sustainability Risk Analysis

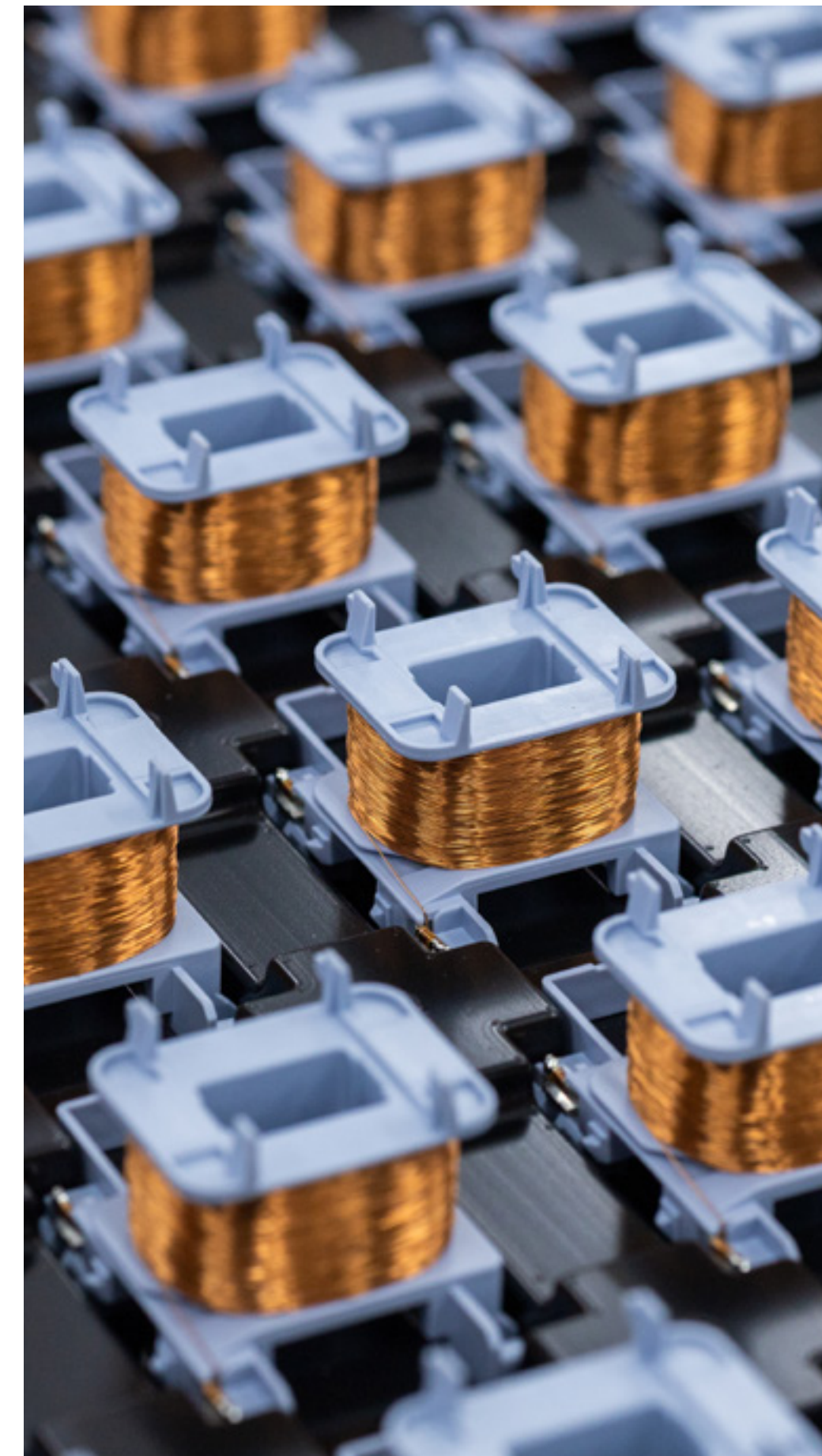
The specific sustainability risk analysis in the supplier chain serves as the basis for defining prioritization criteria within the WEG Sustainable Suppliers Program.



### RISK ANALYSIS METHODOLOGY

The analysis is based on the total supplier base, classified according to their financial and strategic relevance to the company. Direct raw material suppliers, representing 80% of expenditures during the evaluated period, are assessed for sustainability-related risks based on lists from recognized external entities. The main criteria adopted are:

- Evaluation of country-level environmental performance indicators, covering environmental health, ecosystem vitality, and climate change (country-specific risk).
- Identification of materials and their respective origins with associated risks of human rights violations in the supply chain, including risks of child labor, forced labor, and poor working conditions (raw material-specific risk).
- ESG performance analysis by a third party.
- Verification of ethical and integrity risks, such as corruption, money laundering, and exposure to negative media.



## Due Diligence

Due diligence is conducted based on the prioritization levels of the WEG Sustainable Suppliers Program. In 2025, more than 1,100 suppliers completed this process:

- **Level A:** Application of supplier assessment with sustainability criteria: 1,016 suppliers;
- **Level B:** Application of supplier assessment with sustainability criteria and request for evidence: 162 suppliers;
- **Level C:** Application of supplier assessment with sustainability criteria, request for evidence, and on-site verification of ESG best practices: 10 suppliers.

[LEARN MORE >](#)

[ACCESS](#) the WEG Corporate Risk Management Policy here.

## Human Rights in the Supply Chain

At WEG, human rights due diligence is an essential part of supplier relationships and is formalized through the WEG Supplier Code of Conduct, corporate policies, and procedures. This process is implemented through actions under the WEG Sustainable Suppliers Program, such as the application of sustainability assessments, on-site visits, and training initiatives.

In 2025, WEG made significant progress in responsible supply chain management, expanding the scope of the WEG Sustainable Suppliers Program to include suppliers classified as transporters. This inclusion was strategic to strengthen due diligence in categories more susceptible to risks related to labor exploitation, child labor, and other human rights impacts.

Through this initiative, WEG reaffirms its commitment to continuously improving supplier management by adopting practices that contribute to the prevention of violations and to the promotion of ethical, responsible business relationships aligned with sustainability principles.

Human rights expectations are communicated to suppliers through the Supplier Code of Conduct, general supply terms and conditions, and contracts, which include environmental, labor, and social requirements.

## Restricted Substances

WEG has a Restricted Substances Policy and a Restricted Substances List, which are periodically updated and aligned with major national and international regulations. With the objective of reducing the use of such substances in processes and products, the list is applied across manufacturing, materials development, and supplier engagement, ensuring traceability and compliance with environmental, labor, and human rights requirements.

WEG is committed and dedicated to ensuring that its products are free from conflict minerals and, consequently, do not finance armed conflicts. Conflict minerals management involves multiple areas, committees, and the procurement and sustainability management teams, under the supervision of the Executive Board.

The policy on this topic is public and available to suppliers and other stakeholders.

[LEARN MORE >](#)

[ACCESS](#) the Restricted Substances and Conflict Minerals Policy [here](#).

## Characteristics of the WEG supply chain

WEG operates a diversified business model that requires a broad supplier base. Currently, the Company works with more than 14,000 direct and indirect partners worldwide. Most relationships are long term, with regular supply arrangements established through contracts or purchase orders, although there are also exclusive suppliers for specific projects, due to the complexity or availability of materials.

Due to the diversification of its business, WEG maintains relationships with a wide range of suppliers, including those providing production materials, raw materials, packaging, finished and semi-finished products, among others. Examples include copper or aluminum conductors, coils and steel sheets, steel bars, insulating materials, pigments, solvents, mineral fillers and catalysts.

## Supplier Code of Conduct

The Supplier Code of Conduct sets out the expected conduct of suppliers, as well as WEG employees, managers, and officers, in their relationships and in the performance of their activities. Through the Code, WEG reaffirms its respect for the laws and cultures of each country in which it operates, as well as for the United Nations Universal Declaration of Human Rights and the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work.

WEG encourages the dissemination of the guidelines of its Supplier Code of Conduct and throughout their respective supply chains.

**+700** partners have adhered to the WEG Supplier Code of Conduct.

A communication channel is available for WEG Suppliers to make any reports and/or questions about the Code of Ethics.

[CLICK HERE](#) to access the channels to make a report

[CLICK HERE](#) to learn about WEG's Supplier Code of Conduct

# Responsible supply chain

## HIGHLIGHTS AND PROGRESS IN 2025



### More than 1,100 suppliers

with due diligence completed through the WEG Sustainable Suppliers Program.



### New suppliers

assessed using the new due diligence criteria.



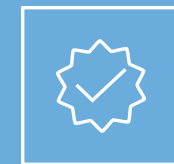
### Expansion of the categories

of suppliers in the Transportation Program.



### Sustainability training

made available to 100% of strategic suppliers.



### 2025 Program targets achieved.



More than

### 38%

of procurement employees received training in Sustainable Procurement.

# 03. CIRCULAR AND EFFICIENT OPERATIONS

## IN THIS CHAPTER

- 47 ECO-EFFICIENCY AND WASTE AND EMISSIONS MANAGEMENT
- 59 CARBON NEUTRAL OPERATIONS





Throughout 2025, we strengthened our circular and efficient operations strategy, advanced responsible water management, expanded circularity initiatives, and had our climate commitments validated by the Science Based Targets initiative (SBTi), further driving innovation, competitiveness and long-term value creation.

**Daniel Marteleto Godinho**

Sustainability and Corporate  
Affairs Director

# ECO-EFFICIENCY AND WASTE AND EMISSIONS MANAGEMENT

WEG integrates eco-efficiency into the management of waste and emissions as part of its strategic sustainability objectives. The Company dedicates efforts to the conservation and regeneration of natural resources, ensuring proper waste treatment while promoting recycling and reuse within its production processes. This chapter presents WEG's environmental management approach, highlighting practices, programs, indicators and results.

## Environmental Management System

Environmental management is a strategic pillar for ensuring operational excellence and socio-environmental responsibility. The internationally recognized ISO 14001 certification reinforces WEG's commitment to sustainable practices, establishing guidelines to identify and mitigate the effects of environmental aspects, ensure legal compliance and promote stakeholder engagement.

In 2025, the WEG Group Environmental Policy was reviewed and updated with the objective of reinforcing WEG's commitments and aligning them with environmental best practices.

[LEARN MORE >](#)

[CLICK HERE](#) to access the Environmental Policy.



## ISO 14001 certification

The WEG Group's business units operate with an implemented Environmental Management System, with certified manufacturing sites and annual audits that ensure system compliance across key operations. In 2025, 77% of relevant manufacturing sites\* were covered by an environmental management system and 61% of these relevant sites held ISO 14001 certification. The certification scope ensures that 72.9% of the workforce is allocated to certified facilities.

In 2025, WEG certified three additional industrial operations under ISO 14001, located in Betim and Bento Gonçalves, Brazil, and Valencia, Spain.

Note: \* Relevant manufacturing sites are those responsible for 85% of the WEG Group's environmental aspects.

## Governance and strengthening of the environmental management system

WEG's Board of Executive Officers, together with its committees and managers, is responsible for ensuring the integrity, effectiveness and continuous improvement of the Environmental Management System, particularly in situations involving changes in processes, activities or operating conditions that may generate environmental impacts. Environmental management leaders at each operation ensure compliance with applicable environmental requirements and report system performance to the executive leadership.

For the operationalization of legal compliance (GRI 2-27), manufacturing sites maintain structured processes for the continuous monitoring of applicable environmental legislation, adopting preventive and corrective actions to ensure full compliance with legal requirements. In 2025, no significant fines\* related to non-compliance with environmental requirements were recorded within the WEG Group.

A key part of the work aimed at environmental compliance and continuous improvement occurs through strengthening environmental culture and training. WEG develops and implements specific training programs focused on environmental awareness and management, enabling employees to identify environmental aspects and impacts, apply preventive measures and execute effective operational controls. Activities with greater environmental relevance receive more intensive training.

The effectiveness and compliance of the Environmental Management System are assessed through internal and external audits conducted across all industrial operations. Internal audits occur in three-

year cycles and are complemented by the annual external ISO 14001 certification audits, ensuring the robustness of operational controls, adherence to regulatory requirements and compliance with environmental legislation.

In addition, WEG makes continuous investments in environmental management, reflecting its commitment to improving environmental performance. In 2025, environmental investments and expenditures totaled BRL 78.6 million, including both capital investments — such as the acquisition of equipment and technologies for environmental control — and operating expenses related to waste treatment and disposal, control of atmospheric emissions and effluents, system maintenance, compensation of specialized professionals and environmental certifications, among others.



Note: \* Significant fines are those exceeding USD 10,000

## Water and effluents

Efficient and sustainable water resource management is essential to reduce impacts and ensure operational resilience. WEG adopts initiatives and operational controls aimed at reducing water consumption and effluent generation through continuous monitoring of consumption, implementation of operational controls and improvement projects. Effluents generated in operations are properly treated and monitored, ensuring compliance with applicable legislation. Part of the treated effluents is reused in internal processes, and some treatment plants enable up to 100% reuse of treated effluent.

## WEG water management program

With a global scope, the program aims to mitigate risks, promote efficiency and strengthen the water resilience of the Company's operations.

Among the actions developed in 2025, the structuring of a water risk assessment methodology stands out. The methodology combines historical data to analyze trends in physical events related to water scarcity and precipitation, as well as operational information such as water consumption volumes and the occurrence of extreme events. To complement the analysis with a global perspective of water risks, parameters from external tools such as the Aqueduct Water Risk Atlas, developed by the World Resources Institute (WRI), and the Water Risk Filter (WRF), from the World Wide Fund for Nature (WWF), are incorporated into the WEG methodology criteria. In addition to structuring the methodology, the Company made consistent progress toward its practical application by conducting a pilot project in operations located in Brazil, China and Mexico. This stage was fundamental for validating assumptions, testing criteria, verifying the adherence of the parameters involved and generating a view of the

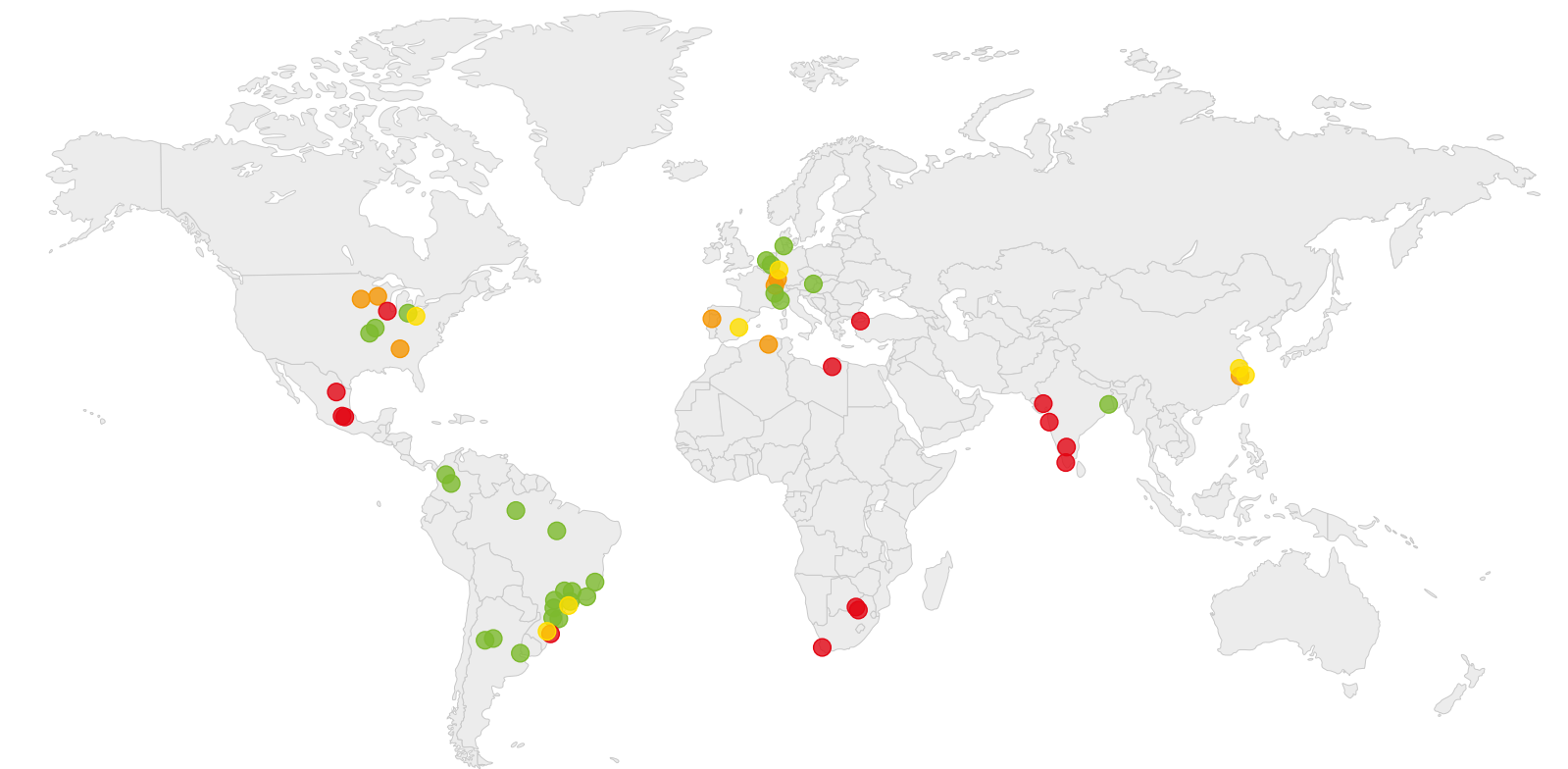
different water contexts in which WEG operates. The pilot also enabled the identification of opportunities and the mapping of water efficiency practices with potential for replication, which are now part of a structured expansion plan for other global sites. In 2026, the methodology will be applied to 100% of the Company's operations, significantly expanding the scope and maturity of water management. Additionally, strategic indicators were defined and structured to be incorporated into the continuous monitoring of the Program, such as water intensity, R&D investments aimed at mitigating water risks, total volume of water reused, among others. These indicators ensure greater transparency, standardization and strengthened governance of the topic. A framework for assessing water risks in new operations was also developed, expanding the Company's capacity to anticipate and mitigate risks and demonstrating the consistent evolution of WEG's water agenda and its increasingly strategic integration into business management.

## Water risk assessment

Currently, approximately 32% of the Company's operations are located in regions with a potential risk of water scarcity, representing approximately 19% of the net operating revenue (NOR).

### Areas exposed to water scarcity risk:

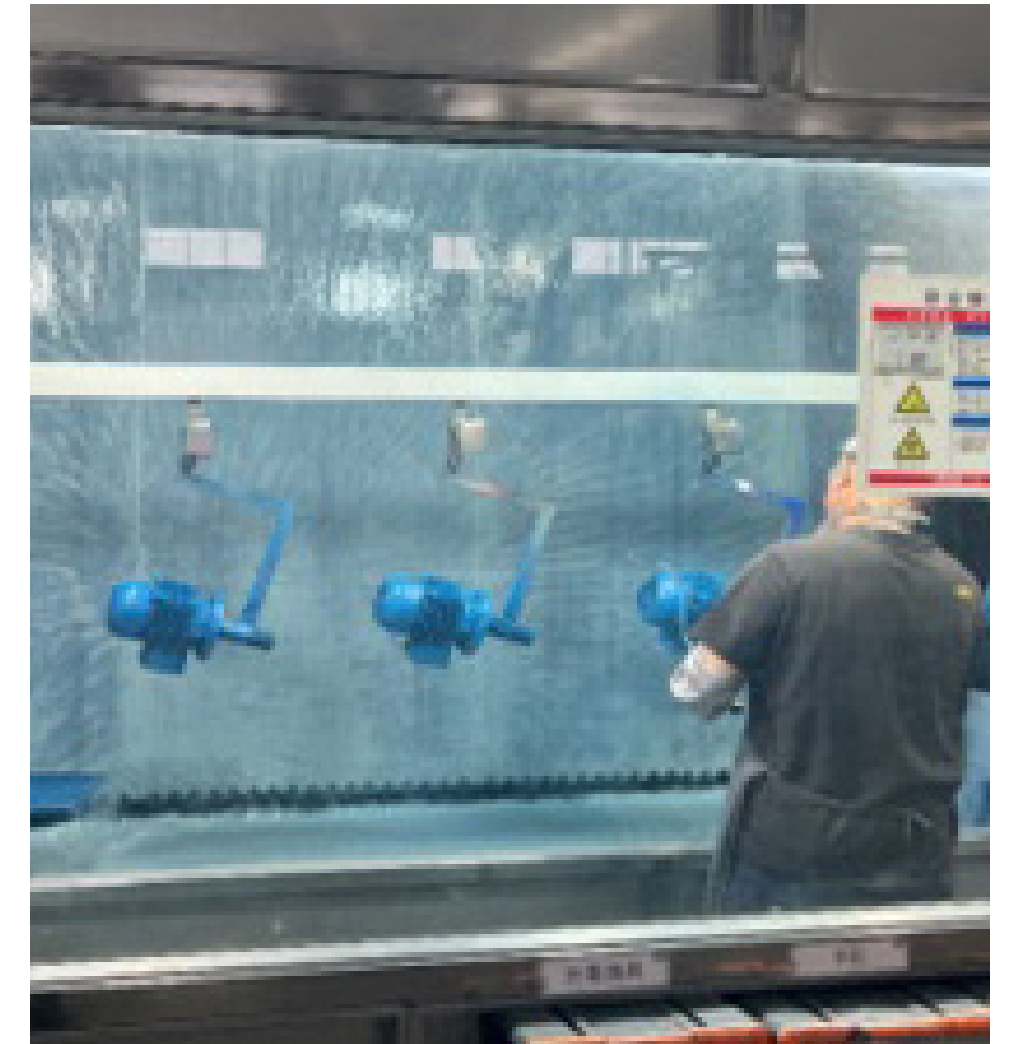
- Low (<10%)
- Low - Medium (10 a 20%)
- Medium - High (20% a 40%)
- High (40 a 80%)
- Extremely High (> 80%)



## Efficient water and effluent management

Focusing on sustainable water and effluent management and on mitigating risks arising from water scarcity, WEG has been implementing a structured set of initiatives, including the following:

PROCESS / PRACTICE	OBJECTIVE	LOCATION
<b>Rainwater harvesting</b>	Rainwater harvesting for gardening.	Hosur / India Huehuetoca / Mexico
	Rainwater harvesting for irrigation of school gardens (community program).	Linhares / Brazil
	Rainwater harvesting for parts washing, cooling towers, and other industrial.	Jaraguá do Sul / Brazil
<b>Reuse of water and effluents</b>	Treated sanitary effluent reused in fertigation area.	Linhares / Brazil
	Reuse of water from parts washing processes.	Hosur / India
	Water reuse for gardening.	Hosur / India Linhares / Brazil Huehuetoca / Mexico
	Parts washer equipped with water recovery system.	Changzhou, Nantong, Rugao / China Huehuetoca / Mexico
	Water recirculation system in painting booths.	Changzhou, Nantong, Rugao / China Jaraguá do Sul / Brazil
	Dedicated center for recycling water and cutting fluids (machining and wire drawing).	Jaraguá do Sul / Brazil
	Water reuse in the phosphating process.	Blumenau / Brazil
	Water reuse for toilet flushing.	Itajaí / Brazil
<b>Water efficiency</b>	Establishment of water consumption reduction targets.	Hosur / India
	Establishment of targets to reduce industrial effluent disposal per motor produced.	Linhares / Brazil
	Installation of faucet aerators and push-button taps to reduce water consumption.	Hosur / India Jaraguá do Sul / Brazil Huehuetoca / Mexico
	Cooling towers with water treatment systems, enabling reuse in closed-loop circuits (with no or minimal water discharge).	Jaraguá do Sul / Brazil Linhares / Brazil Huehuetoca / Mexico
	Redistribution of cooling towers to reduce evaporation.	Huehuetoca / Mexico
Optimized parts washing mechanism to reduce water consumption.	Jaraguá do Sul / Brazil	



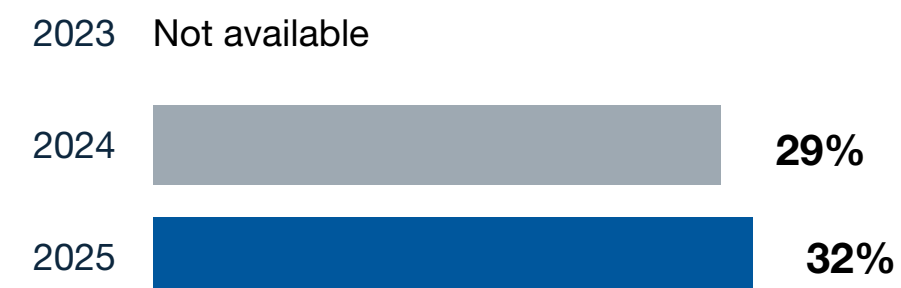
## Water and effluent indicators

The indicators represent all WEG global operations, including commercial units.

### WATER CONSUMPTION - ABSOLUTE (m<sup>3</sup>)



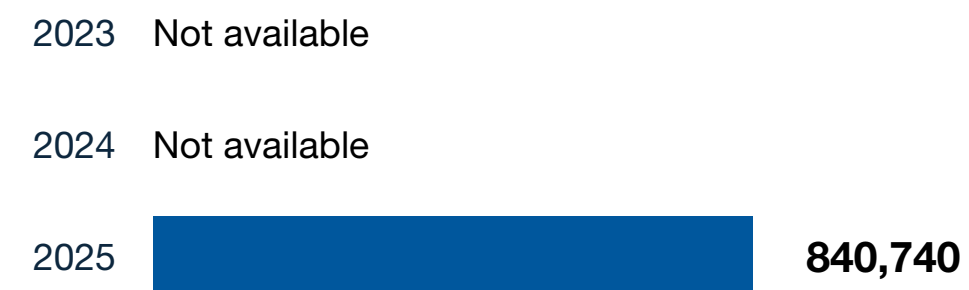
### WATER CONSUMPTION IN WATER-STRESSED AREAS



### WATER INTENSITY - ABSOLUTE / NET OPERATING REVENUE (m<sup>3</sup> / BRL THOUSAND)



### WATER CONSUMPTION - ABSOLUTE (m<sup>3</sup>) – BALANCE\*



\*water withdrawal minus effluent discharge.

### EFFLUENT DISCHARGE - ABSOLUTE (m<sup>3</sup>)



### EFFLUENT DISCHARGE - ABSOLUTE / NET OPERATING REVENUE (m<sup>3</sup> / BRL THOUSAND)



### WATER CONSUMPTION - BY SOURCE (%)

	2023	2024	2025
Public utility company	56.2	59.0	58.0
Well	24.4	24.6	27.5
Rivers/lakes	16.7	11.5	10.8
Reused water	2.6	4.4	3.0
Rainwater	0.1	0.5	0.7

### EFFLUENTS – BY DISPOSAL TYPE (%)

	2023	2024	2025
Surface water (after treatment)	15.2	19.9	27.2
Groundwater (after treatment)	4.8	1.8	2.2
Seawater (after treatment)	0.0	0.0	0.0
Third-party treatment	80.0	78.3	70.6

# Circularity

The circular economy seeks to redefine the traditional model of production and consumption, contributing to the reduction of waste sent to landfills, decreasing the exploitation of natural resources, mitigating greenhouse gas (GHG) emissions and fostering economic value creation through innovation and operational efficiency. Aligned with these principles, WEG develops and implements several initiatives aimed at promoting circularity in its operations, including:

## Solid waste

Waste management is structured through continuous improvement programs and investments in research and development aimed at enhancing the value of generated waste, prioritizing reuse and recycling whenever technically feasible. As a result, environmental impacts such as soil and water pollution are mitigated, while economic benefits are achieved through the recovery of recyclable materials and energy generation from organic waste. WEG maintains procedures for the handling, containment and proper disposal of waste generated in its activities, with the objective of protecting public health, promoting environmental quality, encouraging sustainable production and consumption patterns and ensuring compliance with applicable legislation.

## WEG Selective Collection Program

WEG maintains the Selective Collection Program, which includes the identification, classification, segregation and proper storage of waste generated in its operations, with the active participation of employees. The program is supported by partnerships with qualified recyclers, ensuring that recyclable materials receive environmentally sound and efficient destinations. Selective collection contributes to reducing pollution, conserving natural resources and saving energy, while also generating positive social impacts, such as job creation and improved quality of life. To ensure the program's effectiveness, employees receive specific training based on standards applicable to different production departments, considering the particularities of each process.



Several examples illustrate the importance of this program, such as the adoption of practices for the treatment and recovery of solvents used in painting production processes. Solvents used for cleaning equipment are sent to distillation units for recycling, where they are treated, recovered and reintroduced into the production process, preventing their disposal. In Jaraguá do Sul (Brazil), in 2025, more than 30,000 liters of solvent were recovered, avoiding their disposal as waste. The recovery and recycling of these solvents — often classified as hazardous — significantly contribute to reducing waste and mitigating environmental impacts. This practice also prevents ecosystem contamination and the exposure of communities to toxic substances, while representing an economically viable solution.

Another example is the reuse of metal scrap, carried out by areas such as stamping and machining, which in 2025 totaled approximately 68,000 tons of reused material. As well as the collection of post-consumer products whose scrap materials are directed to the casting process for motor endshields and frames. This practice makes it possible for 100% of the motor frames and endshields produced in Brazil and Mexico to be manufactured using reused material.

Best practices within WEG's selective collection program also include the development of a process for reusing metal chips generated in shaft machining and cast component machining processes, which were previously sold as scrap. The project involved crushing, mixing and briquetting these materials.

This initiative led to the implementation of a chip processing line, the first in the world to operate under this format, with the capacity to process more than 4,000 tons of scrap per year, enabling its reuse as a raw material source in WEG's metallurgical processes. In addition to recovering the solid waste, the process also enables the recovery of more than 17,000 liters of oil per year, which were previously discarded together with the metal chips.

## WASTE VALORIZATION CENTER

The Waste Valorization Center, located at WEG's largest manufacturing site in Jaraguá do Sul (Brazil), has infrastructure capable of processing motors through reverse logistics, non-ferrous materials, insulated cables, paper and cardboard, fiberglass, polyester waste and nonwoven fabric. As a result, more than 40 thousand tons of waste were reintroduced into the production chain in 2025. The increase in the amount of valorized waste results from continuous awareness initiatives regarding the segregation and disposal of industrial waste, as well as the development of actions and opportunities for enhancing the value of waste generated across WEG manufacturing sites.

WASTE	tons	CHANGE X 2024
Steel	35,690	+11%
Copper	2,030	+19%
Aluminum	542	+12%
Cardboard/plastic	2,750	N/A

N/A = Not available

## Reverse logistics of products and components

Through WEG's Trade-In Program in Brazil, the company offers incentives for the reverse logistics of products and components by providing discounts to customers on the purchase of new equipment and components in exchange for WEG's acquisition of the old equipment.

**Reverse logistics of products:** After the separation of components, frames with stators and rotors are sent to recyclers. Endshields, terminal boxes, and cast iron parts are reintroduced into by WEG into the casting process.

**Parts and components reverse logistics:** Parts and components are returned to WEG and reintroduced into the casting process to make new components. At the 3rd WEG Sustainability Meeting — an annual event held in November that promotes presentations and discussions on sustainability topics within the company — three Authorized Service Centers participating in the program were recognized. Together, these companies returned approximately 100,000 kg of scrap parts and components to WEG over the past 12 months.



Waste Valorization Center, Jaraguá do Sul - Brazil

## Heat recovery

### HEAT RECOVERY – ENAMELING PROCESS

Enameling ovens are equipped with catalytic plates that treat gases generated during the wire drawing process, producing heat that is reused in the process itself. This reuse contributes significantly to the energy efficiency of operations, reducing energy consumption, greenhouse gas emissions and the environmental impacts associated with industrial activities.

### HEAT RECOVERY - STAMPING (WIRE DRAWING OVENS)

In the Stamping Department, the heat used to warm the part cleaning tanks during the pre-treatment stage of electric motor frames is reused in the paint drying process carried out in drying ovens, increasing the energy efficiency of the process.

### HEAT RECOVERY – WIRE DRAWING FURNACES (STEAM GENERATION)

Residual heat from wire drawing furnaces is reused to generate steam used in industrial processes, eliminating the need for boilers and significantly reducing energy consumption. These furnaces are also equipped with catalytic combustion systems to reduce volatile organic compounds, and the heat generated is reused to reheat the furnace itself, contributing to reduced energy consumption and lower GHG emissions.

## Solid waste indicators

To ensure efficient management, WEG maintains indicators to track waste types and disposal methods. The indicators represent all WEG global operations, including commercial units.

### SOLID WASTE GENERATION – ABSOLUTE (t)



### SOLID WASTE GENERATION – ABSOLUTE / NET OPERATING REVENUE (T / BRL THOUSAND)

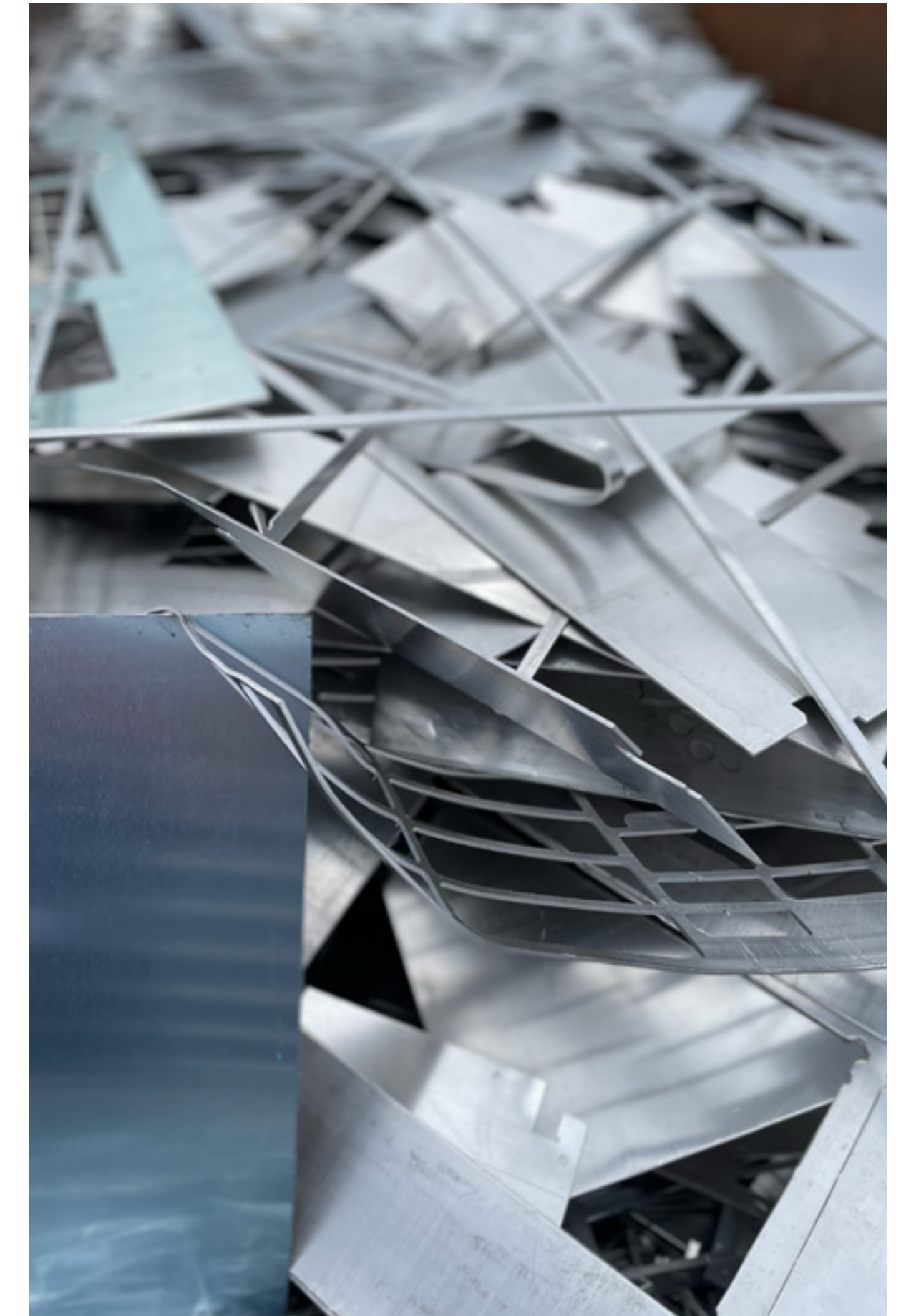


GENERATION BY TYPE	2023 (%)	2024 (%)	2025 (%)	2025 (t)
Recyclable / non-hazardous	71.1	74.3	74.9	244,201
Recyclable / hazardous	1.2	1.9	1.7	5,632
Non-recyclable / non-hazardous	25.4	21.9	21.4	69,719
Non-recyclable / hazardous	2.3	1.9	2.0	6,390

DISPOSAL METHOD	2023 (%)	2024 (%)	2025 (%)	2025 (t)
Reuse	28.7	26.1	0.8 <sup>1</sup>	2,752
Recycling	43.7	51.1	75.8 <sup>1</sup>	247,081
Landfill	25.3	22.0	21.7	70,755
Co-processing/incineration	2.3	0.8	1.3	4,393
Others*	-	-	0.3	961

Note 1: In 2025, a harmonization of final disposal definitions was carried out, in line with the main ESG indices. As a result, part of the waste previously classified as Reuse is now reported as Recycling.

\*Others: Final disposal methods in accordance with country regulations; Effluent Treatment Plants.



## Forest area management

WEG recognizes the value of forests and ecosystems for its business and for society. Therefore, it integrates management and conservation practices aligned with its Sustainability Policy, aiming to protect biodiversity and promote the responsible use of natural resources. In total, WEG maintains 11,622 hectares comprising managed areas (planted forests), native forests and protected natural areas, reinforcing its commitment to responsible and continuous management.

[LEARN MORE >](#)

[CLICK HERE](#) to find out about native forests and protected natural areas.

<b>Management areas</b>	6,018 ha
<b>Natural forest <sup>1</sup></b>	2,308 ha
<b>Permanent Preservation Area (PPA)</b>	847 ha
<b>Legal Reserve</b>	2,449 ha
<b>TOTAL</b>	<b>11,622 ha</b>

Note: 1) Permanent Preservation Areas and Legal Reserves are not considered.

## Forest management areas - processes

WEG has approximately 6,018 hectares of forest management areas across seven cities in Santa Catarina (Brazil). These areas are managed for re-forestation with pine and eucalyptus species, which play a crucial role by providing wood as a renewable input for the production of wooden packaging used for WEG products.

The entire process is conducted in accordance with the best forest management practices, with a strong focus on the conservation of natural resources. One example is the adoption of minimum tillage techniques: After harvesting, plant residues such as

leaves and branches are left in the field. This not only protects the soil but also contributes to nutrient cycling. Minimal soil disturbance is a key measure to preserve soil integrity. Another positive impact is the use of genetically improved seedlings, which has resulted in productivity gains without the need to expand land use. These actions reflect WEG's commitment to the conservation of natural resources and biodiversity.

## Efficiency in the use of wood for packaging

In 2025, projects were conducted to improve efficiency in the use of wood. With the technological upgrade of the equipment and optimization of log cutting through the new processing line, there was an increase from 34% to 40% in the use of raw material (logs).

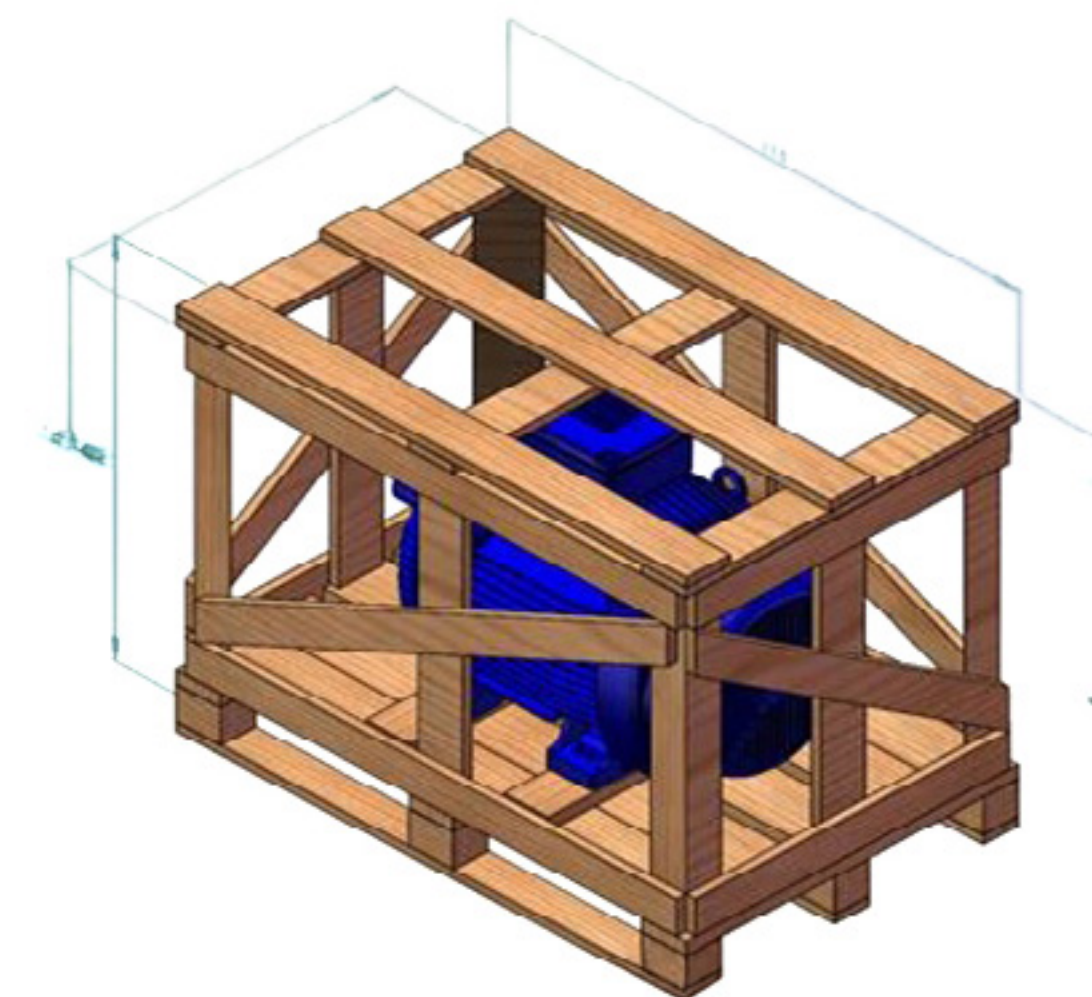
With the installation of equipment capable of evaluating wood using scanners and artificial vision systems, waste was significantly reduced by removing only portions of wood with defects outside acceptable limits. As a result, the utilization rate of sawn wood increased from 60% to 77%.

Another highlight project was the installation of a new steam-generating boiler used for drying and treating wood for packaging. This upgrade improved process efficiency, reducing biomass consumption while increasing thermal energy production. The new process is about 30% more efficient at converting biomass into steam.

## Packaging optimization

WEG has a dedicated Packaging Engineering department that develops optimized packaging solutions using technologies and processes designed to minimize resource use and waste. One example is the use of computer simulation to evaluate and validate packaging designs, ensuring resource efficiency without compromising product integrity.

In 2025, improvements were implemented in product packaging focusing on resizing and structural optimization. This initiative resulted in a reduction of approximately 117 m<sup>3</sup> (70 tons) of wood per year and 8% less wood per package, while maintaining structural integrity and reinforcing the Company's commitment to the efficient use of natural resources.



# Atmospheric emissions (non-GHG)

The management of atmospheric emissions is an essential component of WEG’s environmental strategy, as it directly contributes to air quality, community health and compliance with environmental regulations.



## WEG atmospheric emissions mitigation program

To ensure effective management of such emissions, WEG established the Atmospheric Emissions Mitigation Program (non-GHG). Its main objectives are to standardize emission calculation methodologies and to promote the sharing of best practices and emission control technologies across the different manufacturing sites.

### Governance

The program’s governance structure ensures integrated, transparent management aligned with the Company’s strategic guidelines. The model involves the Executive Presidency, the Sustainability Committee and Sustainability Directorate, as well as industrial operations, ensuring coordinated decision-making and clear accountability.

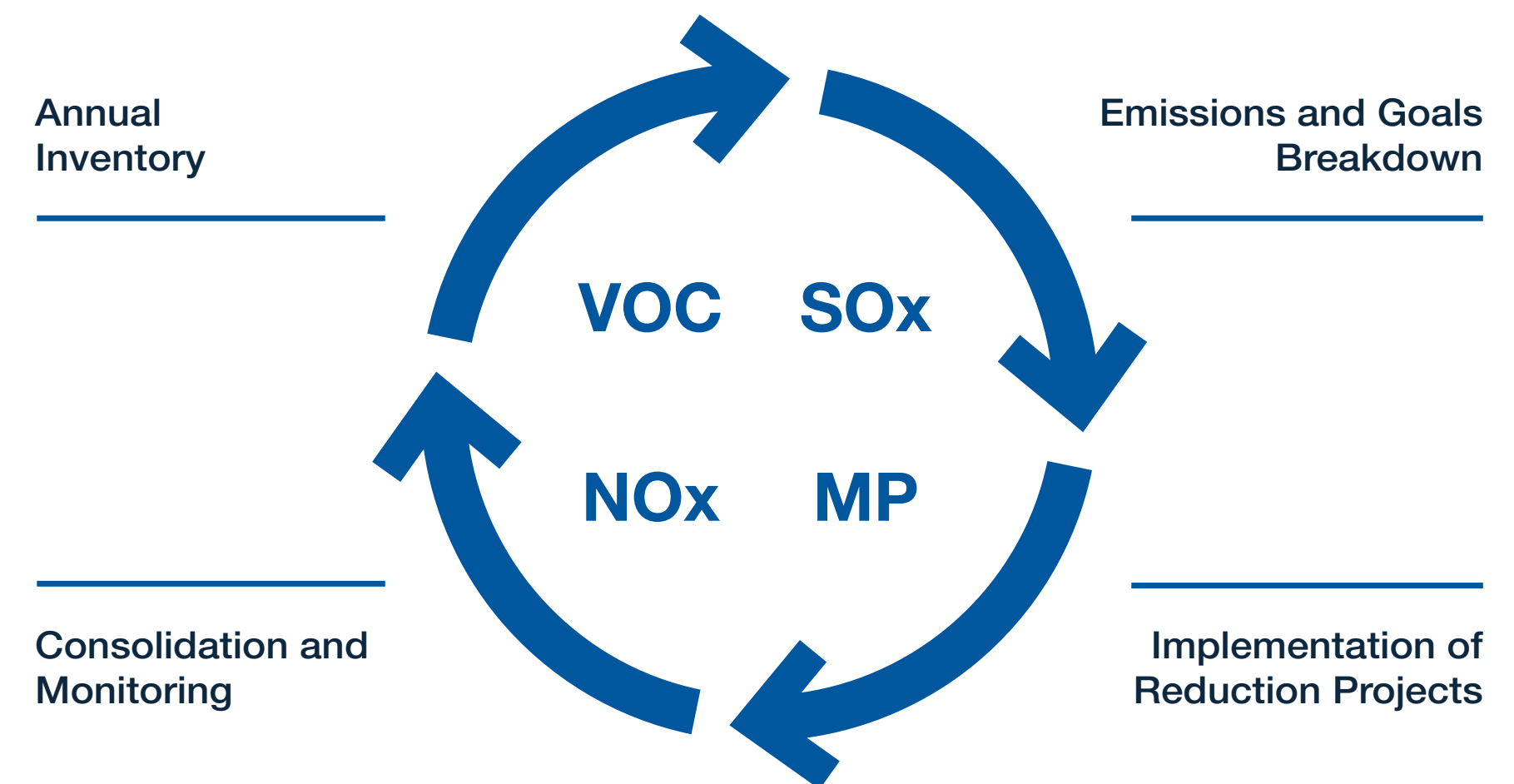
### Program cycle

The program is structured in annual cycles comprising four stages:

- Annual Inventory of Atmospheric Emissions (Non-GHG).
- Deployment of Pollutants indicators and reduction Targets across Business Units.
- Identification and implementation of Reduction Projects.
- Consolidation and monitoring of Reduction Projects.

### Operational Controls

WEG adopts advanced operational controls to mitigate atmospheric pollutant emissions in its operations. Among the technologies used are bag filters, cyclones and gas scrubbers, which enable the capture and reduction of particulate matter and harmful compounds released into the atmosphere. These systems ensure a significant reduction in emitted pollutants, in accordance with environmental best practices.



## Indicators



### EMISSIONS DATA COLLECTION AND CALCULATION PLATFORM

In 2025, WEG made significant progress in emissions management by developing and implementing a corporate atmospheric emissions calculation platform, bringing together operational data from production sites in a single environment. The tool integrates environmental reports, process data, emission factors and production information, ensuring greater methodological standardization, traceability and consistency in results.

The new platform enabled a consolidated estimate of emissions across the WEG Group, expanding the

scope and accuracy of environmental inventories. This advancement was fundamental for strengthening governance, identifying operational deviations, prioritizing critical areas and supporting mitigation plans aligned with the Company's global sustainability strategy.

The systematization of data collection brought important benefits, such as:

- **Centralization and standardization** of calculation methodologies across all manufacturing sites.
- **Reducing manual errors** and increased reliability of reported information.
- **Faster consolidation and analysis** of global indicators.
- **Easier comparison between plants**, enabling the identification of efficiency opportunities.
- **Support for internal and external audits**, strengthening transparency and regulatory compliance.



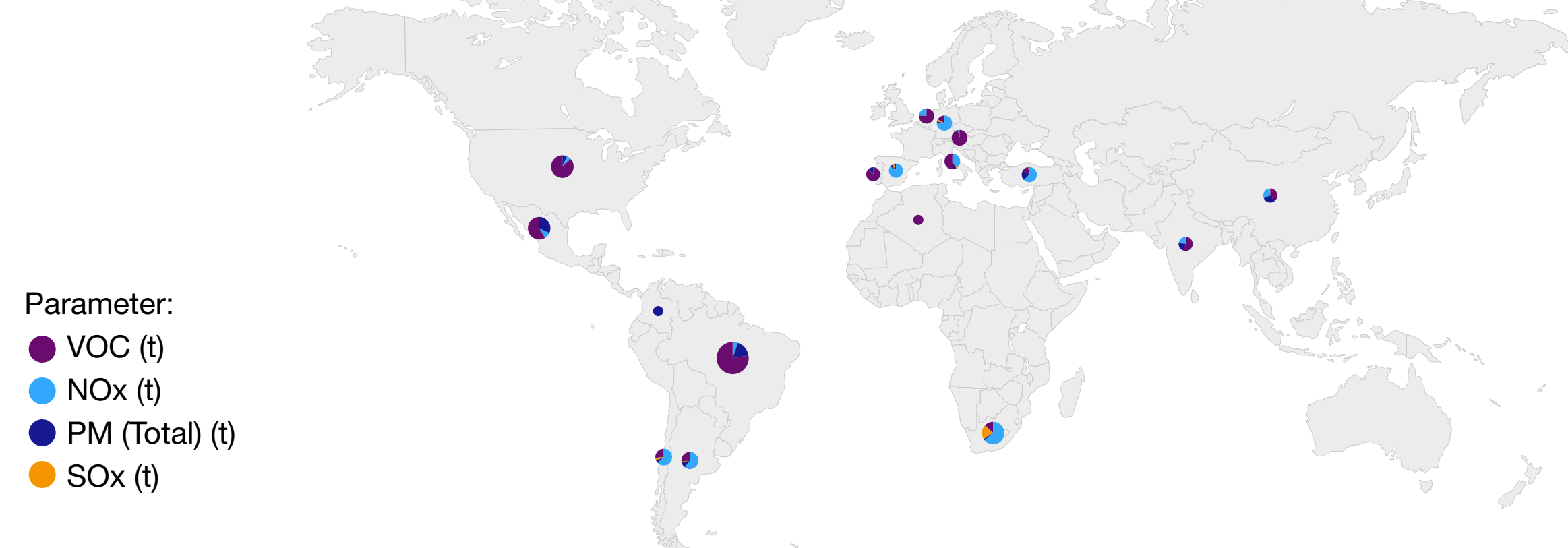
### RESULT OF ATMOSPHERIC EMISSIONS

Another highlight of 2025 was the calculation of the 2024 and 2025 atmospheric emissions of the WEG Group. Emissions were monitored in accordance with local regulations and audited by internal teams and third parties. Emission were calculated based on monitoring reports and using methodologies provided by the Environmental Protection Agency (EPA – AP-42), as well as through the corporate platform developed by the Company.

PARAMETER	2024 (t)	2025 (t)
VOC (Volatile Organic Compounds)	1,269	1,264
PM (Particulate Matter)	314	263
NOx (Nitrogen Oxides)	192	156
SOx (Sulfur Oxides)	31	23

More than 85% of Volatile Organic Compound (VOC) emissions are concentrated in surface coating manufacturing and application processes, including coatings and clearcoats. For Particulate Matter (PM), the main emission sources are foundry operations and boilers. In the next phases of the Program, new opportunities to reduce significant emissions will be mapped.

### ATMOSPHERIC POLLUTANT EMISSIONS BY COUNTRY



# Eco-efficiency and waste and emissions management

## HIGHLIGHTS AND PROGRESS IN 2025



### Development

of a data collection and atmospheric emissions (non-GHG) calculation platform.



**76%**

of recycled or reused solid waste.



More than

**6 thousand hectares**

of preserved natural forests.



**52 thousand m<sup>3</sup>**

of rainwater and reused water consumed.

# CARBON NEUTRAL OPERATIONS GRI 3-3

Carbon neutrality in operations is a strategic commitment for WEG to accelerate the energy transition and effectively contribute to climate change mitigation. In a scenario marked by climate urgency, reducing greenhouse gas emissions and offsetting residual emissions not only reinforces the Company's socio-environmental responsibility but also strengthens its global competitiveness. Reducing emissions also brings financial benefits to the Company, as it is closely linked to operational and energy efficiency, as well as the exploration of alternative and cost-effective sources of thermal and mechanical energy. Given the current and future climate context, establishing a long-term strategy is essential to achieving the desired results. This strategy is addressed through the WEG Carbon Neutral Program.

## WEG Carbon Neutral Program

Launched in 2022, the WEG Carbon Neutral Program was designed to guide and integrate efforts across the Company, focusing on achieving greenhouse gas emission reduction targets. These targets reflect WEG's commitment to global climate ambitions, aligned with the goal of limiting the increase in the global average temperature to 1.5 °C.

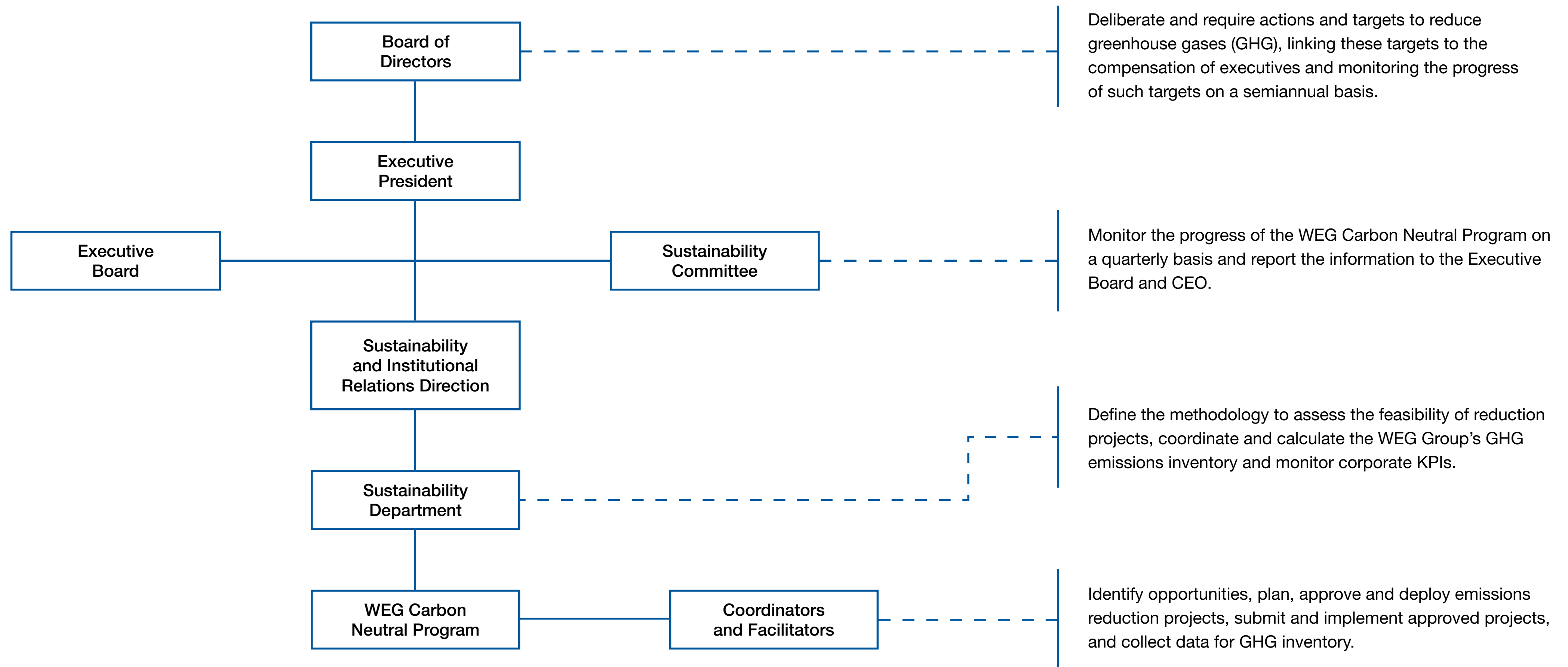
### Alignment with the Paris agreement

In light of the climate urgency scenario, WEG is intensifying its engagement across different fronts, promoting the relevance of the low-carbon economy across multiple sectors. This engagement is carried out through participation in organizations, public policies and initiatives aligned with the implementation of the Paris Agreement. The approval of the Company's near-term targets by the SBTi also demonstrates WEG's seriousness and maturity regarding its climate ambitions.



# Program governance GRI 3-3

A well-structured governance system is a key element in the effective implementation of a long-term greenhouse gas emissions reduction strategy. WEG’s robust governance framework defines clear policies and targets, assigns responsibilities, and ensures transparency in the monitoring and communication of performance.



## Targets

### Approval of GHG reduction targets by the science based targets initiative (SBTi)

In 2025, WEG achieved an important milestone in its decarbonization journey with the approval of its near-term targets by the Science Based Targets initiative (SBTi). This validation, granted in August 2025, attests to the international credibility of WEG’s climate ambition, reinforcing the Company’s position as a global benchmark in sustainability and responsible competitiveness.

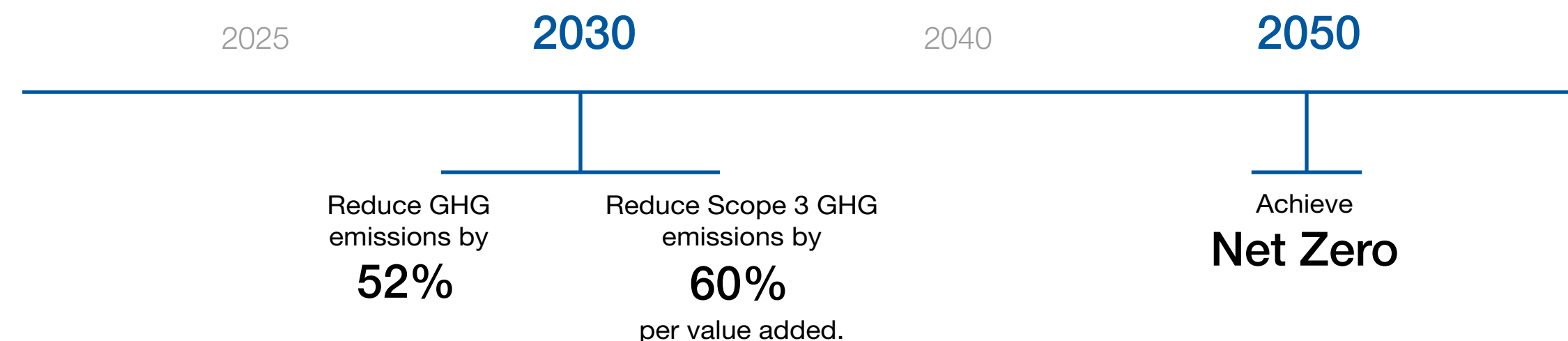
#### Approved targets:

- Reduce absolute Scope 1 and Scope 2 GHG emissions by 52% by fiscal year 2030, using fiscal year 2021 as the base year.
- Reduce Scope 3 GHG emissions by 60% per BRL value added over the same period.

Note: The target boundary encompasses land-related emissions and removals linked to bioenergy feedstock.

The Scope 1 and Scope 2 target maintains the commitment established under the WEG Carbon Neutral Program, launched in 2022. The Scope 3 target, in turn, represents a new step forward by introducing an additional challenge for the Company to contribute to emission reductions across its value chain. This direction is aligned with WEG’s commitment to continuously expand the offering of products and solutions focused on energy efficiency and the use of renewable energy sources.

### Overview - Targets for 2030 and 2050



[LEARN MORE >](#)

[CLICK HERE](#) to learn more about the SBTi.



### Detailed view – 2030 targets validated by the SBTi

DESCRIPTION	TARGET E1 & E2	TARGET E3
	Reduce Scope 1 and 2 GHG emissions by 52%	Reduce Scope 3 GHG emissions by 60% on a value-added basis
Type of target	Absolute	Intensity
Unit	tCO <sub>2</sub> e	tCO <sub>2</sub> e/BRL
Scopes	<b>1</b> <b>2</b> <b>3</b>	<b>1</b> <b>2</b> <b>3</b>
Upstream categories <sup>1</sup>	-	<b>1</b> <b>2</b> <b>3</b> <b>4</b> <b>5</b> <b>6</b> <b>7</b> <b>8</b>
Downstream categories <sup>1</sup>	-	<b>9</b> <b>10</b> <b>11</b> <b>12</b> <b>13</b> <b>14</b> <b>15</b>
Geographical coverage <sup>2</sup>	100%	100%
Target announcement year	2022	2025
Base year	2021	2021
Target year	2030	2030
Target ambition	(52%)	(60%)
Annual ambition	(5.8%)	(6.7%)
Projected (Cumulative annual ambition through)	(23.2%)	(26.7%)
Achieved (Progress attained through 2025)	(31.9%)	(53.9%)

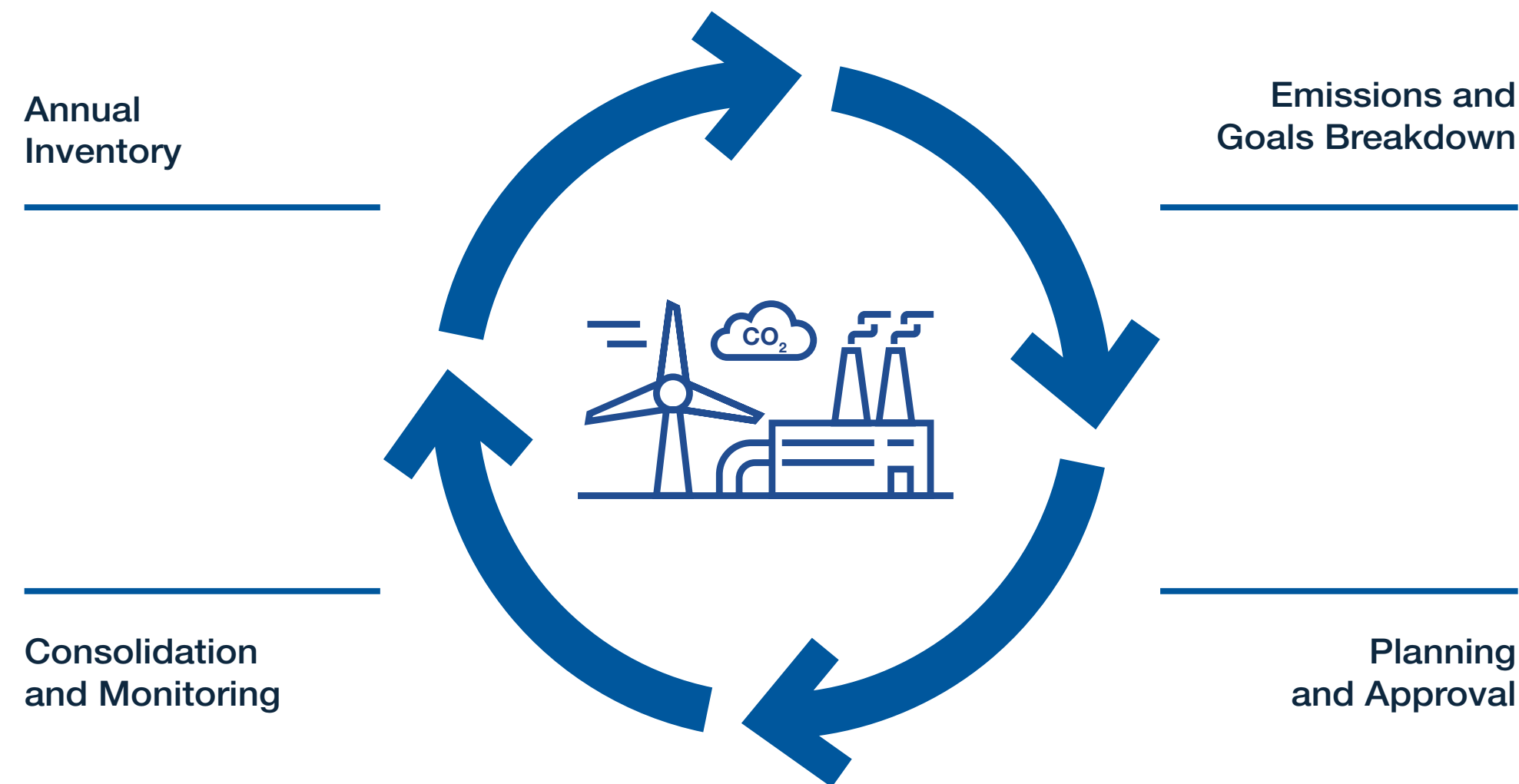
<sup>1</sup>The Scope 3 categories not covered by the targets are not material to the WEG Group.

<sup>2</sup>Coverage of all WEG addresses over which the Group has operational control.

## Program cycle GRI 3-3

The Program is structured into annual cycles, containing four main steps:

- Annual Inventory of GHG Emissions.
- Breakdown of Emissions and Targets.
- Planning and Approval of Action Plans.
- Consolidation and Monitoring of the Actions.



## Impact on variable compensation for employees and the executive board

Given the scope of this challenge, the responsibility for achieving the greenhouse gas (GHG) emission reduction targets is shared across the entire company and addressed at strategic, tactical and operational levels. The emission reduction targets are annually deployed to the Business Units based on the result of the previous year's inventory. These targets are part of the WEG Quality and Productivity Program for employees (PWQP) and the Executive Target Program and impact their respective variable compensation.

## Decarbonization strategy for operations GRI 3-3

With a focus on decarbonizing its operations, the WEG Carbon Neutral Program directs actions toward achieving GHG reduction targets, with emphasis on the use of renewable energy, energy and operational efficiency, and electric mobility projects in Scopes 1 and 2. Additionally, continuous improvement initiatives promoted by the WMS act as important levers for identifying and implementing additional decarbonization opportunities. Committed to investing in low-carbon solutions, WEG prioritizes GHG emission reduction projects based on the Marginal Abatement Cost Curve

(MACC) methodology and on Return on Investment (ROI) analysis. The company is committed to phasing out investments in carbon-intensive assets.



## Reduction projects

In 2025, the WEG Carbon Neutral Program maintained consistent progress, expanding its portfolio of projects and achieving significant emission reductions across operations worldwide. The following projects stood out for their high impact and contribution to results:

- Expansion in the use of photovoltaic panels in China;
- Elimination of energy waste and improvements in ovens and processes at plants in the United States and Brazil;
- Progress in the control of refrigerant fugitive emissions in India;
- Renewable energy with guarantees of origin in Argentina;
- Replacement of equipment with more efficient alternatives across numerous global operations
- Expansion of the purchase and use of wind energy in India.

More than **200** GHG reduction projects mapped in 2025

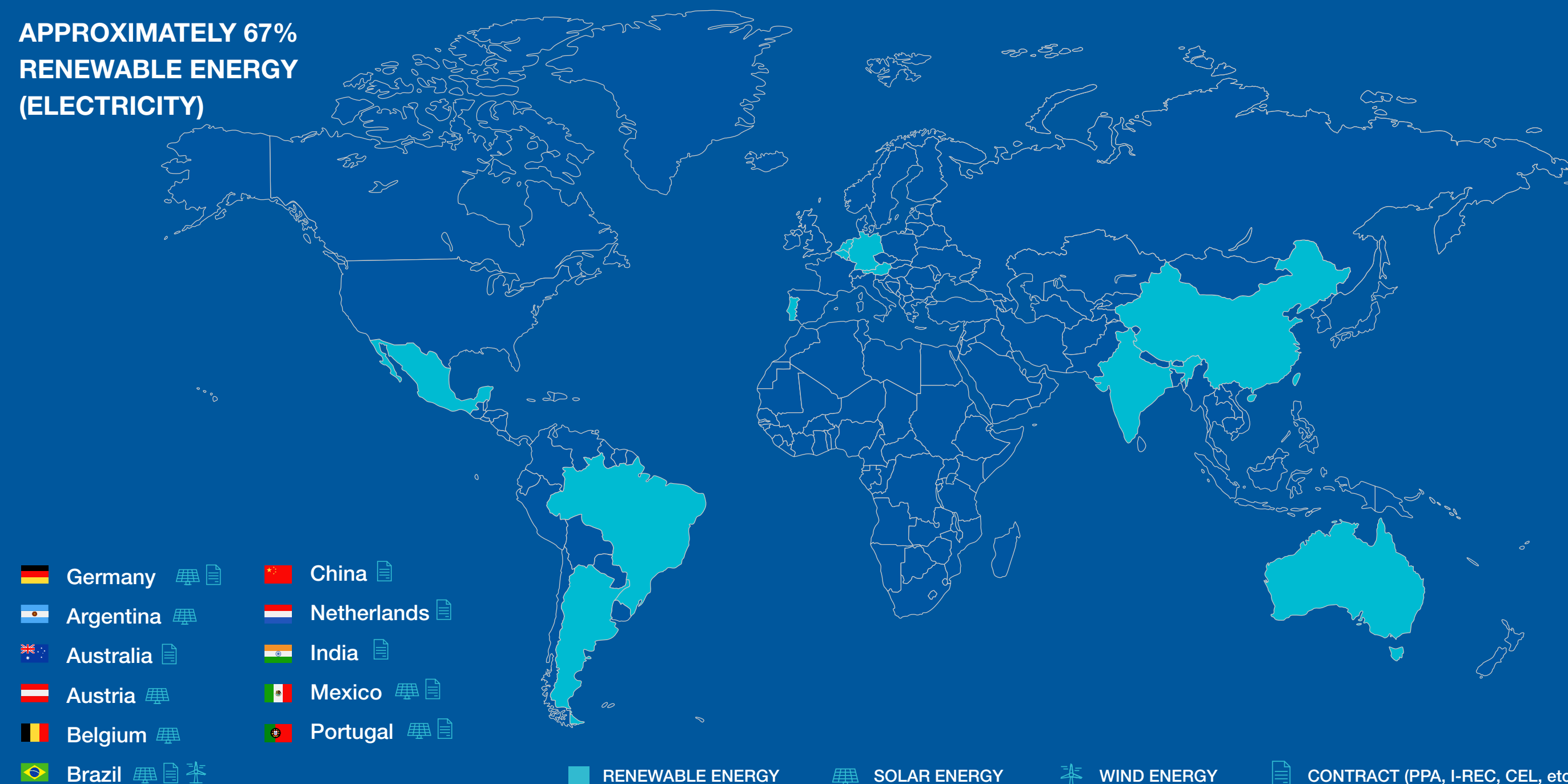
More than **120** projects approved

More than **90** projects implemented

## Self-generation of renewable energy GRI 3-3

The pursuit of eliminating Scope 2 emissions is a crucial step in WEG’s decarbonization strategy. Significant progress was achieved in 2025, and in Brazil alone, 85% of the electricity consumed is already sourced from renewable energy. To strengthen this strategy, WEG continued in 2025 to expand self-generation partnerships, while also maintaining existing partnerships. Globally, the share of renewable energy consumed reached 67%. In 2025, highlights include the expansion of the use of photovoltaic panels in China, the renewable energy purchase agreement with guarantees of origin in Argentina, and the expansion of wind energy use in India. The energy transition through the use of renewable sources is one of WEG’s main solutions to drive decarbonization, both in its own operations and in supporting customers and partners in their emission-reduction journeys.

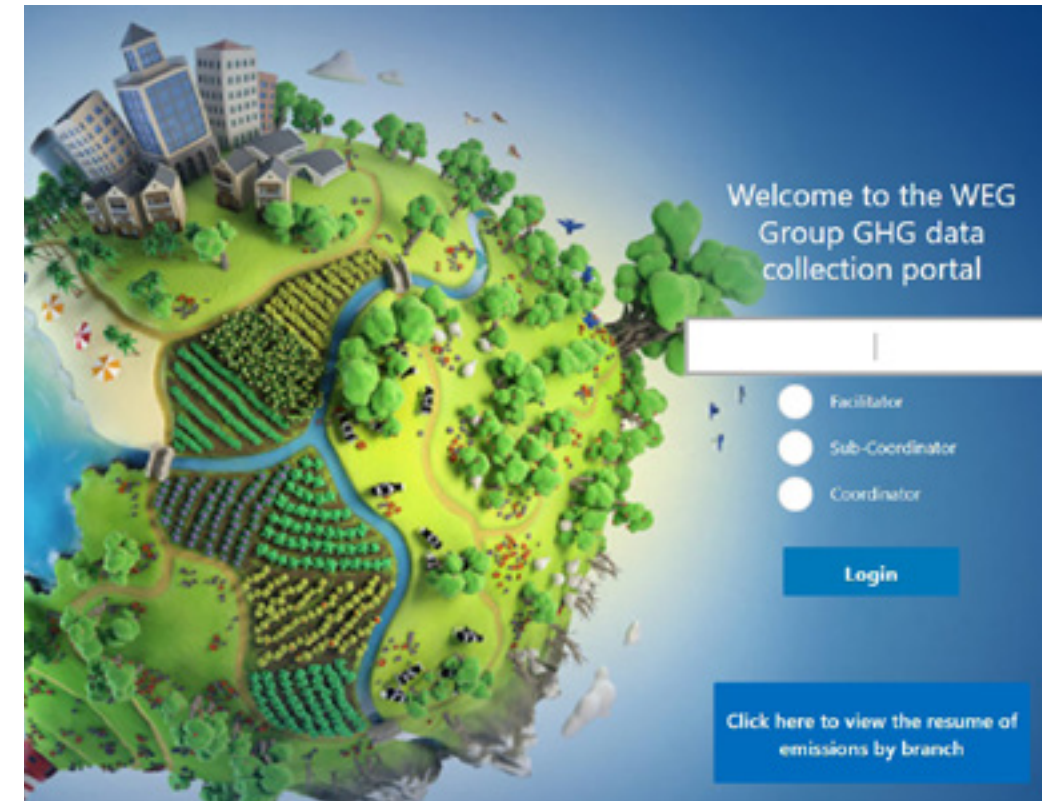
**APPROXIMATELY 67%  
RENEWABLE ENERGY  
(ELECTRICITY)**



# Greenhouse Gas (GHG) Emissions Inventory

The indicators presented in this inventory fully cover WEG’s global operations, including both manufacturing units and commercial units.

As defined in the GHG Protocol process, significant changes require the recalculation of the base year. In this context, WEG incorporated methodological recommendations arising from the validation of its near-term targets by the SBTi and the guidelines of the GHG Protocol and recalculated the indicators for the period from 2021 (base year) to 2024. This update ensures proper monitoring of the evolution of the Company’s emissions over time.



## Base year emissions review GRI 2-4

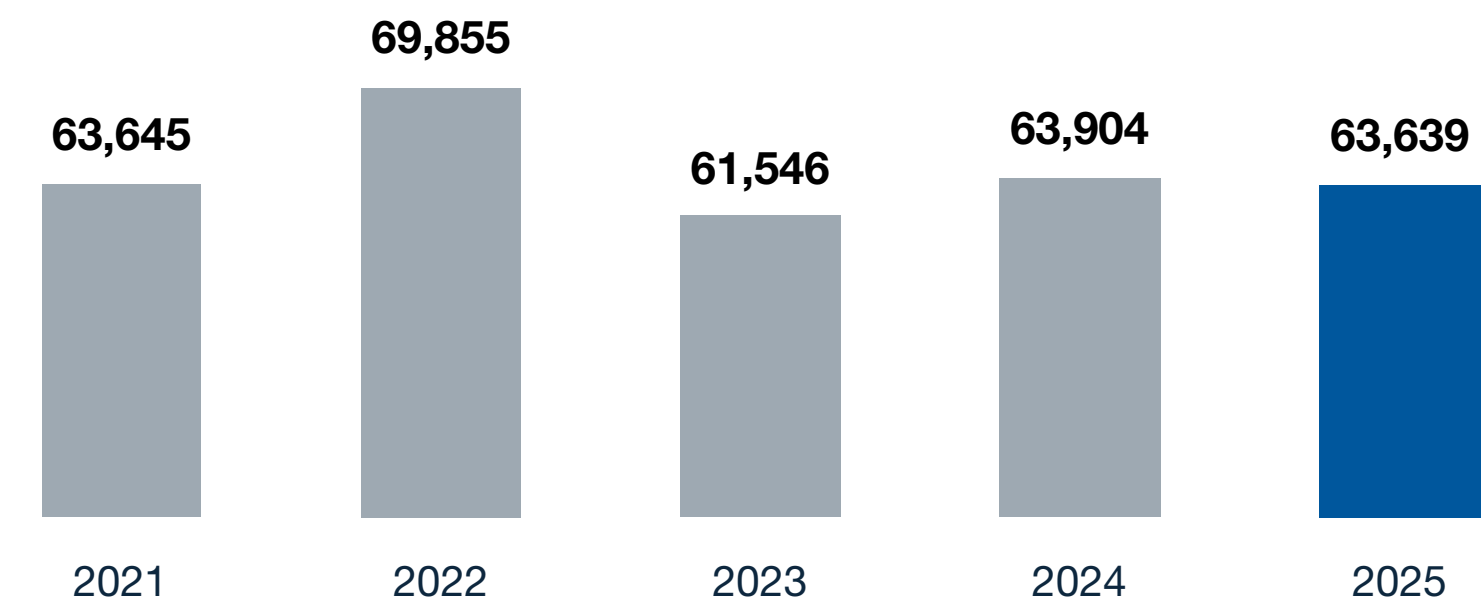
The recalculation process follows steps that ensure transparency, including the identification of significant changes, the collection of relevant historical data, and the reprocessing of calculations to align them with current data, as well as the updating of documentation, ensuring traceability and adherence to international methodologies.

BASE YEAR 2021 EMISSIONS		BASE YEAR 2021 EMISSIONS RECALCULATION	
Scope 1 and Scope 2	Scope 3	Scope 1 and Scope 2	Scope 3
177,891 (tCO <sub>2</sub> e)	29,652,468 (tCO <sub>2</sub> e)	185,214 (tCO <sub>2</sub> e)	31,504,449 (tCO <sub>2</sub> e)

## Scope 1 GRI 305-1

Scope 1 refers to direct GHG emissions from production processes, such as the use of fossil fuels.

### SCOPE 1 EMISSIONS (tCO<sub>2</sub>e)



### SCOPE 1 EMISSIONS BY CATEGORY (TCO2E)

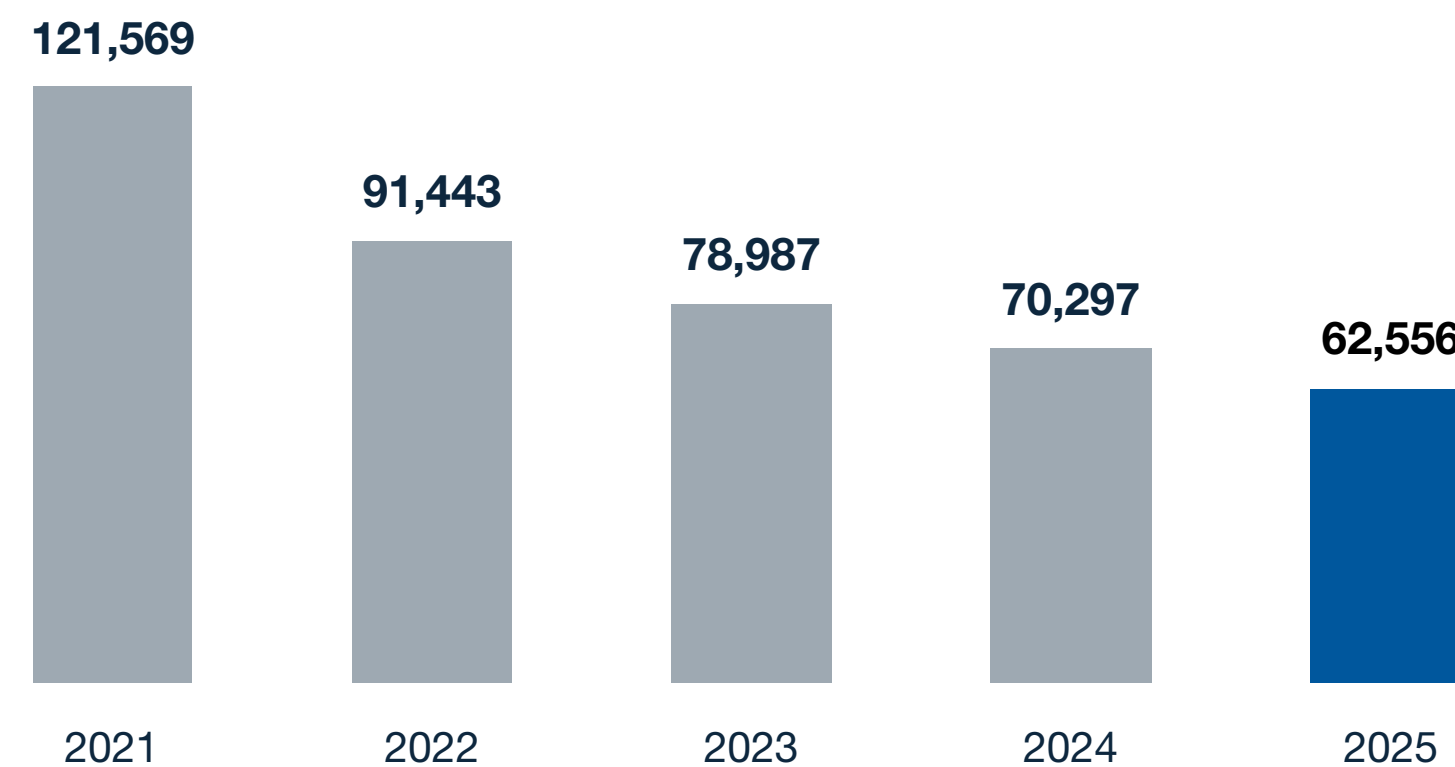
CATEGORIES	EMISSIONS BASED ON OPERATIONAL CONTROL		
	2023	2024	2025
Stationary combustion	46,640	49,130	49,188
Mobile combustion	10,104	9,828	8,332
Fugitive emissions	4,201	4,131	5,141
Industrial processes	479	534	494
Waste and effluents	121	281	338
Agricultural activities	0.6	0.7	146
<b>TOTAL SCOPE 1</b>	<b>61,546</b>	<b>63,904</b>	<b>63,639</b>

Note: In 2025, the use of a new fertilizer was observed, which increased emissions in the Agricultural Activities category.

## Scope 2 GRI 305-2

Scope 2 refers to indirect greenhouse gas emissions from energy consumption.

### SCOPE 2 EMISSIONS (tCO<sub>2</sub>e)



### INTERNAL EMISSIONS FACTOR - SCOPE 2

Considering WEG’s energy consumption mix, bilateral contracts and the purchase of I-RECs, the increase in the share of renewable energy can be observed through the reduction of the indicator below, which shows a reduction of 12.7% compared to 2024.

INFORMATION	2023	2024	2025
<b>WEG Emission Factor - Purchasing choice (tCO<sub>2</sub>e/ MWh)</b>	0.133	0.110	0.096

### EMISSIONS BY PURCHASING CHOICE (tCO<sub>2</sub>e) 2025

CONTINENT	OPERATIONAL CONTROL		REPRES. (%)
	SCOPE 1	SCOPE 2	
North America	31,935	35,735	53.6
South and Central America	21,396	5,030	20.9
Asia and Pacific	7,021	18,044	19.9
Africa	491	2,791	2.6
Europe	2,795	956	3.0
<b>TOTAL</b>	<b>63,639</b>	<b>62,556</b>	<b>100</b>

Note: calculated using the market-based method.

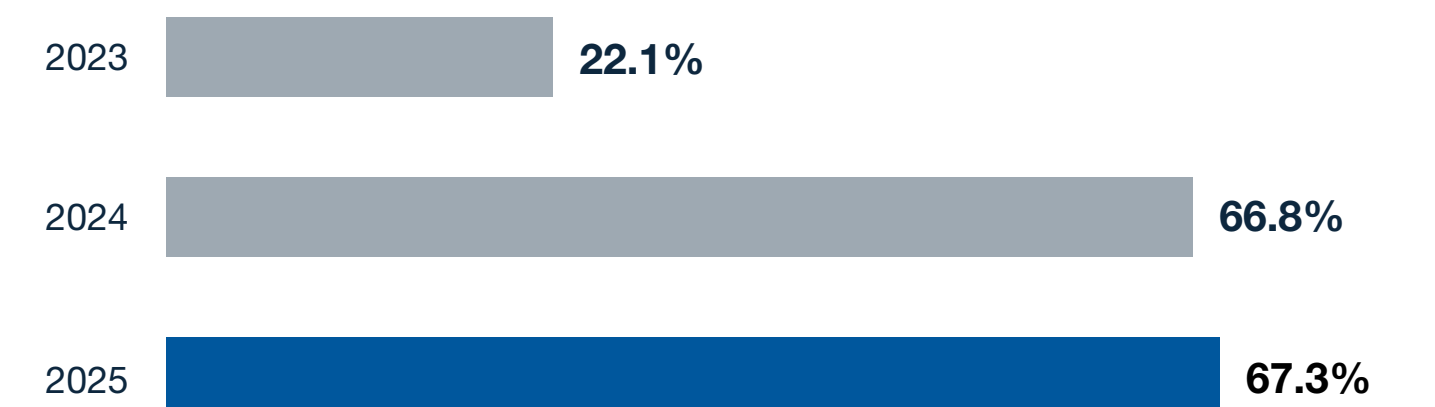
### ABSOLUTE ELECTRICITY CONSUMPTION (MWh)

INFORMATION	2023	2024	2025
<b>Electricity consumption (MWh) - Total</b>	594,723	641,284	653,821
<b>Electricity consumption (MWh) - Renewable</b>	130,747	428,324	439,821
<b>Electricity consumption (MWh) - Non-renewable</b>	463,976	212,960	214,000

### % OF RENEWABLE ENERGY USE

The purchase of renewable electricity is one of the main initiatives of the WEG Carbon Neutral Program, covering all company operations. The strategy aims to achieve 100% renewable electricity with guarantees of origin across all units. This commitment is enabled through different mechanisms, including: Self-generation, Power Purchase Agreements (PPAs) and Renewable Energy Certificates (RECs).

### PERCENTAGE OF RENEWABLE ENERGY CONSUMPTION FROM SOURCES WITH GUARANTEES OF ORIGIN:



### EMISSIONS INTENSITY

This indicator considers the total Scope 1 and Scope 2 emissions relative to the Company’s Net Operating Revenue, providing a view of emissions impact in relative terms while considering economic growth.

DATA	2023	2024	2025
<b>Emission intensity (tCO<sub>2</sub>e/ Mi BRL)</b>	4.3	3.5	3.1

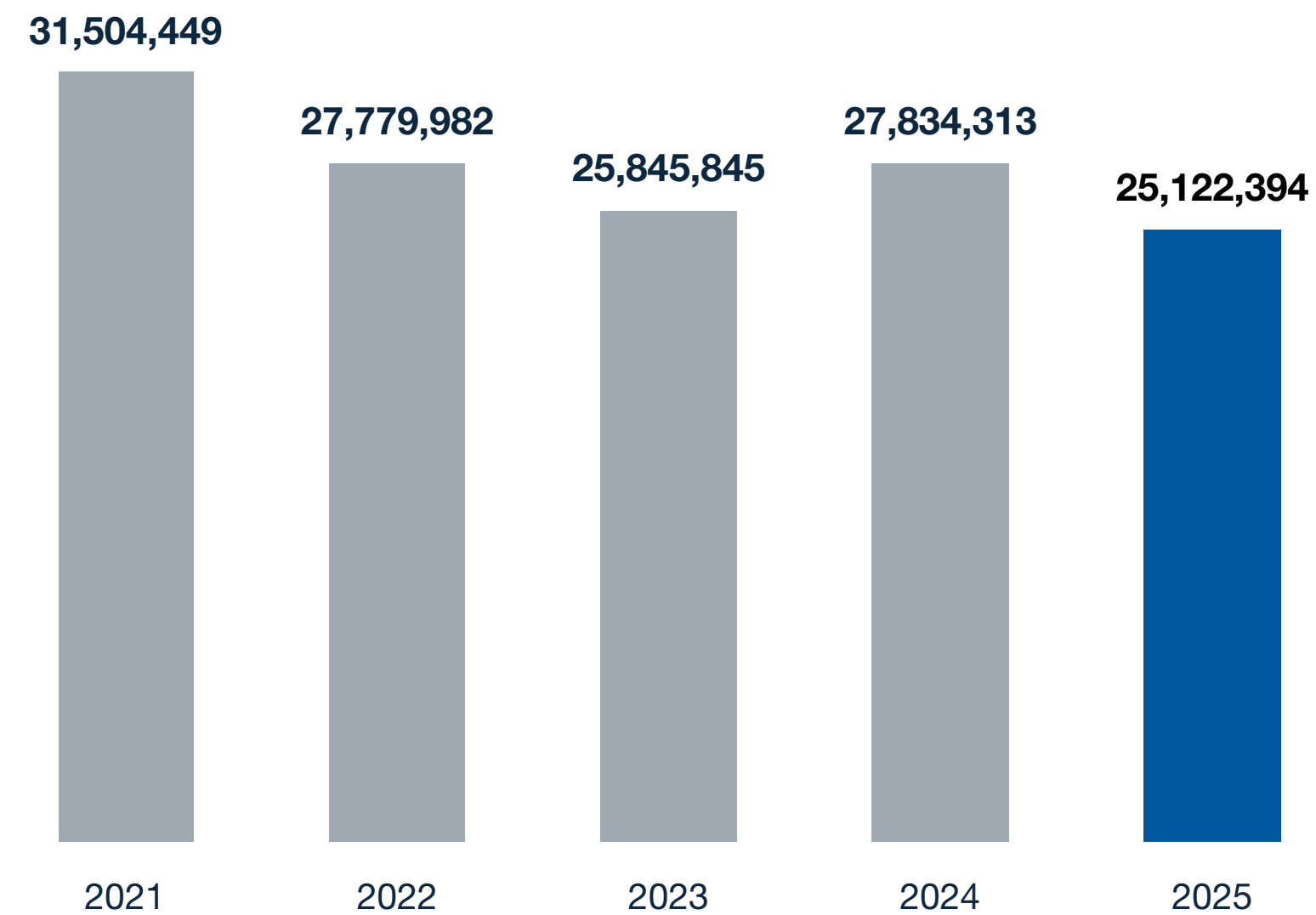
## Scope 3 GRI 305-3

Scope 3 refers to indirect GHG emissions from the value chain. Following analyses and calculations conducted by WEG since the 2021 inventory, eight of the fifteen Scope 3 categories defined in the GHG Protocol were identified as relevant. The remaining categories were excluded as they represent an insignificant share of the total Scope 3 emissions. Among these categories, two stand out due to their high representativeness in the overall inventory: “Use of sold products” and “Purchased goods and services”.

The promotion of increasingly efficient products and solutions, as well as partnerships with customers and society to expand the use of renewable energy, directly contribute to the “Use of sold products” category. Meanwhile, engagement with WEG’s supplier chain in the fight against climate change through the Sustainable Suppliers Program contributes to addressing emissions related to “Purchased goods and services.”.



### SCOPE 3 EMISSIONS (TCO2E)



### SCOPE 3 EMISSIONS (tCO<sub>2</sub>e)

CATEGORY	2023	2024	2025
Use of sold products	23,386,262	25,035,642	22,322,054
Purchased materials and services	2,017,191	2,317,419	2,252,190
Upstream transportation	279,342	309,170	378,273
Capital goods	92,169	90,707	65,658
Business travel	22,200	29,437	27,349
Employee commuting	24,906	27,272	27,709
Fuel production	15,545	16,589	39,794
Waste and effluents	8,232	8,076	9,367
<b>TOTAL</b>	<b>25,845,845</b>	<b>27,834,313</b>	<b>25,122,394</b>

## Biogenic emissions and removals – carbon cycle calculation in owned forests

WEG’s managed forests play an essential role in the removal of greenhouse gases. In 2025, of the 6,018 hectares under management, 5,247 hectares remained as forest areas, consisting of pine and eucalyptus plantations used to produce wood for packaging of WEG products.

Based on this process, removals were estimated at 72,418 tCO<sub>2</sub>e according to the GHG Protocol method<sup>1</sup> and 119,831 tCO<sub>2</sub>e according to the IPCC methodology<sup>2</sup>. It is important to note that WEG’s GHG Emissions Inventory reports biogenic emissions and removals separately, in accordance with international standards, without including these values in the total emissions balance.

These values reflect updated information resulting from forest inventories conducted in recent years, incorporating the most recent data on growth and increment of managed areas.

Notes: 1) GHG PROTOCOL. Technical Note: Greenhouse gas protocol calculation tool for forestry in Brazil. São Paulo: WRI Brazil, 2020. 2) IINTERGOVERNMENTAL PANEL ON CLIMATE CHANGE, IPCC. Good Practice Guidance for Land Use, Land-Use Change and Forestry. Hayama: Institute for Global Environmental Strategies (IGES), 2003.

BIOGENIC EMISSIONS (tCO <sub>2</sub> e)	2023	2024	2025
<b>GENERAL TOTAL</b>	8,332	26,241	23,324

REMOVALS OF CO <sub>2</sub> e (tCO <sub>2</sub> ) <sup>1</sup>	2023	2024	2025
<b>GHG Protocol methodology</b>	78,490	72,715	72,418
<b>IPCC methodology</b>	130,759	121,022	119,831

Note: Includes emissions from scopes 1 and 3.

Note: 1) Areas harvested or planted in the corresponding year are excluded from the removal calculation.

## External verification

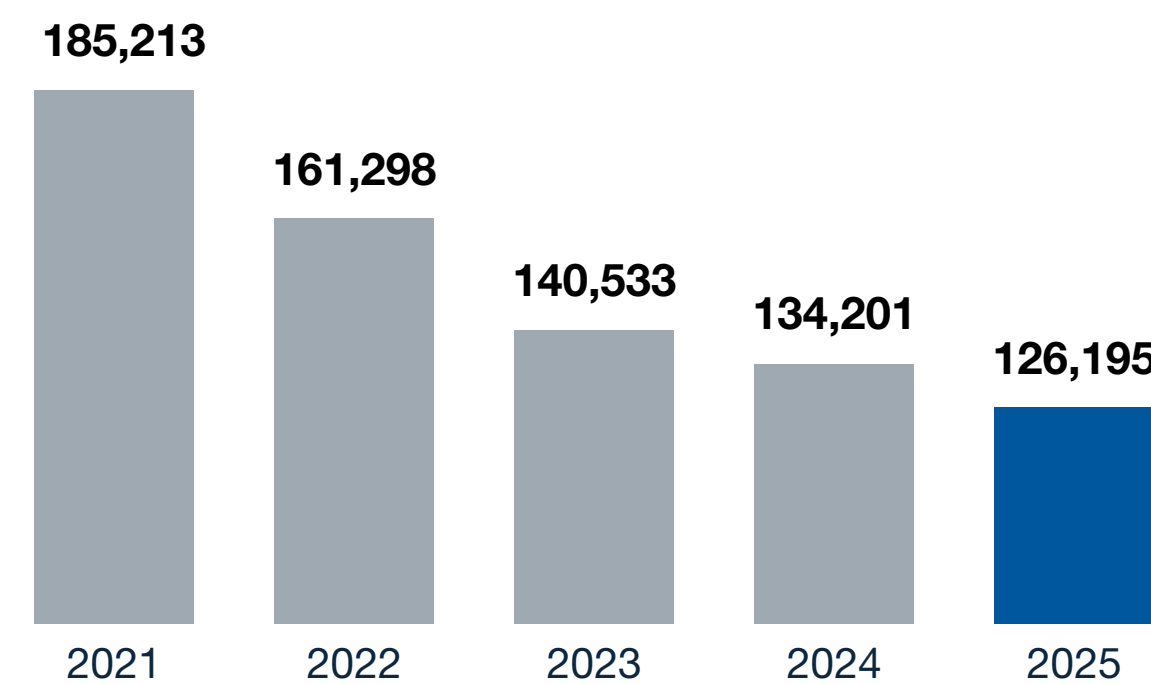
The verification process provides greater reliability to the values presented and supports the Company by continuously evaluating and improving GHG emissions management. WEG’s 2025 Greenhouse Gas Emissions Inventory follows the GHG Protocol and ISO 14064 methodologies and is audited by an independent third party.

[LEARN MORE >](#)

[CLICK HERE](#) to access the external validation letter.

## Target tracking – WEG Group GRI 3-3

### SCOPE 1 AND 2 EMISSIONS AND PROGRESS TOWARD THE 52% REDUCTION TARGET (tCO<sub>2</sub>e)

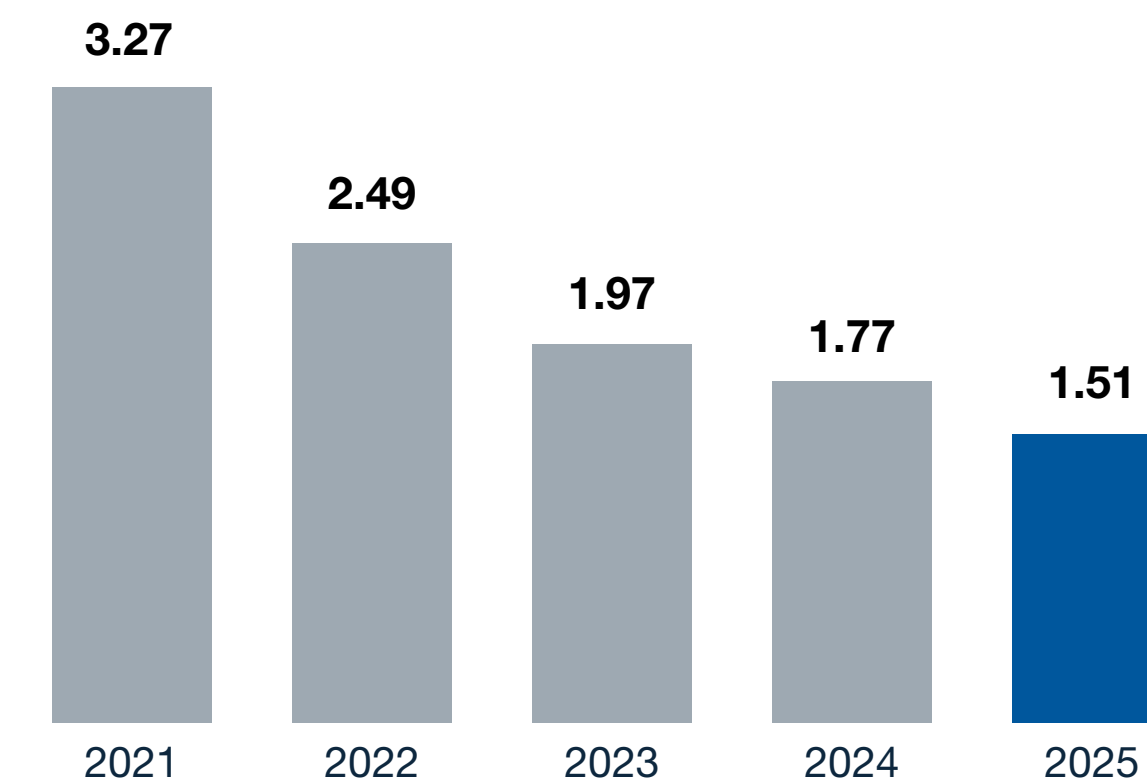


- In 2025, WEG reduced 31.9% of its operational emissions (Scopes 1+2) compared to the 2021 base year.
- Compared to 2024, the reduction in 2025 was 6.0%.

## Emissions offsetting

- Until 2030, WEG will focus on direct CO<sub>2</sub>e emissions reductions, prioritizing mitigation before any offsetting measures.
- After this period, if residual emissions remain, the Company may resort to offsetting through carbon credits and investments in permanent removal technologies.

### SCOPE 3 TARGET (tCO<sub>2</sub>e/THOUSAND BRL VALUE ADDED)



- WEG reduced 53.9% of its Scope 3 emissions intensity in 2025 compared to the 2021 base year.
- Compared to 2024, the reduction in 2025 was 15%.

# Carbon neutral operations

## HIGHLIGHTS AND PROGRESS IN 2025



Approval of near-term targets by the

**Science Based Targets initiative (SBTi).**



**31.9%**

absolute reduction in GHG emissions (Scope 1+2 base year 2021).



Increase from 427 GWh to

**440 GWh**

of renewable electricity with guarantees of origin in relation to 2024.



More than

**120**

GHG reduction projects approved in 2025.

04.

# ENGAGED EMPLOYEES AND COMMUNITIES

## IN THIS CHAPTER

- 71 INTEGRAL WELL-BEING, DIVERSITY AND INCLUSION
- 91 SUSTAINABLE GROWTH OF THE COMMUNITIES





At WEG, we believe that a sustainable future is built with people at the center. This is achieved by fostering a safe, inclusive environment focused on continuous development, equipping our talents to meet the global challenges of today and tomorrow, while simultaneously strengthening the communities in which we operate through initiatives that deliver positive and lasting impact.

**Juliano Vargas**

Human Resources Director

# INTEGRAL WELL-BEING, DIVERSITY AND INCLUSION

Since its foundation, WEG has maintained a commitment to valuing its people, recognizing that an engaged workforce is essential to overcoming challenges and seizing new opportunities. This chapter presents the Company's main strategic practices, aligned with the guidelines of ensuring safe working conditions, promoting physical and mental health, enhancing quality of life, and fostering an inclusive environment that values diversity and encourages multiculturalism at all organizational levels.

## Employee health, safety and well-being

Reinforcing its commitment to occupational health and safety, WEG continuously enhances its policies and practices by implementing programs and processes that contribute to safer and healthier workplaces. In doing so, the Company reaffirms its commitment to valuing people and ensuring safety in all its activities, in line with its Health and Safety Policy, which establishes the following principles:

- Adopt preventive approaches at all organizational levels;
- Identify, eliminate and/or minimize the risks to the safety and health of its employees, service providers and general public;
- Identify and comply with requirements, legislation and other applicable occupational health and safety regulations related to its processes, products and services.
- Establish objectives and targets aimed at continuously improving the management system performance.
- Promote the participation of workers and their representatives.



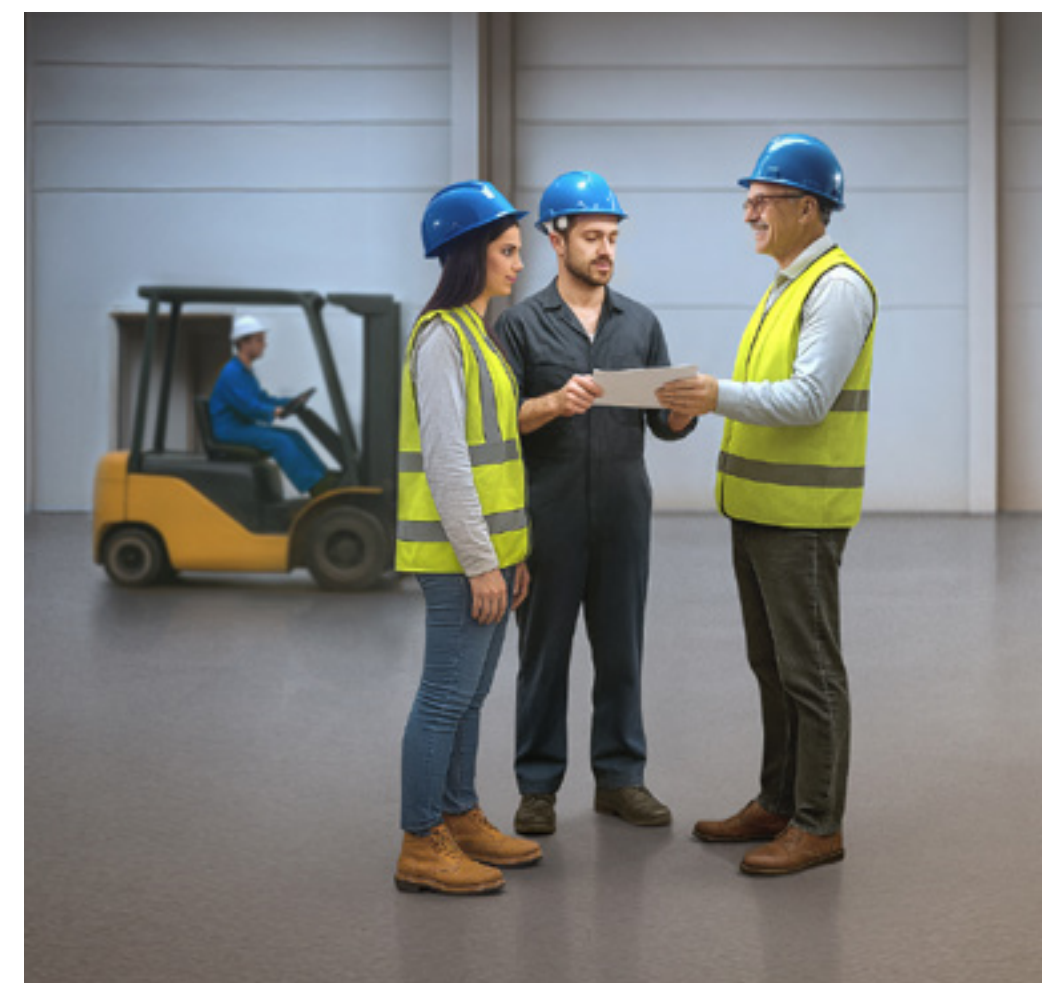


## Governance GRI 403-1 / 403-4

The Health and Safety Committee plays a strategic role in guiding actions, supervising initiatives and strengthening the culture of prevention. Its responsibilities include approving improvement projects, defining global guidelines, monitoring performance indicators, and reviewing objectives and targets, ensuring the support required for investments that contribute to the advancement, standardization and effectiveness of prevention practices.

### COMPOSITION:

- HR Director (Chair)
- 1 Managing Director
- 6 Industrial/Production Directors
- Corporate Health and Safety Manager



## Management GRI 403-8

WEG maintains its Health, Safety, Ergonomics and Occupational Hygiene practices by identifying, mitigating and eliminating risks that could compromise the safety and health of employees, service providers, and the general public. Each year, objectives and targets are defined to support the continuous improvement of the work environment, procedures, and practices. In addition, the Company invests in qualification and encourages the active participation of employees and their representatives in health and safety matters, strengthening a preventive and collaborative culture. These efforts are supported by programs such as the WMS (WEG Management System), which standardize methods and tools to enable more efficient, structured management focused on continuous improvement in occupational health and safety. At units abroad, these guidelines are also adopted, with autonomy to establish standards that address local needs and legal requirements, provided they remain aligned with corporate guidelines. This approach enables WEG to maintain occupational health and safety management system certifications in different countries, consistent with their respective realities and regulatory requirements.

All these actions are conducted by a team dedicated to health and safety, including specialists in ergonomics, occupational hygiene, safety engineering, occupational medicine, clinical medicine, speech therapy, social services, and psychology. They play an essential role in designing and improving solutions and processes. This broad and integrated approach

ensures the promotion of health and safety in the corporate environment, contributing to employee well-being and operational excellence.

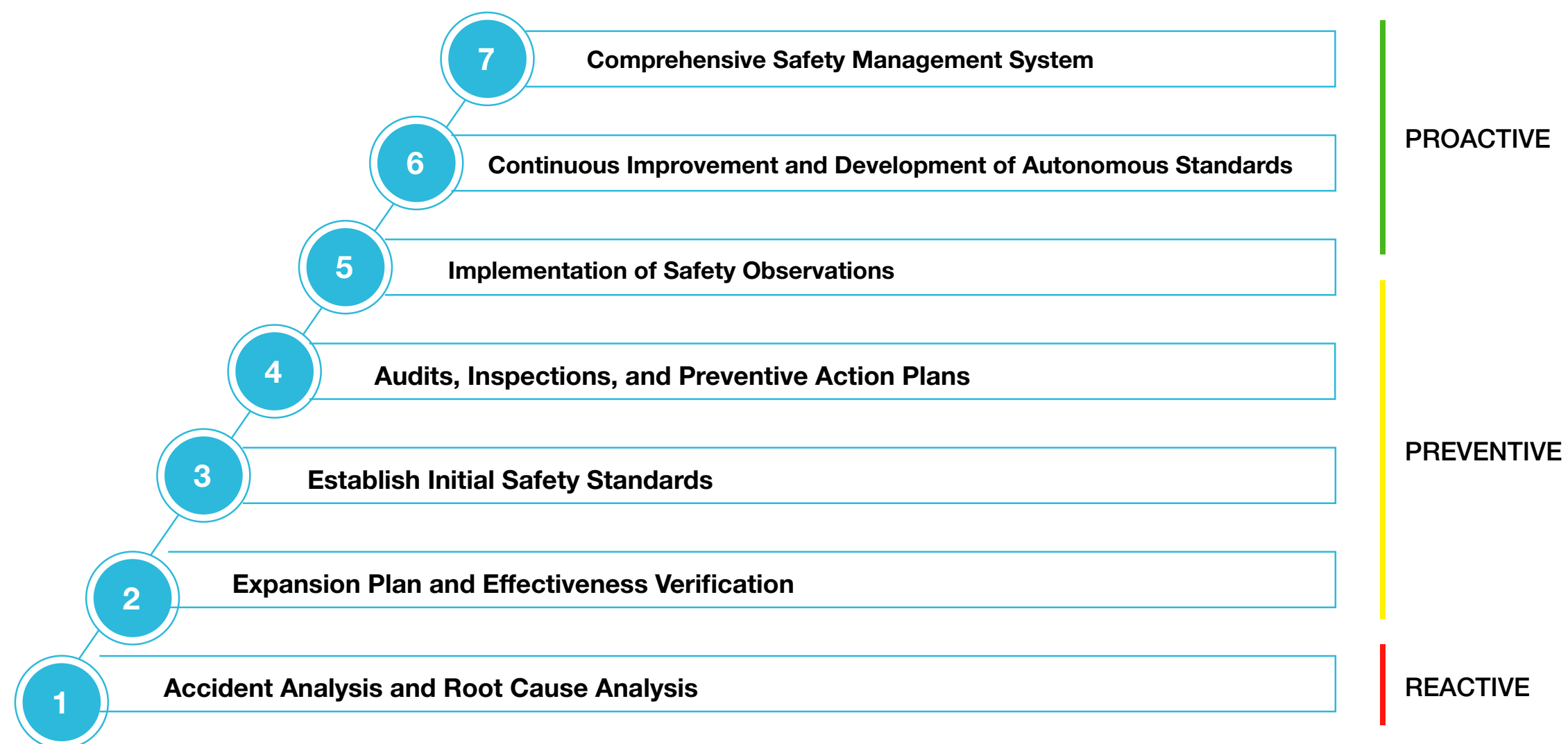
## WEG care well program

The WEG Care Well Program aims to promote the occupational safety culture and strengthen employee safety by encouraging safe habits and behaviors based on active care and risk awareness in daily activities. The program seeks to reduce risks, unsafe behaviors and work accidents. Tools and initiatives such as the Cultural Transformation Plan, Active Care, Hazard and Risk Matrix, Daily Safety Dialogue (DDS), and Behavioral Observation and Approach (OAC) broaden engagement and shared responsibility across all organizational levels.



## WEG Management System – Safety Pillar

WEG adopts a Continuous Improvement System – WMS (WEG Management System), which guides the management of manufacturing processes through methodologies focused on reducing losses and undesired events, while continuously improving results. The system is structured in seven evolutionary stages, with progression dependent on compliance audits that ensure maturity, standardization and sustainability of adopted practices. Therefore, all Health and Safety programs and tools undergo continuous reviews and updates. Through this approach, employees are trained to assume responsibilities consistent with each system level, strengthening ownership and a shared sense of responsibility. This work is supported by tools such as the Safety Observation Card, SAF (Safety) Tag, Daily Safety Dialogues (DDS) and Root Cause Analyses of Events (APS), which enable systematic reporting of unsafe conditions, unsafe acts, and opportunities for improvement in the workplace. Employees may also report workplace conditions during monthly meetings, while DDS sessions are used to discuss issues related to the day’s activities. These practices encourage participation and engagement, foster collective problem-solving and strengthen continuous improvement, generating positive outcomes in operational processes. These moments also bring employees and leadership closer together, reinforcing a culture of safety and continuous learning.

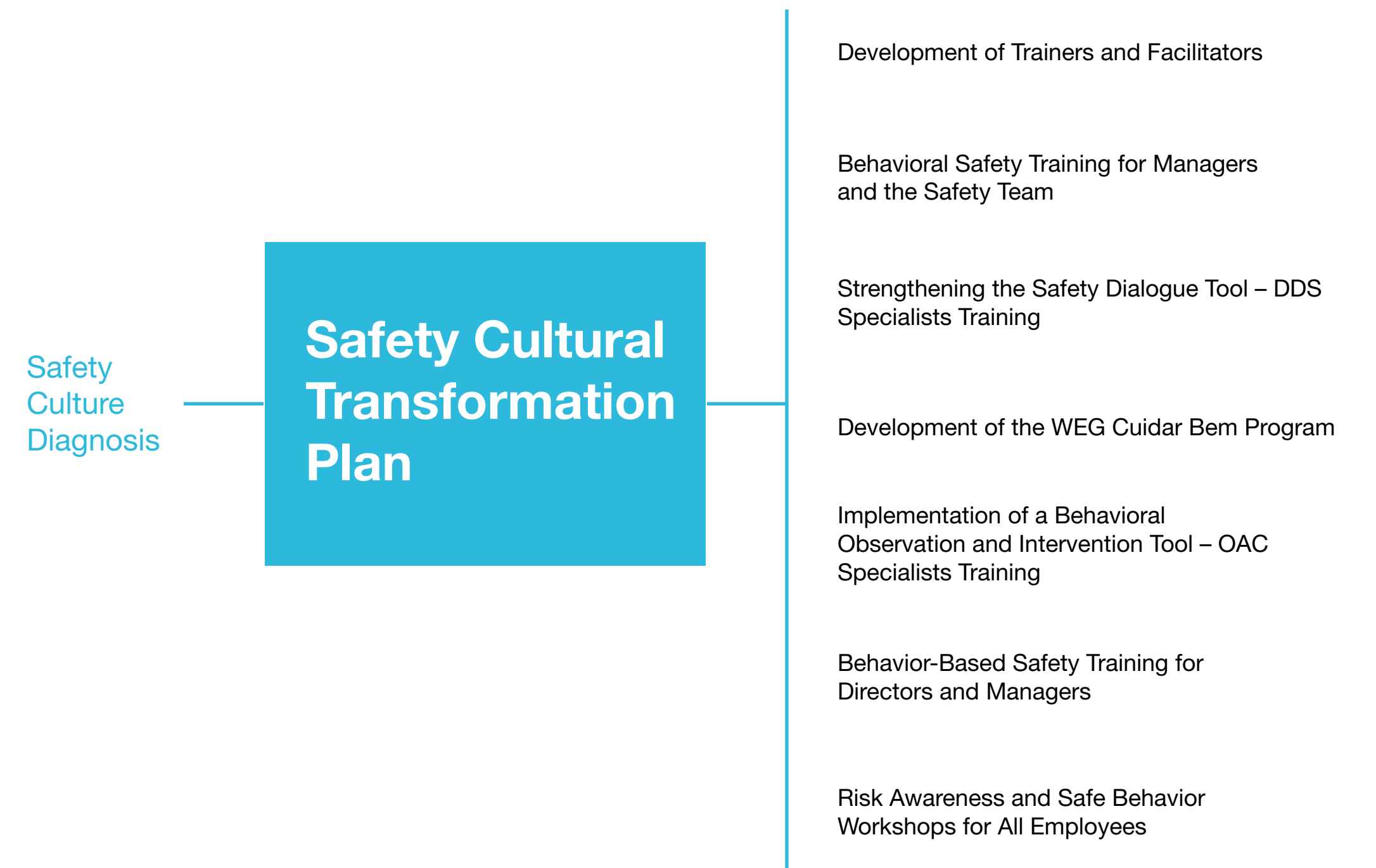


## Safety cultural transformation plan

WEG continuously seeks to advance and innovate in safety, promoting a collaborative environment where everyone feels safe to share concerns and ideas, strengthening collective responsibility. Aiming to achieve operational excellence through behavior-oriented safety practices, the cultural transformation plan is designed to establish strategies that enhance the perception, implementation, and integration of safety in daily organizational routines.

The initiative promotes environments conducive to the development of safe behaviors, combining training programs, observation tools, adult learning techniques (andragogy), and leadership workshops. It also involves all organizational levels in addressing the human aspects of safety.

In 2025, more than 39,000 training hours were delivered to leaders and technical employees to strengthen the cultural transformation plan.



## Employee training in health and safety GRI 403-5

WEG promotes a comprehensive structure for occupational health and safety training, including initial, periodic and occasional training, according to the requirements of each role and applicable legal standards. Initial training includes the New Employee Training (TRA), which provides general guidance and workplace orientation; Workplace Training (TLT), which covers specific health and safety rules based on operational standards; Risk Awareness Training, focused on safe behavior; and Induction Training for service providers and visitors, providing essential safety guidelines for all stakeholders. Specific programs are also offered, such as training for Internal Accident Prevention Commission (CIPA) members and emergency response brigades.

Periodic training includes TLT related to sequential operational standards, delivered according to employees' progression in their roles, as well as mandatory refresher training required by legislation and activities related to the Emergency Response Plan, including drills. Occasional training covers programs designed for specific situations, such as the implementation of new control measures, the use of personal protective equipment (PPE), and activities developed during internal campaigns such as SIPAT (Internal Week for Accident Prevention), whose content is defined annually. All mandatory training is linked to job roles, ensuring that professionals receive training appropriate to the functions they perform. In addition to operational training, online courses on Occupational Health and Safety

are also available on the Company's digital learning platform, covering topics such as healthy eating, chronic diseases, defensive driving, ergonomics, workplace safety and hearing protection.

## Impact management GRI 403-2 / 403-7

WEG's health and safety impact management measures prioritize eliminating and reducing risks at the source, followed by engineering solutions, administrative measures and, when necessary, the use of Personal Protective Equipment.

- **Elimination:** To seek solutions that can eliminate hazards and risks from the workplace.
- **Reduction:** To work on solutions to reduce risks to an acceptable level..
- **Engineering:** To develop projects that help control risks.
- **Administrative:** To manage risks.
- **Personal protective equipment:** Used as a last resort when other measures are not feasible or are still under development or implementation.

## Monitoring of control measures GRI 403-2 / 403-4

Control measures are monitored daily through routine management, where the Action Plan indicator is presented. Monitoring also takes place monthly during meetings of the WEG Safety and Ergonomics Program (PWSE), where responsible teams present progress on implemented solutions.

Action plans follow an automated workflow structured within WEG's internal registration and control system. The workflow is triggered whenever a new plan is created or updated, informing managers and other responsible parties. All lessons learned are recorded and disseminated to support application in new projects and expand the reach of actions across the WEG Group. Shared topics are incorporated into PWSE meeting agendas for ongoing monitoring.

To assess risks and determine the need for control measures, WEG evaluates machinery and equipment in accordance with applicable standards and regulations. For this purpose, the Machinery and Equipment Evaluation Program (PAME) ensures that all acquisition or improvement processes involving machinery and equipment undergo evaluation by the Occupational Safety area before implementation, considering all necessary safety and ergonomics aspects for operation. When machines or equipment are installed, verification is conducted to confirm that the items defined during the evaluation prior to purchase or internal manufacturing have been implemented. WEG has also been investing heavily in improved robotics processes, which help reduce the risk of injuries.

Additionally, to ensure that layout changes, new

construction projects and equipment relocations are conducted in accordance with safety and health criteria, dedicated committees evaluate these changes and carry out detailed analyses of safety and health requirements, with the effective participation of the occupational safety and ergonomics teams and employees. This ensures that all health and safety aspects are assessed and that operations can be performed safely.



## Risk identification

WEG uses a risk matrix as a structured tool to identify, analyze and control occupational risks present in its activities. The process involves systematic hazard identification, assessment of associated risks and definition of control measures, considering criteria such as severity, probability and level of exposure. The matrix allows the prioritization of the most critical risks, the definition of control measures and the implementation of robust action plans, thereby reducing accidents and process risks. In addition to the risk matrix, employees may also report risk situations through safety tags, which are recorded in the system and addressed through action plans.

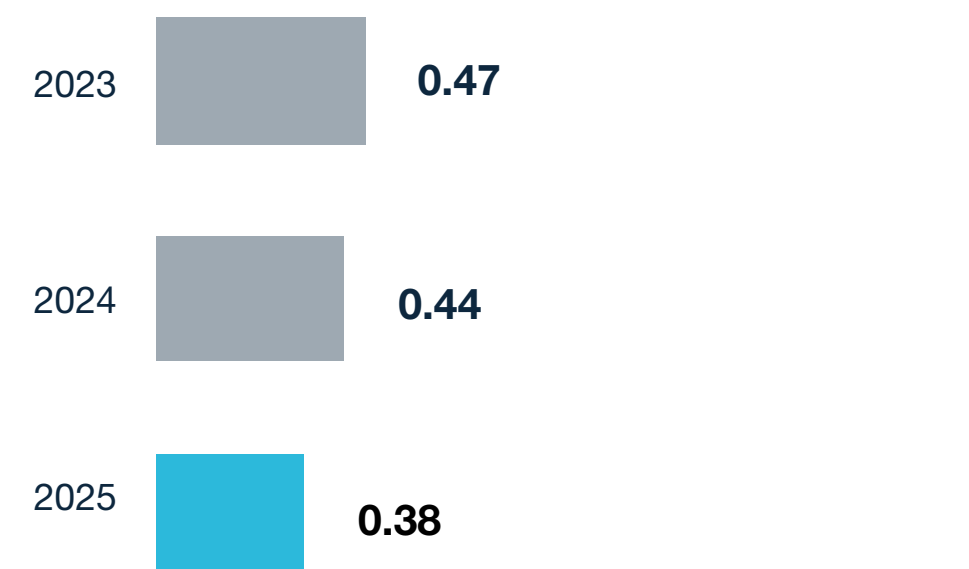
## Analysis of undesired events

Undesired events such as accidents, occurrences and outpatient treatments are analyzed using the APS tool, involving a multidisciplinary team composed of area managers, technical teams and the safety team. This group investigates root causes and defines action plans aimed at preventing recurrence.

## Indicators GRI 403-9

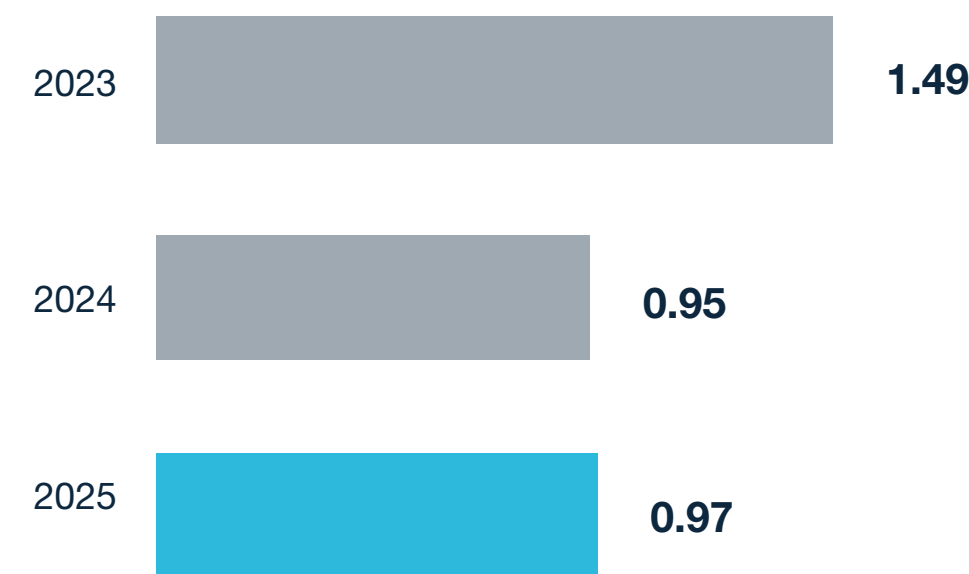
WEG maintains indicators to evaluate its health and safety performance and establishes targets through the Health and Safety Program, which defines departmental targets related to the topic. Among the performance indicators, the most relevant is the LTIFR (Lost Time Injury Frequency Rate).

### LOST TIME INJURY FREQUENCY RATE (LTIFR)



Note: calculations are based on 200,000 hours worked.

### RECORDABLE INCIDENT RATE



Note: calculations are based on 200,000 hours worked.

- In 88% of operational sites, employee health and safety risk assessments were conducted.

### TOTAL FATALITIES

2023	1
2024	1
2025	0

### FATALITIES INVOLVING TEMPORARY AND THIRD PARTIES WORKERS

2023	1
2024	0
2025	0

### FATALITIES INVOLVING WEG EMPLOYEES

2023	0
2024	1
2025	0



## Promotion of health, well-being and quality of life GRI 403-3 / 403-6

WEG is committed to improving the quality of life and well-being of its employees through innovative programs and initiatives. With an integrated approach that combines occupational health, occupational hygiene, safety, ergonomics and nutrition, WEG ensures continuous and effective monitoring of employee health. Key highlights include:



### WEG Living Well Program

The program aims to encourage healthy and safe habits and behaviors, promoting improved quality of life both inside and outside the workplace by encouraging balanced nutrition, physical activity, emotional care and disease prevention. Its structure is based on three integrated pillars: physical, mental and social health, which guide the promotion and prevention initiatives implemented throughout the year. Initiatives include educational lectures, awareness campaigns, nutritional consultations and support groups for smoking cessation, weight loss and the management of chronic conditions. Social Services are also integrated into the program, providing support for employees with disabilities and guidance on rights and benefits, with thousands of annual consultations.

Psychosocial support is provided by psychology and social work professionals, assisting employees facing mental health issues or vulnerable situations. The program also conducts continuous monitoring of employees with comorbidities, with consultations carried out at WEG's own medical clinics. The Company uses health and lifestyle diagnostics, applying questionnaires and tools such as the Health Score Card (CDC – Brazilian version) to support action plans.

To encourage engagement, the program promotes app-based challenges that track physical activity hours and encourage healthy habits. The Company

also conducts active listening initiatives to identify risk and protective factors related to mental health, in addition to training leaders and promoting workshops to strengthen a culture of care and comprehensive employee support.



## Retirement preparation program

Preparing for retirement represents an important milestone in employees' professional journeys. WEG offers benefits related to this topic in several countries, including Brazil, Mexico, the United States, and Türkiye. In Brazil, for example, the Retirement Preparation Program supports employees who are approaching retirement or who have already entered this new phase of life, promoting a healthier and more conscious transition. The program addresses topics related to physical and mental health, well-being and quality of life. Throughout 2025, five meetings were held for this audience.

## Early childhood education and daycare support program

The Company maintains partnership programs with municipal and private early childhood education centers and provides daycare assistance so that employees can leave their dependents during working hours. Each unit in Brazil has specific arrangements regarding types of partnerships, age of dependents, benefit amounts and accredited networks, in accordance with applicable legislation and collective labor agreements.



## Occupational health medical control program

WEG strictly complies with applicable legislation and works to ensure a safe and healthy working environment. The Occupational Health Medical Control Program plays a vital role in preserving employee health by identifying potential health and safety risks and promoting biological monitoring, when applicable, to mitigate any potential harm.

## Hearing conservation program

The program standardizes preventive measures designed to promote and maintain the hearing health of employees exposed to occupational noise and ototoxic agents. Such measures include the appropriate use of hearing protection equipment based on exposure levels, regular hearing assessments, awareness initiatives about noise risks, and implementation of noise reduction solutions in the workplace.

## Workplace exercise program

Psychophysiological recovery breaks are offered through physical activities guided by professional instructors, with the objective of improving employees' physical and mental health and quality of life. These activities promote relaxation, prepare and activate the muscles used during work and help prevent occupational diseases. Currently, more than 11,440 classes are conducted per month.

## Daily balanced nutrition

Employees are provided with complete, balanced and nutritionally appropriate meals. Menus are designed by nutritionists, prioritizing ingredient quality, food diversity and the specific energy needs of each role. The company also promotes continuous nutritional education and encourages healthy habits, offering individual consultations for employees requiring personalized dietary guidance.

## Medical care

WEG provides medical and nursing care through on-site clinics, where employees receive initial assessment and referral for treatment. Emergency and urgent care is provided both to employees and to third parties present at the company facilities. Internally, the Company maintains well-equipped clinics and a multidisciplinary healthcare team.

As a complementary strategy, WEG maintains an accredited network of healthcare providers, including 20 health insurance providers and 10 dental plan providers, serving employees and their families and covering more than 39,000 lives, including policyholders and dependents. During the reporting period, medical services conducted more than 360 thousand consultations across units in Brazil.

The Company also analyzes employees' epidemiological profile to further strengthen its focus on health. This tool helps identify the overall health profile of the workforce and supports the development of strategies focused on health promotion.

## Mental health

In 2025, mental health was prioritized at WEG's manufacturing units in Brazil. More than 3,800 individual consultations were conducted by a multidisciplinary team composed of physicians, nurses, nursing technicians, psychologists and social workers, working in an integrated and qualified manner.

WEG provides psychosocial support with direct advisory services for clinics and leadership, focusing

on comprehensive care, monitoring, and promoting workplace well-being. In addition to individual support, themed mental health campaigns and awareness activities were held. Employees and their families received educational materials and guides, helping promote open and accessible conversations around mental health. Given its importance, mental health is addressed in various ways across the company. For example, in the Huehuetoca unit in Mexico, employees benefit from laughter therapy sessions, psychological support and a specially designed relaxation room with aromatherapy for those experiencing anxiety crises

## Supplementary health care and telemedicine

As part of its comprehensive health care strategy, WEG maintains a broad accredited network that serves employees and their families. In total, more than 39,000 lives are covered, including employees and dependents. In addition, the Company offers telemedicine and telepsychology services through the +Saúde platform\*\*, available to employees and their dependents, with 45,364 registered users.

## Recognition

WEG was recognized by the AON Corporate Resilience Index 2.0 for its initiatives promoting health, well-being and quality of life, achieving 5th place globally and 2nd place in the industrial sector. The Company was classified as a Leader, a distinction

obtained by only 7% of assessed companies, surpassing the global, Latin American and Brazilian averages, with particular distinction in internal communication, which reached 100% maturity.

## Indicators

### OCCUPATIONAL DISEASES GRI 403-10

- Number of deaths resulting from occupational diseases in 2025: 0.
- Number of cases of reportable occupational diseases in 2025: 1.
- Main types of occupational diseases: The case was related to a musculoskeletal disorder.

Notes: 1) \*Occupational disease: indicates health damage, including diseases, illnesses, and disorders. The terms "illness" and "disorder" are generally used interchangeably and refer to health conditions with specific symptoms and diagnoses. (Source: GRI) 2) Scope: Brazil operations.



# Diversity, Equity and Inclusion

WEG promotes respect for diversity and inclusion through its Code of Ethics, Diversity, Equity and Inclusion Policy, Social Responsibility Policy, Recruitment and Selection Policy and internal regulations. Its guidelines are based on respect for differences, with zero tolerance for any form of discrimination in the workplace, whether based on ethnicity, race, religion, culture, gender, political beliefs, nationality, region of origin, marital status, sexual orientation, physical or intellectual condition, among others. WEG monitors and implements preventive actions against moral harassment, sexual harassment, racism, homophobia, transphobia, and other forms of prejudice against minority groups, including both employees and third-party workers. To manage this topic, WEG relies on specific policies and guidelines, as well as communication processes, awareness and engagement initiatives, and leadership training. The company continues to evolve in the ongoing improvement of this agenda.

## Diversity, equity and inclusion policy

Approved in January 2025, the Global Diversity, Equity and Inclusion (DEI) Policy reinforces WEG's culture of respect for diversity and guides people management practices and processes. Its objective is to foster an environment of appreciation, respect and psychological safety, stimulating innovation and continuous improvement. With global scope, the policy reaffirms WEG's commitment to reflecting the diversity of the communities in which it operates and generating positive impact for all stakeholders. Aligned with the Code of Ethics, Sustainability Policy, Strategic Planning and WEG's organizational culture, it seeks to recognize individual contributions and strengthen participatory management. Complementing the policy's approval, in 2025 WEG conducted a global mapping of DEI initiatives and maturity levels across 30 operations. The assessment identified well-established good practices, such as equity policies, harassment awareness training and the adoption of affirmative actions. The

results reinforce governance and global consistency in people management, serving as the basis for harmonization plans and the expansion of DEI practices starting in 2026.



[LEARN MORE >](#)

[CLICK HERE](#) to learn more about WEG's Diversity, Equity and Inclusion Policy.

## Diversity, equity and inclusion committee

### THE COMMITTEE DEDICATED TO THIS TOPIC IS RESPONSIBLE FOR:

- Defining guidelines and assessing and validating proposals for policies, programs, and actions that promote diversity, equity, and inclusion at WEG, adjusting strategies based on feedback, organizational changes, and evolving best practices;
- Evaluating and guiding the creation of specific working groups dedicated to diversity, equity and inclusion topics;
- Promoting awareness and engagement on diversity, equity, and inclusion through events, lectures, internal communication campaigns, and training programs for employees and leaders;
- Advising the organization's leadership on issues related to diversity, equity and inclusion by reviewing existing policies and practices, identifying areas for improvement and proposing solutions to related challenges;
- Evaluating and monitoring diversity, equity and inclusion topics across WEG's operations by establishing key performance indicators (KPIs), and guiding surveys and reports.

### COMPOSITION:

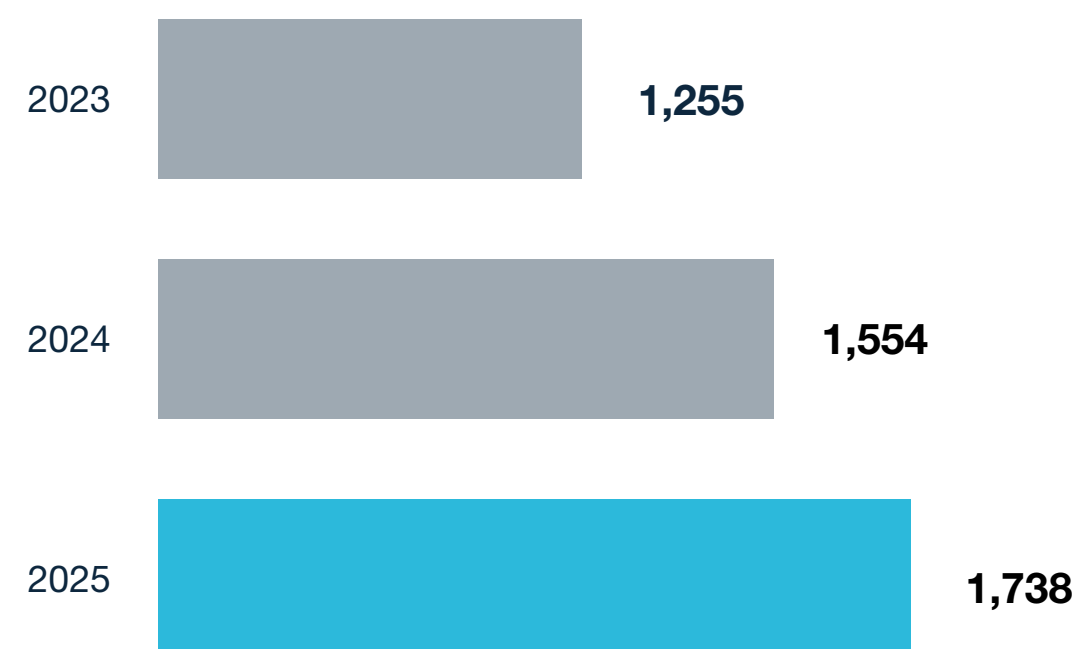
- HR Director (Chair)
- 3 Directors (Industrial - Production - Corporate)
- Corporate HR Manager
- Head of Communication, Organizational Climate and DEI
- Head of ESG Management



## People with Disability

Under the oversight of the Diversity, Equity and Inclusion Committee—comprising corporate directors and managers and business unit representatives—and the working group focused on people with disabilities (PwD), composed of employees from different organizational levels, WEG has made progress in hiring and including employees with disabilities across various areas of the company. In recent years, WEG has also made progress in implementing key processes in this context, aimed at continuously improving its inclusive culture and investing in actions related to the topic. In 2025, compared to Brazil data, the company achieved an increase 11.8% in its PwD workforce.

### NUMBER OF PWD EMPLOYEES



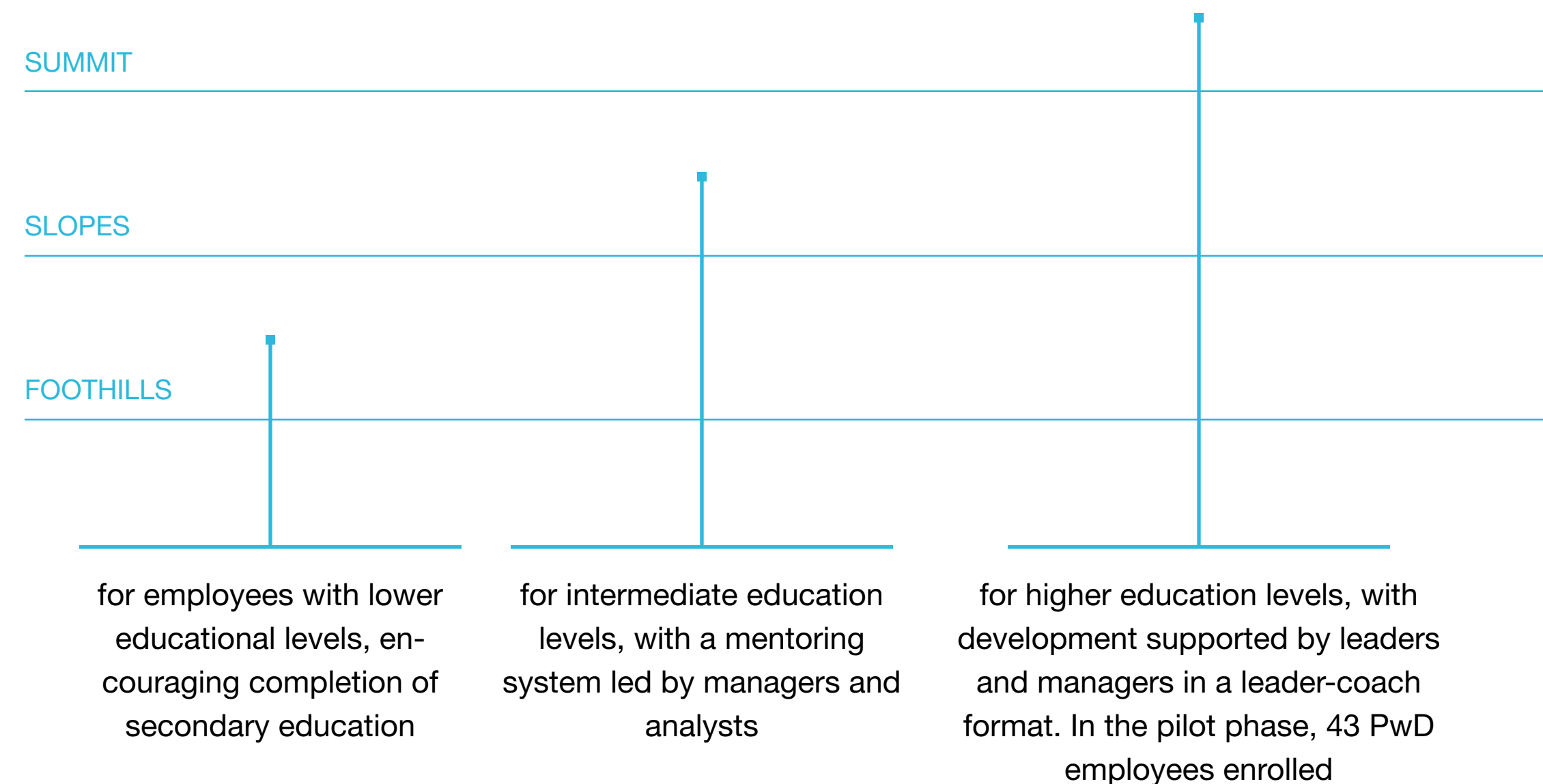
### Qualification Program for People with Disabilities (QPwD)

The QPwD Program aims to promote the professional inclusion of people with disabilities (PwD) across WEG's units. The initiative combines technical training in different areas with the development of behavioral skills, strengthening participants' employability and autonomy. To ensure inclusive training, specific materials and methodologies were developed to meet the needs of individuals with visual, hearing, physical, and intellectual disabilities. Teaching, support, and management teams were also trained to provide proper assistance throughout the process. Since its implementation, the program has trained and hired 58 PwD employees for administrative and industrial roles, reinforcing WEG's commitment to diversity, equity, and inclusion as pillars of its ESG agenda.



### DT-PwD Program – Talent development for people with disabilities

Following the QPwD Program, focused on talent attraction, WEG launched in 2025 a pilot of the Talent Development Program for People with Disabilities (DT- PwD), aimed at retention and professional and personal development of PwD employees. Structured in three levels, the program respects the educational level and pace of each participant.



**GOAL:** Expand the DT-PwD Program to all WEG units in Brazil by 2026.

## Engagement and retention program for people with disabilities (PwD)

The PwD Engagement and Retention Program aims to strengthen inclusion, development, and retention of people with disabilities at WEG through the review of recruitment, onboarding, monitoring, and offboarding processes. Actions include accessibility adjustments based on medical, ergonomic, and safety assessments; onboarding focused on diversity and inclusion; continuous monitoring by a multidisciplinary team; and exit interviews to improve internal practices. This program increases retention of PwD professionals, strengthens the sense of belonging, and consolidates the company's inclusive culture, reinforcing its commitment to the ESG agenda and to valuing diversity.

### PwD Working Group

The PwD Working Group brings together representatives from Human Resources across business units in Brazil to exchange best practices and expand the reach of initiatives focused on people with disabilities. The group consists of permanent members, who attend all meetings, and invited members, who participate as needed. Its main objectives are: Expanding PwD hiring; Monitoring PwD-related indicators; Proposing engagement and retention actions aligned with the Diversity, Equity and Inclusion Policy;

Suggesting improvements to existing HR practices.

### Plural Conversation Circles – PwD Pillar

In 2025, WEG implemented the Plural Conversation Circles initiative, focused on the People with Disabilities (PwD) pillar, aimed at promoting awareness, sharing experiences, and identifying solutions to inclusive management challenges. Monthly meetings, facilitated by the PwD Working Group coordination, created a safe space for active listening and collaboration among leaders, facilitators, and coordinators. Throughout the year, five meetings were held, with the participation of 32 managers of PwD employees from both industrial and administrative areas. Discussions led to actions focused on improving internal processes, strengthening the inclusive culture, and developing support practices for leaders and teams.

For 2026, the Plural Conversation Circles will be expanded to include generational diversity workshops, consolidating the model as a strategic tool for dialogue and cultural transformation.

### Brazilian Sign Language (LIBRAS)

To make communication increasingly accessible, WEG provided in-company basic Brazilian Sign Language (LIBRAS) courses to 105 employees and managers. In addition, in 2025, WEG expanded the

use of LIBRAS interpreter services, totaling more than 1,500 hours of services provided by specialized professionals, both in person and online, including, video interpretation. These services supported situations requiring precision, cultural sensitivity, and contextual adaptation, such as recruitment interviews, onboarding, medical assessments, management support, training sessions, corporate videos, offboarding processes, and other specific needs.

### Architectural accessibility mapping

In 2025, WEG conducted an architectural accessibility assessment at Manufacturing Plant II in Jaraguá do Sul (Brazil), the unit with the highest representation of employees with disabilities. The initiative was part of the company's asset modernization and human capital management strategy, ensuring that older facilities meet appropriate accessibility standards. Among the 63 buildings assessed, renovation needs were identified, enabling targeted and efficient investment allocation. In 2026, the mapping will be expanded to other locations, broadening the scope of improvements and strengthening accessibility across operations.

## Gender identity – LGBT+

WEG has adopted the use of social names on employee badges (Brazil-based employees), ensuring that each individual is recognized in accordance with their gender identity. This practice reinforces the Company's commitment to diversity and inclusion, in compliance with Brazilian legislation and international human rights guidelines.





## Gender

WEG has been intentionally advancing in the development of an increasingly diverse talent base, expanding women’s access to key entry and development programs. The Company understands that equity in leadership positions begins at the point of entry and therefore directs efforts toward attracting, developing, and supporting young female talent through apprenticeship, internship, and career acceleration programs. This initiative progressively strengthens a robust pipeline of women in technical and management roles, creating tangible conditions for female representation in leadership positions to reflect the diversity of WEG’s talent base and contribute to a more inclusive and sustainable environment.

### Protagonists of the Future Program – Women in STEM (Science, Technology, Engineering, and Mathematics))

The Protagonists of the Future – Women in STEM Program is part of WEG’s ESG strategy, promoting diversity, equity, and inclusion in Science, Technology, Engineering, and Mathematics fields. In 2025, the initiative focused on public schools in Jaraguá do Sul (Brazil) and surrounding areas, with lectures delivered by the company’s female engineers. During these sessions, professionals shared their career paths, presented opportunities in STEM, and encouraged female students to consider technical careers, strengthening female representation and

positioning WEG as an employer of choice. Starting in 2026, the program will expand to higher education institutions, with initiatives in strategic universities, and internally through lectures and workshops aimed at female employees. The program is also expected to expand to other WEG operations in Brazil, increasing its reach and impact. With a strategic impact on the development of future engineering professionals and the empowerment of women already within the Company, the program strengthens WEG’s competitiveness, supports its long-term growth, and reinforces its commitment to the ESG agenda.



## DEI TRAINING

### Management practices seminars

The Management Practices Seminars aim to share people management practices with leaders, fostering internal benchmarking. The meetings are held in person, with online streaming, and address predefined topics based on organizational climate indicators, managerial competency assessment results, and emerging trends in people management. In 2025, the seminars covered strategic topics for strengthening leadership and organizational culture, including: ownership mindset, change management, mental health and team well-being, safe workplace with a focus on preventing harassment, diversity and leadership of diverse teams, as well as preparation for the 2025 Organizational Climate Survey and career development dialogues. Throughout the year, the seminars recorded 4,874 participants, highlighting strong engagement from managers and the initiative's relevance to the continuous advancement of people management at WEG.

### Leadership Academy

WEG's Leadership Development programs, designed for talents (employees identified for succession) and newly appointed managers, are part of the Leadership Academy and include Diversity, Equity, and Inclusion (DEI) as a dedicated module in their curricula. Training sessions are conducted in person. The academy also includes a global platform that serves as a source for development, consultation, and continuous learning, connecting

leadership at all levels across WEG worldwide. This platform enables knowledge exchange, access to management information, and strengthens leadership capabilities toward a more efficient and sustainable organization.

Among the academy's courses, "Supervisors – Embracing Differences" aims to support managers in understanding and promoting an organizational culture that values diversity, fosters inclusion, and ensures equity. The program raises awareness among leaders to recognize and respect diverse perspectives and experiences, aligned with the Company's global nature. It covers DEI fundamentals, including global and Brazilian contexts, legislation, and corporate commitments. It also explores key underrepresented groups, such as People with Disabilities, gender diversity, LGBT+, and race and ethnicity, addressing concepts, representation, and inclusion strategies. The program includes case studies, content on unconscious bias and microaggressions, and practical approaches to identifying and addressing them. Finally, it highlights the role of inclusive leadership in promoting safe, welcoming, and equitable environments.

### Talents – Trust in Action: Relationships, Inclusion and Effective Dialogue

This module aims to strengthen awareness and sensitivity among future leaders, fostering more inclusive, respectful, and productive work environments. The content covers DEI fundamentals, global

and Brazilian contexts—including scenarios, legislation, and corporate commitments—and emphasizes the importance of trust within organizations. It also includes reflections on underrepresented groups, access, privilege, and social barriers, along with case discussions. The training further emphasizes identifying unconscious bias and microaggressions, offering strategies to address them, as well as guidance on building trust-based relationships and promoting healthy workplace interactions. Finally, the module reinforces the importance of inclusive leadership in combating prejudice and fostering safe and supportive environments.

### DEI Webinar for HR Teams

In 2025, WEG held a Diversity, Equity, and Inclusion (DEI) webinar for 195 Human Resources professionals in Brazil. The initiative aimed to strengthen understanding of key concepts such as diversity, inclusion, equity, and belonging, while highlighting the strategic role of people management in building an inclusive organizational culture. Topics included representation, inclusive organizational culture, equality versus equity, microaggressions, and affirmative practices, along with reflections on the impact of diversity on innovation and productivity. Best practices across HR subsystems were also discussed, including recruitment, inclusive interviewing, training and development, performance evaluation, compensation and benefits, health and safety, and people analytics.



## Membership in business movements and initiatives

### WOMEN MOVEMENT 360

By joining the Women 360 Movement, WEG strengthens its engagement in initiatives aimed at gender equity across the value chain, reinforcing practices that promote female leadership and inclusion.



### LILAC AUGUST INITIATIVE (JORNADA AGOSTO LILÁS)

WEG participated in the Lilac August Initiative, led by ENGIE Brasil in partnership with 25 other companies. The movement promoted awareness actions to combat domestic violence against women, in collaboration with Instituto Maria da Penha and companies involved in the Parcerias do Bem initiative. As part of the actions, WEG made an awareness video available on the WEG Education platform. In addition, managers were invited to attend a live session streamed on YouTube, expanding the initiative's reach and strengthening internal engagement.



## Human Rights

WEG has formalized values in policies and strategic guidelines that establish a human rights approach aligned with the United Nations Universal Declaration of Human Rights and the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work. These guidelines are reflected in the WEG Code of Ethics, WEG Supplier Code of Ethics, Sustainability Policy, Social Responsibility Policy, Diversity Policy, Health and Safety Policy, Marketing Policy, among others.

Through a due diligence process involving multiple mechanisms and areas, the Company works to ensure human rights for employees and third parties. In 2025, WEG conducted a global study mapping exposure to human rights risks across the countries and units where it operates. The study considered external perspectives, based on various human rights indices, as well as internal indicators.

## Human rights training

### Security personnel training on human rights

In 2025, 62% of security personnel employees (direct and third-party) participated in training related to Human Rights.

Currently, WEG has 647 security personnel employees worldwide, of which 155 are direct employees and 492 outsourced.

### Training – Prevention and combating of moral and sexual harassment and other forms of workplace violence

The training on prevention and combating of moral and sexual harassment and other forms of workplace violence, intended for WEG employees in Brazil, is delivered online. This annual training, in addition to addressing the content of the Code of Ethics, equips employees to identify, prevent, and combat various forms of workplace violence, fostering an organizational culture based on respect and safety. The training content includes: What constitutes moral harassment; Behaviors that characterize moral harassment; What does not constitute moral harassment; What constitutes sexual harassment; Behaviors that characterize sexual harassment; What does not constitute sexual harassment; Ableism; Racism; Gender bias; Sexual orientation bias; Code of Ethics; Whistleblowing Channel.

### Training - Training – Awareness on the Prevention of Forced, Slave and Child Labor

WEG promotes an awareness training program aimed at managers worldwide, with the objective of enhancing understanding of forced, slave and child labor. The training covers theoretical and legal aspects, as well as prevention practices and awareness mechanisms that reinforce the Company's established initiatives to ensure ethical and responsible working environments.

The content includes concepts and definitions, up-to-date data on the topic, risk indicators, the role and impacts of companies in relation to forced labor, as well as WEG's commitments and actions. Throughout the year, the training recorded 1,278 participants.

## Membership in business movements and initiatives

### ZERO SEXUAL VIOLENCE MOVEMENT

By joining the Zero Sexual Violence Movement, promoted by Vibra in partnership with Instituto Liberta and Childhood Brasil, and supported by more than 150 companies, WEG strengthened its actions aimed at preventing and raising awareness about sexual violence, with a focus on the protection of children and adolescents. Among the initiatives promoted by WEG are internal communications, publications on WEG+, which reached 99% of employees in Brazil, and materials made available in the WEG Education Library, totaling 2,515 views. Communications were also sent to leadership and partners, informational stickers were distributed at the entrances of the Santa Catarina unit, and managers were encouraged to participate in the online lecture "Be an Agent for the Protection of Children and Adolescents."



## Workforce indicators GRI 2-7 / 405-1

In 2025, WEG had a total workforce of 49,258 employees, with the information presented below representing 97.6% coverage.

EMPLOYEES BY REGION	2023	2024	2025	FULL-TIME AND PART-TIME EMPLOYEES BY GENDER		PERMANENT AND TEMPORARY EMPLOYEES BY GENDER		NON-GUARANTEED HOURS
				FULL-TIME	PART-TIME	PERMANENT	TEMPORARY	
North America	5,746	7,691	7,238	7,232	6	7,216	22	682
South America	29,336	31,755	33,272	33,250	22	33,248	24	127
Europe	2,314	2,665	2,494	2,457	37	2,351	143	125
Africa	666	885	1,046	1,046	0	1,046	0	0
Asia	2,731	4,553	4,015	4,014	1	3,772	243	1,860
EMPLOYEES BY GENDER				FULL-TIME AND PART-TIME EMPLOYEES BY GENDER		PERMANENT AND TEMPORARY EMPLOYEES BY GENDER		NON-GUARANTEED HOURS EMPLOYEES BY GENDER
		FULL-TIME	PART-TIME	PERMANENT	TEMPORARY			
Men	36,765	36,729	36	36,480	285	1,932		
Women	11,208	11,179	29	11,061	147	861		
Other	92	91	1	92	0	1		
<b>TOTAL BY CATEGORY</b>	<b>48,065</b>	<b>47,999</b>	<b>66</b>	<b>47,633</b>	<b>432</b>	<b>2,794</b>		





### WORKFORCE - GENDER

% OF EMPLOYEES BY GENDER	2023	2024	2025
Men	77.4	77.2	76.5
Women	22.6	22.8	23.3
Other / Prefer not to disclose	0.0	0.0	0.2

% OF GOVERNANCE BODIES	GENDER	2023	2024	2025
Supervisory	Men	87.0	86.3	85.2
	Women	13.0	13.7	14.7
	Prefer not to disclose	0.0	0.0	0.1
Management	Men	92.3	87.6	87.6
	Women	7.7	12.4	11.4
	Prefer not to disclose	0.0	0.0	1.0
Executive	Men	98.4	95.7	95.0
	Women	1.6	4.3	4.5
	Prefer not to disclose	0.0	0.0	0.5
Board	Men	85.7	85.7	85.7
	Women	14.3	14.3	14.3
	Prefer not to disclose	0.0	0.0	0.0

Note: 1) Regarding the specific breakdown between operational and administrative employees, we do not report this segmentation, as these groups are already included in the "total" category.

## WORKFORCE - AGE RANGE

% OF EMPLOYEES BY AGE GROUP		2023	2024	2025
<b>Under 18 (apprentices)</b>		1.6	1.2	1.2
<b>Under 30</b>		34.3	33.5	32.9
<b>Between 30 and 50</b>		53.2	52.7	54.3
<b>Over 50</b>		10.9	12.6	11.6

% OF GOVERNANCE BODIES	AGE GROUP	2023	2024	2025
<b>Supervisory</b>	Under 18 (apprentices)	0.0	0.0	0.0
	Under 30	2.7	5.0	2.4
	Between 30 and 50	78.9	76.0	80
	Over 50	18.3	19.0	17.6
<b>Management</b>	Under 18 (apprentices)	0.0	0.0	0.0
	Under 30	0.0	1.2	0.5
	Between 30 and 50	56.5	58.8	63.3
	Over 50	43.5	40.0	36.2
<b>Executive</b>	Under 18 (apprentices)	0.0	0.0	0.0
	Under 30	0.0	0.0	0.0
	Between 30 and 50	32.0	37.7	44.2
	Over 50	68.0	62.3	55.8
<b>Board</b>	Under 18 (apprentices)	0.0	0.0	0.0
	Under 30	0.0	0.0	0.0
	Between 30 and 50	0.0	0.0	0.0
	Over 50	100	100	100

Note: 1) Regarding the specific breakdown between operational and administrative employees, we do not report this segmentation, as these groups are already included in the "total" category.





### WORKFORCE – RACE

EMPLOYEES BY RACE	YELLOW	WHITE	BLACK	BROWN	INDIGENOUS	PREFER NOT TO DISCLOSE
Leadership	316	1,535	12	58	0	714
Non-leadership	3,298	22,007	1,980	9,224	54	8,867
<b>TOTAL</b>	3,614	23,542	1,992	9,282	54	9,581

# Well-being, diversity and inclusion

## HIGHLIGHTS AND PROGRESS IN 2025



Reduction of

**13%**

in the Lost Time Injury Frequency Rate (LTIFR) compared to 2024.



Implementation of supplementary healthcare and telemedicine, covering more than

**39,000**

lives covered between policyholders and dependents.



Corporate Resilience Index 2.0 (AON):

**5th position**

among the best-rated companies out of 499 companies evaluated globally.



**Creation of the DT-PcD Program**

Talent Development for Persons with Disabilities.



**Creation of the engagement and retention program**

for persons with disabilities (PwD).



**Membership in business movements:**

Mulher 360 Movement, Lilac August Journey, and Zero Sexual Violence Movement.



**Creation of the Future Protagonists Program – Women in STEM.**

# SUSTAINABLE COMMUNITY DEVELOPMENT GRI 413-1

WEG's relationship with local communities has always been an important element of its trajectory. This process continues to evolve, supported by a dedicated and structured approach aimed at strengthening this connection, maintaining ongoing interaction with communities to understand their needs and direct support effectively. With the objective of remaining close to communities, building agendas, and assessing potential and needs, WEG participates in several committees, such as the Community Penitentiary Council, Social Responsibility Committee, Corporate Volunteering Center, and Jaraguá Mais Saudável.



## Governance GRI 3-3

The compliance process in the management of social investments is guided by the Social Investment Policy, which is directly aligned with the principles of the UN Global Compact. Project execution follows guidelines established based on the groups:

### APPLICATION

**SOCIAL INVESTMENT ANALYSIS GROUP (GAIS):**  
Analyzes projects submitted to WEG based on the Social Investment Policy and recommends funding allocations.

### APPROVAL

**SOCIAL INVESTMENT GROUP:**  
Reviews GAIS recommendations and approves funding allocations. In certain cases, approval by the Executive Board is required.



Approved projects are monitored by GAIS focal points, who represent WEG in social matters across the regions where the Company operates. In addition to these groups, the governance structure includes the Social Development Section, responsible for managing the processes and flow of social investments, the Volunteering Program and the WEG Museum of Science and Technology..

### CONTACTS

Project communication and application: [CLICK HERE](#)

Communication for complaints and/or reports: [CLICK HERE](#)

Alternative contact channels:

comunidade@weg.net / +55 47 9223-2896 / voluntario@weg.net / +55 47 99223-2896

# WEG Social Investment Policy

The Social Investment Policy prioritizes the strengthening and sustainable development of social organizations, considering the following aspects:

- Social investments are allocated exclusively to entities, associations, or private non-profit organizations with a proven track record and in good standing with their fiscal obligations.
- Funding for social projects led by government entities and organizations of a religious nature is permitted, provided that it is not related to investments in infrastructure and/or equipment (e.g., construction, renovation, computers, furniture, and utensils).
- Funding must be allocated to social projects, not to operational expenses (e.g., payroll, rent), and must have a defined duration (start and end date).
- Supported entities must demonstrate technical and structural capacity to implement projects aligned with WEG's Code of Ethics and Anti-Corruption Policy.
- Projects linked to political-party purposes or that may harm the environment or WEG's reputation are not eligible.
- Regardless of the entity, funding for promotional materials (e.g., brochures, T-shirts, advertisements, banners) is not supported.



Almirantes do futuro Project

## Project monitoring

Annually, WEG selects projects for detailed monitoring, assessing whether project execution complies with what was initially approved, whether required standards are being met, and the impact generated on beneficiaries' lives. Additionally, WEG views this process as an opportunity for knowledge exchange and for encouraging organizations to fully leverage their potential.

## Methodology applied

- 1 Identification of risk levels for project outcomes
- 2 Analysis of the entity's documentary compliance
- 3 Theory of change
- 4 Social Return on Investment (SROI) assessment

## Targets

### TARGETS 2025

Implement the social investment expansion plan, executing at least one social project in eight countries where WEG has industrial operations.

**STATUS:** Target achieved.

### TARGETS 2026

Implement two projects that contribute to improving Education Development Indexes.



Maker Robotics Course Certificate

## Community committees with WEG participation

To remain close to communities, build agendas, and assess potential and needs, WEG participates in several committees, such as the Community Penitentiary Council, Social Responsibility Committee, and Corporate Volunteering initiatives, among others

### Colabora WEG

Colabora WEG aims to maintain close relationships with social organizations and improve management processes. In previous editions, WEG shared knowledge on various topics, including: Project structuring; Project management indicators; New tax incentive laws; Standardization and process in organizations; Energy efficiency in organizations; Importance of accountability; Project team structuring; and importance of compliance for social organizations, among others.

In 2025, Colabora WEG trained 92 social organizations, engaging 150 participants from various Brazilian cities. The initiative aimed to enhance fundraising strategies, strengthen governance, disseminate information on tax incentive laws and open dialogue with local communities to assess their potential and development opportunities.



Gravataí - Brazil

# Examples of supported projects

## Education

### SCHOOL RENOVATION (INDIA)

In 2025, WEG supported eight social initiatives in India, all focused on education. Among them, support for infrastructure improvements at a State Secondary School located approximately 8 km from the local WEG unit stands out, benefiting more than 2,000 students and contributing to a safer and more functional learning environment.



Culture in Argentina (Argentina)

### SOY MUJER SOY ELETRICISTA (PERU)

In 2025, WEG supported a project that provided free scholarships to low-income young women, training them in residential electrical installations. The program aims to promote inclusion and female empowerment in the technology and electrical sectors. Increasing female representation in STEM and technical professions reduces barriers to entry in traditionally male-dominated fields and enhances employability and economic autonomy.



Soy Mujer Soy Electricista (Peru)



School renovation (India)

### JUNIOR ACHIEVEMENT (CHINA)

WEG's unit in China, in partnership with the local Junior Achievement organization, implemented the "Our City" program for elementary school students, benefiting approximately 400 children. The initiative aims to raise awareness of careers and sustainability, contributing to the development of more prepared and socially aware young individuals.



Junior Achievement (China)

## Culture

### CULTURE IN ARGENTINA (ARGENTINA)

WEG supported the creation of the first mixed-gender band at a technical school in Buenos Aires by funding the acquisition of musical instruments. The initiative expands access to cultural and artistic activities, promoting integration, socio-emotional development, and a sense of belonging. The project also reinforces values of inclusion and equal opportunities, aligned with the company's commitment to education and the holistic development of young people.

### CULTURE FOR ALL (BRAZIL)

The "Culture for All" project, developed by Teatro Carlos Gomes, aims to expand free access to culture through scholarships in theater, music, and dance. The initiative strengthens cultural education in the Vale do Itajaí region and advances team qualification to better serve people with disabilities, enhancing inclusion.

## Health

### EQUINE-ASSISTED THERAPY (BRAZIL)

The Equine-Assisted Therapy project, developed by APAE of Carlos Barbosa, aims to promote biopsychosocial rehabilitation of persons with disabilities through equine-assisted therapy. This approach uses horses to stimulate motor, cognitive, emotional,

and social capacities. The initiative seeks to expand access to specialized therapies, addressing the lack of complementary alternatives currently faced by users of the institution.

## Social inclusion

### CARRERA AMMPER (MEXICO)

In 2025, WEG supported the “Carrera Ammpers por la Red BAMX” initiative, aimed at raising funds for the installation of solar energy systems in units of the Mexican Food Bank Network (BAMX). A total of 120 solar modules were installed, achieving energy savings of over 90% in two units and more than 75% in a third, with an estimated generation horizon of 30 years. BAMX serves more than 2 million people through 60 food banks across 30 states.

### IDIPRON RENOVATION (COLOMBIA)

In Colombia, the renovation of the OASIS Comprehensive Protection Unit (UPI), managed by IDIPRON in Bogotá, was carried out in collaboration with multiple companies. The initiative demonstrated the strength of cross-company partnerships in generating structured social impact where social investment and volunteering go hand in hand. Beyond physical improvements, the project contributed to rebuilding identity, dignity, and life perspectives for vulnerable youth. The revitalization of spaces has become a concrete instrument for inclusion, welcoming, and the offering of new opportunities, demonstrating how coordinated corporate actions can generate lasting improvements in people's lives.



## WEG at COP 30

### ATAIC PROJECT – INNOVATIVE AGROINDUSTRY OF THE MARAJÓ COMMUNITY

The ATAIC Project, located on Ilha das Cinzas (Pará, Brazil), involved the implementation of a renewable energy-powered agroindustry in the Amazon floodplain. Developed in partnership with WEG, Natura, and Ataic (Association of Agroextractivist Workers of Ilha das Cinzas), the project provided energy autonomy and strengthened productive capacity. WEG was invited by Natura to present this case study at COP 30. The project significantly reduced reliance on diesel generators and directly benefited 470 families in the Marajó archipelago, adding value to the local production of oils and butters and increasing the income of these families by approximately 60%. The initiative also strengthened community organization, boosting the socio-bioeconomy in the region, expanding autonomy, and creating opportunities for technical training. This contributed to the leading role of women in the management and operation of the agro-industry and encouraged the permanence of new generations in agro-extractive activities. The project has received several external recognitions, such as ESG Awards and the ESG Summit Brazil.

[LEARN MORE >](#)

### PARTNERSHIP WITH THE VOICE OF THE OCEANS INITIATIVE

The Voice of the Oceans is a Brazilian initiative with global impact, dedicated to the protection and recovery of the oceans through science, education, and innovation. During COP 30, WEG held an exhibition in an open space entirely dedicated to raising awareness about contemporary environmental challenges, inviting visitors to reflect on the future of the planet, the advance of climate change, and the urgency of behavioral changes and sustainable solutions for marine ecosystems. Even before the official start of COP 30, WEG joined the Voice of the Oceans awareness campaign through its onboard solutions on the sailboats Kat and Aysso. On board, clean and highly efficient technologies supported more conscious navigation, reinforcing the company's commitment to sustainable innovation. During the event, the ship hosted visitors for guided and interactive experiences, demonstrating in practice how sustainable technologies can contribute to the preservation of the oceans and the development of environmentally responsible maritime operations.

# Indicators

Check out the WEG group's global social investment indicators:

More than 778 thousand people positively impacted by projects supported by WEG in 2025, 28% more people compared to 2024.

## SOCIAL INVESTMENTS (IN BRL MILLIONS)

2023	18.8
2024	37.6
2025	23.6

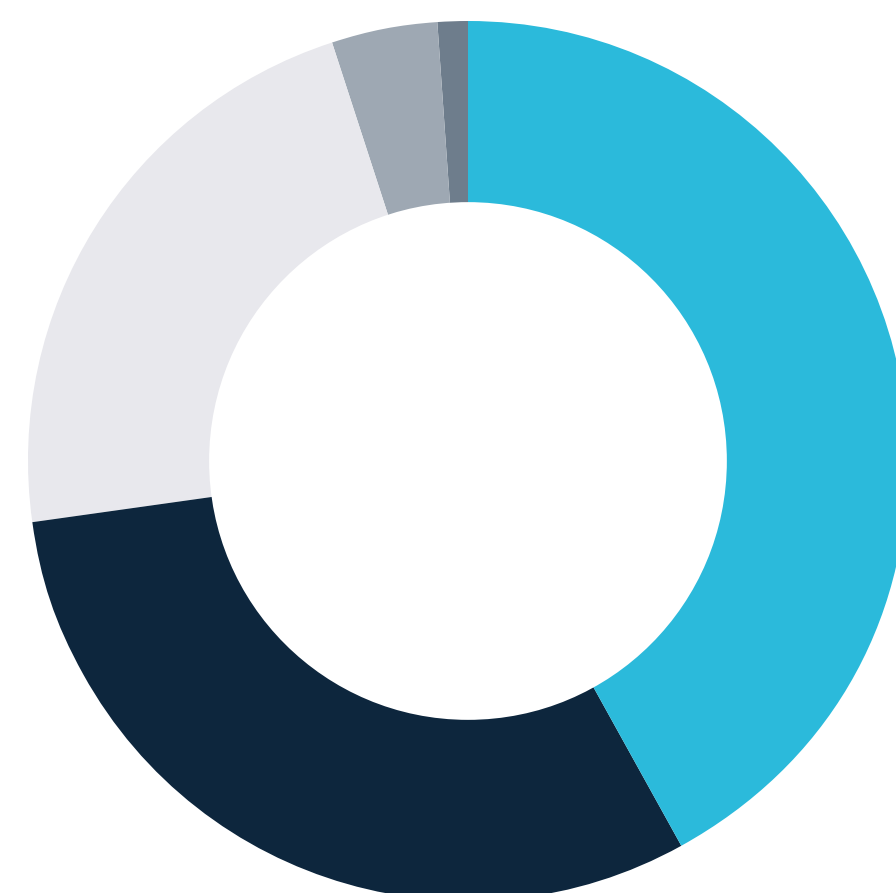
In 2025, 76% of the investments were made using tax-incentivized funds, while 24% came from WEG's own resources.

## SUPPORTED PROJECTS

2023	189
2024	301
2025	335

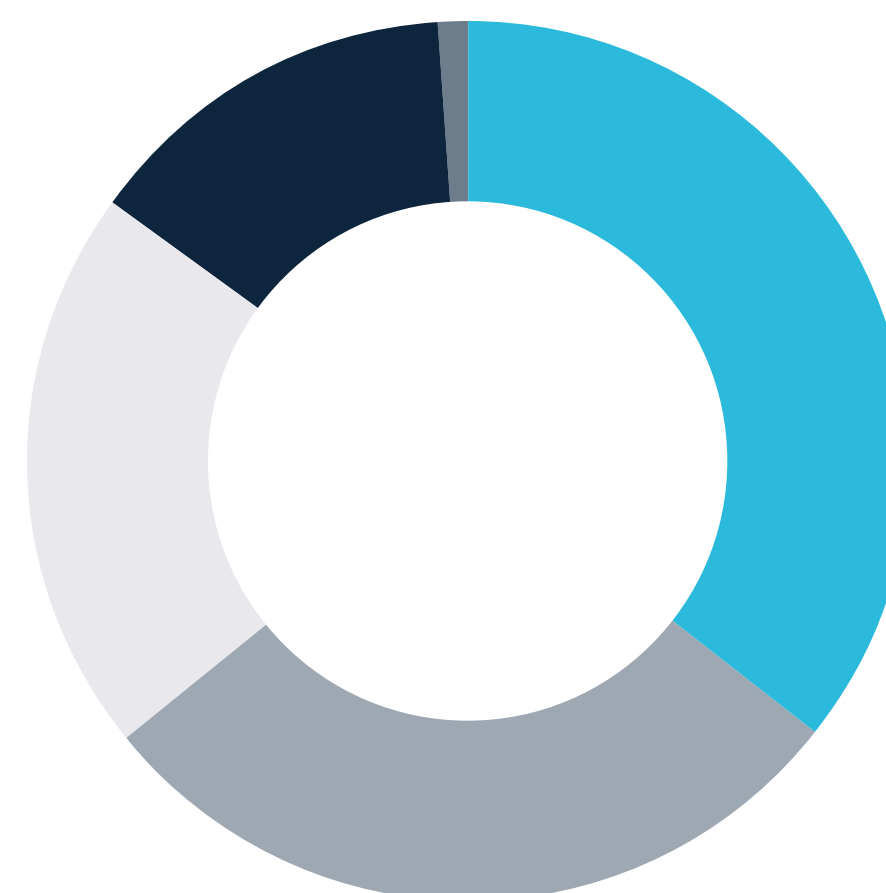
### PERCENTAGE OF PROJECTS SUPPORTED BY CATEGORY:

#### OWN RESOURCES – 234 PROJECTS



- 42% Social Inclusion
- 31% Education
- 22% Health
- 4% Culture
- 1% Others

#### INCENTIVE LAWS – 101 PROJECTS



- 35% Social Inclusion
- 14% Education
- 21% Health
- 29% Culture
- 1% Others



Girafinhas do Basquete Project

## Volunteering

In 2025, the WEG Volunteer Heart Program reached 3,900 registered volunteers in Brazil, who dedicate themselves to contributing in different ways to community projects. To align the program with community demands and needs, WEG maintains a dedicated communication channel via its website and telephone contact. Additionally, WEG promotes the volunteering program in meetings and gatherings with the community and organizations. The demands received are analyzed by the Volunteer Group, which has representatives in all WEG units in Brazil, China, Colombia, the United States, Ecuador, Peru, and Portugal. Once approved, the actions are communicated to employees registered in the volunteer database.

### LEARN MORE >

[CLICK HERE](#) to access the channel and request support from WEG volunteers.

## Areas of activity of the WEG Volunteer Heart Program

- Education;
- Elderly;
- Technology;
- Health;
- Campaigns;
- Environment;
- Social inclusion;
- Animal cause;
- Donations.



## Examples of volunteer actions

### SOCIAL ENGAGEMENT CHALLENGE (BRAZIL)

Known as a "Social Gincana", this is a task-based challenge designed to identify the needs of local entities and encourage employee engagement through strategic missions. In addition to the positive impact on the community, this experience also contributes to the participants' personal development, promoting learning, teamwork and motivation both inside and outside the workplace.

In 2025, the following results were achieved:

- New bone marrow donors: 07;
- Blood donation: 213;
- Donation of aluminum pull tabs and bottle caps: 669 Kg;
- Food donation: 1,104 Kg;
- Toy donation: 2,442 units;
- Books/school supplies collected: 858 units;
- Winter clothing donation: 9,762 units.

### BLOOD DONATION (PORTUGAL)

In 2025, there were 72 donations, meaning that up to 216 lives may be saved.

### VETERANS DAY (USA)

Volunteer employees made blankets for military veterans reintegrating into civilian life.



## Indicators

- 2,107 employees participated in at least one volunteer action in 2025;
- 180 volunteering actions carried out;
- More than 78 thousand people positively impacted by WEG's volunteering actions.

## WEG Science and Technology Museum

The WEG Science and Technology Museum provides visitors with a true immersion in the company's history through its permanent exhibition, while also offering knowledge about electrical phenomena through an approach based on education, interactivity, and accessibility, entirely free of charge. Committed to promoting scientific education, the museum carries out various workshops and interactive activities aimed at audiences of all ages. Topics addressed include sustainability, energy generation and transformation, photovoltaic solar energy, and the importance of water conservation, always using accessible language and an educational approach. Accessibility is a fundamental pillar of the WEG Museum. The space includes features such as wheelchair access, elevator, tactile flooring, sign language translation (Libras), Braille captions, and tactile objects, ensuring that all visitors can fully experience the exhibition. In addition, the museum develops inclusive educational activities aimed at people with disabilities, reinforcing its commitment to democratizing knowledge and social inclusion. In 2025, further expanding its reach, WEG promoted the WEG Traveling Museum, an initiative that brought part of its interactive exhibition to nine Brazilian cities where WEG has manufacturing units. The cities visited were: Itajaí (SC), Blumenau (SC), Sertãozinho (SP), Cachoeirinha (RS), Bento Gonçalves (RS), Itajubá (MG), São Bernardo do Campo (SP), Betim (MG) and Linhares (ES). This initiative remained for five days in each location, with free admission and a structure designed to serve schools, families, and

local communities. In total, more than 33 thousand people were received.

- Visitors to the WEG Traveling Museum: 33,192
- Visitors to the WEG Museum in Jaraguá do Sul: 26,112
- Number of students participating in the proposed activities: 16,984
- Overall satisfaction index: 97%

[LEARN MORE >](#)

[CLICK HERE](#) to take a virtual tour of the weg museum.



## Biodiversity

Biodiversity is a cross-cutting element of sustainability and is present across different dimensions of WEG’s operations. Biodiversity conservation is reflected in the supply chain through responsible material sourcing; in efficient production processes supported by environmental management and responsible use of natural resources; and in conservation initiatives involving communities and employees.

Thus, biodiversity is integrated into WEG’s strategy, contributing to the strengthening of a more responsible value chain, environmentally efficient operations, and relationships aligned with sustainable development.

### Natural Forests

WEG reinforces its commitment to forest and biodiversity conservation by preserving 2,302 hectares of natural forest within the Atlantic Forest biome in Brazil. These areas are maintained in a high state of conservation and play a crucial role in delivering ecosystem services such as water supply, nutrient cycling, biodiversity preservation, and genetic heritage protection. Demonstrating the importance of conservation, endangered, endemic, and migratory species of the Atlantic Forest have been observed in these areas, such as *Cerdocyon thous* (crab-eating fox), *Puma concolor* (puma), *Botaurus pinnatus* (pinnated bittern), and *Todirostrum poliocephalum* (yellow-lored tody-flycatcher). In addition to their contribution to ecosystem services, WEG’s forests act as ecological corridors, facilitating movement and providing shelter for fauna between different forest segments in the region. Thus, WEG voluntarily maintains a preserved area 69% above what is required by Brazilian legislation.



WEG Forest Area in Corupá - Brazil

## Forest Conservation Initiatives

### WEG FOREST (BOSQUE WEG)

The WEG unit in Colombia has a partnership with the local government, contributing to the strategy of increasing vegetation cover. In the municipality of Tenjo, Cundinamarca, the “Bosque WEG” was established, a portion of land owned by the municipality where WEG donated and planted, with the support of WEG volunteers, 600 native tree seedlings. In addition to planting, WEG is also responsible for the maintenance and monitoring of the newly planted trees.

WEG Forest (Bosque WEG), Tenjo Cundinamarca – Colombia



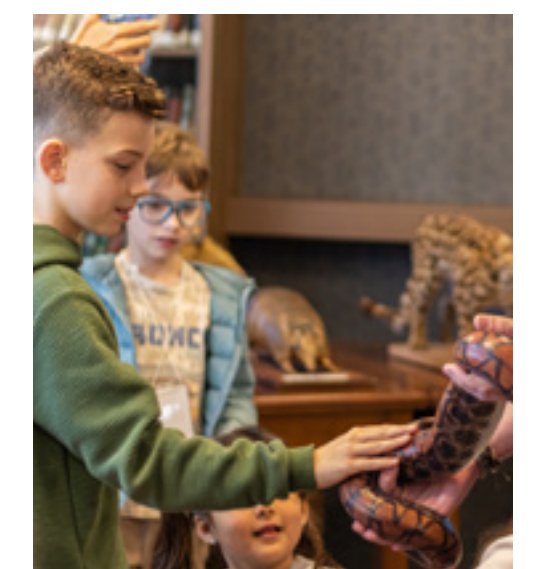
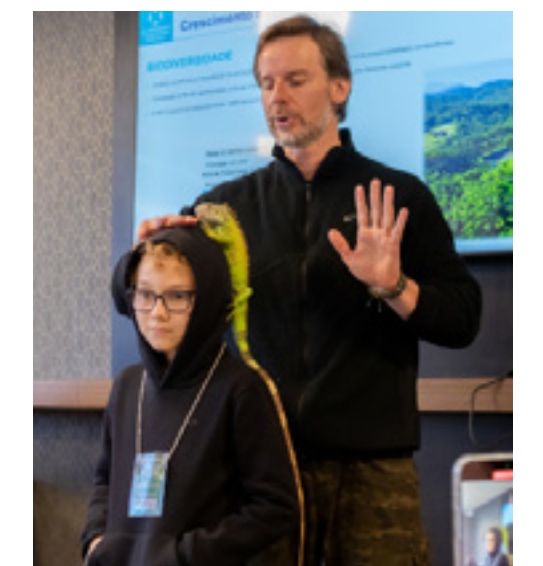
2023



2025

### MUSEUM HOLIDAY

An initiative that brought together 40 children at the WEG Science and Technology Museum, in partnership with FUJAMA (Fundação Jaraguense de Meio Ambiente), with the objective of bringing the community closer to knowledge about regional fauna. During the activity, participants had contact with nature, learning about animal habits and curiosities, while reinforcing the importance of environmental responsibility. The activity contributed to fostering, among younger generations, the interest and awareness necessary for biodiversity conservation.



Vacation at the WEG Museum, Jaraguá do Sul - Brazil

### SUNDAY IN THE PARK – SUSTAINABILITY WITH FAMILIES

In Jaraguá do Sul (Brazil), the “Sunday in the Park” event, held at a WEG industrial park, brought together employees’ families and WEG in a moment of interaction and awareness, with approximately 7,000 participants. The Sustainability booth provided guidance on waste management, recyclability, and proper disposal, in addition to encouraging practices such as household organic composting and healthy eating, extending environmental awareness beyond the corporate environment into daily family life.



### PLANTING FOR THE FUTURE – URBAN AREA ENHANCEMENT

Reinforcing its commitment to biodiversity and the improvement of urban spaces, the Sertãozinho (Brazil) unit promoted the planting of native tree seedlings in a green area adopted by the company. The initiative also included waste collection, application of organic compost, and irrigation of newly planted seedlings, strengthening environmental restoration and connection with the local community.

### PLANTING AND COMMUNITY ENGAGEMENT

The WEG unit in Manaus (Brazil) carried out an initiative aimed at strengthening local biodiversity and the surrounding urban environment. A total of 50 native seedlings were planted near the company, contributing to vegetation recovery and the expansion of green areas. The initiative extended beyond the company’s boundaries, with an additional 100 seedlings donated to employees, encouraging planting in their homes and expanding the environmental impact on the community.

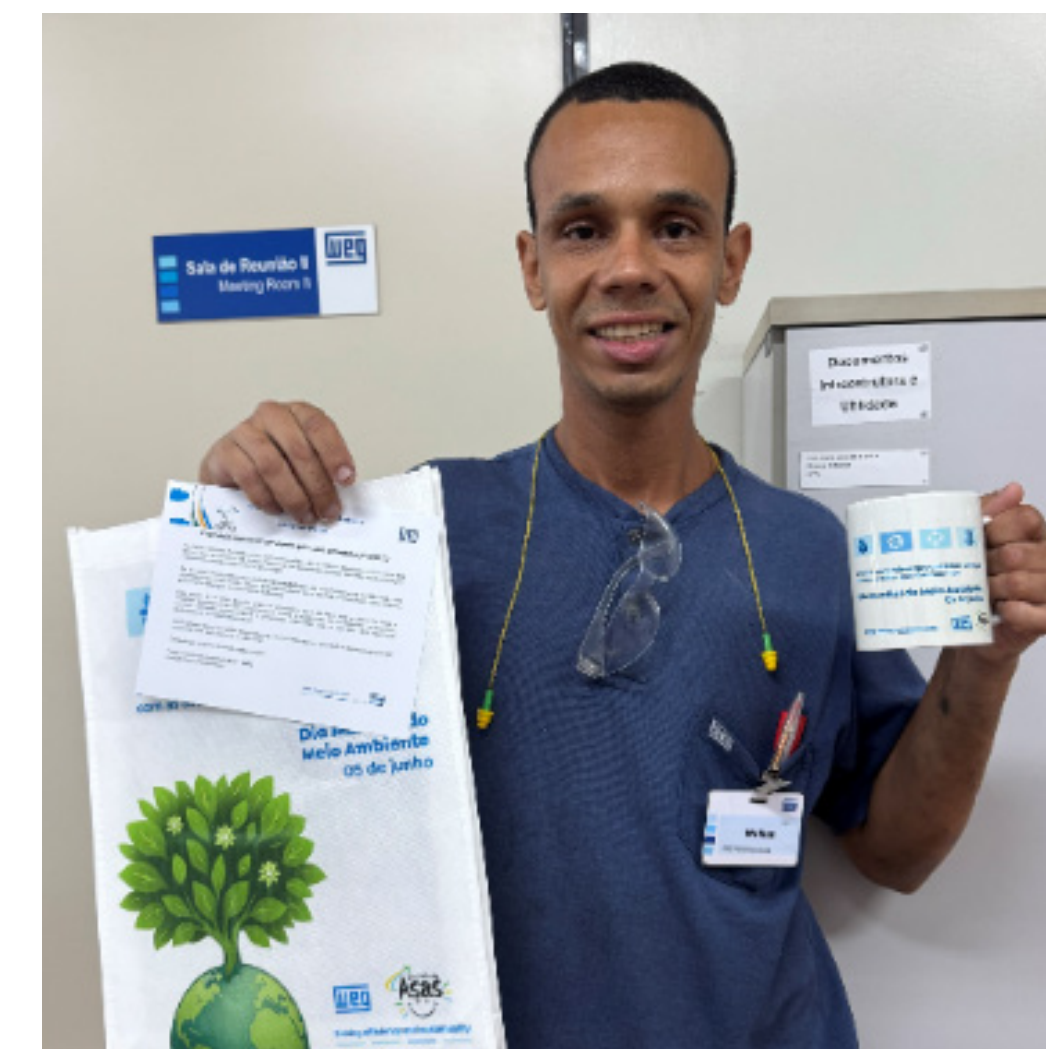


### WORLD ENVIRONMENT DAY ACTIONS

With the aim of encouraging sustainable practices in daily life, the Environment Challenge was launched, inviting employees in Brazil to record, in the WEG+ app, actions carried out in their daily routines, such as waste recycling, use of renewable energy, low-emission commuting, and the use of reusable bottles, among other initiatives. As a form of recognition, gifts developed in partnership with the Instituto Asas da Esperança were raffled, through the Projeto Estampar, an initiative supported by WEG’s Social Investment that promotes income generation for underrepresented groups through the production of customized products. The initiative engaged more than 80 participants across 10 municipalities where WEG operates.

### INFORM TO TRANSFORM

At the WEG unit in Portugal, World Environment Day was marked by the dissemination of the material “Plastic in the Oceans: Global Action Against Pollution” to employees. The initiative provided data on the environmental, economic, and social impacts of plastic pollution, as well as practical guidance on reducing disposable consumption, encouraging recycling, and adopting more sustainable habits in daily life. By promoting qualified information and encouraging behavioral changes, the initiative strengthens the culture of environmental responsibility, increases awareness of the global effects of improper waste disposal, and contributes to the development of multipliers both within and outside the corporate environment.



# Sustainable community development

## HIGHLIGHTS AND PROGRESS IN 2025



Visitors to the WEG Traveling Museum:

**33,192.**



Over

**78 thousand**

people positively impacted by WEG's volunteering initiatives in 2025.



Over

**778 thousand**

people positively impacted by projects supported by WEG in 2025.



Total of

**335**

social projects supported in 2025.

05.

# GOVERNANCE AND ETHICAL CONDUCT

## IN THIS CHAPTER

104 COMPLIANCE AND INTEGRITY

126 ENGAGEMENT AND TRANSPARENT COMMUNICATION





“

Solid governance is part of WEG’s history and guides our decisions, supported by ethics, transparency, and consistent risk management, contributing to the longevity of the business and the confidence of our stakeholders.

**André Luis Rodrigues**  
CFO

”

# COMPLIANCE AND INTEGRITY

## Corporate Governance

At WEG, corporate governance is guided by the principles of transparency, fairness and accountability to shareholders and other stakeholders. The adoption of special corporate governance practices reflects the example set by WEG's founders. In this context, WEG is listed on the Novo Mercado segment of B3, a special listing segment that represents the highest level of corporate governance in the Brazilian capital market. This segment establishes governance standards, procedures and protections for minority shareholders. WEG also adheres to the Brazilian Corporate Governance Code issued by the IBGC (Brazilian Institute of Corporate Governance). These corporate governance principles, applied throughout the group and in its relationships with stakeholders, are among the foundations of the company's long-standing success.



### Composition of WEG group's Management GRI 2-9

#### Board of directors

The mission of WEG's Board of Directors is to safeguard and enhance the company's assets while maximizing shareholder returns in alignment with the company's values, purpose and beliefs. To this end, the Board establishes and provides general guidance for WEG's business activities and makes decisions on strategic matters, in accordance with the responsibilities defined by applicable legislation and WEG's Bylaws. These responsibilities are further governed by the Internal Regulations of the Board of Directors of WEG S.A. The Board is composed of seven members, including one Chair and one Vice

Chair. Two board members are considered independent in accordance with the provisions of the Listing Rules of B3 Novo Mercado.

Board meetings are held with the presence of at least two-thirds of its members. In 2025, 14 board meetings were held, with 100% attendance from all members at each meeting.

#### NOMINATION AND SELECTION GRI 2-10 / 2-15 / 2-18

The selection and nomination of candidates to compose the slate(s) to be submitted for election by the General Shareholders' Meeting must comply with the criteria set forth in the Policy for the Nomination of Members of the Board of Directors, Executive Board, and Advisory Committees, as follows:

- Creation of an environment that allows for the free expression of board members, seeking diversity in experiences, qualifications and behavioral styles, so that the body possesses the necessary competencies to perform its duties.
- Combination of competencies such as experience in different areas and specific knowledge. Individually, candidates should possess relevant competencies to perform the role, in addition to alignment with the organization's values.
- Absence of fundamental conflicts of interest

(those that are not manageable, not occasional or situational, and that are or are expected to be permanent) and a permanent awareness of the organization's matters, along with an understanding that their duties and responsibilities are broad and not limited to Board meetings.

Decisions made collectively by multidisciplinary teams that complement one another is a principle that has always guided WEG. This principle is evident in the workgroups, committees, commissions and especially in the company's Board of Directors. Thus, the Board members—whether independent or not—form a group with experience in various world-class companies across finance, strategy, products, market, people and sustainability, capable of understanding, planning and guiding the sustainable growth of the company in a high-governance environment.

The Board of Directors was elected at the General Assembly held on April 23, 2024, for a two-year term. Below are the members of the Board, along with a summary of their profiles based on the year 2025.

GRI 2-11 / 2-22

[LEARN MORE >](#)

[CLICK HERE](#) to find out more details about the board of directors.

	<p><b>Décio da Silva</b></p>	<p>He is the Chairman of the Board of Directors of the company. He was President of WEG from 1989 to 2007, having held various positions since 1979, when he started working at the company after graduating from the first class of the WEG Training Center. He is also the Chairman of the Board of Directors of Oxford Porcelanas S.A. and of the Board of WPA Participações e Serviços S.A.</p>
	<p><b>Nildemar Secches</b></p>	<p>He has been a member of the Board of Directors since 1997 and is currently the Vice-President, having also served as Chairman of the Board in the past. In addition, he serves as a member of the Board of Directors of Iochpe-Maxion, Suzano Papel e Celulose and Vibra Energia.</p>
	<p><b>Tânia Conte Cosentino</b></p>	<p>She has been a member of the Board of Directors since 2022. She has a solid background as an electrical engineer with several specializations in finance and corporate governance. Her professional journey includes experience at Rockwell Automation, Siemens, Schneider Electric, and Microsoft.</p>
	<p><b>Dan Ioschpe</b></p>	<p>He has been a member of the Board of Directors since 2012. He has also been a member of the company's audit committee since 2022. He serves as a member of the Board of Directors of Iochpe-Maxion S.A, Embraer S.A and Marcopolo S.A.</p>
	<p><b>Harry Schmelzer Jr.</b></p>	<p>He has been a member of the Board of Directors since April 2024. He began his career at WEG in 1981, where he accumulated more than 43 years of experience, serving as Commercial Director of WEG Acionamentos, Superintendent Director of WEG Acionamentos, Superintendent Director of WEG Motors and Regional Director for Europe, until becoming the CEO of the WEG Group in 2008, a position he held until the first quarter of 2024. He is a member of the Board of Directors of WPA Participações e Serviços S.A., of DEXCO S.A. and EMS S.A.</p>
	<p><b>Martin Werninghaus</b></p>	<p>He has been a member of the Board of Directors since 2006. He holds a degree in economics and has extensive experience with the company, having worked at WEG from 1984 to 2006, when he concluded his activities at the company as the then Superintendent Director of WEG Química. He is a member of the Board of Directors of WPA Participações e Serviços S.A.</p>
	<p><b>Sérgio Luiz Silva Schwartz</b></p>	<p>He has been a member of the Board of Directors since 2015. The executive gained extensive experience at WEG from 1996 to 2015, when he concluded his executive career at the company as Vice-President and CFO. He is a member of the Board of Directors of WPA Participações e Serviços S.A., Iochpe-Maxion and Oxford Porcelanas.</p>

### CHARACTERISTICS OF THE BOARD OF DIRECTORS OF WEG S.A.

	DÉCIO DA SILVA	NILDEMAR SECCHES	TÂNIA CONTE COSENTINO	DAN IOSCHPE	HARRY SCHMELZER JR.	MARTIN WERNINGHAUS	SÉRGIO LUIZ SILVA SCHWARTZ
<b>Experience</b>	Experience serving on other Boards of Directors	X	X	X	X	X	X
	Senior executive	X	X	X	X	X	X
	Change management and crisis management	X	X	X	X	X	X
	Risk identification and control	X	X	X	X	X	X
	People management	X	X	X	X	X	X
	Managing Industrial Electrical and Electronic Equipment businesses	X	X	X	-	X	X
	Managing Power Generation, Transmission and Distribution businesses	X	X	X	-	X	X
	Managing Commercial and Appliance Motors business	X	X	-	-	X	X
	Managing Coatings and Clearcoats businesses	X	X	-	-	X	X
	Managing Digital businesses	X	X	X	-	X	X
<b>Skills</b>	Finance	X	X	X	X	X	X
	Accounting	X	X	-	X	X	X
	Legal	X	X	X	X	X	X
	Risk management	X	X	X	X	X	X
	International markets	X	X	X	X	X	X
	Domestic markets	X	X	X	X	X	X
<b>Characteristics</b>	Executive members	-	-	-	-	-	-
	Independent members	-	-	X	X	-	-
	Number of seats on other boards	2	3	-	3	3	1

## SUSTAINABILITY TOPICS REVIEWED BY THE BOARD OF DIRECTORS IN 2025

GRI 2-17

- Performance evaluation of the Statutory Audit Committee and Fiscal Council
- Evaluation of Internal Audit activities and the Code of Ethics
- Supervision of Internal Controls activities
- Risk Mapping and Management
- Review of the Internal Audit Policy
- Corporate Governance Report
- Supervision of initiatives related to ESG topics
- Supervision of the Integrity Program

## COMMUNICATION OF CRITICAL CONCERNS

GRI 2-16

Reports on Internal Audit activities and Code of Ethics events are presented to the Board, as documented in the minutes of the Board of Directors meetings. Additionally, the Risk Management Policy establishes an operational and administrative risk management and business continuity program, which is also assessed by the Board of Directors.

## ROLE IN OVERSEEING IMPACT MANAGEMENT

GRI 2-12 / 2-13

The WEG Board of Directors plays a key role in overseeing impact management, as it sets the general direction of the company's business and makes strategic decisions, in accordance with the powers established by current legislation and the company's Bylaws. It is responsible for monitoring the performance of the Executive Board, people management, and risk management, within an organizational

structure based on prudence and effective control. It must also safeguard the company's longevity from a long-term and sustainability-oriented perspective, incorporating economic, social, environmental and sound corporate governance aspects into business and operational planning.

The Board of Directors receives regular updates on the progress of sustainability initiatives and goals, as well as future challenges. When necessary, it deliberates on actions related to the management of sustainability impacts.



## Fiscal council

WEG's Fiscal Council is a collegiate body independent from the Executive Board and the Board of Directors. It operates on a non-permanent basis, has its own internal rules and is composed of three sitting members and three alternate members. It is responsible for overseeing the management of the company's business and financial accounts, as established by the Brazilian Corporation Law. For example, it monitors risk and contingency management related to tax, fiscal and administrative matters. The issues discussed by the Fiscal Council are reported to and monitored by the Board of Directors. The current composition of the Fiscal Council is as follows:

**Lucia Maria Martins Casasanta** - Sitting Member

**Patricia Valente Stierli** - Sitting Member

**Vanderlei Dominguez da Rosa** - Sitting Member (Chairman)

**Giuliano Barbato Wolf** - Alternate Member

**Paulo Roberto Franceschi** - Alternate Member

**Silvia Maura Rodrigues Pereira** - Alternate Member

**Election date:** April 29, 2025

Term of office: 1 year

Meetings in 2025: 5 meetings, with 100% attendance by members at all meetings.

## Statutory audit committee

WEG's Statutory Audit Committee is a non-statutory advisory body directly linked to the Board of Directors. It is responsible for monitoring the activities of the company's internal audit and internal controls areas. Its internal charter governs its operation and performance. The committee is composed of three independent members appointed by the Board of Directors, who may serve for a maximum of 10 consecutive years, with at least one member appointed from among the Independent Directors of the company's Board of Directors. The current composition of the Statutory Audit Committee is as follows:

**Dan Ioschpe** - Sitting Member (Coordinator)

**Douglas Conrado Stange** - Sitting Member

**Estela Maris Vieira de Souza** - Sitting Member

**Election date:** April 30, 2024

Term of office: 2 years

Meetings in 2025: 5 meetings, with 100% attendance by members at all meetings.

**LEARN MORE >**

**CLICK HERE** to learn more about the Company's governance structure.

## Executive Board of WEG S.A.

The Executive Board is currently composed of 12 members. All members of the Executive Board are elected and may be removed at any time by the Board of Directors. Each term of office is two years, with reelection permitted. Within the limits established by the Bylaws, the Executive Board holds broad and general management powers enabling it to perform all acts necessary for the regular operation of the company in pursuit of its corporate purpose. Active and passive representation of the Company, in or out of court, as well as the execution of all legal acts that create, modify or extinguish any rights and obligations, requires the joint signature of two Executive Officers, and the granting of powers of attorney with specific powers is authorized. In addition to the Executive Board, WEG has an Executive Committee composed of the following officers.

Starting in 2026, positions reporting directly to the Chief Executive Officer will be redesignated as Vice Presidencies, with some undergoing adjustments to their responsibilities and executive leadership.

### LEARN MORE >

[CLICK HERE](#) to learn more about the executive board.



**Alberto Kuba**  
Chief Executive Officer



**André Luís Rodrigues**  
Administrative and Financial  
Managing Director



**Carlos Diether Prinz**  
Managing Director of Transmission  
and Distribution



**Carlos José Bastos Grillo**  
Managing Director of Digital &  
Systems



**Daniel Marteleto Godinho**  
Sustainability and Corporate  
Affairs Director



**Elder Jurandir Stringari**  
Corporate International Director



**João Paulo Gualberto da Silva**  
Managing Director of Energy



**Juliano Saldanha Vargas**  
Human Resources Director



**Julio Cesar Ramires**  
Managing Director of Commercial  
and Appliance Motors



**Manfred Peter Johann**  
Managing Director of Automation &  
Systems



**Rodrigo Fumo Fernandes**  
Managing Director of Industrial  
Motors



**André Meneguete Salgueiro**  
Finance and Investor Relations  
Officer

Representative of the Statutory Executive Board who is not a member of the Executive Committee

## Remuneration GRI 2-20

### POLICY

WEG’s remuneration policy for its management aims to attract and retain qualified professionals with competencies and profiles aligned with the characteristics and needs of the business. The policy defines the structure and responsibilities for determining the fixed and variable remuneration of the Board of Directors, the Fiscal Council and the Statutory Executive Board. The fixed remuneration of the Board of Directors, the Fiscal Council and the Statutory Executive Officers is determined based on up-to-date compensation surveys conducted by consulting firms recognized among the most reputable in the market, with extensive databases and global coverage. The remuneration positioning sought in these surveys is defined according to business sector, executive position, functional scope and other specific factors applicable to the relevant profile, thereby ensuring that defined remuneration is aligned with market practices. The company’s remuneration policy must be reviewed by the Board of Directors at least every three years.

- **Board of Directors and Executive Board:** Remuneration aims to compensate each member for their contribution to the continuity and development of the organizational businesses under their responsibility, as well as for the results and performance achieved by the company.
- **Statutory Audit Committee:** Remuneration aims to provide fees to members for their contribution and responsibilities performed in the position, considering their duties. There is no variable compensation for the Statutory Audit Committee.
- **Fiscal Council:** Remuneration aims to compensate each member for the performance of their legal and statutory duties. There is no variable remuneration for the Fiscal Council. Management remuneration is approved annually at the Annual General Meeting.

[LEARN MORE >](#)

[CLICK HERE](#) to view the voting results in the detailed final voting map.

	FIXED REMUNERATION	VARIABLE REMUNERATION	LONG-TERM INCENTIVE PLAN (LTIP)
<b>Board of Directors</b>	X	X	
<b>Executive Board</b>	X	X	X
<b>Audit Committee</b>	X		
<b>Fiscal Council</b>	X		



### FIXED REMUNERATION

Fixed compensation, as well as the benefits offered by the company, follows market practices and considers individual performance and other factors such as executive potential, specific skills, experience in the role and retention risks. In determining the individual monthly amount to be paid, the company considers responsibilities, time dedicated to duties, competence and professional reputation, as well as the market benchmark value for such services. Compensation is aligned with the Organization’s strategic direction. Periodically, the company conducts remuneration surveys through specialized firms, selecting samples of companies that reflect similarities with WEG in terms of size, sector of activity, presence in the various markets in which it operates, and consistent and comparable remuneration philosophy. Members of the Board of Directors and the Executive Board receive fixed remuneration, within the limits approved by the General Meeting, established in accordance with applicable legislation, by law provisions and market standards.

The remuneration of Fiscal Council members complies with paragraph 3 of Article 162 of Law No. 6,404/1976 and is established by the General Meeting that elects them, based on a proposal from the Board of Directors. Members of the Audit Committee receive fixed remuneration, consisting of monthly fees set at a Board of Directors meeting, to ensure compatibility between the function and the remuneration paid.

### VARIABLE REMUNERATION

Variable remuneration consists of performance bonuses linked to the achievement of annual targets established by the Board of Directors. Validation of the plans and the amounts to be distributed is carried out by the Board of Directors, subject to the limits approved at the Shareholders' Meeting. Also subject to the limits approved by the Shareholders' Meeting, plans validated by the Board of Directors may defer payment of part of the amount due to management in a given fiscal year for cash payment in subsequent fiscal years. The deferred portion is subject to positive or negative variation in the company's share market price over the period, seeking better alignment between executives and shareholders. Amounts deferred during the term of office of a manager will be calculated and paid upon their termination, at any time or for any reason. This deferral mechanism is distinct from the company's LTIP.

Members of the Board of Directors and the Statutory Executive Board receive variable remuneration related to the achievement of performance targets and indicators. The performance bonus is calculated based on net income, up to a percentage of 2.5% thereof, provided that minimum operational performance targets are achieved. The main performance targets refer to:

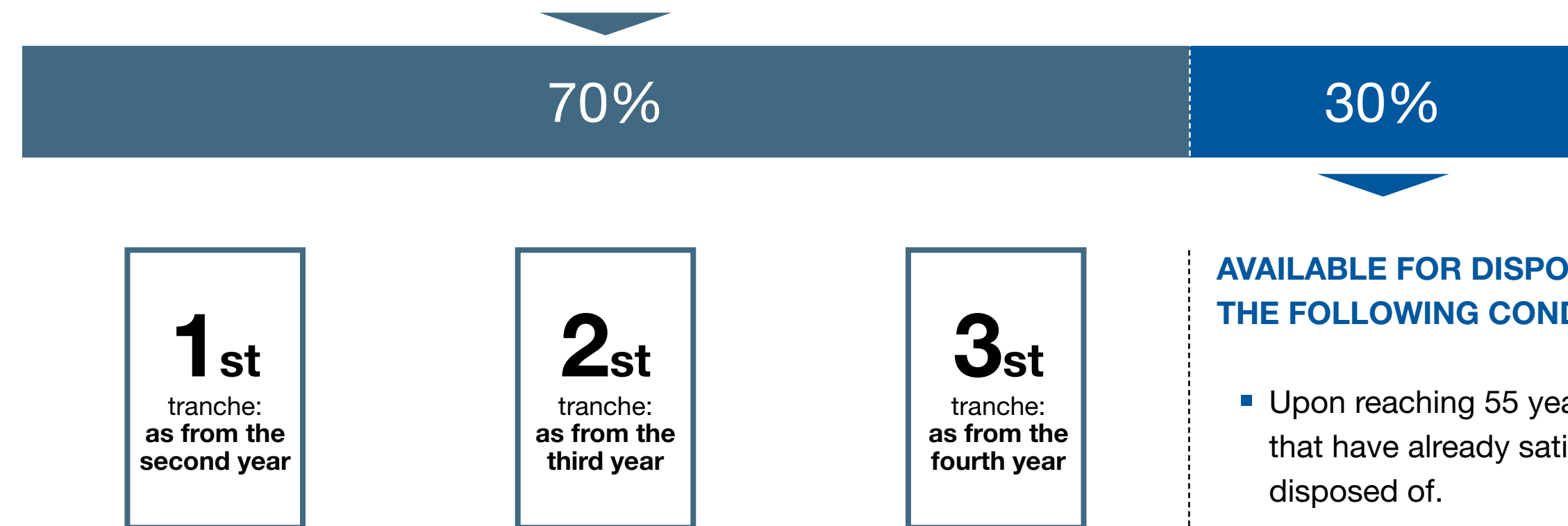
- Return on Invested Capital and EBITDA margin growth;
- Sales growth;
- Targets linked to employee health and safety performance indicators;
- Reduction of Greenhouse Gas (GHG) emissions.

### LONG-TERM INCENTIVE PLAN (LTIP) GRI 2-19

The company's management also receives share-based compensation under the Long-Term Incentive Plan (LTIP), linked to the achievement of targets. By encouraging managers to become long-term shareholders, this mechanism contributes to aligning their sustainability-related interests with those of the company's other shareholders. For the application of the LTIP each year, and the consequent grant of shares, it is an essential condition that the company achieve the minimum Return on Invested Capital threshold. The operational performance targets established by the Board of Directors refer to Return on Invested Capital and EBITDA Growth. Share-based compensation is provided for in the company's bylaws, and the maximum number of shares that may be granted under share-based plans is limited to 2% of the total shares representing the company's share capital.

#### SHARES GRANTED

Delivered at an initial moment, but divided into three tranches:









#### AVAILABLE FOR DISPOSAL UNDER THE FOLLOWING CONDITIONS:

- Upon reaching 55 years of age, **50%** of the total shares that have already satisfied the vesting period may be disposed of.
- The remaining **50%** will be released upon the occurrence of a special termination event before reaching 55 years of age—the release shall be in full.

### Target program

WEG’s annual target program, known as PWQP – WEG Quality and Productivity Program, was established in 1991 and serves as a solid and consistent instrument for the execution of tasks related to quality and productivity across all areas. Objectives and targets are defined, engaging employees in the pursuit of continuous improvement and sustainable growth. PWQP comprises the following subprograms:

	Environmental Program		Continuous Improvement Program		Occupational Health and Safety Program
	Annual Standardization Program		Technological Development Program		Specific Target Program

#### TARGET CATEGORIES: FINANCIAL AND NON-FINANCIAL

Targets are classified as either financial or non-financial, according to the definitions provided by each department and subject to approval by senior management, characterized as follows:

- **Financial targets:** Correspond to departmental targets used in the Profit Sharing Program (PLR) for employees. Scores are assigned to these targets, and their weighted average determines the amount of profit to be distributed proportionally among departments. Each department’s financial targets are approved by the Vice President of the respective business unit.
- **Non-financial targets:** Correspond to targets focused on monitoring proposed improvements and, although fundamental to enhancing quality, productivity and continuous improvement, they are not included in the calculation of the weighted average used for profit distribution. Non-financial targets are approved by the Directors of the respective unit.

#### TARGET CLASSIFICATION: ESG

Targets registered in PWQP are classified under environmental, social and/or governance categories. In order to support departments in this classification, examples of ESG-related targets corresponding to each of the six subprograms are provided, ensuring greater clarity and strategic alignment.

In PWQP 2025, the following results were achieved:

### Environmental Targets:

# 377

targets achieved

### Social Targets:

# 364

targets achieved

### Governance Targets:

# 2,662

targets achieved



## Risk management GRI 2-13

The Company's risk management process is aligned with its strategic objectives and aims to support improved scenario assessment and decision-making. It is based on the WEG Risk Management Policy, revised in 2025. The policy encompasses the stages of risk identification, analysis and treatment, as well as the roles and responsibilities that form the governance structure of the process. The concept of lines of defense underpins WEG's risk governance model, which seeks to establish a more robust and efficient process, considering international standards such as ISO 31000 and COSO ERM 2017.

Risk assessment is conducted every two years with the involvement of all company executives in the analysis and classification of risks into six categories:

- 1. External:** Risks arising from external processes or actions beyond WEG's control that may cause direct or indirect impacts.
- 2. Strategic:** The ability to anticipate, protect against or adapt to changes that may affect WEG's strategic direction.
- 3. Financial:** WEG's ability to obtain or preserve financial resources.
- 4. People:** WEG's ability to attract, develop and retain human resources, as well as risks related to employee health and safety.
- 5. Compliance & Governance:** WEG's ability to conduct its activities in accordance with policies, internal control rules, laws and regulations, and to protect itself against fraud.
- 6. Operational:** The ability to use available resources effectively and efficiently, ensuring the proper functioning of the operational chain and the correct operation of its Information Technology systems and infrastructure.

The resulting risk matrix, as well as the prioritization of the most relevant risks, is monitored by the Executive Board and the Board of Directors. This process enables ongoing discussion of key risks, including matters addressed annually in the company's committees, contributing to the strengthening of a risk prevention culture aligned with the company's long-term strategy.

In addition, as an integral part of this process, continuous training initiatives are promoted for those responsible for risk management. These training sessions, delivered both in person and online, aim to enhance understanding of concepts, applied methodologies and assigned responsibilities, reinforcing the dissemination of risk culture and promoting greater engagement in corporate risk management.

## CLIMATE RISK MANAGEMENT

Climate risk management is integrated into the corporate risk management process. Governance of this process follows the company's management model, ensuring clear structure and responsibilities. Assessments focus on own operations and consider different time horizons—short, medium and long term—to provide a comprehensive view of potential climate-related impacts.

As part of this process, resilience analyses are conducted based on different climate scenarios, allowing the assessment of operational exposure and the identification of potential vulnerabilities arising from extreme events and climate change. These assessments support risk prioritization and the definition of strategic mitigation actions, contributing to strengthening the organization's adaptive capacity in the face of climate-related transformations.



## Ethics and integrity

Ethics and integrity have been pillars of WEG’s culture since its foundation and are intrinsically linked to its governance and respect for the rights of all stakeholders. These values are decisive in fostering a harmonious environment, promoting employee development and generating value, thereby ensuring continuous and sustainable development. Aware of the challenges inherent in a global operation spanning different legal systems and political and socioeconomic contexts, WEG recognizes the importance of a robust and adaptable management system. Accordingly, the company continuously invests in improving its compliance and integrity structure, establishing policies, processes and practices that ensure the global implementation of the company’s Integrity Program.

### Integrity program

The WEG Group Integrity Program consolidates guidelines, controls and responsibilities to ensure compliance with internal rules, including the WEG Code of Ethics, the WEG Code of Ethics for Suppliers, the Anti-Corruption Policy and other applicable policies and legal requirements. It is structured based on continuous risk assessment and aligned with international governance best practices, with global application.

The Program establishes measures for the prevention, detection and remediation of misconduct, fraud and unlawful acts through continuous monitoring, audits, periodic training and an independent whistleblowing channel. Its predictive approach identifies and mitigates risks prior to their materialization, reinforces the effectiveness of internal controls and strengthens business integrity and sustainability by promoting coordinated action among governance bodies and designated responsible parties, as well as continuous improvement of the Program.



[LEARN MORE >](#)

[CLICK HERE](#) to learn more about the Integrity Program.

## Prevention and fight against corruption



WEG periodically updates its Anti-Corruption and Prevention of Corruption and Other Unlawful Acts Policy (“Policy”), reinforcing its commitment to best practices and the conduct established in the WEG Code of Ethics. The Policy aims to prevent and combat corruption and other unlawful acts, detect and remedy misconduct, fraud, irregularities and illegal acts against public administration, suppliers, customers and other stakeholders, and to encourage reporting of non-compliance. Its scope extends to WEG S.A. and all its subsidiaries, consolidating the company’s guidelines into a set of internal integrity,

audit, prevention and anti-corruption mechanisms. The Policy applies to all management members and employees of the WEG Group, as well as suppliers, customers, commercial representatives, distributors, agents and other authorized third parties acting on behalf of or for the benefit of WEG, with global reach.

Responsibility for monitoring the Anti-Corruption Policy at WEG is distributed among several departments, ensuring effectiveness and independence. The Corporate Legal and Compliance Department is primarily responsible for monitoring the implementation of the Integrity Program, which includes the Anti-Corruption Policy, and for annually reporting to the Audit Committee and Senior Management. The Internal Audit Department, acting independently, is responsible for managing the Whistleblowing Channel and investigating suspected or actual violations of conduct. Additionally, the Corporate Governance, Controls and International Tax Department performs annual evaluations of the controls that ensure the implementation of the Integrity Program. All these activities are overseen by the Audit Committee and the Board of Directors of WEG S.A.

[LEARN MORE >](#)

[CLICK HERE](#) to learn more about the Policy.

## Integrity risk assessment

WEG has established the WEG Group Integrity Risk Management Standard, aligned with its Risk Management Policy, with the purpose of enhancing the identification, assessment, treatment and monitoring of integrity-related risks. The process, conducted on a biennial cycle, ensures the prioritization of mitigating actions through standardized methodologies and analytical tools (risk matrices and heatmaps), strengthening governance, decision-making and the protection of the organization’s ethical principles.

To mitigate corruption risks, periodic integrity training sessions and communications are also conducted for employees at all hierarchical levels.

Contracts with customers, suppliers, financial institutions, commercial representatives, technical service providers, consultants and any other business partners—including consortium agreements for the supply of goods or services—include business integrity clauses under which the parties undertake that commercial negotiations shall occur under usual market conditions and in accordance with the principles of good faith.

No personal advantage, bribery, extortion or improper donation is permitted, and the parties are required to comply with applicable anti-corruption regulations. Additionally, it is provided that, should any act contrary to the integrity clause be proven—whether committed by the contracting party, its management, employees or representatives—full legal liability shall apply, ensuring due process.

## Adherence to the supplier code of ethics

WEG reaffirms its commitment to ethics, integrity, and responsibility in its relationships with stakeholders daily. To ensure that its supply chain is aligned with corporate values, the company adopts a formal procedure for the implementation of the WEG Supplier Code of Ethics, which guides and formalizes the expected ethical conduct throughout the entire commercial relationship, strengthening a secure, transparent, and sustainable supply network.

Adherence to the WEG Supplier Code of Ethics is monitored across all company units globally. In 2025, more than 700 suppliers confirmed their commitment to the ethical practices that guide WEG’s operations by signing the Code of Ethics Adherence Agreement.

To formalize awareness of the Anti-Corruption Policy, the following individuals must acknowledge and confirm their understanding of the policy, at a minimum:

- Officers.
- Non-statutory directors.
- Fiscal Council members (when installed).
- Members of independent advisory bodies.
- Managers.
- Employees who interact with public administration.
- Other stakeholders.

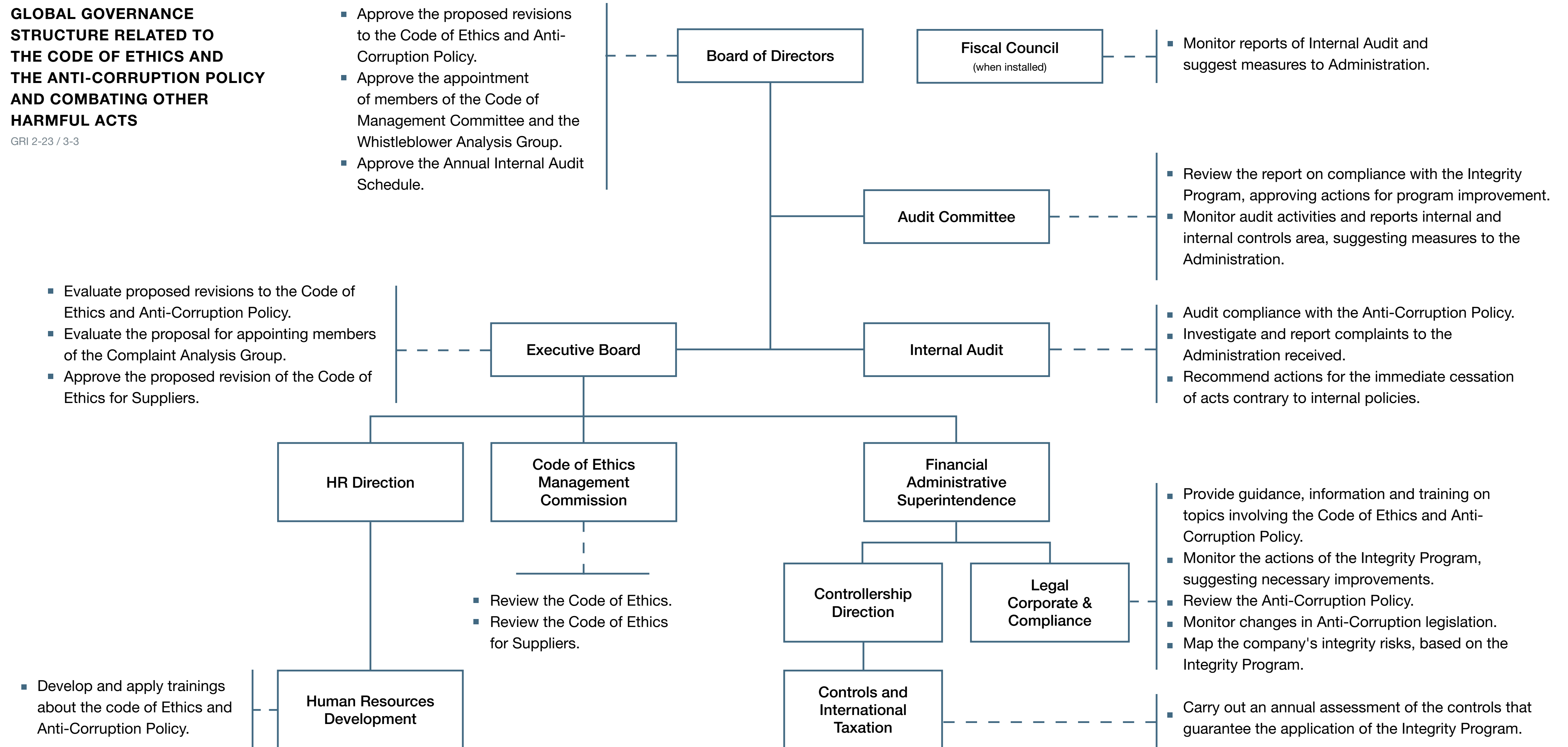


## Confirmed incidents, fines, penalties or settlements related to corruption GRI 205-3

There were no confirmed cases of corruption involving or related to the company during the reporting period. Therefore, no employee was subject to disciplinary action or dismissal for non-compliance with the Anti-Corruption Policy and Combating Other Harmful Acts.

**GLOBAL GOVERNANCE  
STRUCTURE RELATED TO  
THE CODE OF ETHICS AND  
THE ANTI-CORRUPTION POLICY  
AND COMBATING OTHER  
HARMFUL ACTS**

GRI 2-23 / 3-3



## Code of ethics

Sustainable growth depends fundamentally on ethically sound conduct in the relationship between stakeholders.

In addition to its Code of Ethics, WEG respects the laws and local cultures of each country in which it operates, as well as the United Nations Universal Declaration of Human Rights and the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work. The WEG Code of Ethics sets forth the expected conduct of employees, managers, and officers in the performance of their duties across all WEG Group units worldwide.

The Code of Ethics covers the following topics: Child and adolescent sexual abuse and exploitation; Adult and child labor exploitation; Discrimination and harassment; Conflicts of interest; Environment; Health and safety; Corruption, bribery, and fraud; Money laundering; Antitrust and anti-competitive practices; Misuse of insider information; Confidentiality of information; and the Whistleblowing Channel.

The Code of Ethics is publicly available in an open-access area on the company's website.

**LEARN MORE >**

**CLICK HERE** to access The Code of Ethics.



### Development and approval GRI 2-23

During the development process of the Code of Ethics, representatives from all hierarchical levels of the company are involved, ensuring a broad, integrated, and diverse perspective. The Code of Ethics Management Committee coordinates the process, while the Board of Directors and the Executive Board are responsible for its approval.

Formal adherence (through a signed statement or another formal method) is required from all employees and officers at the time of hiring or election. Whenever the Code is updated, all employees, managers, and officers must reaffirm their adherence.

## Governance of the code of ethics

The Code of Ethics provides for the existence of an Ethics Committee, responsible for:

- a)** Interpreting the Code of Ethics in cases of doubt, with the purpose of harmonizing understanding, preventing ambiguities in its application, and consolidating WEG's culture.
- b)** Periodically reviewing and, when necessary, updating the Code of Ethics in light of its practical application and ethical developments in society and within the company.
- c)** Verifying and reporting to management on the application of the Code of Ethics.
- d)** Deliberating on the resources required to ensure the implementation of the Code.

The Code of Ethics provides for, and the company conducts, periodic training for new hires — including part-time employees — addressing topics such as anti-corruption, human rights, and the environment, among others. It also reinforces the application of the Code of Ethics among employees, managers, and officers. Improvements are currently underway to enhance the control and monitoring system for ethics training conducted with temporary workers and third parties.

### Whistleblower channel GRI 2-25 / 2-26

The whistleblowing channel is an important tool that reinforces WEG's Integrity Program, supporting the alignment of the company's conduct with its values and principles, internal rules, and applicable laws

and societal standards.

The channel is outsourced and covers the entire company, providing:

- A formal structure to receive, oversee, and process reports.
- Supervision and mitigation of risks arising from reported matters.
- Availability of the channel to suppliers, customers, and other stakeholders.
- An independent direct line (hotline), available 24 hours a day, seven days a week.
- The possibility to submit reports in nine languages: Portuguese, English, Spanish, Mandarin, German, Italian, French, Turkish, and Dutch.
- The option to report anonymously.

The company ensures the confidentiality of the information provided and guarantees that there will be no retaliation against whistleblowers. The channel is available to employees, business partners, the community, and the general public 24 hours a day, seven days a week. Through it, it is possible to:

- a)** Clarify doubts regarding the meaning, intent, or application of the Code of Ethics.
- b)** Submit reports or complaints.
- c)** Check the status of the verification procedure and the final opinion regarding a report.

**LEARN MORE >**

**CLICK HERE** to access the WEG whistleblowing channel.

## Audit

Internal Audit has autonomy to initiate investigative procedures regarding reports received through the Whistleblowing Channel or by any other means, verify the facts, and issue an opinion stating whether or not there has been a violation of the Code of Ethics.

With the objective of verifying ethical standards across the entire WEG Group, the Board of Directors of WEG S.A. approved that each WEG unit worldwide will have ethics as an audit topic, to be reviewed by Internal Audit in triennial cycles.

In 2025, units in Brazil, Germany, Argentina, Australia, Austria, China, Ecuador, Spain, the United States, France, Italy, Peru, Poland, and Portugal were audited.



## Investigation, disciplinary measures, transparency

All complaints and reports received are assessed by a collegiate body appointed by the Board of Directors of WEG S.A., known as the Report Analysis Group, which conducts investigations under the coordination of WEG’s Internal Audit Department, which operates independently in the performance of its activities.

For substantiated complaints involving employment relationships—such as discrimination and harassment—disciplinary measures are applied ranging from verbal warnings to termination of employment, depending on the severity of the occurrence. For substantiated complaints involving other stakeholders, corrective actions are applied in accordance with the company’s practices.

## Supervision and transparency

The Board of Directors and the Audit Committee are responsible for monitoring the results of the Whistleblowing Channel, ensuring its effectiveness.

Every six months, the management reports on violations of the Code of Ethics, based on detailed reports presented by Internal Audit, which include indicators and the actions taken.

The company provides accountability to internal and external stakeholders by disclosing statistical data and information on the effectiveness of the channel.

## INDICATORS RELATED TO THE CODE OF ETHICS GRI 2-16 / 2-25 / 205-3

### REPORTS VS. NUMBER OF EMPLOYEES

	2023	2024	2025
<b>Number of employees</b>	40,793	47,529	49,258
<b>% of substantiated reports per employee</b>	0.4%	0.4%	0.6%

### SUBSTANTIATED REPORTS

	2023	2024	2025
<b>Working relationship and organizational climate</b>	47	80	147
<b>Discrimination and harassment</b>	59	45	38
<b>Internal Policies and Regulations or Legislation</b>	36	35	53
<b>Relationship with stakeholders</b>	10	11	10
<b>Fraud and theft</b>	5	6	10
<b>Corruption and bribery</b>	0	0	0
<b>Customer privacy data</b>	0	0	0
<b>Conflict of interest</b>	0	10	20
<b>Money laundering or insider trading</b>	0	0	0
<b>Others</b>	1	3	12
<b>TOTAL</b>	<b>158</b>	<b>190</b>	<b>290</b>



## Continuous employee development

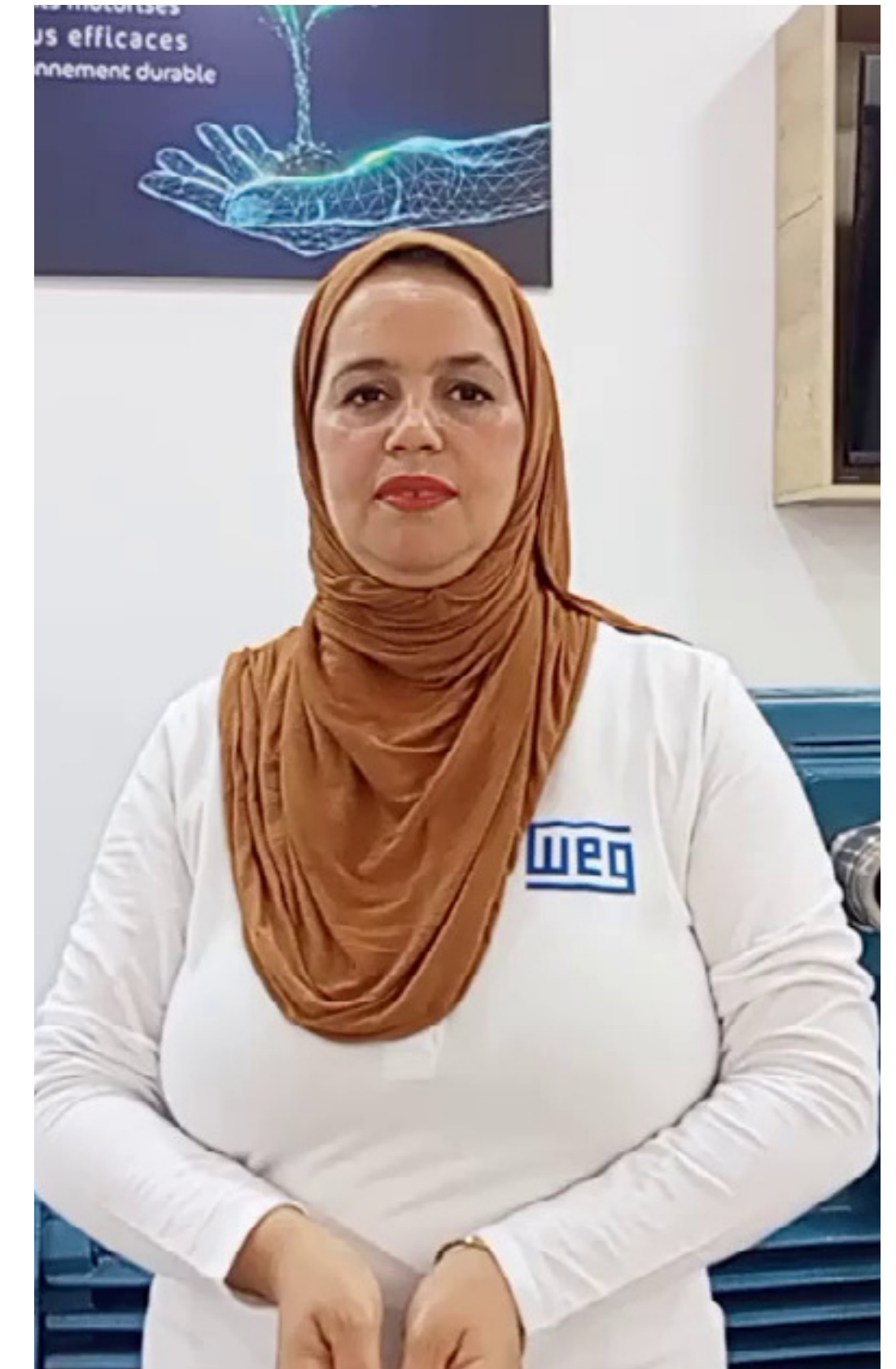
### Training on the anti-corruption policy and other wrongful acts for strategic areas

WEG maintains structured and periodic training on the Anti-Corruption Policy and the Prevention of Other Wrongful Acts, covering ethics and integrity topics and directed to officers, members of the Fiscal Council, managers, and employees. The training has global scope and is available in Portuguese, English, Spanish, German, French, Italian, and Mandarin. It is mandatory upon hiring, conducted on a cycle not exceeding two years, and whenever the document is revised.

### Training for new employees on the code of ethics

Upon hiring, new employees participate in training covering the topics set out in the Code of Ethics, which encompasses human rights and is designed to be accessible and clearly understood. Each employee receives a copy of the Code and is required to sign a commitment term, in addition to completing e-learning training.

WEG seeks to raise awareness among its employees regarding the importance of the topics addressed in the Code of Ethics through internal communication initiatives.



In 2025, over **35,000** employees received training on the WEG Code of Ethics and the Anti-Corruption and Prevention of Other Unlawful Acts Policy.

# Institutional Relations

## Participation in trade associations and political influence

WEG's participation in trade associations aims to promote discussion on topics of collective interest that may, directly or indirectly, affect the company's areas of operation, with emphasis on sectors that contribute to the global energy transition, including energy efficiency, renewable energy, and electric mobility.

WEG is a member of more than 40 industry associations in Brazil and over 100 internationally. This broad participation is justified by the company's geographical reach and the diversity of its businesses. Among the topics addressed, the most prominent are discussions on technical matters and public policies, as well as issues related to the local communities where WEG operates.

**For reference, below are some examples of trade associations WEG is affiliated with:**

GRI 2-28

- **ABDIB** - Brazilian Association of Infrastructure and Basic Industries
- **ABEEÓLICA** - Brazilian Wind Energy Association
- **ABIMAQ** - Brazilian Machinery and Equipment Industry Association
- **ABINEE** - Brazilian Electrical and Electronics Industry Association
- **ABNT** - Brazilian Association of Technical Standards
- **ABRAFATI** - Brazilian Paint Manufacturers Association
- **ABRASCA** - Brazilian Association of Public Held Corporations
- **ABSOLAR** - Brazilian Photovoltaic Solar Energy Association
- **ABVE** - Brazilian Electric Vehicle Association
- **AEDyR** - Spanish Association for Desalination and Reuse

- **AMCHAM Brasil** - American Chamber of Commerce for Brazil
- **ANICA** - National Association of Lift Component Industries (Italy)
- **ANIMEE** - Portuguese Association of Electrical and Electronic Companies
- **ANPEI** - Brazilian Association for Research and Development of Innovative Companies
- **CANAMEmx** - Mexican National Chamber of Electrical Manufacturing
- **COBEI** - Brazilian Committee for Electricity, Electronics, Lighting, and Telecommunications
- **COGEN** - Brazilian Association for the Cogeneration of Energy
- **EMOSAD** - Society of Electric Motor Manufacturers
- **IEDI** - Institute for Industrial Development Studies
- **IEEMA** - Indian Electrical & Electronics Manufacturers Association
- **NEMA** - National Electrical Manufacturers Association of USA
- **P&D BRASIL** - Association of Companies for National Technological Development and Innovation
- **SAWEA** - South African Wind Energy Association
- **SINDIPEÇAS** - National Union of the Automotive Parts Industry
- **SMEMS** - Small & Medium Electric Machine

Sub Association of China Electrical Equipment Industrial Association

- **ZVEI** - German Electrical and Electronic Manufacturers' Association V

These industry associations represent their respective sectors at an institutional level, promoting coordination and positioning with political and economic institutions on matters of collective interest. The associations have several working groups composed of their member companies, which act to define priorities in terms of public policies and to develop advocacy strategies with policymakers and other stakeholders.



Gravataí - Brazil



## WEG compliance policy for trade associations in Brazil GRI 2-23

The WEG Compliance Policy for Trade Associations in Brazil establishes guidelines for trade associations and for WEG employees who represent the company before such entities. With respect to trade associations, there is an internal procedure that provides for a thorough assessment process, particularly in cases of new memberships or withdrawals.

The procedure for new memberships requires a due diligence assessment conducted by WEG's Legal & Compliance Department, followed by submission of the matter to an internal multidisciplinary Committee composed of Directors and Managers. The aspects evaluated include, among others: verification of outstanding tax and legal matters; analysis of the Compliance Policy and Code of Ethics to assess alignment with WEG's practices; review of annual accountability reports and financial statements; evaluation of the list of the association's officers; and execution of WEG's Integrity Statement.

With regard to employees representing the company before trade associations, guidance is provided concerning expected conduct, including: obtaining prior authorization from WEG to act as its representative; restricting discussions within trade associations to matters of collective interest, such as economic, tax, scientific, structural regulations and standards of the industry; refraining from addressing confidential and sensitive matters in meetings, events, or informal conversations that could influence WEG's or third parties' commercial or strategic decisions; and maintaining an ethical posture at all times, in accordance with the WEG Code of Ethics.



## Assessment of trade associations in Brazil

WEG conducts an internal assessment process of trade associations every two years. The process involves employees who represent the company before such entities and consists of completing a survey designed to identify aspects related to the association in question, such as: the entity's governance structure; whether its level of professionalism aligns with best practices; the structure and quality of its communication channels with various audiences (society at large, opinion leaders, specialized media, etc.); and recognition by governmental authorities. Additionally, several aspects related to WEG's participation in and alignment with the association are evaluated.

At the conclusion of the process, the assessment results and recommended actions must be approved by an Internal Technical Committee composed of representatives from the Corporate area and the business units.

## Donations to political candidates or parties GRI 2-23

WEG maintains a nonpartisan stance, and donations to political candidates or political parties are discouraged, whether in Brazil — where such donations are prohibited by law — or in its foreign units. In recent years, including 2025, WEG declares that no donations were made to political candidates or political parties, either in Brazil or abroad.

## Relationship with public officials

Interactions between WEG employees and public officials must be conducted ethically, with integrity, cooperation, and transparency, and in accordance with applicable laws, regulations, and best practices.



### Mapping of politically exposed persons

WEG has established a procedure for the annual mapping of relationships with public officials involving Board members, officers, and other individuals holding leadership positions within the company. The purpose of this mapping is to identify and mitigate potential conflicts of interest in the company's activities, particularly in interactions with Public Administration, reinforcing transparency and the commitment to integrity and ethical conduct.

### Institutional participation and engagement in technical and industry associations

WEG provides ongoing support to business associations, technical entities, and nonprofit organizations focused on industrial and regulatory development. This support includes contributions, membership fees, and institutional participation, reflecting the company's commitment to robust business environments and responsible governance practices.

## Participation in the UN Global Compact

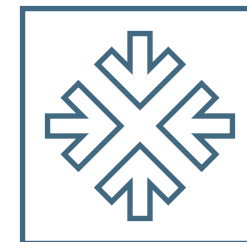
The United Nations Global Compact is the world's largest corporate sustainability initiative and encourages companies to align their strategies and operations with ten universal principles related to human rights, labor, the environment, and anti-corruption. WEG is aligned with these principles and, as a signatory, works continuously to align its strategy and operations accordingly. This commitment also reaffirms WEG's alignment with the Sustainable Development Goals (SDGs). WEG participates in the following platforms: Climate Action, Human Rights Action, and Anti-Corruption Action.



### Human rights

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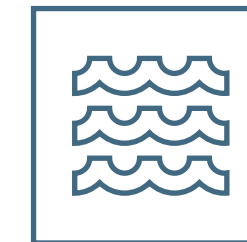
- 1.** The companies should support and respect the protection of internationally proclaimed human rights.
- 2.** Make sure that they do not take part in the violation of such rights.



### Labor

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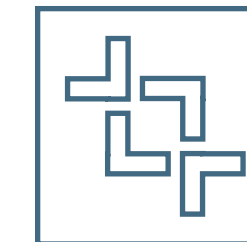
- 3.** The companies should uphold the freedom of association and the effective recognition of the right to collective bargaining.
- 4.** Support the elimination of all forms of forced or compulsory labor.
- 5.** Support the effective abolition of child labor.
- 6.** Eliminate discrimination at work.



### Environment

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- 7.** The companies should support a preventive approach to environmental challenges.
- 8.** Undertake initiatives to promote greater environmental responsibility.
- 9.** Encourage the development and dissemination of environmentally friendly technologies.



### Anti-Corruption

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- 10.** The companies should fight corruption in all its forms, including extortion and bribery.

# Cybersecurity and industrial data protection

WEG reaffirms its commitment to safeguarding the data of its employees and stakeholders by adopting robust practices aligned with personal data privacy regulations. To this end, it maintains a Data Privacy Policy describing in detail how data are collected and used, always guided by applicable laws and regulations. In addition, the company implements internal procedures that establish rules and guidelines to ensure IT Information Security, aimed at safeguarding:

- **Availability**, ensuring that information is accessible when required;
- **Integrity**, ensuring that the data are not improperly altered;
- **Confidentiality**, protecting access to sensitive information.

This framework includes policies, processes, advanced technologies, and a solid strategy for responding to cybersecurity incidents and attacks. WEG's Security Operations Center (SOC) is managed by a specialized third-party company responsible for continuous monitoring and first-level cybersecurity incident response. Upon identifying abnormal events, the SOC escalates the matter to WEG's Blue Team—the Security Incident Response Team (SIRT)—which conducts in-depth investigations and implements necessary risk mitigation measures. Employees are instructed to act proactively upon identifying security incidents or potential risk

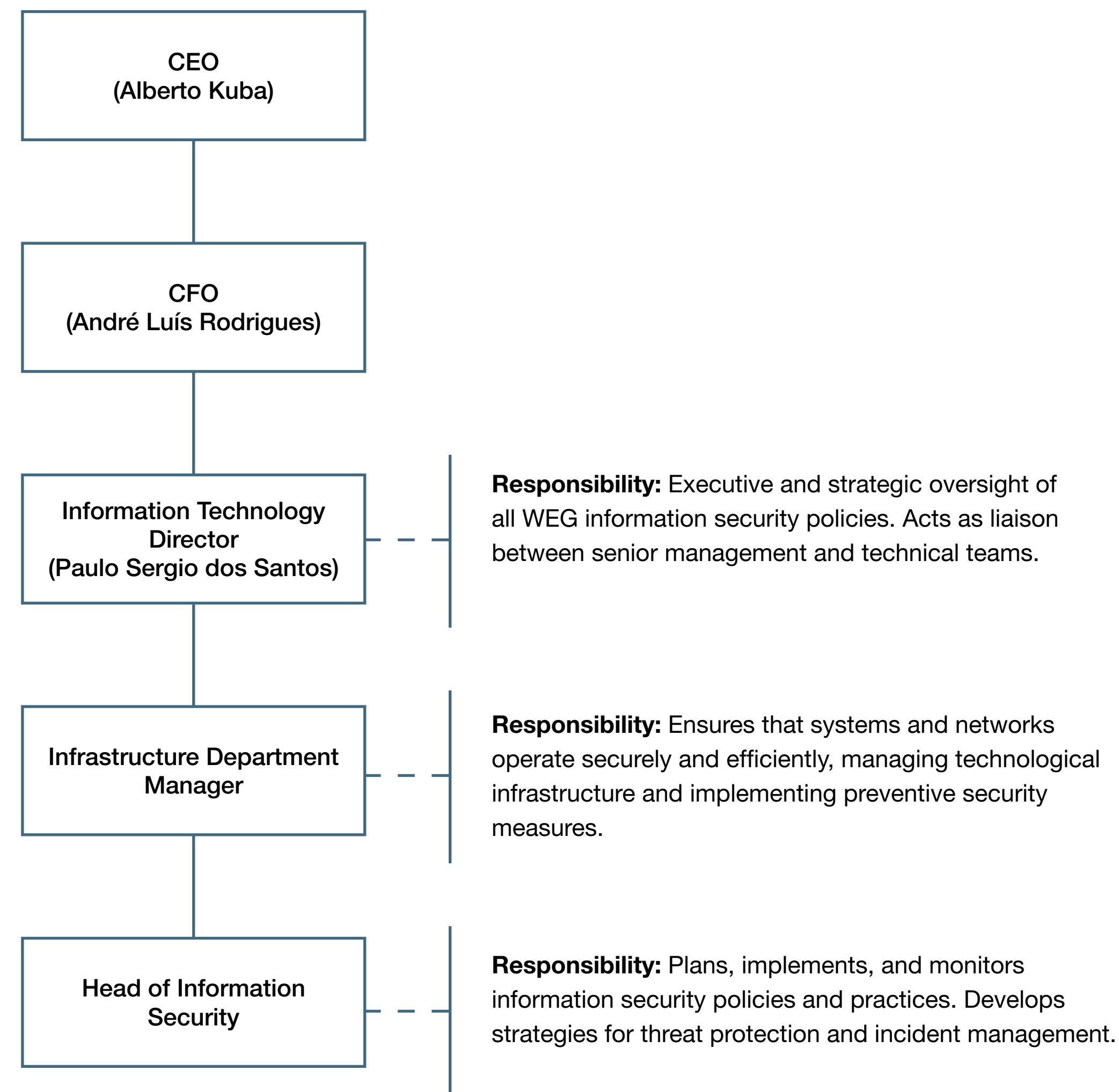
scenarios. In such cases, they must immediately report to their direct supervisor or use the following dedicated channels:

Code of Ethics Whistleblowing Channel: [CLICK HERE TO ACCESS](#)  
 Information security incident reporting channel: [soc@weg.net](mailto:soc@weg.net)  
 Spam reporting channel: [spam@weg.net](mailto:spam@weg.net)

## Information Security Governance

WEG adopts a structured and strategic governance framework for information security, ensuring protection against threats and regulatory compliance. Governance is directly overseen by an executive-level officer — WEG's Information Technology Director — who reports directly to the company's CFO. This executive oversight reflects WEG's commitment to treating information security as a fundamental operational pillar.

The Information security governance structure at WEG is shown alongside, detailing the responsibilities of each level:

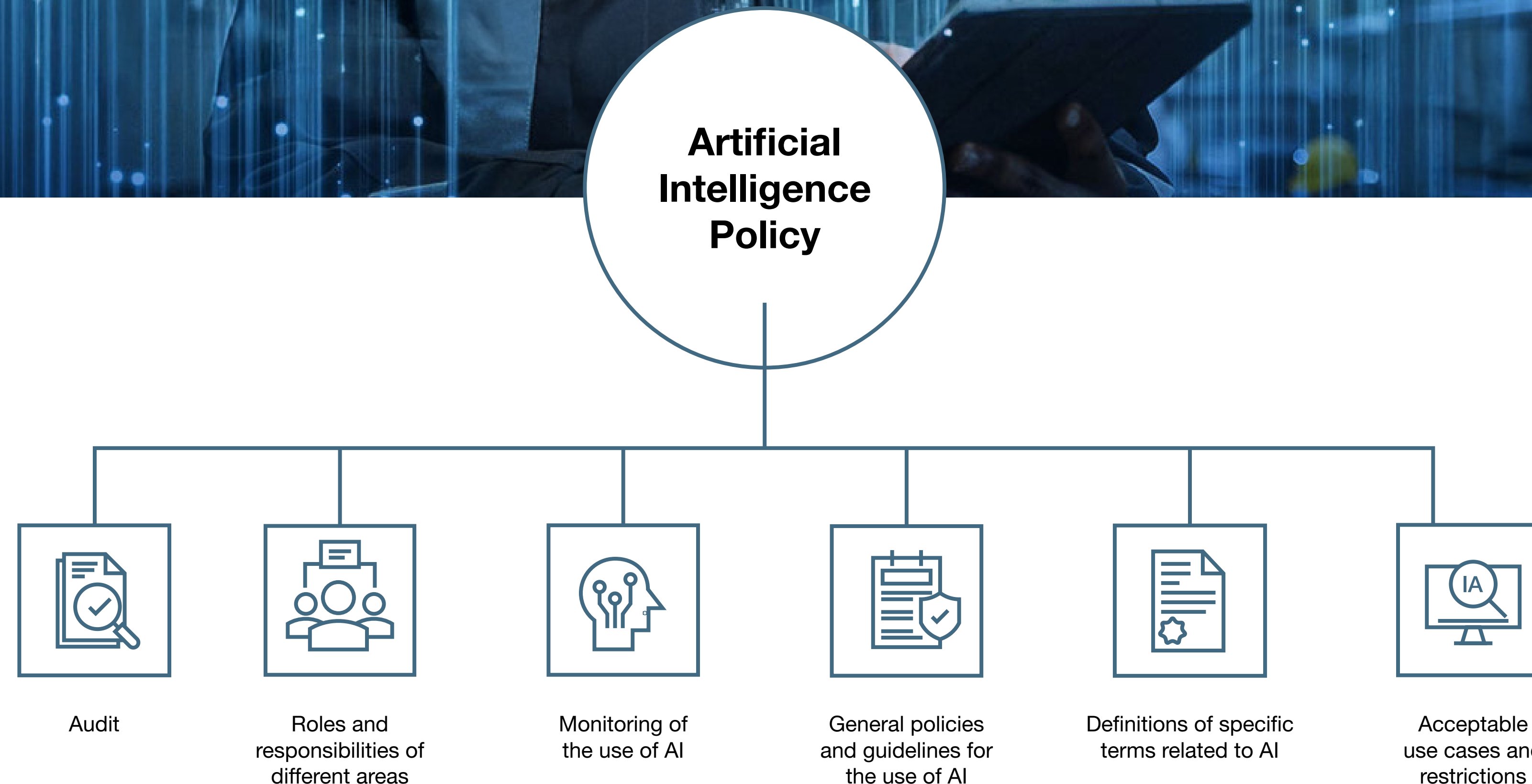


## Artificial intelligence (AI)

WEG's Artificial Intelligence Policy has global scope and establishes guidelines for the lawful, ethical, and responsible use of AI technologies within the WEG Group. It sets limits and directives for ethical AI usage, specifies actions and procedures employees must follow to ensure proper use, and defines roles and responsibilities related to artificial intelligence, according to the graphical representation below:

### AI governance

- **AI Committee:** Composed of executives, responsible for managing strategy, approving projects, and monitoring the deployment of AI initiatives at WEG.
- **AI CoE (AI Center of Excellence):** Central hub led by the IT Directorate.
- **Business Units AI Team and Corporate:** Units within the Business Units responsible for projects execution and integration of practices with the AICoE.



# Indicators

## INFORMATION SECURITY AWARENESS AND TRAINING

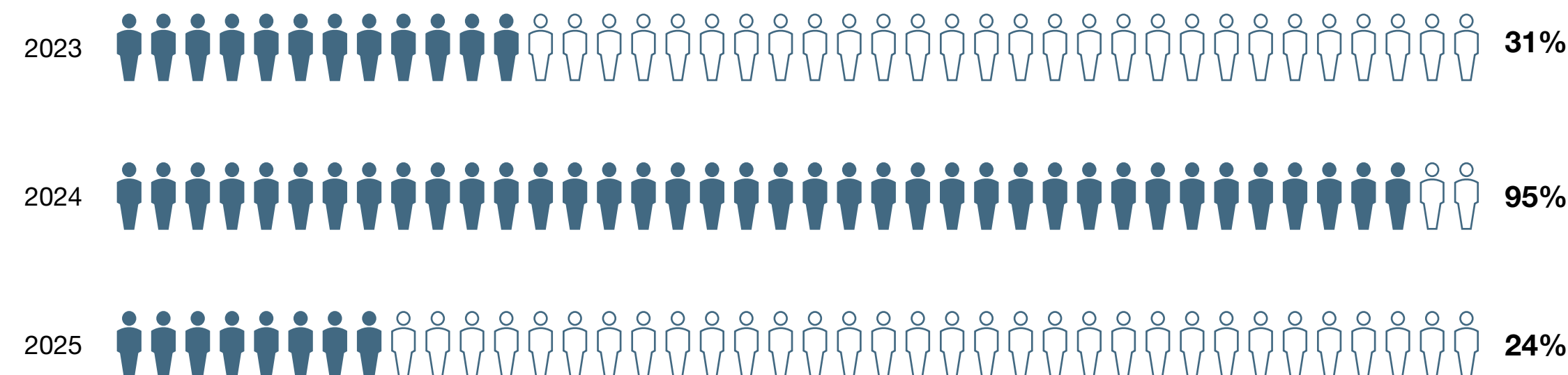
To prevent breaches and enhance awareness, WEG provides information security training to all employees. The training covers:

- 1** **Security best practices:** How to identify threats and protect sensitive data.
- 2** **Responses to risk scenarios:** Procedures for reporting potential incidents.
- 3** **Cyberattack simulations:** To prepare employees for real-life situations.



## Fundamentals of information security and personal data protection

In 2025, 24% of employees were trained.



Note: The training is periodically provided to all employees. In 2025, it was delivered to new employees and to those who had not completed the training in 2024.

## History of security incidents at WEG

WEG maintains a structured system for identifying incidents that may impact its operations. In 2025, 10 incidents were identified, none of which resulted in any impact on WEG:

	IDENTIFIED INCIDENTS	CONFIRMED INCIDENTS WITH IMPACT
2023	5	0
2024	7	0
2025	10	0

This detailed monitoring demonstrates the effectiveness of the technologies and processes implemented by WEG to track, mitigate, and respond to threats.

# Compliance and Integrity

## HIGHLIGHTS AND ADVANCEMENTS ON THE TOPIC IN 2025



More than

**35 thousand**

employees were trained on the WEG Code of Ethics and the Anti-Corruption and Combating Other Harmful Acts Policy.



More than

**3,400**

ESG targets with an impact on cybersecurity were achieved in 2025 through the PWQP.



**No cybersecurity incidents**

with impact.

# ENGAGEMENT AND TRANSPARENT COMMUNICATION

## Leadership and Employee Development

WEG is recognized for its talent development strategy, with innovative practices that empower employees from early career stages to senior leadership levels, fostering a continuous learning journey based on the Lifelong Learning concept. Training strategies consider the demands of a constantly evolving market and aim to prepare the workforce for emerging trends, including digital transformation, energy transition, diversity, equity and inclusion (DEI), and artificial intelligence.



### Initial development and technical qualification

All new employees participate in induction training, which introduces organizational culture, performance expectations, safety practices, and mandatory training, such as the Code of Ethics, Anti-Corruption Policy, and WEG Policies. Thereafter, a learning journey aligned with the employee's area and role is structured, supported by various tools.

- On-the-Job Training (OJT):** Prepares employees to operate safely, with quality and productivity, ensuring continuous updates on standards, processes, and operational practices. The program serves both direct and indirect areas and includes sustainability-related content, such as efficient use of material and water resources. OJT also supports the Versatility Matrix, which consolidates employees' competencies, aiding area management and internal mobility.

- Training Tracks:** Structured for technical and behavioral development, offering in-person, online, and asynchronous courses tailored to each role. In recent years, tracks have incorporated themes such as sustainability, DEI, and digitalization—for example, the buyer training track includes sustainable procurement content. Other qualification programs include:
  - QPOP (Professional Qualification for Production Operators): Enhances technical skills and productivity, impacting industrial processes;
  - QPET: Specialization program for engineers and technologists in energy, transmission, and electric machines;
  - QPSS (Professional Qualification in Six Sigma): Focused on methodologies to eliminate defects, improve processes, and raise efficiency and quality standards;
  - WAIUP (WEG Artificial Intelligence Upskilling Program): Aimed at developing AI competencies across various areas, promoting practical project application to enhance productivity and accelerate digital transformation. This program has already graduated more than 165 professionals in Brazil and abroad, and more than 40 AI projects and use cases were developed during the course.

- Higher Education Incentive Program:** Corporate program that encourages employees' educational development through benefits directed toward technical, undergraduate, and graduate programs, aligning career aspirations with organizational objectives. The program is available to employees who undergo a selection process initiated by managerial nomination and subject to an approval flow to ensure proper use of the benefit.
- In-company Graduate Program:** Targeted at employees in areas linked to the company's strategic objectives, such as Production Engineering and Metallurgical Engineering.

## Leadership development

Engaging and developing leaders and employees by strengthening competencies to address the company's sustainability challenges is one of WEG's strategic pillars. The Succession Plan identifies and prepares successors across different management levels, with nominations validated up to the Vice Presidency and supported by specific development plans. Currently, the Leadership Academy offers learning pathways for different tiers — from potential supervisors to directors — aligned with the company's mission, vision, values, and culture. The content focuses on developing technical and behavioral competencies, productivity, and strategic sustainability topics such as Diversity, Equity, and Inclusion.

Leadership development programs include:

- **Talent Development:** For employees identified in the succession plan as potential future leaders.
- **Leadership Fundamentals:** For employees newly appointed to supervisory roles (section heads/supervisors).
- **Management Development:** Focused on department managers.
- **Executive Development:** A global program designed for executive directors.

Complementing this structure is the Leadership Academy, which serves as a hub for development, consultation, and continuous learning, bringing together all WEG leadership levels around the

world. This platform enables new learning opportunities, knowledge sharing, access to management insights, and reinforces the leader's role in driving a more efficient and sustainable company.

Additional development initiatives include coaching, incompany MBA programs, and open-enrollment courses offered through leading educational institutions.



Training Center - Jaraguá do Sul - Brazil

## Performance and competence assessment GRI 404-2 / 404-3

WEG uses the Performance and Competency Assessment to recognize results, identify development opportunities, and align career expectations through formal feedback conducted at least annually. The assessment is based on standardized criteria, evaluating individual and team results and objectives in which the employee participates, as well as compliance with standards, safety requirements, and ethical conduct. Leaders are also encouraged to provide continuous feedback to guide and support employee development.

For leadership positions, the Managerial Competency Assessment is applied — a periodic 360-degree process whose results support Individual Development Plans.

In 2025, 79.1% of employees received regular performance and career development evaluations.

## Continuing education

WEG provides 100% of its employees, including interns and apprentices, with access to a learning platform offering online and in-person courses covering Technology, Systems and Processes, Behavioral Skills, and Safety and Health, totaling more than 350 courses available in multiple languages. Part of the courses are delivered by employees, strengthening the culture of knowledge sharing, in addition to external courses partially or fully funded by the company.

WEG invests in education as a tool for social transformation, offering programs such as Reconecta, Youth and Adult Education (EJA), Educational Assistance, Apprentice Qualification (since 1968), and a Language Program available to 100% of employees, covering six languages.

To enhance the quality and productivity of training, WEG incorporates technologies such as applications, augmented and virtual reality, and the use of tablets, reducing paper usage and accelerating digitalization. These technologies enable immersive training experiences with greater safety, standardization, and waste reduction.

These initiatives strengthen WEG's digital transformation journey. In addition to modernizing training methodologies, this approach prepares employees for future challenges through more efficient, intelligent methods aligned with global trends.

## ROI (Return on Investment) measurement methodology

In 2025, WEG developed an ROI measurement methodology for training programs, based on references such as Gartner and the ROI Institute. Applied to the QPOP, OJT, and DC programs, the methodology indicated an average return of 285%, with positive impacts on efficiency, quality, engagement, absenteeism, and turnover.

# Organizational Climate Management

A positive work environment is built on active listening and broad participation. Organizational climate management at WEG is guided by the continuous identification of improvement opportunities and the implementation of action plans that strengthen its high-performance culture.

Since 2014, the company has annually engaged employees in initiatives to continuously improve its organizational climate. This occurs through two processes: The Internal Organizational Climate Survey, conducted every two years as a systematic instrument to collect data on engagement levels. The Managerial Competency Assessment (ACG), conducted in alternating years, incorporating recurring leadership-related questions from the climate survey. This alternating model ensures that, each year, there is a formal evaluation of employee engagement and satisfaction, contributing to continuous improvement of the organizational climate. The survey has broad coverage and is consolidated in units in Brazil, Portugal, China, the United Arab Emirates, and Central Asia. In 2025, the process was expanded to Argentina and India. For the 2026 cycle, operations in Mexico, Colombia, and England are planned, reinforcing WEG's commitment to continuous global listening.

Based on the results, strategies and actions are defined to build a more inclusive, innovative, and high-performance environment. Implementation unfolds along three main fronts:

1

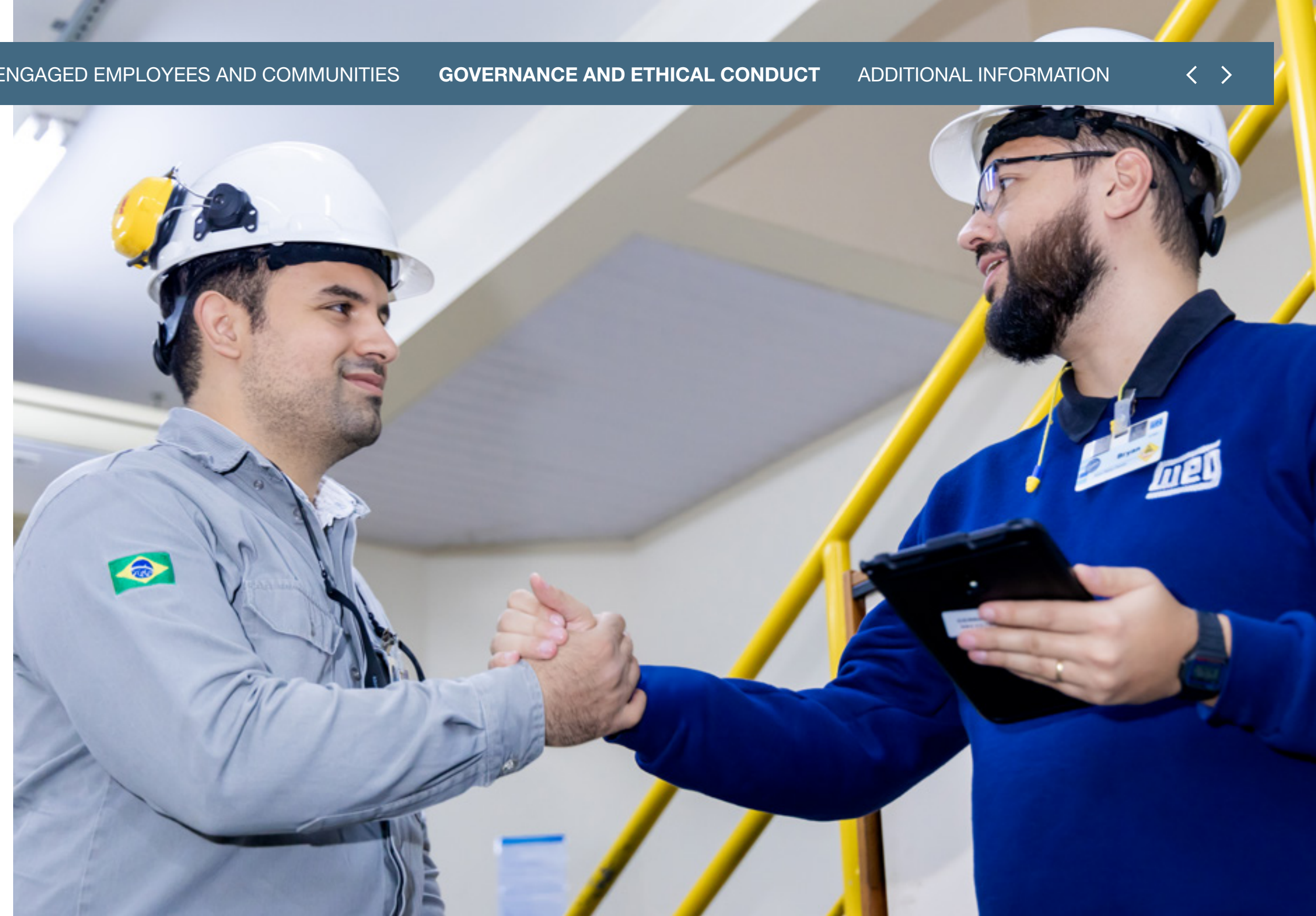
**Individual Action Plans:** Prepared and recorded by each manager in the available corporate dashboard, ensuring traceability and alignment with strategic goals.

2

**InterBUs and Operations Climate Groups:** Collaborative analysis of results and definition of joint action plans with the participation of supervisors and managers, ensuring standardization and consistency across operations.

3

**Monitoring of Critical Areas:** Specific monitoring of areas with scores below 60%, conducted by the Communication, Organizational Climate, and DEI Section, focusing on high-impact initiatives and continuous follow-up through pulse surveys (short, frequent surveys measuring employee perceptions).



## Climate survey updates implemented in the 2025 cycle

In the 2025 cycle, the survey underwent a methodological review, including the addition of the “Balance and Well-being” block, assessing employee perceptions regarding health, safety, workload, and work-life balance, reflecting WEG's commitment to holistic care for people. The questionnaire was also expanded to include e-NPS (Net Promoter Score), diversity self-identification, and topics such as job satisfaction, sense of purpose, happiness, and stress. The presentation of results was updated, with data made available to all leaders according to their respective scope of responsibility.

Results have improved in each cycle, reflecting joint efforts between managers and employees. In the 2025 cycle, the survey reached 80.8% participation, with 22,018 respondents and an overall score of 72.0%.

# Competency assessments – Employees

At WEG, Performance Assessments constitute a strategic tool to guide professional growth and recognize results. In 2025, the model underwent a significant redesign, becoming clearer, more objective, and more closely aligned with the company's culture.

The new format combines 60% competencies—reflecting expected behaviors, attitudes, and values—and 40% deliverables, related to achievement of targets, deadlines, and quality standards. This balance between behavioral aspects and concrete results provides a more comprehensive view of employee performance.

This new structure strengthens people management, promotes structured dialogue between managers and employees, identifies strengths and development opportunities, encourages continuous development, and supports career decisions, reinforcing WEG's commitment to valuing its talent.

## 60%

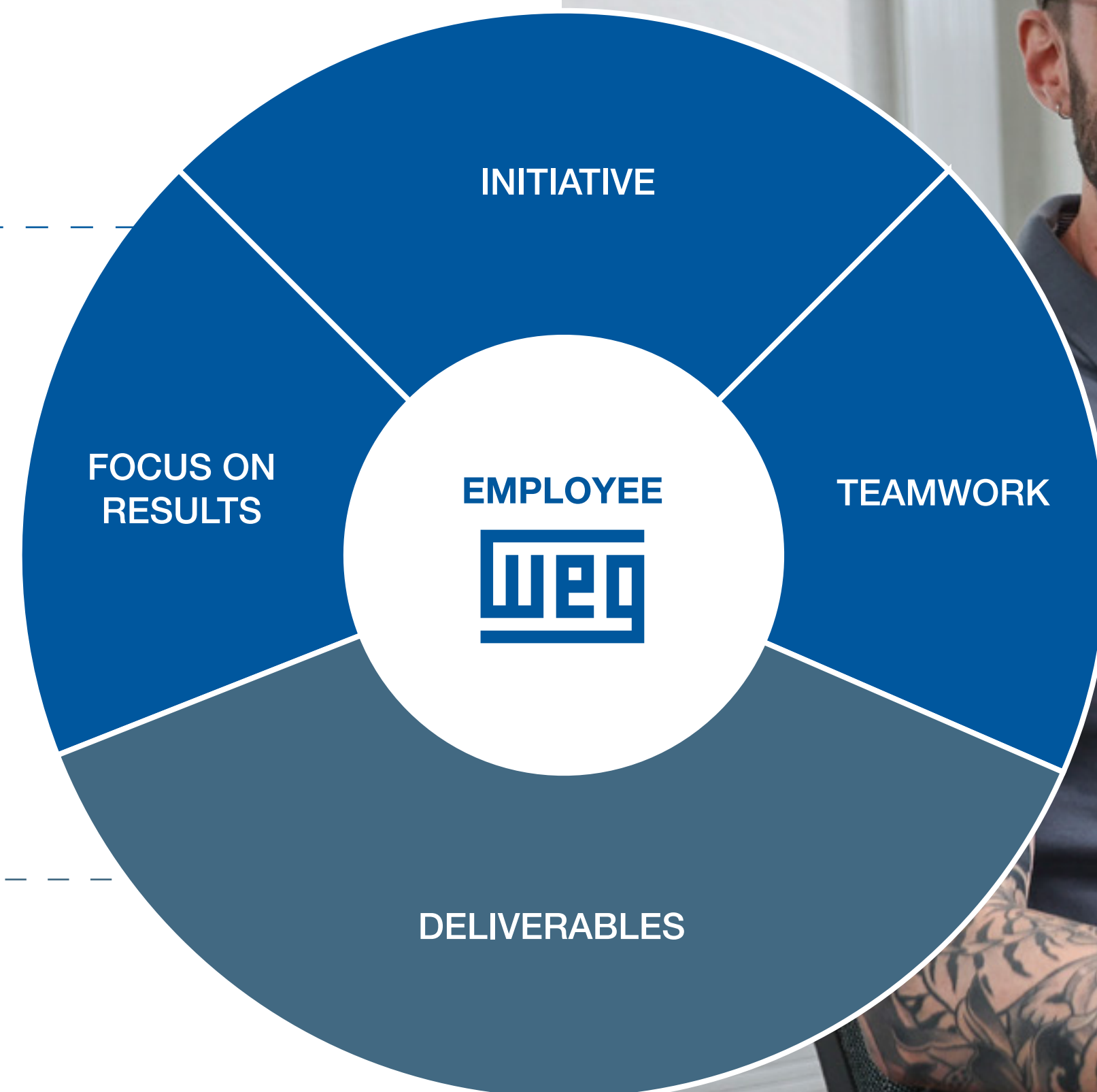
COMPETENCIES

= **such**  
as behaviors, attitudes, and values

## 40%

RESULTS

= **What was delivered**  
achievement of targets and objectives, quality, timelines, and discipline.





## Sustainability Meeting

To foster its sustainability strategy and disseminate WEG’s best practices and progress, the third edition of the WEG Sustainability Meeting was held in 2025.

The event took place in person at headquarters in Jaraguá do Sul (Brazil) and was broadcast online with simultaneous interpretation to all WEG Group units worldwide. The meeting focused on the main sustainability advancements of the WEG Group during the year, addressing topics such as greenhouse gas management, reverse logistics, energy transition, DEI, risk management, water management, and ethics and integrity.

### RECOGNITION

During the Sustainability Meeting, efforts and results achieved under the Parts and Components Exchange Plan—an important tool for the company’s resource circularity—were recognized. Authorized Technical Service providers participating in the WEG Parts and Components Exchange Plan that returned the highest volume of materials to the company were acknowledged.



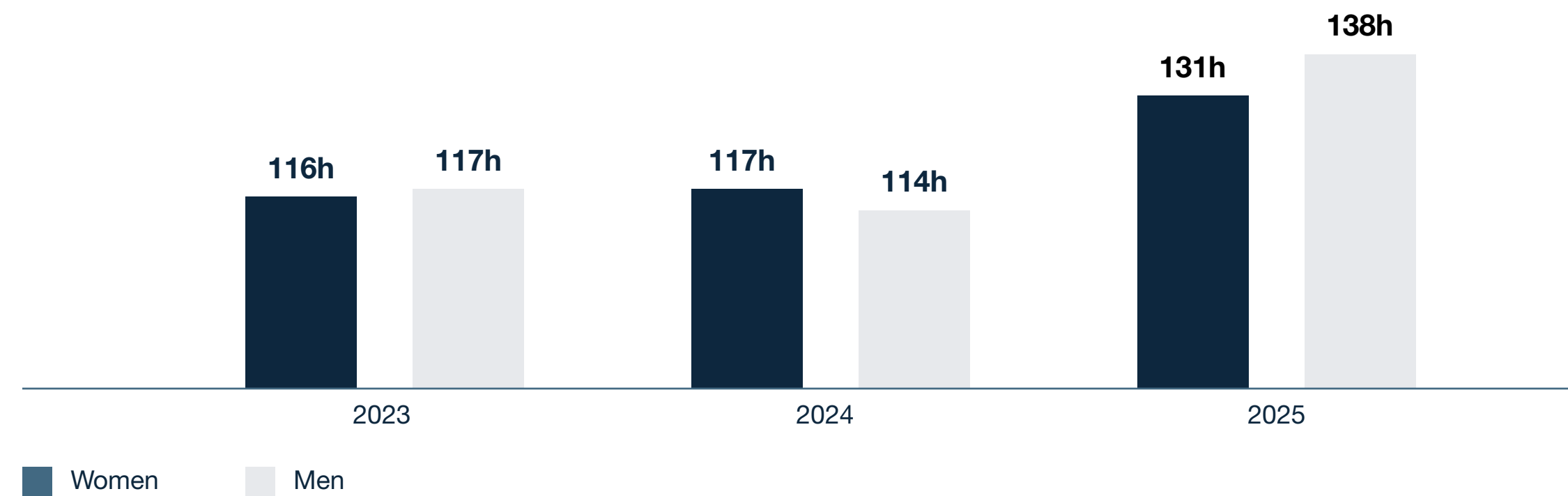
**THIRD WEG SUSTAINABILITY MEETING:**

**420** participants **27** countries

# Indicators

In 2025, WEG experienced an increase in the number of hours across all indicators compared to the prior year, as outlined below.

## AVERAGE TRAINING HOURS BY GENDER



Note: The information was calculated based on 48,065 contributors.

## TRAINING HOURS PROVIDED TO EMPLOYEES BY MANAGEMENT CATEGORY

POSITION	2023	2024	2025
Supervisory	38,141	53,203	98,684
Management	4,997	12,074	15,826
Executive	923	1,811	2,024

## TRAINING BY EMPLOYEES

	2023	2024	2025
On-the-job training hours	2,554,551	3,575,741	4,193,547
Apprentice training hours	996,608	1,003,382	1,206,700
Average training hours per employee	107	117	132
Average training days per employee	4.46	5.14	5.53

## INVESTMENT IN TRAINING (IN MILLIONS OF BRL)



In 2025, 65.9% of the total workforce received career or skill-related training.

# Engagement and Transparent Communication

## HIGHLIGHTS AND ADVANCEMENTS ON THE TOPIC IN 2025



**13% increase**

in investment in training and development.



More than

**1,100**

employees were enrolled in the management practices seminar.



**A 15% increase**

in the number of employees receiving performance evaluations and career feedback.



**More than 40**

artificial intelligence projects and use cases developed during the WAIUP program.



**12% increase**

in the average number of training hours per employee.



**Average ROI of 285%**

in QPOP, OJT, and DC programs.

# 06.

## ADDITIONAL INFORMATION

### IN THIS CHAPTER

- 134 ABOUT THE REPORT
- 135 INDICATORS AND ADDITIONAL INFORMATION
- 138 INDEX (GRI, IIRC, SASB, TCFD)
- 162 INDEPENDENT AUDITORS' LIMITED ASSURANCE



# ABOUT THE REPORT GRI 2-2, 2-3, 2-4, 2-5, 2-14

## Methodological Basis

The structure of the report is based on multiple frameworks. In its preparation, recognized guidelines from international methodologies and references were considered in order to compile information that meets the expectations and interests of stakeholders.



Global Reporting Initiative (GRI) Standards



Integrated Reporting



Sustainability Accounting Standards Board (SASB)



Task Force for Climate Disclosure (TCFD)



## Governance

The governance of the review and approval of the information disclosed in this report, including material topics, is carried out by the Disclosure Committee and ratified at the Executive Board meeting.

## External verification

This report underwent external verification, with the assurance report available on page 164 of this report. The engagement of the external verification was approved through the Company's relevant governance bodies, involving the Committee and the Executive Board. The external verification process was conducted with a limited assurance based on the GRI and IIRC (Integrated Reporting) methodologies.

## Scope of information GRI 2-2

All companies within the WEG Group were considered, following the same basis as the Company's Financial Statements.

## Reporting period GRI 2-3

The fiscal year 2025 was considered, the same period used in the Company's Financial Statements.

## Restatement of information GRI 2-4

In 2025, WEG expanded its business through strategic acquisitions, which impacted social and environmental indicators.

[LEARN MORE >](#)

[CLICK HERE](#) to learn more about the acquisitions in 2025.

## Contact

For questions, feedback, or requests for additional information, please contact: [esg@weg.net](mailto:esg@weg.net).

# INDICATORS AND ADDITIONAL INFORMATION

## Employee turnover rate

**CONSOLIDATED VOLUNTARY TURNOVER IN 2025: 6.72%**

GENDER	%
Female	6.5
Male	6.8

AGE GROUP	%
Under 18	13.4
Under 30	12.4
Above 30 and under 50	4.5
Above 50	1.7

RACE	%
White	5.9
Black	10.9
Asian	3.1
Brown	9.4
Indigenous	26.0

**VOLUNTARY TURNOVER BY**

MANAGEMENT POSITIONS	%
Supervision	2.6
Management	2.2
Executive Board	4.7

### RECRUITMENT

Total number of job openings during the year: 1,562

Total number of job openings filled by internal candidates (internal recruitment): 1,093

Average hiring cost for full-time permanent employees: BRL 1,831 per hire

Note: The data represents 97.6% of employees.

## List of companies included in this report

COMPANY	COUNTRY	COMPANY	COUNTRY	COMPANY	COUNTRY	
WEG Equipamentos Elétricos S.A.	Brazil	WEG Group Africa (Pty) Ltd.	South Africa	WEG Gear Systems GmbH	Austria	
RF Reflorestadora Ltda.		WEG Africa (Pty) Ltd.		WEG International Trade GmbH		
WEG Amazônia S.A.		WEG South Africa (Pty) Ltd.		WEG Holding GmbH		
WEG Administradora de Bens Ltda.		ENI Eletric/Instrumentations Eng. Cont. (Pty)		WEG Benelux S.A.		Belgium
WEG Equipamentos e Logística Ltda.		ZEST WEG Investment Company (Pty) Ltd.		Marathon Electric Canada Corp.		Canada
Balteau Produtos Elétricos Ltda.		Marathon Electric Africa Pty. Ltd.		Reivax North America Inc.		Kazakhstan
Reivax Automação e Controle Ltda.		Marathon Electric South Africa Pty. Ltd.		WEG Central Asia LLP		
Tupinambá Energia e Publicidade S.A.		WEG Germany GmbH		WEG Chile S.p.A.		Chile
WEG Linhares e Equip. Elétr. S.A.		Wurttembergische Elektromotoren GmbH		WEG (Nantong) Elec. Mot. Man. Co., Ltd.		China
WEG Drives & Controls Aut. Ltda.		Antiebstechnik KATT Hessen GmbH		Changzhou Sinya Electromotor Co., Ltd.		
WEG Partner Holding Ltda.		TGM Kanis Turbinen GmbH	Changzhou Yatong Jiewei Elect., Ltd.			
WEG-Cestari Redut. Motoredut. S.A.		TPPA Turbine Power Plant Automation GmbH	WEG (Changzhou) Aut. Equip. Co., Ltd.			
WEG Turbinas e Solar Ltda.		WEG Automation GmbH	WEG (Jiangsu) Electric Equip. Co., Ltd.			
WEG Tintas Ltda.		RCC Technik GmbH	Marathon Electric (Wuxi), Ltd.	Singapore		
WEG-Jelec Oil and Gas Sol. Aut. Ltda.		CEMP International GmbH	Shanghai Marathon Gexin Elec. Ltd.			
PPI Multitask Sistem. e Autom. Ltda.		WEG Arabia for Business Services LLC	WEG Singapore Pte. Ltd.			
V2COM Participações Ltda		WEG Algeria Motors SpA	WEG Colombia S.A.S.	Colombia		
V2 Tecnologia Ltda.		WEG Equipamientos Electricos S.A.	WEG Colombia Transformadores S.A.S.	South Korea		
Conera Sist. de Proc. Comput. Dist. Ltda.		Pulverlux S.A.	WEG South Korea LTD			
Birmind Automação e Serviços Ltda.		WEG Australia Pty Ltd.	WEG Egypt LLC	Egypt		
	Marathon Australia Holding Pty. Ltd.	WEG Electric Egypt LLC				
	Marathon Electric Australia Pty Ltd.					
	CMG International Pty Ltd.					

COMPANY	COUNTRY
WEG Ecuador S.A.S.	Ecuador
WEG Middle East Fze.	United Arab Emirates
WEG Iberia Industrial S.L.	Spain
WEG Electric Corp.	
WEG Transformers USA LLC	United States
Marathon Electric LLC.	
WEG Coatings LLC.	
WEG France SAS	France
WEG Equipment Ghana LTD	Gana
WEG Industries (India) Private Ltd.	India
Marathon Electric Motors Limited	
WEG (UK) Ltd.	England
WEG Italia S.R.L.	
WEG Automation Europe S.R.L.	Italy
CEMP S.R.L.	
WEG Electric Motors Japan Co. Ltd.	Japan
WEG South East Asia SDN BHD	Malaysia
WEG México S.A. de C.V.	
Voltran S.A. de C.V.	
Marathon Sales de Mexico S.R.L. de C.V.	Mexico
Marathon Elec. Mnf. Mexico S.R.L. de C.V.	
WEG Pinturas S. de R.L de C.V.	

COMPANY	COUNTRY
Zest WEG Group Mozambique, Lda.	Mozambique
Zest WEG Group Namibia Ent. (Pty) Ltd.	Namibia
Marathon Electric New Zealand Ltd.	New Zealand
WEG Holding B.V.	Netherlands
Rook B.V.	
WEG Peru S.A.C.	Peru
WEG Poland Sp. Z.o.o.	Poland
WEGEURO, S.A.	Portugal
WEG Rus LLC	Russia
WEG Scandinavia AB	Sweden
WEG International GmbH	Switzerland
Reivax of Switzerland AG	
WEG Elektr Uskuna FE LLC	Uzbekistan
EG (Thailand) Co., Ltd.	Thailand
ENI Electrical Tanzania (Pty) Limited	Tanzania
WEG Elektrik Sanayı Anonim Şirketi	
Volt Yönetim Danışmanlığı A.Ş.	Turkey
Volt Elektrik Motor Sanayi ve Ticaret A.Ş.	
San Gayrimenkul Yatırımları A.Ş.	

# INDEX (GRI, IIRC, SASB, TCFD)

## GRI CONTENT INDEX

**STATEMENT OF USE** WEG has reported in accordance with GRI Standards for the period from January 1, 2025 to December 31, 2025

**GRI 1 USED** GRI Fundamentals

**APPLICABLE GRI SECTOR STANDARD(S)** N/A

GRI STANDARD	CONTENT	LOCATION	OMISSION			GRI SECTOR STANDARD REFERENCE NO.
			OMITTED REQUIREMENT(S)	REASONS	EXPLANATION	
<b>GENERAL CONTENT</b>						
<b>GRI 2: General content 2021</b>	2-1 Organizational details	<p>WEG is a publicly traded company. Ownership structure: <a href="#">CLICK HERE</a>.</p> <ul style="list-style-type: none"> <li>Location: Av. Prefeito Waldemar Grubba, 3,300 – 89256-900 – Jaraguá do Sul – SC – Brazil</li> <li>Countries of operation: page 136 and 137</li> <li>67 manufacturing plants in 18 countries</li> <li>Commercial operations in 44 countries</li> <li>Distributors/agents in more than 120 countries</li> <li>Sales to more than 135 countries</li> </ul>	-	-	-	
	2-2 Entities included in the organization's sustainability repor	<p>All WEG group companies were considered for this report: page 136 and 137.</p> <ul style="list-style-type: none"> <li>WEG's Financial Statements (<a href="#">CLICK HERE</a>) are audited and, like the Integrated Annual Report, are based on the scope of the entire WEG group.</li> <li>Data are consolidated by corporate areas and use the same database across companies. c. i. The approach does not involve adjustments for minority interests; ii. For acquisitions, data for the year 2025 were included; iii. Some indicators may vary in scope depending on data availability.</li> </ul>	-	-	-	



GRI STANDARD	CONTENT	LOCATION	OMISSION			GRI SECTOR STANDARD REFERENCE NO.
			OMITTED REQUIREMENT(S)	REASONS	EXPLANATION	
<b>GENERAL CONTENT</b>						
<b>GRI 2: General content 2021</b>	2-3 Reporting period, frequency and contact point	<ul style="list-style-type: none"> <li>WEG's Financial Statements (<a href="#">CLICK HERE</a>) are audited and, like the Integrated Annual Report, are based on the scope of the entire WEG Group.</li> <li>Data are consolidated by corporate areas and use the same database across companies.</li> <li>Period: Fiscal year 2025, the same period used in the Company's Financial Statements.</li> <li>The report is published annually.</li> <li>Publication date: This report was published in April 2026.</li> <li>Contact: <a href="mailto:esg@weg.net">esg@weg.net</a></li> </ul>	-	-	-	
	2-4 Restatements of information	<ul style="list-style-type: none"> <li>Page 64</li> </ul>	-	-	-	
	2-5 External assurance	<ul style="list-style-type: none"> <li>The external assurance engagement was approved through the Company's relevant governance forums, involving the Committee and the Executive Board.</li> <li>This Integrated Annual Report underwent external assurance, available on page 163 and 164 of this report.</li> <li>The external assurance process was conducted through limited assurance, based on the methodologies of the GRI and IIRC (Integrated Reporting).</li> </ul>	-	-	-	
	2-6 Activities, value chain, and other business relationships	<ul style="list-style-type: none"> <li>Key sectors served: Oil &amp; Gas, Mining, Paper &amp; Pulp, Water and Sanitation, Renewable Energy, Sugar &amp; Ethanol, Food and Beverage, Power Generation, Agribusiness, Marine and Offshore, E-Mobility, Steel, Infrastructure, Appliances, Transmission and Distribution.</li> <li>Organization's supply chain: page 40</li> <li>Regarding logistics entities, WEG contracts transportation services (road, air, maritime) for all business units worldwide. Contracts are typically annual, although occasional contracts may also occur.</li> <li>No other relevant relationships beyond those already reported in this document.</li> <li>No significant changes occurred in items 2-6-a, 2-6-b, or 2-6-c compared to the previous reporting period.</li> </ul>	-	-	-	



GRI STANDARD	CONTENT	LOCATION	OMISSION			GRI SECTOR STANDARD REFERENCE NO.
			OMITTED REQUIREMENT(S)	REASONS	EXPLANATION	
<b>GENERAL CONTENT</b>						
<b>GRI 2: General content 2021</b>	2-7 Employees	<ul style="list-style-type: none"> <li>a. / b. Pages 86 e 87</li> <li>For employee-related data, the compilation format allowed for good coverage; the methodology used considered internal data collection systems from HR and ESG areas.</li> <li>For understanding the data reported in items 2-7 a and b, the Company followed the concepts applied in the GRI methodology. Disclosure 2-7 covers 97.6% of employees.</li> </ul>		-	-	-
	2-8 Workers who are not employees	<ul style="list-style-type: none"> <li>Third party workers: 15,705</li> <li>Interns: 303</li> <li>Types of work performed: Given that this indicator consolidates all group units, the services vary across structures and include IT, HR, cleaning services, plumbing, landscaping, accounting, tax consultancy, sales, warehouse tasks, security/surveillance, food services/cafeteria, among others.</li> <li>Contractual relationship: Engagement may be temporary or project/service-based, depending on the activity.</li> <li>Data compilation: Data are compiled using internal systems managed by the HR and ESG departments. The scope of third-party data covers 54.2% of sites (units located in Brazil).</li> </ul>		-	-	-
	2-9 Governance structure and composition	<ul style="list-style-type: none"> <li>Page 104 to 109</li> <li>Stakeholder representation occurs in different ways, such as through industry associations, local unions, third-sector organizations, among others. c. Information related to items i. to viii. of the Board and its Committees is available via this <a href="#">LINK</a>. All members of these bodies are non-executive. Members do not represent any specific stakeholder group.</li> </ul>		-	-	-
	2-10 Nomination and selection of the highest governance body	<ul style="list-style-type: none"> <li>Page 104</li> <li>Current nominations must consider criteria that promote diversity, complementary experiences, and academic background. Any shareholder or group of shareholders may propose a slate of candidates for the Board of Directors for voting at the Annual General Meeting.</li> </ul>		-	-	-
	2-11 Chair of the highest governance body	<ul style="list-style-type: none"> <li>Page 105</li> </ul>		-	-	-



GRI STANDARD	CONTENT	LOCATION	OMISSION			GRI SECTOR STANDARD REFERENCE NO.
			OMITTED REQUIREMENT(S)	REASONS	EXPLANATION	
<b>GENERAL CONTENT</b>						
<b>GRI 2: General content 2021</b>	2-12 Role of the highest governance body in overseeing impact management	<ul style="list-style-type: none"> <li>Page 107</li> </ul>	-	-	-	
	2-13 Delegation of responsibility for impact management	<ul style="list-style-type: none"> <li>Page 107</li> </ul>	-	-	-	
	2-14 Role of the highest governance body in sustainability reporting	The governance of the review and approval process for the information disclosed in this report, including the material topics, is carried out by the Disclosure Committee and the Executive Board. b. WEG's governance for reviewing and approving the information reported in this report, including material topics, is conducted by the Disclosure Committee and the Executive Board. In this context, due to the Company's governance structure, the Board of Directors is not responsible for this review/approval.	-	-	-	
	2-15 Conflicts of interest	<ul style="list-style-type: none"> <li>Page 104</li> <li>As defined in the WEG Group's Related Party Transactions Policy. <a href="#">ACCESS THE POLICY HERE.</a></li> <li>Potential conflicts of interest are not publicly disclosed.</li> </ul>	-	-	-	
	2-16 Communication of critical concerns	<ul style="list-style-type: none"> <li>a. Page 107</li> <li>b. Page 117</li> </ul>	-	-	-	
	2-17 Collective knowledge of the highest governance body	<ul style="list-style-type: none"> <li>Page 107</li> </ul>	-	-	-	
	2-18 Performance evaluation of the highest governance body	<ul style="list-style-type: none"> <li>Page 104</li> <li>a., b. and c. Reference Form (<a href="#">CLICK HERE</a>).</li> </ul>	-	-	-	

GRI STANDARD	CONTENT	LOCATION	OMISSION			GRI SECTOR STANDARD REFERENCE NO.
			OMITTED REQUIREMENT(S)	REASONS	EXPLANATION	
<b>GENERAL CONTENT</b>						
<b>GRI 2: General content 2021</b>	2-19 Remuneration policies	<ul style="list-style-type: none"> <li>Page 110</li> </ul>	-	-	-	
	2-20 Process for determining remuneration	<ul style="list-style-type: none"> <li>Page 109 and 110</li> </ul>	-	-	-	
	2-21 Annual total remuneration ratio	<ul style="list-style-type: none"> <li>Ratio of the annual total remuneration of the highest- paid individual to the median annual total compensation of all employees (excluding the highest-paid): 246.62</li> <li>Ratio of the percentage increase in annual total remuneration of the highest-paid individual to the average percentage increase for all employees (excluding the highest-paid): 2.95.</li> <li>Contextual information for understanding the data and how it was compiled: The data were collected from WEG's HR system, which covers 100% of the company's employees worldwide.</li> </ul>	-	-	-	
	2-22 Statement on sustainable development strategy	<ul style="list-style-type: none"> <li>Page 5</li> </ul>	-	-	-	
	2-23 Policy commitments	<ul style="list-style-type: none"> <li>i.: United Nations (UN). International Bill of Human Rights:</li> <li>ii.: Page 116</li> <li>iii.: The policies, in their content, establish precautionary principle practices, as demonstrated on the WEG website.</li> <li>iv.: Page 116.</li> <li>b) i.: Page 11 and 84.</li> <li>ii.: Stakeholder groups prioritized in commitments:                             <ul style="list-style-type: none"> <li>Affiliated companies</li> <li>Suppliers</li> <li>Service providers</li> <li>Commercial representatives / distributors</li> <li>Resellers and authorized service providers</li> <li>Customers</li> <li>Investors</li> <li>Community</li> <li>Government</li> </ul> </li> <li>c) Page 2.</li> <li>d) The company's commitments are approved by senior management.</li> <li>e) The commitments apply to all operations, both industrial and commercial.</li> <li>f) Policies and commitments are communicated to employees through internal communication campaigns and in-house training.</li> </ul>	-	-	-	



GRI STANDARD	CONTENT	LOCATION	OMISSION			GRI SECTOR STANDARD REFERENCE NO.
			OMITTED REQUIREMENT(S)	REASONS	EXPLANATION	
<b>GENERAL CONTENT</b>						
<b>GRI 2: General content 2021</b>	2-24 Embedding policy commitments	<ul style="list-style-type: none"> <li>Pages 116</li> </ul>	-	-	-	
	2-25 Processes to remediate negative impacts	<ul style="list-style-type: none"> <li>a. / b. / c. / d. / e. Pages 116 to 118</li> <li>The process of remediating negative impacts occurs through the WEG Compliance Program, which is the structure for this process.</li> </ul>	-	-	-	
	2-26 Mechanisms for seeking advice and raising concerns	<ul style="list-style-type: none"> <li>Page 117</li> </ul>	-	-	-	
	2-27 Compliance with laws and regulations	No significant cases of non-compliance with laws and regulations were identified during the reporting period.	-	-	-	
	2-28 Membership in associations	<ul style="list-style-type: none"> <li>Page 119</li> </ul>	-	-	-	
	2-29 Approach to stakeholder engagement	<ul style="list-style-type: none"> <li>Page 14</li> </ul>	-	-	-	
	2-30 Collective bargaining agreements	<ul style="list-style-type: none"> <li>Approximately 82.7% of employees are covered by collective bargaining agreements.</li> <li>In Brazil, all employees are subject to and governed by collective agreements. For employees in other countries not covered by such agreements, employment contracts and working conditions are based on and compliant with local labor laws.</li> </ul>	-	-	-	
<b>Materials</b>	301-1 Materials used by weight or volume		Materials used by weight or volume	Confidentiality restrictions	Strategic information	
	301-2 Recycled input materials used		Materials sourced from recycling	Confidentiality restrictions	Strategic information	

GRI STANDARD	CONTENT	LOCATION	OMISSION			GRI SECTOR STANDARD REFERENCE NO.
			OMITTED REQUIREMENT(S)	REASONS	EXPLANATION	
<b>GENERAL CONTENT</b>						
	302-1 Energy consumption within the organization	<ul style="list-style-type: none"> <li>a. 267,935 MWh</li> <li>b. 66,884 MWh</li> <li>c. i. 653,821 MWh</li> <li>    ii. N.A.</li> <li>    iii. N.A.</li> <li>    iv. N.A.</li> <li>d. N.A.</li> <li>e. 988,640 MWh</li> <li>f. Calculation performed based on energy and fuel purchase information</li> <li>g. Factors provided by the governmental bodies of each country and/or internationally recognized institutions (IPCC, IEA, etc.)</li> </ul>		-	-	-
	302-2 Energy consumption outside the organization		Energy consumption outside the organization.	Confidentiality restrictions	Strategic information	
	302-3 Energy intensity	■ Page 65		-	-	-
<b>Energy</b>	302-4 Reducing energy consumption		Reducing energy consumption	Information unavailable / incomplete	The global corporate project platform is based on the results of GHG emission reductions, not thermal/electrical energy. We will work on improvements to the platform, also seeking to consolidate the savings in energy units.	
	302-5 Reductions in energy requirements for products and services	<ul style="list-style-type: none"> <li>a. In the last period, the efficiency of the electric motor increased from 90.2% to 98.7% (Calculation based on the efficiency of the best motor available in the period)</li> <li>b. 2020</li> <li>c. Calculation method IEC 60034-2-3 IEC 60034-30-1</li> </ul>		-	-	-

GRI STANDARD	CONTENT	LOCATION	OMISSION			GRI SECTOR STANDARD REFERENCE NO.
			OMITTED REQUIREMENT(S)	REASONS	EXPLANATION	
<b>GENERAL CONTENT</b>						
	306-3 Waste generated	■ Page 54				
<b>Waste</b>	306-4 Waste diverted from disposal	DESTINATION / DISPOSITION	HAZARDOUS (t)	NON-HAZARDOUS (t)		
		Internal Recycling	50.26	96,116.73		
		External Recycling	5,142.88	145,576.37		
		Internal Reuse	14.13	228.99	-	-
		External Reuse	425.20	2,083.31		
		Internal Composting	0	48.22		
		External Composting	0	147.11		
		Internal Industrial Landfill	0.13	46,354.54		
		External Industrial Landfill	2,721.54	21,679.19		
		Incineration/Co-processing WITH Internal Energy Recove	0	0		
		Incineration/Co-processing WITH External Energy Recovery	2,356.90	1,148.59		
		Incineration/Co-processing WITHOUT Internal Energy Rec	0	1.70		
		Incineration/Co-processing WITHOUT External Energy Recovery	685.01	200.51		
		Other Final Destinations Different from the Previous Internal	0	0		
Other Final Destinations Different from the Previous Ones External	626.61	334.56				
	306-5 Waste directed to disposal					

Note: No radioactive waste was generated in 2025.



GRI STANDARD	CONTENT	LOCATION	OMISSION			GRI SECTOR STANDARD REFERENCE NO.
			OMITTED REQUIREMENT(S)	REASONS	EXPLANATION	
<b>GENERAL CONTENT</b>						
<b>GRI 3: Material topics 2021</b>	3-1 Process for defining material topics	■ Page 14	-	-	-	
	3-2 List of material topics	■ Page 116	-	-	-	
	3-3 Management of material topics	The stakeholder consultation is part of the process for determining material topics. This process was one of the inputs that supported the Company in developing the topics in depth and reporting progress on these actions in this report. c. Pages 17, 18, 19 / d. Pages 17, 18, 19 / e. Pages 17, 18, 19	-	-	-	
<b>GREENHOUSE GAS EMISSIONS</b>						
<b>GRI 3: Material topics 2021</b>	201-2 Financial implications and other risks and opportunities arising from climate change	■ Pages 7, 24 to 35, 156 to 159	-	-	-	

GRI STANDARD	CONTENT	LOCATION	OMISSION			GRI SECTOR STANDARD REFERENCE NO.
			OMITTED REQUIREMENT(S)	REASONS	EXPLANATION	
<b>GREENHOUSE GAS EMISSIONS</b>						
<b>GRI 3: Material Topics 2021</b>	305-1 Direct greenhouse gas (GHG) emissions (Scope 1)	<ul style="list-style-type: none"> <li>■ Page 64</li> <li>■ The emission factors used are calculated based on official governmental documents from and internationally recognized agencies, such as: Spain's National Inventory Report, the International Energy Agency (IEA), and Global Warming Potentials (GWPs) from the IPCC (Intergovernmental Panel on Climate Change) AR5.</li> <li>■ CH<sub>2</sub>, N<sub>2</sub>O, SF<sub>2</sub>, NF<sub>2</sub>, HFCs, and PFCs emissions are expressed as CO<sub>2</sub>e, considering the respective global warming potential (GWP) of each gas, as defined in IPCC AR5. At WEG, CO<sub>2</sub>, CH<sub>2</sub>, N<sub>2</sub>O, and HFCs emissions were identified. - WEG's base year is 2021, as it was the first year in which all applicable categories and scopes were calculated following an internationally recognized methodology. For Scope 3, the categories relevant to the business were calculated.</li> <li>■ Due to the submission of targets for validation by the Science Based Targets initiative (SBTi), a recalculation of the base year was required.</li> <li>■ GHG emissions were consolidated using the operational control approach.</li> <li>■ Biogenic emissions (Scope 1): 18,809 tCO<sub>2</sub> (bio)</li> </ul>	-	-	-	
	305-2 Indirect greenhouse gas (GHG) emissions (Scope 2)	<ul style="list-style-type: none"> <li>■ The emission factors used are calculated based on official governmental documents from the respective countries and internationally recognized agencies, such as: Spain's National Inventory Report, the International Energy Agency (IEA), and Global Warming Potentials (GWPs) from the IPCC (Intergovernmental Panel on Climate Change) AR5.</li> <li>- CH<sub>2</sub>, N<sub>2</sub>O, SF<sub>2</sub>, NF<sub>2</sub>, HFCs, and PFCs emissions are expressed as CO<sub>2</sub>e, considering the respective global warming potential (GWP) of each gas, as defined in IPCC AR5. At WEG, CO<sub>2</sub>, CH<sub>2</sub>, N<sub>2</sub>O, and HFCs emissions were identified.</li> <li>■ WEG's base year is 2021, as it was the first year in which all applicable categories and scopes were calculated following an internationally recognized methodology.</li> <li>For Scope 3, the categories relevant to the business were calculated.</li> <li>■ Due to the submission of targets for validation by the SBTi, a recalculation of the base year was required.</li> <li>■ GHG emissions were consolidated using the operational control approach.</li> <li>■ SCOPE 2 EMISSIONS (tCO<sub>2</sub>e) - BY LOCATION 2023: 99,423 / 2024: 92,738 / 2025: 85,707</li> </ul>	-	-	-	

GRI STANDARD	CONTENT	LOCATION	OMISSION			GRI SECTOR STANDARD REFERENCE NO.
			OMITTED REQUIREMENT(S)	REASONS	EXPLANATION	
<b>GREENHOUSE GAS EMISSIONS</b>						
<b>GRI 3: Material Topics 2021</b>	305-3 Other indirect greenhouse gas emissions (Scope 3)	<ul style="list-style-type: none"> <li>Page 66</li> <li>The emission factors used are calculated based on official governmental documents from the respective countries and internationally recognized agencies, such as: Spain's National Inventory Report, International Energy Agency (IEA), Global Warming Potentials (GWP), which are sourced from the Intergovernmental Panel on Climate Change (IPCC) (AR5).</li> <li>The emissions of CH<sub>4</sub>, N<sub>2</sub>O, SF<sub>6</sub>, NF<sub>3</sub>, HFCs and PFCs are expressed as CO<sub>2</sub>e, considering the respective global warming potential (GWP) of each gas based on the IPCC AR5. At WEG, CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O and HFCs emissions were identified.</li> <li>WEG's base year is 2021, as it was the first year in which all applicable categories and scopes were calculated following an internationally recognized methodology. It was also the first year the inventory was audited. For Scope 3, the categories relevant to the business were calculated.</li> <li>Biogenic emissions (Scope 3): 4,515 tCO<sub>2</sub> (bio)</li> </ul>	-	-	-	
	305-4 GHG emissions intensity	<ul style="list-style-type: none"> <li>Pages 65 (Scopes 1 and 2 by ROL) and 67 (Scope 3 by Added Value)</li> </ul>	-	-	-	
	305-6 Emissions of substances that destroy the ozone layer (ODS)		Emissions of substances that destroy the ozone layer (ODS)	Not applicable	Emissions are not significant for the company.	
	305-7 NO <sub>x</sub> , SO <sub>x</sub> , and other significant air emissions	<ul style="list-style-type: none"> <li>Page 58</li> </ul>	-	-	-	
<b>HEALTH, SAFETY AND WELL-BEING</b>						
<b>GRI 3: Material Topics 2021</b>	403-1 Occupational health and safety management system	<ul style="list-style-type: none"> <li>Page 72</li> <li>b. All WEG units follow the Group's corporate policies, strategies and guidelines, with autonomy to adapt corporate standards to their specificities and local legislation.</li> </ul>	-	-	-	

GRI STANDARD	CONTENT	LOCATION	OMISSION			GRI SECTOR STANDARD REFERENCE NO.
			OMITTED REQUIREMENT(S)	REASONS	EXPLANATION	
<b>HEALTH, SAFETY AND WELL-BEING</b>						
<b>GRI 3: Material Topics 2021</b>	403-2 Hazard identification, risk assessment and incident investigation	<ul style="list-style-type: none"> <li>Page 73</li> </ul> <p>WEG complies with and respects the principles of the International Labour Organization (ILO) and applicable local regulatory standards, including NR-01, which establishes the right to refuse unsafe work. WEG also has a Code of Ethics and a whistleblowing channel, which ensure the prevention of retaliation against reports.</p>	-	-	-	
	403-3 Occupational health services	<ul style="list-style-type: none"> <li>Page 76</li> </ul>	-	-	-	
	403-4 Worker participation, consultation and communication on occupational health and safety	<ul style="list-style-type: none"> <li>Page 72</li> </ul>	-	-	-	
	403-5 Worker training on occupational health and safety	<ul style="list-style-type: none"> <li>Page 73</li> </ul>	-	-	-	
	403-6 Promotion of worker health	<ul style="list-style-type: none"> <li>Page 76</li> </ul>	-	-	-	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked to business relationships	<ul style="list-style-type: none"> <li>Page 73</li> </ul>	-	-	-	
	403-8 Workers covered by an occupational health and safety management system	<ul style="list-style-type: none"> <li>Page 72</li> </ul> <ul style="list-style-type: none"> <li>In 2025, 13% of WEG sites were covered by ISO 45001 certification.</li> <li>Workers excluded: None.</li> <li>Contextual information necessary to understand how the data was compiled: Data were compiled and consolidated based on internal controls from the Company's management systems.</li> </ul>	-	-	-	

GRI STANDARD	CONTENT	LOCATION	OMISSION			GRI SECTOR STANDARD REFERENCE NO.
			OMITTED REQUIREMENT(S)	REASONS	EXPLANATION	
<b>HEALTH, SAFETY AND WELL-BEING</b>						
<b>GRI 3: Material Topics 2021</b>	403-9 Work-related accidents					

a. For all employees:

- i. Number and rate of fatalities resulting from work-related accidents: 0
- ii. Number and rate of high-consequence work-related accidents (excluding fatalities): WEG does not have this indicator.
- iii. Number and rate of recordable work-related accidents; 483 and 0.97
- iv. Main types of work-related accidents: outpatient care, incidents and accidents
- v. Number of hours worked: 99,378,265.37

b. For all non-employees whose work and/or workplace is controlled by the organization:

- i. Number and rate of fatalities resulting from work-related accidents: 0
- ii. Number and rate of high-consequence work-related accidents (excluding fatalities):WEG does not track this indicator.
- iii. Number and rate of recordable work-related accidents: WEG does not track this indicator.
- iv. Main types of work-related accidents: Outpatient care, incidents and accidents
- v. Number of hours worked: WEG does not track this indicator.

c. Hazards with risk of high-consequence work-related accidents, including:

- i. Hazard Identification: Conducted through a hazard and risk matrix. All machines acquired or refurbished undergo risk assessment to eliminate such hazards.
- ii. Hazards that have caused or contributed to cases of occupational diseases during the reporting period: No specific pattern; multiple situations.
- iii. Measures taken or under way to eliminate hazards and minimize risks using the hierarchy of controls: Available in risk matrix detailed on page 72 of this report.

d. Additional measures taken or under way to eliminate other hazards and minimize risks of work-related accidents using the hierarchy of controls: Various actions recorded in the matrix and in the Senior system, as well as PWSE Program meetings.

e. Calculated based on: 200,000

f. Workers excluded: outsourced workers

GRI STANDARD	CONTENT	LOCATION	OMISSION			GRI SECTOR STANDARD REFERENCE NO.
			OMITTED REQUIREMENT(S)	REASONS	EXPLANATION	
<b>HEALTH, SAFETY AND WELL-BEING</b>						
<b>GRI 3: Material Topics 2021</b>	403-10 Occupational diseases					
		<p>a. Number and rate of fatalities and cases of occupational diseases among the organization’s employees: Page 78</p> <p>b. Number and rate of fatalities and cases of occupational diseases among workers who are not employees: WEG does not monitor this indicator.</p> <p>c. Hazards that present a risk of occupational diseases: Noise, ergonomic hazards</p> <p>i. Hazard Identification: Hazards are identified following the methodology described in internal standards, which comply with the legal criteria established by the Brazilian Ministry of Labor and Employment, as set forth in Regulatory Standards (NR) 01, 09, and 17.</p> <p>Adopted Standards:</p> <ul style="list-style-type: none"> <li>■ Internal standard: WPM-29004 (Occupational Medicine and Clinical Management)</li> <li>■ CFM Resolution No. 2,323/2022 (Article 2): Used as the normative basis for establishing and/or excluding causal nexus (Item 4.2.1).</li> </ul> <p>Data Compilation and Tools (Management Systems):</p> <ul style="list-style-type: none"> <li>■ Software (Item 1): Data are compiled and managed through the Senior System / People Management – Safety and Occupational Medicine (SM).</li> <li>■ Standardized Records (Items 2.6 and 4.3.2): A specific taxonomy is used for data compilation, based on system-recorded occurrences.</li> <li>■ Indicators and BI (Item 4.1): Macro-level data compilation uses medical certificate indicators (cross-referencing ICD x potential causal nexus x CNAE) reported in a corporate BI system, in addition to the implementation of specific ergonomic complaint indicators.</li> </ul> <p>ii. Which of these hazards caused or contributed to cases of occupational disease during the reporting period: During the year 2025, ergonomic hazards contributed to the reported case of occupational disease.</p> <p>iii. Measures taken or underway to eliminate hazards and minimize risks using the hierarchy of controls: WEG has programs aimed at safeguarding the health of its employees. In the prevention of occupational diseases, particular emphasis is placed on the PWCA (WEG Hearing Conservation Program) and the PWSE (WEG Safety and Ergonomics Program).</p> <p>Control measures:</p> <p>Ergonomic hazards:</p> <ul style="list-style-type: none"> <li>■ Annual development of an action plan focused on ergonomic improvements, including automation, workstation adjustments, and other necessary interventions;</li> <li>■ Continuous performance of Ergonomic Work Analysis to evaluate the effectiveness of implemented ergonomic measures and identify new improvement opportunities;</li> <li>■ Studies aimed at implementing strategic breaks and effective job rotation, with the objective of reducing overload and improving employee well-being;</li> <li>■ Promotion of breaks dedicated to workplace exercise programs.</li> </ul> <p>Noise:</p> <ul style="list-style-type: none"> <li>■ Preventive maintenance of machinery and equipment in accordance with standards WPS 1405, WPS 2127, and WPS 358;</li> <li>■ Process to manage the acquisition, internal manufacturing, refurbishment, or modification of machinery and equipment in accordance with the criteria defined in WPM-27171 (Machinery and Equipment Management);</li> <li>■ Job rotation;</li> <li>■ Breaks for acoustic recovery (workplace exercise);</li> <li>■ Use of personal protective equipment (PPE).</li> </ul> <p>iv. None.</p> <p>d. None.</p>				

GRI STANDARD	CONTENT	LOCATION	OMISSION			GRI SECTOR STANDARD REFERENCE NO.
			OMITTED REQUIREMENT(S)	REASONS	EXPLANATION	
<b>DEVELOPMENT AND QUALIFICATION OF SUSTAINABLE SUPPLIERS</b>						
<b>GRI 3: Material Topics 2021</b>	308-1 New suppliers that were screened using environmental criteria	■ Page 41	-	-	-	
	308-2 Negative environmental impacts of the supply chain and measures taken.		Negative environmental impacts of the supply chain and measures taken	Confidentiality restrictions	Information involving third parties	
	414-1 New suppliers that were screened using social criteria	■ Page 41	-	-	-	
	414-2 Social impacts of the supply chain and measures taken		Social impacts of the supply chain and measures taken	Confidentiality restrictions	Information involving third parties	
<b>SUSTAINABLE PRODUCTS</b>						
<b>GRI 3: Material Topics 2021</b>		■ Page 25 to 38	-	-	-	

GRI STANDARD	CONTENT	LOCATION	OMISSION			GRI SECTOR STANDARD REFERENCE NO.
			OMITTED REQUIREMENT(S)	REASONS	EXPLANATION	
<b>SUSTAINABLE COMMUNITY DEVELOPMENT</b>						
<b>GRI 3: Material Topics 2021</b>	413-1 Operations with local community engagement, impact assessments, and development programs					
		<p>a. 24% of the countries with WEG subsidiaries made social investments in 2025. When considering countries with manufacturing operations, 55% made social investments.</p> <p>i. Social impact assessments, including gender impact assessments, based on participatory processes;</p> <p>ii. Environmental impact assessments and continuous monitoring; The social impact assessment of social projects is considered in the social project approval assessment flow, described on page 124. The gender and environmental assessment is not exclusive, but occurs as related projects are evaluated.</p> <p>iii. Public disclosure of the results of environmental and social impact assessments; Projects related to environment and gender do not have a specific indicator category; they are absorbed among the formal categories of WEG's social investment.</p> <p>iv. Local development programs based on the needs of local communities; Pages 127 to 129, 131 and 132.</p> <p>v. Stakeholder engagement plans based on mappings of these parties; Page 126 (Colabora WEG)</p> <p>vi. Committees and processes for broad consultation with the local community, including vulnerable groups; Page 126 (Community Committees with WEG participation).</p> <p>vii. Work councils, occupational health and safety committees, and other worker representative bodies to discuss impacts; The Company's governance structure to discuss impacts The WEG governance structure includes Committees and Commissions, such as those presented on pages 101, 113, and 124.</p> <p>viii. formal complaint processes from local communities. = The complaint process is carried out through the company's official channels, presented on page 126.</p>	-	-	-	

GRI STANDARD	CONTENT	LOCATION	OMISSION			GRI SECTOR STANDARD REFERENCE NO.
			OMITTED REQUIREMENT(S)	REASONS	EXPLANATION	
<b>SUSTAINABLE COMMUNITY DEVELOPMENT</b>						
<b>GRI 3: Material Topics 2021</b>	413-2 Operations with significant real or potential negative impacts on local communities		Operations with significant real or potential negative impacts on local communities	Not applicable		WEG's activities are predominantly concentrated in industrial units located in consolidated urban or industrial areas, not involving extractive activities, large infrastructure works, or projects that imply physical or economic displacement of communities. The environmental aspects of operations are managed in a way to avoid negative socio-environmental impacts. Formal channels for dialogue and anonymous reporting are available 24/7, allowing any issue to be immediately remedied.
<b>LEADERSHIP AND EMPLOYEE DEVELOPMENT</b>						
<b>GRI 3: Material Topics 2021</b>	404-1 Average number of training hours per year per employee <span style="float: right;">■ Page 131</span>		-	-	-	



GRI STANDARD	CONTENT	LOCATION	OMISSION			GRI SECTOR STANDARD REFERENCE NO.
			OMITTED REQUIREMENT(S)	REASONS	EXPLANATION	
<b>LEADERSHIP AND EMPLOYEE DEVELOPMENT</b>						
<b>GRI 3: Material Topics 2021</b>	404-1 Average training hours per functional category	<ul style="list-style-type: none"> <li>■ Supervisors: 60 hours</li> <li>■ Managers: 20 hours</li> <li>■ Directors: 10 hours</li> </ul>		-	-	-
	404-2 Programs for upgrading employee skills and transition assistance programs	<ul style="list-style-type: none"> <li>■ Page 127</li> </ul>				
	404-3 Percentage of employees who receive regular performance and career development reviews.	<ul style="list-style-type: none"> <li>■ Men: 82%</li> <li>■ Women: 79%</li> <li>■ Supervisors: 79%</li> <li>■ Managers: 58%</li> <li>■ Directors: 21%</li> </ul>		-	-	-
<b>ETHICS, INTEGRITY AND FIGHT AGAINST CORRUPTION</b>						
<b>GRI 3: Material Topics 2021</b>	205-1 Operations assessed for risks related to corruption	WEG has a corporate risk management policy (Corporate Risk Management Policy) covering 100% of the group's units/operations. Within its policy, it has the category Compliance & Governance, which analyzes the corruption risks for WEG.	Information unavailable / incomplete		The current system does not allow the current stratification of indicators in accordance with the GRI model.	-
	205-2 Communication and training in policies and procedures for combating corruption					
	205-3 Confirmed cases of corruption and measures taken	<ul style="list-style-type: none"> <li>■ Page 117</li> </ul>		-	-	-

## IIRC

- All requirements highlighted in bold in the standard are being followed.
- This report does not contain any instances of unavailability of reliable information or specific legal prohibitions.
- The governance process for reviewing and approving the information disclosed in this report, including material topics, is conducted by the Disclosure Committee and the Executive Board. The governance process takes a comprehensive view of the reporting process. It is concluded that this report follows the proposed methodological guidelines. For future reports, governance measures will continue to be implemented and enhanced.

## SASB

TOPIC	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASUREMENT	CODE	ANSWER
<b>Energy management</b>	(1) Total energy consumed. (2) Electricity grid percentage. (3) Renewable percentage.	Quantitative	Gigajoules (GJ), Percentage (%)	RT-IG-130a.1	(1): Electricity consumption history: 2023: 3,166,477 GJ 2024: 3,469,172 GJ 2025: 3,559,104 GJ (2) History – Electricity grid percentage 2023: 51.7% 2024: 21.1% 2025: 21.6% (3) Historical - Renewable Percentage 2023: 18.4% 2024: 51.6% 2025: 51.3%
<b>Employee's health and safety</b>	((1) Total Recordable Incident Rate (TRIR), (2) fatality rate and (3) near miss frequency rate (NMFR) for (a) direct employees and (b) contractors	Quantitative	Rate	RT-IG-320a.1	(1): 0.97 (2): 0 (3): a) 4.18 (Brazil data) b) N/D
<b>Fuel economy and use-phase emissions</b>	Sales-weighted fuel efficiency for medium and heavy-duty vehicles.	Quantitative	Liters per 100 ton-kilometers	RT-IG-410a.1	N/A
	Sales-weighted fuel efficiency for non-road vehicles.	Quantitative	Liters per hour	RT-IG-410a.2	N/A
	Fuel efficiency weighted by sales for stationary generators	Quantitative	Kilojoules per liter	RT-IG-410a.3	N/A



TOPIC	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASUREMENT	CODE	ANSWER
<b>Fuel economy and use-phase emissions</b>	Sales-weighted emissions of: (1) nitrogen oxides (NOx) and (2) particulate matter for: (a) marine diesel engines, (b) locomotive diesel engines, (c) medium and heavy-duty engines, and (d) other non-road diesel engines.	Quantitative	Grams per kilojoule	RT-IG-410a.4	N/A
<b>Materials supply</b>	Description of risk management associated with the use of critical materials.	Discussion and analysis	N/A	RT-IG-440a.1	<p>WEG adopts a Restricted Substances Policy that reinforces its commitment to responsible sourcing and establishes the guidelines and responsibilities required to ensure that its products and packaging comply with globally applicable regulations. This policy is supported by a global list of restricted substances and by internal procedures detailing how regulations and directives such as REACH (Registration, Evaluation, Authorisation and Restriction of Chemicals), RoHS (Restriction of Hazardous Substances), TSCA (Toxic Substances Control Act), among others, are complied with.</p> <p>To ensure compliance with standards related to restricted substances and conflict minerals, WEG monitors its supply chain, establishing governance mechanisms with suppliers to mitigate risks associated with the use of such substances and minerals. The Company publicly reinforces its commitment to complying with applicable laws and directives through its Supplier Code of Ethics and Supply Agreement.</p>
<b>Design and remanufacturing services</b>	Revenue from remanufactured products and remanufacturing services.	Quantitative	Reporting currency	RT-IG-440b.1	<p>WEG develops, in Brazil, its Trade-in Program, which encourages the replacement of used, old, damaged or low-efficiency motors by offering incentives for the acquisition of new high-efficiency WEG motors. The program ensures economic advantages in the purchase of new equipment and contributes to improving the efficiency of industrial processes. The Company receives motors in operation or with burnt windings, provided they are complete, including rotor with full winding, stator, frame and end shields. All received motors are sent to recyclers, who are responsible for reinserting these materials into the production chain.</p>
<b>Activity metric</b>	Number of units produced by product category.	Quantitative	Number	RT-IG-000.A	A breakdown of revenue by activity is provided on page 20.
	Number of employees.	Quantitative	Number	RT-IG-000.B	49,258

**TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES (TCFD)**

TCFD RECOMMENDATION	WEG DISCLOSURE
<b>GOVERNANCE</b>	
<b>a) Describe how the Board oversees climate change-related risks and opportunities.</b>	The Board of Directors oversees risks and opportunities in a comprehensive manner, not limited to climate-related risks, but considering all risks that may impact the Company. This oversight is carried out through periodic reports detailing the risks identified within the Company. These reports provide a consolidated view of the main exposures, including their classification, criticality and proposed action plans.
<b>b) Describe the Board's role in assessing and managing risks and opportunities related to climate change.</b>	The Board of Directors plays a strategic role in assessing and managing the Company's risks and opportunities. It is responsible for approving the Risk Management Policy, establishing risk appetite and the strategic guidelines that guide the organization. In addition, the Board annually assesses the main risks to which the Company is exposed, as well as the progress of the corresponding action plans, covering climate, financial, strategic, operational, compliance and governance risks
<b>STRATEGY</b>	
<b>a) Describe the climate-related risks and opportunities the organization has identified over the short, medium and long term.</b>	The risks considered in the study include windstorms, flooding, earthquakes, hail, tornadoes/hurricanes and drought, assessed across different time horizons: short term (2021–2040), medium term (2041–2060) and long term (2081–2100). Although the same events are analyzed across all periods, the level of exposure varies over time, reflecting climate change projections. As a result, certain locations were identified as being more exposed than others to combinations of risks, particularly tornadoes/hurricanes, hail and prolonged drought periods. Conversely, flood risk—whether due to overflow from nearby bodies of water (rivers, lakes) or heavy rainfall—stands out due to its potential impact.

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## STRATEGY

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**b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy and financial planning.**

The main impacts identified in the risks are of a financial and operational. Financial impacts refer to material losses and costs resulting from business interruption, while operational impacts involve shutdowns and potential efficiency losses. In financial terms, the impacts encompass repair and asset replacement costs, as well as losses resulting from the shutdown of operations, considering direct effects (damage to assets) and indirect effects (loss of revenue and increased operating costs). Based on the analyses carried out, it is estimated that the potential impacts could range between USD 25 million and USD 100 million, depending on the severity of the event, the location of the units, and the time required for operational recovery. Given this reality, the organization's strategy focuses its efforts on identifying the locations with the highest level of risk exposure, conducting in-depth studies to understand the complexity of the mitigation actions that must be implemented.

**c) Describe the resilience of the organization's strategy, considering different climate-related scenarios, including a 2 °C or lower scenario.**

The resilience of the organization's strategy is based on the analysis of multiple climate scenarios, including a scenario of global warming of up to 2 °C by 2041–2060, with a projection of 2.7 °C by 2081–2100 compared to the 1850–1900 period. This scenario assumes global climate action, with limited changes in social, economic and technological trends, reflecting behavior close to historical patterns. Based on this scenario, the organization's strategy focuses on identifying areas with higher exposure to climate risks and conducting in-depth studies to assess the complexity of mitigation actions. In this way, the organization seeks to implement effective adaptation measures to ensure operational continuity and increase resilience to future climate change.

Climate change is closely integrated with WEG's strategy. WEG seeks to capture these opportunities in this scenario. Accordingly, WEG has established the following strategic objectives:

- Contribute to building a more efficient and sustainable world by investing in energy efficiency, renewable energies, energy storage and electric mobility
- Be a world benchmark in motors, gearboxes, generators, transformers and electric drives
- Strengthen the industrial automation business, including solutions for the digitalization of industry and energy systems, as well as products for electrification in civil construction and infrastructure
- Develop the business globally through consistent ESG practices

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## RISK MANAGEMENT

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**a) Describe the processes used by the organization to identify and assess risks related to climate change.**

Climate risk identification is carried out through the systematic mapping of physical climate events that may impact operations, assets and the organization's value chain, considering the vulnerability of operations to these changes. The identified risks are classified according to their nature. Risk assessment is conducted based on climate scenario studies, using different time horizons and scenarios such as SSP2-4.5 and SSP5-8.5, enabling analysis of each location's exposure and identification of key risks associated with each scenario.

## RISK MANAGEMENT

### b) Describe the processes used by the organization to manage climate-related risks.

The organization has a systematic and collaborative process for managing climate-related risks. Initially, assets with the highest exposure were identified and presented to the Board of Directors, enabling prioritization of the most vulnerable areas. This initial step provided a clear overview of the main risks and allowed for the prioritization of the most vulnerable areas. Subsequently, a more detailed assessment of each location is conducted, focusing on understanding protection and mitigation measures. Based on this, specific actions are defined, including monitoring, infrastructure adjustments and emergency response measures. This includes implementing corrective actions, updating contingency plans and preparing for adverse scenarios. The risk management process is continuous, with the organization working in an integrated manner with its operational units and the corporate risk area to strengthen resilience to climate change.

### c) Describe how the processes used by the organization to identify, assess and manage climate related-risks are integrated into the organization's overall risk management.

The identification and assessment of climate risks are supported by external entities due to the technical specificity of the topic; however, they are fully integrated into the corporate risk management process, aligned with the Risk Management Policy. Climate risks are prioritized based on defined criteria, and responses are developed according to the needs of each business unit. Periodic reporting follows established governance flows, ensuring continuous integration into overall risk management. This approach ensures that, even with the specific characteristics of climate risks, they are addressed consistently and in accordance with the general principles established by WEG's Risk Management Policy.

## METRICS AND TARGETS

### a) Objective and quantitative metrics are used to assess climate-related risks and opportunities, aligned with strategy and risk

In the climate risk identification study, objective and quantitative metrics were used to assess climate-related risks and opportunities, in alignment with the Company's strategy and risk management process. These metrics are essential for identifying, classifying, and prioritizing extreme weather events that may impact operations. The main indicators considered include:

a) Metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process:

**3-second peak wind gust (km/h):** Assesses wind intensity, classified from low ( $\leq 86$  km/h) to extreme ( $> 116$  km/h).

**Flood depth (m):** Measures water depth in flood scenarios, with levels ranging from low ( $\leq 0.15$  m) to extreme ( $> 1.9$  m).

**Peak Ground Acceleration (g):** Indicates the intensity of ground shaking or vibration, with levels ranging from low ( $\leq 0.12$  g) to extreme ( $> 0.27$  g).

**Hail diameter (cm):** Assesses the potential impact of hailstorms, categorizing hail size from low ( $\leq 2$  cm) to extreme ( $> 7$  cm).

**3-second wind gust (km/h):** An additional metric for extreme wind events, considering speeds from low ( $\leq 178$  km/h) to extreme ( $> 321$  km/h).

**Duration of drought period (months):** Measures drought severity, with periods ranging from low ( $\leq 6$  months) to extreme ( $> 12$  months).

WEG also prepares its Greenhouse Gas (GHG) Emissions Inventory based on the GHG Protocol methodology, which is verified by an independent third party. Emissions are monitored and disclosed annually. The data collected enable the Company to understand its impacts, identify opportunities for improvement to reduce these impacts, and analyze performance trends over time. In addition, the inventory supports the assessment of climate-related risks and opportunities associated with the Company's impacts.

In addition to the emissions data reported in the Group inventory, the Company monitors indicators related to energy consumption, energy intensity, energy mix, investments in R&D for low-carbon products and new technologies. Specifically with regard to opportunities, metrics are in place to track the percentage of products aligned with a sustainable economy compared to other products.

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## METRICS AND TARGETS

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**b) Report Scope 1, Scope 2 and, if applicable, Scope 3 greenhouse gas emissions and the risks related to them.**

WEG's GHG emissions were calculated based on the GHG Protocol methodology.  
GHG emissions (tCO<sub>2</sub>e/year) in 2025:

SCOPE 1: 63,639  
SCOPE 2: 62,556 (Market-based)  
SCOPE 3: 25,122,394

The Company's continuous growth presents a potential risk of increased emissions, which it addresses by improving process efficiency. WEG has established its Carbon Neutral Program, targeting a 52% reduction in Scope 1 and 2 emissions by 2030 (base year: 2021) and achieving Net Zero by 2050. For Scope 3, the target is a 60% reduction in emissions per value added (BRL) over the same period.

**c) Describe the targets used by the organization to manage the climate-related risks and opportunities, and performance against the targets.**

The medium- and long-term targets are to reduce operational emissions by 52% by 2030 and to achieve net zero by 2050, using 2021 as the base year. In 2025, WEG achieved a 31.9% absolute reduction in GHG emissions (base year 2021), demonstrating its progress and commitment to this agenda. Regarding Scope 3, WEG aims to reduce emissions by 60% per value added in BRL by 2030 (base year 2021). In 2025, WEG achieved a 53.9% reduction in GHG emissions intensity (base year 2021).

# ASSURANCE REPORT



(Free translation from the original issued in Portuguese. In the event of any discrepancies, the Portuguese-language version shall prevail.)

## Independent auditor's limited assurance report on the non-financial information included in the Integrated Annual Report

To the Shareholders, Directors and Management of  
**WEG S.A.**  
Jaraguá do Sul – SC

### Introduction

We have been engaged by WEG S.A. (the Company) to issue our independent auditor's limited assurance report on the non-financial information included in the "Integrated Annual Report 2025" of the WEG S.A. for the year ended December 31, 2025.

Our limited assurance does not cover information relating to prior periods or any other information disclosed in conjunction with the Integrated Annual Report 2025, including any embedded images and audio or video files.

#### Grant Thornton Auditores Independentes Ltda.

Av. Eng. Luiz Carlos Berrini, 105 -  
12º andar, Itaim Bibi, São Paulo (SP)  
Brasil  
T +55 11 3886-5100  
[www.grantthornton.com.br](http://www.grantthornton.com.br)

### Responsibility of the Company's management

The Company's management is responsible for the following:

- Selecting and establishing appropriate criteria for preparing the information included in the Integrated Annual Report 2025;
- Preparing the information in accordance with the criteria and guidelines provided by the Global Reporting Initiative (GRI - Standards) and Guideline CPC 09 - Integrated Reporting, related to Integrated Reporting Framework prepared by the International Integrated Reporting Council (IIRC);
- Designing, implementing and maintaining internal control over information considered relevant for preparing the information included in the Integrated Annual Report 2025 that is free from material misstatement, whether due to fraud or error.

### Responsibility of the independent auditor

Our responsibility is to express a conclusion on the non-financial information included in the Integrated Annual Report 2025 based on the limited assurance engagement conducted in accordance with Technical Communication CTO 07/2022, issued by the Federal Accounting Council (CFC), and based on NBC TO 3000 – Assurance Engagements Other than Audits or Reviews of Historical Financial Information, also issued by the CFC, which is equivalent to the international standard ISAE 3000 (Revised) – Assurance Engagements Other than Audits or Reviews of Historical Financial Information, issued by the International Auditing and Assurance Standards Board (IAASB). Those standards require that the auditor comply with ethical and independence requirements and other related responsibilities, including as to the application of the Brazilian Standard on Quality Management (NBC PA 01) and, therefore, the maintenance of a comprehensive quality management system that encompasses documented policies and procedures for compliance with ethical requirements, professional standards and legal and regulatory requirements applicable.

Moreover, the aforementioned standards require that we plan and perform our engagement to obtain limited assurance that the non-financial information included in the Integrated Annual Report 2025, taken as a whole, is free from material misstatements.



A limited assurance engagement conducted in accordance with NBC TO 3000 (ISAE 3000) primarily consists of making inquiries of the Company's management and other individuals in the entity involved in the preparation of information, as well as applying analytical procedures to obtain evidence that enables us to issue a limited assurance conclusion on the information taken as a whole. A limited assurance engagement also requires that we perform additional procedures in the event matters come to our attention that cause us to believe that the information disclosed in the Integrated Annual Report 2025, taken as a whole, may contain material misstatements.

The procedures selected were based on our understanding of the aspects relating to the compilation, materiality and presentation of the information included in the Integrated Annual Report 2025 and other circumstances of our engagement and our consideration of the areas and processes associated with the material information disclosed in the Integrated Annual Report 2025 which could contain material misstatements. Our procedures comprised, among others, the following:

- a)** Planning the work, considering the relevance, volume of quantitative and qualitative information and the operating systems and internal controls based on which the information included in the Integrated Annual Report 2025 was prepared;
- b)** Understanding the calculation methodology and the procedures for the compilation of the indicators through inquiries with the managers responsible for the preparation of the information;
- c)** Applying analytical procedures on the quantitative information and making inquiries regarding the qualitative information and its correlation with the indicators disclosed in the information included in the Integrated Annual Report 2025; and
- d)** For those cases where there is a correlation between the non-financial data and indicators having a financial nature, match such indicators to the financial statements and/or accounting records.

The limited assurance engagement also included the analysis of the compliance with the guidelines and criteria provided in the framework Global Reporting Initiative (GRI Standards) and Guideline CPC 09 - Integrated Reporting (related to Integrated Reporting Framework prepared IIRC) applicable to the preparation of the information included in the Integrated Annual Report 2025.

We believe that the evidence we have obtained during our work is sufficient and appropriate to provide a basis for our limited assurance conclusion.

## Scope and limitations

The procedures applied in a limited assurance engagement vary in nature and timing and are less in scope than an engagement to obtain reasonable assurance. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the level that would be obtained if a reasonable assurance engagement had been performed. If we had performed a reasonable assurance engagement, we might have identified other matters and possible misstatements in the information included in the Integrated Annual Report 2025. Therefore, we do not express an opinion on this information.

Non-financial data is subject to more inherent limitations than financial data, due to the nature and diversity of the methods used to determine, calculate or estimate such data. Qualitative interpretations of materiality, relevance and accuracy of the data are subject to individual assumptions and judgments. Furthermore, we neither conduct any work based on prior-period information nor in relation to future projections and goals.

The preparation and presentation of sustainability indicators have followed the GRI Standards criteria and, therefore, their objective is not to assure that social, economic, environmental or engineering regulations and laws were complied with. Such criteria prescribe, however, the presentation and disclosure of any events of noncompliance with such regulations when significant sanctions or fines are imposed. Our assurance report should be read and understood in this context, inherent to the criteria selected (GRI Standards).

## Conclusion

Based on the procedures performed, described in this report, and on the evidence obtained, nothing has come to our attention that causes us to believe that the non-financial information included in the WEG S.A.'s Integrated Annual Report for the year ended December 31, 2025 has not been prepared, in all material respects, in accordance with the criteria and guidelines of the Global Reporting Initiative (GRI Standards) and Guideline CPC 09 - Integrated Reporting, correlated to the Integrated Reporting Framework prepared by the IIRC.

São Paulo, April 17, 2026

Grant Thornton Auditores Independentes Ltda.  
CRC 2SP-025.583/O-1

Clayton da Silva Codo  
Accountant CRC 1SP-234-906/O-1

Driving efficiency and sustainability

