



POLICY's objectives

1. This **INFORMATION DISCLOSURE AND SECURITIES TRADING POLICY** (“**POLICY**”) establishes the standards and procedures that guide **WEG S.A.**, the companies part of WEG Group (“**WEG**” or “**the Company**”) and Connected Persons defined herein in:
 - 1.1. The identification, maintenance of confidentiality and adequate disclosure of information that might constitute Material Facts or Acts or privileged information.
 - 1.2. Negotiation of securities issued by WEG or referenced to it.
2. This **POLICY** was established pursuant to the regulation by the Brazilian Securities and Exchange Commission (“**CVM**”), including CVM Resolution 44 of August 23, 2021 and “New Market” Regulation of B3 S.A. - Brasil, Bolsa, Balcão (“**B3**”).

Definitions

Securities Issued by WEG

3. It is **Securities Issued by WEG** the shares, negotiable rights, subscription receipts, debentures publicly issued and offered, as well as the **Derivative** securities, whose amount is referenced or derived from securities Issued by WEG, either issued by WEG or third parties.

Material Fact or Act

4. It is **Material** any (i) decision of Controlling Shareholders, (ii) resolution of general meeting or administration offices of the Company, or (iii) any other act or fact of political, administrative, technical, negotiable or economical-financial type occurred or related to business of the Company that, individually or collectively, can reasonably impact the price of securities issued by WEG or investors’ decision to purchase, sell, keep or exercise any rights inherent to the capacity of holder of those securities, pursuant to the legislation.

Privileged Information

5. It is **Privileged Information** the internal information about Material Fact or Act held by Connected Persons until it is disclosed to regulating agencies, such as CVM, stock markets and organized over-the-counter markets, such as B3, shareholders and interested parties in the capital market in general, as indicated in this **POLICY**.

Negotiation Block

6. The **Trading Block** is the period when, by legal determination, regulation or determination of Investors Relationship Directorate, it is prohibited the negotiation of Securities Issued by WEG by the Connected Persons.

Connected Persons to this POLICY

7. It is **Connected Persons** to this **POLICY** those who, due to function or position they have in WEG, have continuous, frequent, repeated or eventual access to Privileged Information. Thus, it is Connected Persons, among others:
 - 7.1. **In a Continuous Way**



- 7.1.1. Direct and indirect Controlling shareholders.
- 7.1.2. The members of Board of Directors.
- 7.1.3. The members of Fiscal Council.
- 7.1.4. The members of Executive Board.
- 7.1.5. The members of Audit Committee and any agency with technical or consulting functions, created by statutory provision or Board of Directors.

7.2. In an Eventual Way

- 7.2.1. Employee of WEG, appointed as such by the Directorate of Relations with Investors on account of holding Privileged Information over a certain Material Fact or Act or Privileged Information, pursuant to clause 8.1 below:
- 7.2.2. Employee of WEG or any person who has commercial, professional or trust relationship with WEG, even if not appointed by the Directorate of Relations with Investors and, who has known Privileged Information about a certain Material Fact or Act or Privileged Information is voluntarily subject to the provisions hereof, observing the provisions of the Code of Ethics of the Company.

Connected Person's Obligations

Duty to Adhere to the POLICY

- 8. To enter into, upon contracting, election, promotion, transference or whenever determined by the Directorate of Relations with Investors, a formal adhesion document to the POLICY, where they state to be aware of its terms and manifest commitment to observe them.
 - 8.1. The formal adhesion to the POLICY shall occur, regardless of occupied position or function, whenever that, in the performance of specific professional functions in the normal course of business, there is frequent and repetitive access to Privileged Information. Nevertheless, the absence of formal adhesion to the POLICY does not release the Connected Persons from the duty of strictly follow the provisions herein, being particularly applicable to the persons defined in topic 7.2.

Duty of Keeping Secrecy

- 9. Does not use Privileged Information which he accesses to, by means of negotiation with Securities Issued by WEG or referenced to it, obtain advantages of any type to own benefit or third parties'.
- 10. To carefully work to preserve the secrecy of Privileged Information he accesses, observing the legislation and other relevant standards, as well as observe that its disclosure shall only occur within the conditions defined herein.
 - 10.1. The disclosure of Privileged Information to persons not connected to this POLICY shall be limited to the absolutely necessary information to performance of specific professional functions within normal course of business, only in as much as it is



necessary to obtain the wished things. The Connected Person is jointly liable with the latter in case of non compliance with conditions defined herein, in addition to:

- 10.1.1.** In case of WEG employees, such disclosure of Privileged Information shall, whenever possible, be preceded by an explanation about the secret nature of such information and functional obligation to keep secrecy.
- 10.1.2.** In case of third parties, not WEG employees, the disclosure shall only be made upon signature of individualized confidentiality document or contractual clause of confidentiality.

Duty of Observing Restrictions to Negotiation with Securities Trading by WEG

- 11.** Do not negotiate Securities Issued by WEG during the Negotiation Block period.
- 12.** The Negotiation Block shall occur:
 - 12.1.** Between the 15th (fifteenth) day before the disclosure date of quarterly financial income (sending to CVM the Quarterly Information form - ITR) and disclosure of annual financial income (sending to CVM the Standardized Financial Statements form - DFP).
 - 12.2.** While it is in progress the acquisition or alienation of shares issued by WEG or WEG itself, its controlled companies, colligated or another company under common control, or if it was granted option or document for the same purpose.
 - 12.3.** Whenever determined by the Directorate of Relations with Investors, which can be partial, namely, applicable to those Connected Persons who know a certain Privileged Information, or to Connected Persons.
 - 12.4.** The Negotiation Block shall last up to previously defined determined date or indefinite term, up to formal communication of the end.
 - 12.5.** The Negotiation Block shall be observed even if during its effectiveness there is cessation of connection between WEG and the Connected Person.
 - 12.6.** The prohibition of negotiation with shares is not applicable in the negotiation out of stock market or organized over-the-counter market to acquisition of treasury shares resulting from the Long-Term Incentive Plan (ILP Plan) or exercise of purchase option pursuant to the granting plan of option of purchase of shares approved in general meeting.
 - 12.7.** The prohibition of negotiation with shares is applicable to the spouses and/or partner, as well as any dependent included in the annual income tax return and controlled legal entities, either directly or indirectly, by the previously defined Connected Persons.
 - 12.8.** In the silence period of 15 days prior to the publication date of its financial income, in the dates defined in the calendar of corporate events recorded with CVM and B3, WEG shall not discuss, provide clarifications or make projections about such aforementioned income. This prohibition does not include discussion of information already publicly disclosed.



Duty of Informing About Ownership and Negotiations

13. The Connected Persons shall communicate to the Directorate of Relations with Investors the quantities, characteristics and way of acquiring securities issued by WEG, as well as eventual amendment in positions held, pursuant to provisions of regulation in force. The communication shall also be made with regard to transactions of securities carried out by spouses and/or partner, as well as any dependent included in the annual income tax return and controlled legal entities, either directly or indirectly, by the previously defined Connected Persons.
 - 13.1. The initial communication shall be immediately made after investiture in the function and eventually in specific functions in case of WEG employees.
 - 13.2. The subsequent information shall be immediately informed after made and the Connected Persons shall provide this information to the Directorate of Relations with Investors.

Individual Investment Plans

14. The Connected Persons to this POLICY can prepare and request filing in the Company of an individual plan of investment or disinvestment, observing the requirements of article 16 of CVM Resolution 44.
 - 14.1. The individual plans of investments or disinvestment shall be made formal in writing to the Director of Relations with Investors, out of negotiation prohibition periods, to examine its compatibility with provisions of internal policies of the Company and applicable regulation.
 - 14.2. The Board of Directors shall verify in every six months the adherence of negotiations made by the interested parties to individual plans of investment or disinvestment formalized by them.

Loans of Securities of the Company

15. The Connected Persons to this POLICY are prohibited to work in the loan market of Securities issued by the Company, either as donors or takers of loan.

Duty of Informing about Negotiation of Relevant Participations

16. The shareholders who appoint a candidate to vacancy to the Board of Directors or Audit Committee and that are elected by the General Meeting, as well as any natural person or legal entity, or group of persons, acting together or representing the same interest, that reach direct or indirect participation, that corresponds to 5% (five percent) or more of shares representing WEG capital, shall notify to the Directorate of Relations with Investors the full information upon occurrence of events defined in the relevant legislation and/or regulation.

Attributions of the Directorate of Relations with Investors

Administrative and Verify Infringements

17. Administrative the application of POLICY and take steps it considers necessary to its faithful observance.



18. Investigate the infringement cases of this POLICY and instruct the sanctions to the adequate instance to each case.

Control Adhesion and Negotiation

19. Keep specific, updated and individualized control to all Connected Persons, being responsible for making available this record to competent agencies whenever requested.
20. Keep specific and individualized control of quantities, characteristics and way of acquisition of securities issued by WEG held by the Connected Persons, as well as eventual amendments in those positions, which shall be regularly notified to the regulating agencies.
21. Disclose and keep updated the calendar of corporate events, which shall contain the expected dates to disclose its quarterly and annual financial income.
22. Formally notify the partial and eventual Negotiation Blocks to the impacted Connected Persons.

Define and Disclose Material Fact or Act

23. Analyze and characterize the act or fact as Material Fact or Act, such as previously defined herein, and define the convenience and/or necessity of its disclosure. Provided that there is no damage to information secrecy, the Directorate of Relations with Investors can immediately disclose the Material Fact or Act if it understands it is within legitimate interests of the Company.
24. Prepare necessary materials to the disclosure of Material Fact or Act, which shall be clear, accurate and in accessible language to the public, including the necessary complete and timely information to the perfect understanding of the situation.
 - 24.1. WEG shall obligatorily disclose its material facts in Portuguese and English. Furthermore, to the convenience of interested public, WEG can make available its material facts in other languages it considers necessary.
 - 24.2. Only the CEO, the Director of Relations with Investors or a person expressly appointed by them shall be authorized to comment, clarify or detail the content of disclosed Material Fact or Act. Comments, clarifications or details about non-material facts or Acts that have already been subject to extensive disclosure can be made by other persons of WEG, observing the internal policies of the Company to each case.
 - 24.3. The disclosure of Material Fact or Act shall preferably occur, before or after the operation times of regular trading session of B3. If it is fundamental that this disclosure occurs during the operation time of trading session, the Directorate of Relations with Investors can request to B3 the suspension of negotiation of securities issued by WEG for the necessary time to adequate disclosure of relevant information.
25. Supervise the disclosure of Material Fact or Act, in the following priority order:
 - 25.1. To CVM, by means of electronic means defined by this government agency.



- 25.2. To B3 and, if it is the case, to other stock markets and entities of organized over-the-counter market.
- 25.3. Directly to participants of capital markets in general, with publication in news web sites of the world wide web ("Internet") and in the web site of Relations with Investors of WEG, ri.weg.net, in identical content to the one sent to CVM and B3.
- 25.4. In additional communication means an vehicles to those previously mentioned, if such procedure is considered convenient. In those cases, it can be made in a summary way, indicating where the complete information is available.

Communication to market

- 26. If WEG considers necessary to disclose information that do not have characteristics of Material Fact or Act, such as previously defined herein, it can do so by means of communication to market.

Service Investors

- 27. Service investors, market analysis and interested public, directly or by means of expressly appointed representative. Other employees can only communicate with investments professionals and other participants of capital markets when expressly authorized and instructed to do so by the Directorate of Relations with Investors in the presence of the appointed representative.
 - 27.1. The WEG representatives in services to shareholders and investors shall only stick to the public information extensively disclosed and do not discuss or spread Privileged Information.
 - 27.2. WEG shall not talk about rumors, speculations, news or information whose source is not clearly identified, except if, upon decision of the Directorate of Relations with Investors, it is understood that a formal manifestation of WEG can contribute to maintain the organized negotiation of securities trading by WEG.
 - 27.3. WEG shall not disclose projections of its future income or make comments, analysis or other judgments about income projections prepared by third parties.
 - 27.4. WEG can timely disclose its expectations of operational performance to the next financial years. Those expectations about future performance are mere expectations and shall be based in the expectations of management related to the future, being highly dependent on changes in the market, general economic performance of the country and sector and international markets, being subject to changes.
 - 27.5. WEG can, by means of usual ways employed in its activities of relations with investors, use or disclose projections of income prepared by third parties. This practice does not mean any analysis, judgment or validation about those expectations of income.
 - 27.6. WEG is not liable for investment recommendations, income projections, target prices and other judgments and opinions about securities issued by WEG given by third parties.



Application of POLICY

- 28.** The Connected Persons shall observe all obligations defined herein for up to 3 months after their dismissal or cessation of connection with WEG.
- 28.1.** The non-observance of rules defined herein shall subject the infringing party to disciplinary sanctions, pursuant to internal standards of WEG and those defined in this item, without prejudice of applicable administrative, civil and/or criminal sanctions.
- 28.2.** Any connected person that incur a violation shall immediately notify the fact to the Directorate of Relations with Investors. The omission in notifying the violations of the POLICY is considered serious fault.
- 28.3.** The venue of circuit court of Jaraguá do Sul / SC shall be competent to handle any matter related to violation or non-observance to this POLICY.

Frequency of Review and Approval Forum

- 29.** To review in each 3 years, being the approval forums the Information Disclosure Committee, General Direction and Board of Directors.

Approved in the Minutes of Meeting 1,054 of the Board of Directors of WEG S.A.
on June 20, 2023.



**ANNEX I - ADHESION DOCUMENT TO CONTROLLERS,
ADMINISTRATORS AND MEMBERS OF STATUTORY AGENCIES**

[Name, nationality, civil status, profession], holder of [CPF] and [RG [ID]] residing in [full address], undersigned, in the capacity of [function] of [WEG S.A. or controlled company] adheres to the POLICY OF DISCLOSURE OF MATERIAL FACT OR ACT AND SECURITIES TRADING OF WEG S.A., of which he receives a copy herein. He states to know its terms and undertakes to fully observe it, by himself, his spouse (of which he is not judicially or extra judicially separated) or partner, its dependents included in the annual income tax return and by controlled legal entities, either directly or indirectly, namely:

| Name/ Corporate Name | CPF/CNPJ [Individual/Corporate Taxpayers' Register] |
|----------------------|---|
| _____ | _____ |
| _____ | _____ |
| _____ | _____ |
| _____ | _____ |

He states to be aware that eventual sanctions resulting from infringement to the aforementioned POLICY shall be handled by the Board of Directors of company.

Jaraguá do Sul, [day] , [month] , [year]

[Full name]



ANNEX II - ADHESION DOCUMENT EMPLOYEES

[Name, nationality, civil status, profession], holder of [CPF] and [RG [ID]] residing in [full address], undersigned, in the capacity of [function] of [WEG S.A. or controlled company] adheres to the POLICY OF DISCLOSURE OF MATERIAL FACT OR ACT AND SECURITIES TRADING OF WEG S.A., of which he receives a copy herein. He states to know its terms and undertakes to fully observe it. He states to be aware that eventual infringement of such POLICY can be considered serious fault.

Jaraguá do Sul, [day] , [month] , [year]

[Full name]