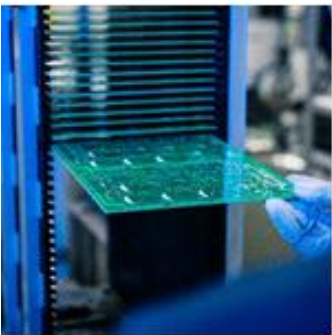


SHAREHOLDER PARTICIPATION MANUAL



Driving efficiency and sustainability



Annual and Extraordinary General Meeting

04/29/2025 | Published on 03/26/2025





Jaraguá do Sul, March 2025

Dear Shareholders,

This manual seeks to provide clarifications regarding the matters to be deliberated at the upcoming Annual and Extraordinary General Meeting (“AEGM”) of WEG S.A. (“Company”) to be held on April 29, 2025. The AEGM will be held at the Company's headquarters, located at Avenida Prefeito Waldemar Grubba, 3300, in the city of Jaraguá do Sul, Santa Catarina, at 3:00 p.m.

Herein you will find information regarding the procedures and deadlines for the meetings, as well as a detailed presentation of the Administration's proposals.

Décio da Silva

Chairman of the Board of Directors



WEG S.A.
GRUPO WEG
A PUBLICLY LISTED COMPANY
CNPJ 84 429 695/0001-11
AVENIDA PREFEITO WALDEMAR GRUBBA, 3,300
JARAGUÁ DO SUL - SANTA CATARINA

CALL NOTICE
ANNUAL SHAREHOLDERS' MEETING

We invite the shareholders of this Company to meet at the Annual and Extraordinary General Meeting, to be held on April 29, 2025, at 3:00 p.m., at the Company's headquarters at Av. Prefeito Waldemar Grubba 3,300, in the city of Jaraguá do Sul, Santa Catarina, in order to deliberate on the **AGENDA**.

At the Annual General Meeting:

1. Examination, discussion and voting on the Directors Report, Financial Statements, Independent Audit Report, Fiscal Council Opinion and other documents related to the fiscal year ended on December 31, 2024.
2. Approval on the allocation of the Net Earnings of the fiscal year and the capital budget for 2025 as proposed by the Board of Directors, as well as ratification of the distribution of Dividends and Interest on Stockholders' Equity in accordance with resolutions already taken at the Board of Directors' meetings.
3. Decide upon Directors' annual global remuneration.
4. Election of the Fiscal Council members, composed of 3 (three) members and their substitutes.
5. Decide upon Fiscal Council member's remuneration.
6. Approval of the Newspapers for publication of legal acts

At the Extraordinary General Meeting:

1. Examination, discussion and voting on the proposal to revise the share-based compensation plan, called the Long-Term Incentive Plan (ILP Plan), in favor of its Directors and Managers.
2. Proposal of increase the Company's capital stock in R\$ 5.000.000.000,00, from R\$ 7,504,516,508.00 to R\$ 12,504,516,508.00, without increasing the number of shares of the Company, and respective adjustments to the Bylaws to reflect what remains approved.



3. Proposal of the creation of the Statutory Audit Committee and respective adjustments to the Bylaws to reflect what remains approved.
4. Proposal to change the operation of the Fiscal Council, from permanent to non-permanent installation format, in accordance with the caput of article 161 of Law 6,404/1976, and respective adjustments to the Bylaws to reflect what remains approved.
5. Proposal to change the Article 11 of the Bylaws, to accommodate the regulatory adjustments promoted by the Securities and Exchange Commission, resulting from CVM Resolution 204/2024, which amended CVM Resolution 81/2022.

Additional Information:

Format – The meeting will be exclusively in person, given the high participation of share capital that the format has ensured in recent years.

Documents – All documents and information necessary for the exercise of voting rights by shareholders, in particular the Directors proposals regarding the matters to be resolved on, are available on the website of the Brazilian Securities and Exchange Commission (www.cvm.gov.br), B3 (www.b3.com.br) and the Company (ri.weg.net).

Remote Voting – In compliance with the provisions of the sole paragraph of article 121 of Law 6,404/1976, the Company will provide a remote voting channel, in compliance with CVM regulations for the practice. In addition to the other options included in the Remote Voting Bulletin (BVD), shareholders may send their votes through the electronic system “Ten Meetings”, through the link <https://assembleia.ten.com.br/680365524>.

Participation – Shareholders may be present upon presentation of an identity document (individual) or official proof of representation (legal entity) or, even, be represented by a proxy appointed as such less than 1 (one) year ago, who is a shareholder, Company director or attorney at law, where the power of attorney must meet the requirements listed in Law 6,404/1976 and CVM Resolution 81/2022.

Jaraguá do Sul (SC), March 26, 2025

DÉCIO DA SILVA

Chairman of the Board of Directors



Dear Shareholders,

The Board of Directors of WEG S.A. hereby presents to the shareholders the following **PROPOSALS**, which will be the subject of deliberation at the Annual and Extraordinary General Meeting, called for April 29, 2025. All values are reported in R\$ thousands, except when otherwise indicated.

At the Annual General Meeting (AGM):

1. Examination, discussion and voting on the Directors Report, Financial Statements, Independent Audit Report, Fiscal Council Opinion and other documents related to the fiscal year ended on December 31, 2024.

(ANNEX 1 – Item 2 of Annex C of CVM Resolution 80/2022)

2. Approval on the allocation of the Net Profit of the 2024 Fiscal Year and the Capital Budget for the fiscal year 2025, namely:

| | |
|--|------------------|
| Net income for the year | 6,042,593 |
| Prior Year Dividend Reversal | 1,614 |
| Assigned Cost Realization | 13,725 |
| Adjusted Net Income (to be distributed) | 6,057,932 |
| Capital Budget (item 2.1) | 2,564,876 |
| Legal Reserve (item 2.2) | 302,130 |
| Dividends and Interest on Equity (item 2.3) | 3,190,926 |

(ANNEX 2 – Allocation of Net Income as per Attachment A of CVM Resolution 81/2022)

- 2.1. **Approval of the Capital Budget for the fiscal year 2025** –Establish a Capital Budget Reserve in the amount of R\$ 2,564,876 given the investment plan / capital budget for 2025, which provides for:

| | |
|--|------------------|
| a) Investments (Property, plant and equipment) planned in the 2025 budget | 2,661,644 |
| - Constructions and facilities | 367,943 |
| - Machinery, equipment, tools and devices | 852,752 |
| - IT (hardware) | 50,929 |
| - Foreign subsidiaries | 1,364,910 |
| Producers | 1,260,484 |
| Commercial | 104,426 |
| - Other | 25,110 |
| b) Intangible assets | 12,308 |
| c) Working Capital Increase planned in the 2025 budget | 1,162,005 |
| Total estimated investments (a + b + c) | 3,835,957 |
| Sources of funds | 3,835,957 |
| - Retained (capital budget reserve) | 2,564,876 |
| - Third parties (financing) | 1,271,081 |



2.2. Legal Reserve – Establish a legal reserve in accordance with the legislation and the bylaws at 5% of net profit (R\$ 6,042,593 x 5% = R\$ 302,130).

2.3. Dividends and Interest on Equity –We propose ratifying the distribution of Dividends and Interest on Equity as detailed below:

a) Dividend Calculation – 2024

| | |
|--|------------------|
| Adjusted Net Income for fiscal year 2024 | 6,057,932 |
| (-) Legal Reserve (item 2.2) | (302,130) |
| Minimum Mandatory Dividend Calculation Base | 5,755,802 |
| Mandatory dividend of 25% | 1,438,951 |
| Dividends and interest on equity related to the 1st half of 2024 | 1,292,549 |
| Dividends and interest on equity related to the 2nd half of 2024 | 1,898,377 |
| Total attributable to 2024 fiscal year dividends | 3,190,926 |

b) Dividends and interest on equity approved by the Board of Directors relating to the first half of 2024:

| | Gross Total |
|--|--------------------|
| Interest on Equity according to the minutes of RCA No. 1.080 of 19/03/2024 | 242,343 |
| Interest on Equity as per the minutes of RCA No. 1091 of 25/06/2024 | 263,329 |
| Interim Dividends according to the minutes of RCA No. 1.094 of 30/07/2024 | 786,877 |
| Total | 1,292,549 |

c) Dividends and Interest on Equity approved by the Board of Directors relating to the 2nd half of 2024:

| | Gross Total |
|---|--------------------|
| Interest on Equity according to the minutes of RCA No. 1.098 of 09/24/2024 | 293,932 |
| Interest on Equity as per the minutes of RCA No. 1.104 of 12/17/2024 | 334,654 |
| Supplementary Dividends according to the Minutes of RCA No. 1.110 of 02/25/2025 | 1,269,791 |
| Total | 1,898,377 |

d) Historical

| | 2024 | 2023 | 2022 |
|--------------------------------|------------------|------------------|------------------|
| Net Income for the Year | 6,042,593 | 5,731,670 | 4,208,084 |
| Annual dividend | 3,190,926 | 2,880,019 | 2,252,351 |
| Equity financing interest | 1,134,258 | 1,020,776 | 749,120 |
| Dividends | 2,056,668 | 1,859,243 | 1,503,231 |
| Dividends / Net Income: | 52.80% | 50.25% | 53.52% |



3. Decide upon Directors's annual global remuneration for the year 2025 as detailed below:

| | |
|---|----------------|
| Compensation received from WEG S.A. | 24,756 |
| Board of Directors | 14,275 |
| Statutory Executive Directors | 10,481 |
| Compensation received from WEG Equipamentos Elétricos S.A. (WEL) | 118,369 |
| Board of Directors | 13,173 |
| Statutory Executive Directors | 105,196 |
| Total | 143,125 |

Demonstration of the values set at the 2024 AGM, and projection of fees for 2025 (based on the remuneration for January 2025), the proposal for deliberation at the 2025 AGM, namely:

| Paid by | Remuneration | 2024 | | 2025 | Proposal |
|--------------|-------------------------------|----------------|----------------|----------------|----------------|
| | | AGM 2024 | Realized | (Predicted) | AGM 2025 |
| WEG | Board of Directors | 11,529 | 10,510 | 11,418 | 14,275 |
| | Statutory Executive Directors | 9,413 | 8,334 | 8,384 | 10,481 |
| WEL | Board of Directors | 10,587 | 9,677 | 10,537 | 13,173 |
| | Statutory Executive Directors | 134,907 | 122,063 | 84,156 | 105,196 |
| Total | | 166,436 | 150,584 | 114,495 | 143,125 |

Note: In Annex 3, item 8.19, we report the remuneration obtained in the subsidiary WEL, and the sum of the remuneration obtained in WEG S.A. and in the subsidiary WEL.

Compensation Policy:

- (i) **Fixed Remuneration** – The fixed remuneration of the Board of Directors and the Statutory Executive Directors, observing legal provisions, is established by fixing the total amount for the Directors, which in turn is submitted to the General Meeting of each company in the WEG Group. In establishing the individual amount to be paid monthly, the Board of Directors considers, in relation to the director, remuneration that includes the variables of time dedicated, seniority, reputation, and strategic challenges of the position, and the market parametric value for such services. Periodically, the Company conducts a remuneration survey conducted by a specialized company.
- (ii) **Variable Remuneration** – Represented by performance-based bonuses tied to the achievement of annual goals established by the Board of Directors. This amount includes, for statutory officers, the participation of Directors as provided for in the Company's Bylaws.

The validation of the plans and values to be distributed will be carried out by the Board of Directors, observing the limits approved by the Shareholders' Meeting.

Also, observing the limits approved by the Shareholders' Meeting, the plans validated by the Board of Directors may defer the payment of part of the amount due to the Directors in a given fiscal year for cash payment in subsequent fiscal years, with the deferred portion subject to positive or negative variation in the



market price of the Company's shares over the period, seeking better alignment between executives and shareholders.

Deferred amounts during the Director's term of office will be calculated and paid upon termination, at any time or for any reason. This deferral is not the same as the Company's ILP plan and constitutes a vested right.

The performance bonus is calculated on net profit, with a percentage of up to 2.5% there, of the same, provided that minimum operational performance targets are met. The main performance goals relate to Return on Invested Capital, sales growth, EBITDA margin, employee health and safety performance, and reduction of Greenhouse Gas (GHG) emissions.

(iii) Long-Term Incentive Plan – Equity-based compensation is provided for in the bylaws, Article 5, § 2, whereby the maximum number of shares to be granted under equity-based plans is limited to 2% (two percent) of the total shares representing the Company's share capital.

Equity-based compensation is contingent upon achieving a minimum Return on Invested Capital.

Following approval at the Extraordinary General Meeting on 04/29/2025, Directors proposed that the ILP Plan should consider Return on Invested Capital and EBITDA Growth as operational performance targets, applicable as of fiscal year 2025.

(iv) Other Benefits – Members of the Board of Directors and Statutory Executive Directors receive benefits common to the performance of their duties.

The Board of Directors, in accordance with clause “n” of article 22 of the Bylaws, shall set individual remuneration for the members of the Board of Directors and Directors, as well as the estimated performance bonus value for the fiscal year, according to the global limit set by the General Assembly.

(ANNEX 3 – Item 8 of Annex C of CVM Resolution 80/2022)

4. Election of the Fiscal Council members to serve until the Annual General Meeting of 2026.

| Effective member | Alternate Member |
|--|--------------------------------|
| <u>Indicated by the Controller:</u> | |
| Patricia Valente Stierli | Giuliano Barbato Wolf |
| Vanderlei Dominguez da Rosa | Paulo Roberto Franceschi |
| <u>Indicated by non-controlling shareholders:</u> | |
| Lucia Maria Martins Casasanta | Silvia Maura Rodrigues Pereira |

(ANNEX 4 – Items 7.3 to 7.6 of Annex C of CVM Resolution 80/2022)

5. Decide upon the remuneration of the Fiscal Council members for fiscal year 2025, to be set at R\$ 15,435.00 per month for each sitting member, in accordance with the provisions of current legislation.



6. Approve the newspapers for publication of the legal acts, namely
- (i) O Correio do Povo – Jaraguá do Sul – SC
 - (ii) Valor Econômico – São Paulo – SP

Legislation: According to article 289 of Law 6.404/1976, as amended by Law 13.818/2019, in effect from 01/01/2022.



At the Extraordinary General Meeting (EGM):

1. Examination, discussion and voting on the proposal to revise the share-based compensation plan, called the Long-Term Incentive Plan (ILP Plan), in favor of its Directors and Managers.

(ANNEX 5 – Proposed changes and justifications)

2. Examination, discussion and voting on the proposal to increase the Company's capital stock in R\$ 5.000.000.000,00, from R\$ 7,504,516,508.00 to R\$ 12,504,516,508.00, through the capitalization of part of the balance of the Profit Reserve/Retained Earnings for Investments account, without increasing the number of shares of the Company, and respective adjustments to the Bylaws to reflect what remains approved.

(ANNEX 6 – Article 12 of CVM Resolution 81/2022)

3. Approve the proposal of the creation of the Statutory Audit Committee and respective adjustments to the Bylaws to reflect what remains approved.

(ANNEX 6 – Article 12 of CVM Resolution 81/2022)

4. Approve the proposal to change the operation of the Fiscal Council, from the permanent installation format, in accordance with the caput of article 161 of Law 6,404/1976, and respective adjustments to the Bylaws to reflect what remains approved.

(ANNEX 6 – Article 12 of CVM Resolution 81/2022)

5. Approve the amendment to Article 11 of the Bylaws, to accommodate the regulatory adjustments promoted by the Securities and Exchange Commission, resulting from CVM Resolution 204/2024, which amended CVM Resolution 81/2022.

(ANNEX 6 – Article 12 of CVM Resolution 81/2022)

This is what the Board of Directors has to propose and expects to be analyzed and approved by the shareholders.

Jaraguá do Sul, March 26, 2025



2. COMMENTS OF DIRECTORS

(Values expressed in R\$ thousand, unless otherwise indicated).

2.1. Financial and patrimonial conditions

a) General financial and patrimonial conditions

We started 2024 with uncertainties in some markets due to the slower pace of demand growth and geopolitical events that are still ongoing. Throughout the year, we saw an improvement in industrial activity in Brazil, along with a positive performance in the vast majority of the regions where we operate.

According to the projection of the International Monetary Fund (IMF), world GDP grew 3.2%, an expansion close to the one in 2023, when there was a 3.3% growth. In Brazil, even with the basic interest rate at a high level in Brazil, the economy showed a performance above the expectations with a GDP growth of 3.7% according to IMF.

We continue benefitting from favorable conditions in some of our markets, especially due to good demand for long-cycle equipment, mainly in the area of Power Generation, Transmission and Distribution (GTD), with emphasis on transmission & distribution (T&D) projects, driven by the energy transition and investment in electricity infrastructure in the markets where we operate. Demand was also positive for short-cycle equipment, such as low-voltage electric motors, gearboxes and serial automation equipment, reinforcing the development of our motion drive strategy globally. It is important recalling that the acquisitions completed in 2024 contributed positively to the revenue for the year, with the start of the consolidation of the Marathon, Cemp and Rotor businesses in May and Volt Electric Motor in December.

In addition to the revenue growth from foreign markets in local currencies, revenue in reais was also positively impacted by the US dollar, whose average exchange rate for the year rose from R\$ 4.99 in 2023 to R\$ 5.39 in 2024, an appreciation of 7.9% against the real. We continued generating healthy cash flow, with growth in operating margins and net income, reflecting our unique business model, which together with other fundamental pillars of our strategy, such as diversification of products and solutions, a long-term vision and the ongoing search for operational efficiency, contributed to another year of good performance regarding return on invested capital.

The Company's financial and patrimonial conditions were little affected by events during this period. We were able to maintain solid financial and patrimonial conditions and full capacity to finance our growth. The capital structure maintained a leverage level adequate to the context of the capital and credit markets, and the cash position is sufficient to meet short and medium-term commitments.

Among the main characteristics of our business model and the main reasons for long-term success is the ability to identify and seize investment opportunities with attractive returns after being adjusted for risks. This capacity is given by financial flexibility, which is perceived by the solid capital structure and solid capital and preferential access to

competitive resources and funding sources. This includes both private financial institutions and public entities.

On December 31, 2024, cash (cash equivalents, interest earning bank deposits and derivative financial instruments) totaled R\$ 8,230.1 million, invested in top-tier banks and mostly in local currency, while gross financial debt, including derivative financial instruments, totaled R\$ 3,621.5 million, of which 79% in short-term operations and 21% in long-term operations, resulting in net cash of R\$ 4,608.7.

The Company's net equity at the end of 2024 was R\$ 23,125.2 million, compatible with the results throughout the year.

On December 31, 2024, the Company's current liquidity was 1.8x, represented by the division of current assets and current liabilities. Immediate liquidity, which measures the relationship between cash and equivalents and current liabilities, was 0.5x on December 31, 2023.

The Company's net debt, where we present the ratio of gross debt/equity in recent years, is presented in the table below.

| | Fiscal year ended on December 31, | | |
|--|--------------------------------------|-------------------|-------------------|
| | 2024 | 2023 | 2022 |
| Total Assets | 41,489,701 | 31,496,270 | 28,134,660 |
| Current Assets | 27,221,359 | 21,562,311 | 19,653,210 |
| Cash & Cash Equivalents | 8,230,125 | 7,114,955 | 5,028,762 |
| Liabilities (Current and non-current) | 18,364,484 | 13,641,494 | 12,886,305 |
| Current Liabilities | 15,454,265 | 11,219,689 | 10,262,877 |
| Gross Debt | 3,621,474 | 3,000,006 | 3,594,936 |
| Net Cash | 4,608,651 | 4,114,949 | 1,433,826 |
| Net Worth | 23,125,217 | 17,854,776 | 15,248,355 |
| Gross Indebtedness/ Stockholders' Equity | 0.16 | 0.17 | 0.24 |
| Net Cash/ Net Worth | 0.20 | 0.23 | 0.09 |

b) capital structure

Maintaining financial flexibility is an important component of the Company's business model. Our markets offer us ample opportunities for growth in various products and segments. To capture these investment opportunities with attractive returns without excessively increasing risks, we must have a solid capital structure, preserving access to resources and liquidity sources.

The recent evolution of the capital structure is presented in the table below.



| | Fiscal year ended on December 31, | | |
|--|--------------------------------------|------------|------------|
| | 2024 | 2023 | 2022 |
| Equity Capital | 23,125,217 | 17,854,776 | 15,248,355 |
| third-party capital (Current and Non-Current Liabilities) | 18,364,484 | 13,641,494 | 12,886,305 |
| Equity Capital / Total | 56% | 57% | 54% |

c) ability to pay in relation to the financial commitments made

As mentioned, we seek to maintain a solid capital structure, which allows us to take advantage of investment opportunities without excessively increasing risk exposure. Normally this has meant maintaining a relevant cash position and a relatively low net indebtedness in relation to our ability to generate net resources.

This can be noted by the net cash position (cash and cash equivalents and investments greater than gross debt) maintained in the last three fiscal years. Thus, considering the profile of our indebtedness, our cash flow and our liquidity position, we believe that our ability to meet our financial commitments due in the coming years is absolutely preserved.

| | Fiscal year ended on December 31, | | |
|--|-----------------------------------|------------------|------------------|
| | 2024 | 2023 | 2022 |
| Cash and cash equivalents, Applications | 8,230,125 | 7,114,955 | 5,028,762 |
| Short term | 8,206,825 | 7,103,647 | 5,016,475 |
| Long-Term | 23,300 | 11,308 | 12,287 |

As of December 31, 2024, cash and cash equivalents, financial investments and derivative financial instruments totaled R\$ 8,230.1 million, invested in top-tier banks and mostly in national currency, while gross financial debt, including derivative financial instruments, totaled R\$ 3,621.5 million, of which 79% in short-term operations and 21% in long-term operations. Immediate liquidity financial investments in Brazil are substantially represented by funds invested in private securities of first-rate institutions, and were remunerated at an average rate of 100.73% of CDI in 2024.

Financial investments are convertible into a known amount of cash at any time, and are not subject to significant risks of change in value. For these reasons, they were considered as cash equivalents in the financial statements

Financial investments abroad consist of overnight, funds, time deposits and investments in government bonds. The remuneration varies from country to country, ranging from 0.21% to 9.90% per year in 2024.

d) sources of financing for working capital and for investments in non-current assets used

As of December 31, 2024 gross financial debt, including derivative financial instruments, totaled R\$ 3,621.5 million, 79% in short-term operations and 21% in long-term operations. Below is the recent evolution of funding sources.

| | Fiscal year ended on December 31, | | |
|---------------------|--------------------------------------|------------------|------------------|
| | 2024 | 2023 | 2022 |
| Financing | 3,621,474 | 3,000,006 | 3,594,936 |
| Short term | 2,877,193 | 2,243,406 | 2,395,648 |
| In Reais | 6,089 | 158,814 | 8,494 |
| In other currencies | 2,871,104 | 2,084,592 | 2,387,154 |
| Long-Term | 744,281 | 756,600 | 1,199,288 |
| In Reais | 248,894 | 91,192 | 31,692 |
| In other currencies | 495,387 | 665,408 | 1,167,596 |
| Net Cash | 4,608,651 | 4,114,949 | 1,433,826 |

The management of indebtedness considers the context of the markets and the opportunities to attract at attractive costs that we can find.

These are the main sources of financing that we traditionally use in our investment projects:

- To finance exports, we use trade finance lines with commercial banks and a BNDES line;
- To finance the acquisition and construction of fixed assets in Brazil, we use the capacity of operational cash generation and, when attractive, loans contracted with development agencies and financial institutions;
- For investments in research, development and innovation, we use the capacity of operational cash generation and, when attractive, loans contracted with development agencies;
- To finance the working capital of subsidiaries abroad, we use financing in the respective currencies of each country.

e) sources of financing for working capital and for investments in non-current assets that it intends to use to cover liquidity deficiency.

Given the level of cash and cash equivalents maintained by the Company at the beginning of the year, and considering the expected cash generation, Directors understands that there are no liquidity deficiencies that require other sources of financing.

Our projections for the coming years indicate that the investment plan can be implemented without it being necessary to change the current policy of distribution of results or significant increase in indebtedness.



We maintain control of future working capital needs, which avoids the need to contract emergency financing to cover unforeseen liquidity deficiencies, which always imply higher costs. Gross cash generation, represented by EBITDA, of R\$ 8,503.0 million in 2024, has been one of the main sources to support our expansion plan.

Still, we have access to pre-approved stand-by credit lines and revolving limit guaranteed accounts for overdrafts in current account with the main relationship banks.

Although these lines can be used at any time to cover occasional cash mismatch needs, this rarely happens.

f) levels of indebtedness and characteristics of such debts, further describing:

i. relevant loan and financing agreements:

On December, 31, 2024, cash (cash and cash equivalents, financial Investments and derivative financial instruments) totaled R\$ 8,230.1 million, while gross financial debt, including derivative instruments, totaled R\$ 3,621.5 million, resulting in a net cash of R\$ 4,608.7 million.

At the end of 2024, the gross debt was divided, according to the maturity, between

- Short-term operations, totaling R\$ 2,877.2 million, representing 79% of total debt. This short-term indebtedness corresponds to the short-term portion of loans contracted with commercial banks and development agencies, by operations linked to operating activities (trade finance) in foreign currency, for the financing of working capital of subsidiaries abroad, in the respective currencies of each country, and derivative financial instruments.
- Long-term operations totaling R\$ 744.3 million, representing 21% of total debt. This long-term indebtedness is mainly represented by loans contracted with commercial banks and development agencies, by operations linked to operating activities (trade finance) in foreign currency, by working capital financing operations of subsidiaries abroad, in the respective currencies of each country, and derivative financial instruments. The duration of the long-term installment is 30.9.

According to the reference currencies, the total indebtedness can be divided into:

- Denominated in Reais, totaling R\$ 255.0 million, representing 7% of the total debt. They are mainly working capital financing, exports (NCE) and with development agencies, including derivative financial instruments. The average weighted cost of debt denominated in Reais is approximately 4.4% per year. Post-fixed contracts are mainly indexed to CDI. The duration of the portion denominated in Reais is 65.7 months.
- Denominated in US dollars, Euros and other currencies, in the total of R\$ 3,366.5 million, representing 93% of the total debt. They are mainly trade finance operations (PPE/ACC/BNDES Exim), taken in Brazil and by working capital loans contracted by subsidiaries abroad in their local currencies, including derivative financial instruments.



The duration of the installment in foreign currencies is 7.1 months.



The table below describes the characteristics of indebtedness:

| Modality | Annual Charges on 12/31/24 | CONSOLIDATED | |
|----------------------------------|----------------------------|----------------|----------------|
| | | 12/31/24 | 12/31/23 |
| IN NATIONAL CURRENCY | | | |
| Current liabilities | | 6,089 | 158,814 |
| In Reais, pre-fixed rate | | | |
| Working capital | | - | 1,521 |
| Fixed assets | 4.5% p.a. | 14 | 301 |
| In Reais, post-fixed rate | | | |
| Working capital | | - | 151,227 |
| Working capital | TR (+) 2.45% to 3.65% | 213 | - |
| Working capital | 116% of CDI | 5,591 | 5,765 |
| Working capital | 2.11% p.a. | 271 | - |
| Non Current | | 248,894 | 91,192 |
| In Reais, pre-fixed rate | | | |
| Fixed assets | | - | 14 |
| In Reais, post-fixed rate | | | |
| Working capital | | - | 66,178 |
| Working capital | TR (+) 2.45% to 3.65% | 226,472 | - |
| Working capital | 116% of CDI | 20,000 | 25,000 |
| Working capital | 2.11% p.a. | 2,422 | - |



| (continuation) | | CONSOLIDATE | |
|--------------------------------|---------------------------------|------------------|------------------|
| Modality | Annual Charges as of 12/31/24 | 12/31/24 | 12/31/23 |
| IN FOREIGN CURRENCY | | | |
| Current liabilities | | 2,844,867 | 2,011,510 |
| In US Dollars | | | |
| Working capital (ACCs) | | - | 258,397 |
| Prepayment of Exports (PPE) | 4.44% p.a. | 626,437 | 249,149 |
| Working capital | 4.52% to 5.85% | 759,838 | - |
| In Euros | | | |
| Working capital | Euribor (+) from 0.65% to 0.72% | 1,128,301 | 1,093,347 |
| In Mexican Pesos | | | |
| Working capital | | - | 177,932 |
| In Rande (South Africa) | | | |
| Working capital | 10% to 10.25% p.a | 142,155 | 139,632 |
| In Indian Rupee | | | |
| Working capital | 7.94% to 8.47% p.a. | 188,136 | 91,431 |
| Other Currencies | | | |
| Working capital | | - | 1,622 |
| Non-Current | | 495,387 | 573,545 |
| In US Dollars | | | |
| Prepayment of Exports (PPE) | 4.44% p.a. | - | 484,070 |
| Working capital | 4.52% to 5.85% | 495,384 | - |
| In Indian Rupee | | | |
| Working capital | 7.94% to 8.47% p.a | - | 89,469 |
| Other Currencies | | | |
| Working capital | Local market rates | 3 | 6 |



ii. long-term relationships with financial institutions

Not applicable.

iii. degree of subordination between debts

The Company's debts have equal payment rights, with no subordination between them. The exception is the direct operations contracted with BNDES, which are guaranteed by sureties and/or collateral. The operations contracted with FINEP are guaranteed by bank guarantees. FINAME operations are guaranteed by sureties and fiduciary assignment. The covenant clauses that are exclusive to the contracts with BNDES, related to the net debt/EBITDA ratio, are being met.

In any universal contest of creditors, the subordination between the obligations recorded in the payable liabilities will be (presented in order of preference of liquidation):

- Social and labor obligations
- Taxes payable;
- Financing that has collateral;
- Other loans and financing;
- Suppliers;
- Other liabilities; and
- Dividends and interest on equity.

iv. any restrictions imposed on the issuer, in particular, in relation to debt limits and contracting of new debts, the distribution of dividends, the disposal of assets, the issuance of new securities and the disposal of corporate control, as well as whether the issuer has been complying with these restrictions

- The issuance of new securities - there are no contractual clauses in the financing agreements in force that impose limits on the issuance of securities by the Company.
- The sale of corporate control - there are no contractual clauses in the financing agreements in force that impose limits on the sale of the Company's shareholding control. Some of the Company's contracts, however, require that any transaction proposal must be approved in advance.

g) limits of contracted financing and percentages already used

We have operations contracted with development agencies, such as BNDES and FINEP, to finance innovation projects. The release of such financing occurs as the projects are executed and verified. Of the operations already contracted and under execution, in the amount of R\$ 483 million, approximately 47% had been made available as of December 31, 2024.

h) significant changes in items of the income statements and cash flow

Analysis of balance sheet accounts

Position on December 31, 2024 compared to December 31, 2023

i. Current Assets

On December 31, 2024, Current Assets totaled R\$ 27,221.4 million, with a positive variation of R\$ 5,659.1 million or 26%, over the total of R\$ 21,562.3 million on December 31, 2023. In relation to total assets, current assets represented 66% on December 31, 2024, compared to 68% recorded on December 31, 2023. The main variations in Current Assets were:

Liquid Assets

The “Liquid assets” account, with a balance of R\$ 7,996.1 million on December 31, 2024, showed an increase of R\$ 914.9 million or 13% compared to the R\$ 7,081.2 million recorded on December 31, 2023. This positive variation is a result of cash generation from operating activities. In relation to total assets, the liquid assets account represented 19% on December 31, 2024, compared to 22% recorded on December 31, 2023.

Clients

The “Customers” account showed a balance of R\$ 7,394.4 million on December 31, 2024, an increase of R\$ 1,323.9 million or 22% compared to the R\$ 6,070.6 million recorded on December 31, 2023. This variation is mainly related to business growth. In relation to total assets, the customer loans account represented 18% on December 31, 2024, compared to 19% recorded on December 31, 2023.

Inventories

The “Inventories” account showed a balance of R\$ 9,904.0 million on December 31, 2024, an increase of R\$ 2,787.7 million or 39% compared to the R\$ 7,116.3 million recorded on December 31, 2023. This variation is mainly driven by the consolidation of the industrial motors and generators businesses of Marathon, Rotor and Cemp, in addition to the growth of the company's other businesses, both in Brazil and abroad. In relation to total assets, the inventories account represented 24% on December 31, 2024, compared to 23% recorded on December 31, 2023.

ii. Non-Current Assets

On December 31, 2024, Non-Current Assets totaled R\$ 14,268.3 million, with a positive variation of R\$ 4,334.4 million or 44%, over the total of R\$ 9,934.0 million on December 31, 2023.

In relation to Total Assets, Non-Current Assets represented 34% on December 31, 2024, compared to 32% observed on December 31, 2023. The main variations in Non-Current Assets were:



Fixed Assets

The “Fixed Assets” account showed a balance of R\$ 9,933.7 million on December 31, 2024, an increase of R\$ 2,638.8 million or 36% compared to the R\$ 7,294.8 million recorded on December 31, 2023. The variation is a result of investments in capacity expansion and currency conversion adjustments recorded in the period. In relation to total assets, fixed assets represented 24% on December 31, 2024, which compares with 23% recorded on December 31, 2023.

Intangible assets

The “Intangible assets” totaled R\$ 2,820.7 million on December 31, 2024, an increase of R\$ 1,349.4 million or 92% compared to the R\$ 1,471.2 million recorded on December 31, 2023. The variation is a result of exchange rate variations and businesses acquired in the period. In relation to total assets, intangible assets represented 7% on December 31, 2024, compared to 5% on December 31, 2023.

iii. Current Liabilities

Current Liabilities totaled R\$ 15,454.3 million on December 31, 2024, an increase of R\$ 4,234.6 million or 38% compared to the total of R\$ 11,219.7 million on December 31, 2023. In relation to total liabilities, current liabilities represented 37%, which compares with 36% on December 31, 2023. The main variations in Current Liabilities were:

Financing and Short-Term Loans

The “Short-Term Financing and Loans” account, with a balance of R\$ 2,851.0 million on December 31, 2024, showed an increase of R\$ 680.6 million or 31% compared to the R\$ 2,170.3 million recorded on December 31, 2023. This variation is the result of the transfer of a portion of the debt from the Long Term to the Short Term, and the contracting of a new Working Capital financing line in the Short Term. In relation to total liabilities, the Short-Term Financing and Loans account represented 7% on December 31, 2024, the same as that presented on December 31, 2023.

Advances from Clients

The “Customer Advances” account had a balance of R\$ 4,040.3 million on December 31, 2024, an increase of R\$ 801.5 million or 25% compared to the R\$ 3,238.8 million recorded on December 31, 2023. This variation reflects projects linked to long-cycle products and based on internal policies that require advance payments by customers. In relation to total liabilities, the Customer Advances account represented 10% on December 31, 2024, the same when compared to December 31, 2023.

Profit Sharing

The “Profit Sharing” account showed a balance of R\$ 569.3 million on December 31, 2024, an increase of R\$ 5.9 million or 1% compared to the R\$ 563.4 million recorded on December 31, 2023. This variation was a result of the growth in the Company’s operating result. In relation to total liabilities, the profit sharing account represented 1% on December 31, 2023, which compares with 2% recorded on December 31, 2022.

iv. Non-Current Liabilities

Non-Current Liabilities totaled R\$ 2,910.2 million on December 31, 2024, an increase of R\$ 488.4 million or 20% compared to the total of R\$ 2,421.8 million on December 31, 2023. In relation to total liabilities, Non-Current Liabilities represented 7% on December 31, 2024, which compares with 8% recorded on December 31, 2023. The main variations in Non-Current Liabilities were:

Financing and Long Term Loans

The “Long-Term Financing and Loans” account, with a balance of R\$ 744.3 million on December 31, 2024, increased by R\$ 79.5 million or 12% compared to the R\$ 664.7 million recorded on December 31, 2023. This variation is the result of the contracting of new financing lines, with the extension of the debt. In relation to total liabilities, the Long-Term Financing and Loans account represented 2% on December 31, 2024, the same when compared to December 31, 2023.

v. Net Worth

Equity reached R\$ 23,125.2 million on December 31, 2024, an increase of R\$ 5,270.4 million or 30% over the R\$ 17,854.8 million recorded on December 31, 2023. This variation was caused by the Company's result in 2024, and currency translation adjustments of the assets and liabilities of the subsidiaries abroad.



2.2. Operating and financial results

a) results of the issuer's operations, in particular:

i. description of any important components of the revenue

Position on December 31, 2024 compared to December 31, 2023

Operating Revenue

In 2024, the **consolidated net operating revenue (ROL)** reached R\$ 37,986.9 million with the growth of 16.9% over 2023. If adjusted for the acquisition of the industrial motor and generator businesses acquired from Regal Rexnord and Volt Electric Motor, revenue growth would be 11.8%.

Net operating revenue in the domestic market reached R\$ 16,340.6 million, a growth of 6.7% compared to the previous year, representing 43.0% of the total ROL.

In the external market, net operating revenue reached R\$ 21,646.3 million, a growth of 25.9% compared to the previous year, representing 57.0% of the total NOR. In dollars, the growth in revenue from the external market was 15.8%. In local currencies, weighted by the weight of each market, revenue from the external market grew by 7.7% in the year.

We highlight the following aspects in each of these business areas:

Industrial Electro-Electronic Equipment - This area includes low and high voltage electric motors, gearboxes, drives & controls, industrial automation equipment, systems and services, solutions for electric mobility, for Industry 4.0, electrical infrastructure for civil construction and maintenance services. Electric motors and other products and solutions in this area are used in practically all industrial segments (i.e., compressors, pumps and fans). We compete with our products and solutions in the main worldwide markets activity, especially in the oil & gas and water & sanitation segments. It is important recalling the acquisitions that were consolidated in this business area and contributed positively to the revenue for the year, with the conclusion of the acquisition of the Marathon, Cemp and Rotor businesses in May and Volt in December.

Long-cycle equipment, such as automation panels and high voltage motors also had a solid performance. This is the result of a good order portfolio built throughout the year, specially in the oil and gas, water and sanitation segments.

Energy Generation, Transmission, and Distribution (GTD) –Products and services included in this area are electric generators, alternators, wind turbines, solar generation, hydraulic and thermal steam turbines (biomass), substations, transformers, measuring instruments, control panels, systems and systems integration services. Generally, process maturation times in this industry are longer, with longer investment decisions and longer design and manufacturing times.

In the domestic market, the T&D area continues to be heated, driven by good demand for large transformers and substations. On the other hand, the distributed solar generation (DG) business showed growth in the volume of projects sold in the year, but lower revenue than the previous year, mainly driven by the reduction in solar panel prices and the consequent effect on product prices.

In the external market, we had another year of good deliveries in the T&D business, especially in transformers for renewable energy generation plants, reinforcement of the electricity grid infrastructure in the USA and opportunities in the data center segment, combined with good demand in the other markets in which we operate. Good performance in the generation business, which even with a high comparison base also contributed positively to the result in 2024, as well as building a healthy order backlog for 2025. It is important recalling that the Marathon-branded generator business has been consolidated in this business area since May, making a positive contribution to revenue performance.

Commercial and Appliance Motors (MCA) – Businesses in this area mainly include single-phase motors for consumer durables such as washing machines, air conditioners, water pumps, etc. In Brazil, we are market leaders with the main manufacturers of this type of equipment. Abroad, we offer a broad portfolio of products to meet our global clients. In this short-cycle business, changes in consumer demand are quickly transferred to the industry, with almost immediate impacts on production and revenue.

In the domestic market, we saw growth in sales and continued good performance in several markets, especially in important segments such as air-conditioning manufacturers, motor pumps and washing machines. In the external market, we saw a resumption of demand in operations in Mexico and China, along with an accommodation in sales in the other markets, which impacted revenue growth in 2024. It is worth mentioning that Volt Electric Motor's business, consolidated as of December in this business area, also contributed to the year's revenue.

Paints and Varnishes (T&V) – In this area of business, products are liquid paints, powder paints and electro-insulating varnishes focused on industrial applications and on the Brazilian market, with a gradual expansion to other countries in Americas. Target markets range from white goods manufacturers to the shipbuilding industry,



among others. We seek to maximize the scale of production and the effort to develop new products and new segments. Characterized as a short cycle business, changes in our clients' demand are quickly reflected on our production and revenue.

In Brazil, we recorded revenue growth over the year, spread across the different operating segments, but negatively impacted by the lower price of products sold. Revenues from operations abroad grew in the external market, mainly due to the solid results in Mexico, despite the lower sales performance in South America.

ii. factors that materially affected operating results**Position as of December 31, 2024 compared to December 31, 2023****Cost of Goods Sold**

Cost of Goods Sold (COGS) grew 16.0%, reaching R\$ 25,173.1 million, representing a gross margin of 33.7% and an increase over the gross margin of 2023.

The more favorable mix of products sold, coupled with the ongoing search for operational efficiency, which led to productivity gains, contributed significantly to the growth in the company's operating margins during the year, despite the changes in the costs of some of the raw materials that make up our cost structure.

Sales, General and Administrative Expenses

Consolidated Sales, General and Administrative Expenses totaled R\$ 4,286.7 million, accounting for an increase of 23.5% compared to 2023. When analyzed in terms of operating revenue, expenses account for 11.3%, a 0.6 p.p. increase in relation to the prior year. The company continues its efforts to increase productivity, including improvements in processes and optimization of the administrative structure, mainly driven by the consolidation of Marathon's business.

EBITDA

The breakdown of the EBITDA (earnings before interest, taxes, depreciation and amortization) calculation, according to CVM Resolution 156/2022, reached R\$ 8,503.0 million, up 19.9% year over year, with EBITDA margin of 22.4% (21.8% in 2023).

Financial Result

The Net Financial Result was positive by R\$ 218.0 million in 2024 (R\$ 128.7 million in 2023), mainly influenced by the lower exchange rate variation in operations in the external market. Financial revenues reached R\$ 1,942.1 million in 2024 (R\$ 1,553.6 million in 2023), while financial expenses were R\$ 1,724.1 million (R\$ 1,425.0 million in 2023).

Net Income

The Consolidated Net Income of WEG S.A. reached R\$ 6,042.6 million, 5.4% above the amount obtained in 2023. The return on initial shareholders' equity (December 31, 2023) was 34.8% in 2024 (38.6% in 2023) and the net margin reached 15.9% (17.6% in 2023)

It is important highlighting the consistent growth in net income, driven by the good operating result, especially considering the strong comparison base for 2023, where there was recognition of non-recurring tax incentives related to the establishment of the new subsidiary in Switzerland.



b) material changes in revenues attributable to the introduction of new products and services, changes in volumes and price changes, exchange rates and inflation

In our business, there is great variability in the products and models demanded by our customers, with changes caused by the specificities of each investment cycle. In most of these businesses, the equipment is manufactured to order or incorporates several changes requested by customers. In this way, it is impossible to attribute variations in revenues to changes in product prices or volumes, as these are different each year. Likewise, the introduction of new products and services is constant, due to the customization of the equipment itself. Finally, inflation measured, both in consumer and producer prices, tends to be quite different from the cost variations we face and the pricing conditions in the various world markets in which we operate

In this way, we describe below the main variations in revenues in recent years.

In 2024, consolidated **Net Operating Revenue (NOR)** reached R\$ 37,986.9 million, an increase of 16.9% compared to 2023. If adjusted for the acquisition of the industrial motor and generator businesses acquired from Regal Rexnord and Volt Electric Motor, revenue growth would be 11.8%.

In Brazil, industrial activity has been positive, with good demand for short-cycle equipment, such as low-voltage electric motors, serial automation products and gearboxes, distributed across several segments, according to the investment dynamics of each market in which we operate. We also captured opportunities related to electric mobility, especially in solutions for charging stations.

In the foreign market, we saw growth in demand, with a gradual resumption in industrial activity, especially in the oil & gas and water & sanitation segments. It is important recalling the acquisitions that were consolidated in this business area and contributed positively to the revenue for the year, with the conclusion of the acquisition of the Marathon, Cemp and Rotor businesses in May and Volt in December. Long-cycle equipment, such as automation panels and high voltage motors also had a nice performance. This is the result of a good order portfolio built throughout the year, specially in the oil and gas, water and sanitation segments.



c) relevant impact of inflation, price variations of main inputs and products, exchange rates and interest rates on the operating result and financial result of the issuer

Steel and copper are the main raw materials used in our production processes. These raw materials are quoted on the international market. Our sales prices are recalculated according to the characteristics of each order and tend to reflect current market conditions, incorporating increases in input costs in a natural and gradual manner, although these increases are not necessarily made at the same rate as the cost increases.

In general, our financial results reflect the Company's concern to avoid excessive exposure to financial risks and to maintain a very solid capital position.



2.3. Directors should comment:

a) significant changes in accounting practices that have resulted in significant effects on the information provided for in fields 2.1 and 2.2

There were no changes in accounting practices in the 2024 financial statements in relation to 2023.

b) modified opinions and emphases present in the auditor's report

In relation to fiscal year 2024, there is no modified opinion or scope limitation in the independent auditor's report dated 02/25/2025

Other matters

Statements of value added

“The individual and consolidated statements of value added (DVA) for the year ended December 31, 2024, prepared under the responsibility of the Company's Directors, and presented as supplementary information for IFRS purposes, were submitted to audit procedures performed in conjunction with the audit of the Company's financial statements. For the formation of our opinion, we evaluated whether these statements are reconciled with the financial statements and accounting records, as applicable, and whether their form and content are in accordance with the criteria defined in Technical Pronouncement CPC 09 - Statement of Added Value. In our opinion, these statements of value added were properly prepared, in all material respects, in accordance with the criteria defined in this Technical Pronouncement and are consistent with the individual and consolidated financial statements taken as a whole.”

2.4. Events with relevant effects

a) introduction or disposal of an operating segment

Not applicable.

b) constitution, acquisition or disposal of equity interest

The transactions listed below are all natural steps in the execution of strategic planning, by bringing new technologies, new products and new markets.

Conclusion of the acquisition of the industrial electric motors and generators businesses of the Marathon, Rotor and Cemp brands.

On April 30, 2024, the Company concluded the acquisition of the industrial electric motors and generators businesses of the Marathon, Rotor and Cemp brands, announced on September 25, 2023.

Acquisition of Volt Electric Motors

On September 12, 2024, WEG announced the signing of contracts to acquire Volt Electric Motors, a Turkish manufacturer of industrial and commercial electric motors. With the agreement, WEG will assume full control of Volt, which has a 27,000 m² (290,000 ft²) factory dedicated to the design and manufacturing of industrial and commercial electric motors, with output power up to 450 kW. WEG will also incorporate a team of 690 employees. On December 2, 2024, we announced the conclusion of the acquisition.

This acquisition is in line with WEG's growth strategy for industrial and commercial motors, as it will allow it to expand its presence and product offering in highly competitive and strategic markets, such as Eastern Europe, the Middle East, Central Asia and North Africa.

Acquisition of REIVAX

On November 26, 2024, we announced the acquisition of REIVAX S.A and its subsidiaries, a Brazilian company operating in the power generation control systems sector.

Founded in 1987, REIVAX is a consolidated company in the power generation control systems market, operating in the hydroelectric, photovoltaic, wind, thermoelectric, substation and industrial segments. In addition to Brazil, REIVAX has a global presence, being a reference in Latin America and with a solid presence in North America, as well as consistent sales in locations such as India, Europe and Southeast Asia. The company's headquarters is located in Florianópolis/SC, with branches in Switzerland and Canada, and has a team of approximately 220 employees. On February 28, 2025, we announced the conclusion of the acquisition.

c) unusual events or operations.

Not applicable.



2.5. If the issuer has disclosed, during the last fiscal year, or wishes to disclose in this form non-accounting measurements, such as Lajida (earnings before interest, taxes, depreciation and amortization) or Lajir (earnings before interest and income tax), the issuer must:

a) inform the value of non-accounting measurements

The Company presents EBITDA (English acronym with the same meaning as LAJIDA), calculated in accordance with the new methodology determined by CVM in Resolution 156/2022. The values are shown in the chart below.

b) make reconciliations between the amounts disclosed and the amounts of the audited financial statements

CVM Resolution No. 156/2022

| In BRL thousand | 12/31/24 | 12/31/23 | 12/31/22 |
|-----------------------------------|------------------|------------------|------------------|
| =) Net Profit for the Year | 6,318,763 | 5,867,615 | 4,272,872 |
| (+) IRPJ and CSLL | 1,589,745 | 723,182 | 842,770 |
| (+/-) Financial result | (217,980) | (128,672) | (64,055) |
| (+) Depreciation/Amortization | 812,485 | 628,042 | 565,557 |
| (=) EBITDA | 8,503,013 | 7,090,167 | 5,617,144 |

c) explain why you believe that such measurement is more appropriate for the correct understanding of your financial condition and the result of your operations.

The Company understands that EBITDA is supplementary information that helps to provide a broader understanding of its economic and financial situation. EBITDA is usually used by financial analysts as an approximate, albeit imperfect, measure of a unit's gross cash generation capacity. The Company does not recommend that EBITDA be used in isolation from other information contained in its financial statements, nor does it believe that EBITDA is, by itself, the most appropriate measure for understanding its financial condition and the results of its operations.



2.6. Identify and comment on any event subsequent to the latest financial statements at the end of the financial year that substantially changes them.

On February 4, 2025, the Company announces to its shareholders and the general market that, in continuation of the Notice to the Market released on October 2, 2019, reached an agreement for the acquisition of the remaining portion of shares representing the share capital of V2COM, a company specialized in IoT (Internet of Things) and complete telemetering solutions for power and smart grid systems.

On February 28, 2025, the Company announces to its shareholders and the general market that, in continuation with the Notice to the Market published on November 26, 2024, concluded the acquisition of REIVAX., a Brazilian company operating in the power generation control systems sector.



2.7. The Company has a Results Distribution Policy, approved by the Board of Directors, revised on January 25, 2022.

| | |
|---|--|
| <p>a. Rules on Retention of Profits.</p> | <p>Bylaws: Article 38 – The result for the year, after the deductions provided for in Article 189 of the Brazilian Corporation Law and after the deduction, subject to legal restrictions, of up to ten percent (10%) as Directors interest (Article 190 of the Brazilian Corporation Law), shall be allocated as follows: (...) d) Retention of profit, when duly justified by the Managers, to finance the capital budget approved by the General Meeting and reviewed annually.</p> |
| <p>a.i. Profit Withholding Amounts (BRL thousand).</p> | <p>2,564,876</p> |
| <p>a.ii Percentages in relation to the total profits declared.</p> | <p>42.4%</p> |
| <p>b. Rules on distribution of dividends.</p> | <p>Bylaws: Article 38 – The result for the year, after the deductions provided for in Article 189 of the Brazilian Corporation Law and after the deduction, subject to legal restrictions, of up to ten percent (10%) as Directors interest (Article 190 of the Brazilian Corporation Law), shall be allocated as follows; (...) c) Twenty-five percent (25%) at least of the adjusted net income pursuant to article 202 of the Brazilian Corporation Law, for the distribution of dividends and/or interest on shareholders' equity, pursuant to Law 9.249/95, attributed to dividends</p> |
| <p>c. Periodicity of dividends distributions.</p> | <p>Results Distribution Policy: Item 3 - WEG has been practicing the following policy with respect to shareholder compensation: Half-yearly dividends are declared, based on the results ascertained on June 30 and December 31 of each year; In addition, quarterly interest on shareholders' equity is declared, which will be, in accordance with the relevant legislation, attributed to the amounts of dividends distributed for all purposes; The declared earnings will be paid twice a year, without prejudice to the payment of interim earnings on an exceptional basis when so decided by the Board of Directors.</p> |
| <p>d. Any restrictions on the distribution of dividends imposed by special legislation or regulations applicable to the issuer, as well as contracts, judicial, administrative or arbitration decisions.</p> | <p>Not applicable.</p> |
| <p>e. If the issuer has a formally approved income allocation policy, informing the body responsible for approval, date of approval and, if the issuer discloses the policy, locations on the world wide web where the document can be consulted.</p> | <p>Results Distribution Policy: Item 4 - This document will be reviewed every three years or at any time when there are reasons that justify its review in a shorter period, by WEG's Information Disclosure Committee in Brazil, with approval by WEG's General Directors, ad referendum of the Board of Directors. site: https://ri.weg.net/governanca-corporativa/estatuto-e-politicas/</p> |



2.8. Relevant items not disclosed in the issuer's financial statements

The Company released its financial statements in February 2025, already including relevant information up to that date. To date, there are no other relevant items to report.



2.9. Comments on non-highlighted items indicated in item 2.8

Not applicable.

2.10. Business Plan

The strategic planning was the result of a detailed process of investigation of growth opportunities and evaluation of competitive advantages. WEG remains steadfast in its pursuit of continuous and sustainable growth, preserving margins, returns and cash generation.

Such strategic aspiration is based on the continuity and advancement of the internationalization process, as well as on the strengthening of the Company's position in the markets in which we have already achieved a prominent position. New technologies, new products and new markets will also contribute to the Company achieving its strategic aspiration.

Our business plan is based on factors that stimulate long-term growth in demand for our products. We believe that these factors are structural and will continue to be present, with greater or lesser intensity in the coming years. They are:

- Increasing demand for industrial equipment (electric motors, reducers, automation systems and associated equipment) that offer greater energy and industrial efficiency. This growing demand is due to the search for productivity increases and reduction of operating costs by industrial companies;
- Growing concern about the environmental impacts of traditional means of generating electricity makes the use of renewable sources, such as distributed and centralized solar generation, wind power plants, small hydroelectric plants and biomass-powered thermal plants, increasingly attractive, boosting the demand for generators, transformers and automation systems and equipment;
- The use of digital sensing and control equipment and systems at all stages of the industry and the generation, transmission, distribution and consumption of electricity is increasingly intense. Our traditional electronic products are increasingly intrinsically connected with digital systems, asset management and process execution;
- Global development of electric mobility, with expansion of the electric vehicle market and investments in increasing the infrastructure for recharging batteries for the transport segment, whether light, medium or heavy.

a) investments

Due to the nature of the equipment and facilities we use in our production process, we have great flexibility to manage the investment program according to the demand effectively observed. Thus, we seek to optimize capacity occupancy by accelerating or delaying investments, and thus maximizing the return on invested capital.



i. Quantitative and qualitative description of ongoing investments and planned investments

Forecast for 2025

In 2025, our capital budget provides for investments of R\$ 2,661.6 million in fixed assets, in addition to R\$ 12.3 million in intangible assets, amounts above those practiced in 2024, supporting the Company's continuous and sustainable growth strategy.

Fiscal Year 2024

In addition to the constant improvements in existing operations, with improvement, automation and robotization of processes, investments related to expansion and construction were also made in several strategic units throughout the year.

In Brazil

- Expansion of production capacity in the manufacturing plants of Itajaí and Guaramirim, both in the state of Santa Catarina. In Itajaí, the company will expand the wire factory by 9,500 m², currently with 8,500 m² (91,000 ft²), and with an estimated timeline of five years. In Guaramirim, to expand one of the foundry buildings by another 6,000 m² (64,000 ft²), currently with 11,000 m² (118,000 ft²), in addition to investments in modernizing the machinery, with an investment planned for the next three years.
- Expansion of transformer production capacity at manufacturing units in the states of Minas Gerais and Rio Grande do Sul. In Minas Gerais, the Company will invest in expanding its power transformer factory in the city of Betim by almost 24,000 m² (258,000 ft²). After completion of this investment, scheduled for the second half of 2026, the Betim manufacturing plant will have 75,000 m² (807,000 ft²) of built area. In Rio Grande do Sul, the factory located in the city of Gravataí will receive investments to increase the production capacity of power transformers for voltage classes up to 230 kV. Completion is scheduled for the last quarter of 2026, with an increase in manufacturing capacity and an addition of 7,300 m² (79,000 ft²) in built area.

Abroad

- Investments in a new industrial paint factory in Mexico in Atotonilco de Tula, Mexico, where the company already produces powder paints for the industrial and infrastructure segments. The new plant will have approximately 5,300 m² (57,000 ft²) of built area and is expected to start operating in early 2026.
- Investments destined for the construction of a new building for manufacturing wires in the city of Atotonilco de Tula, in addition to the acquisition and installation of equipment. The planned investment will be over the next five years.
- Expansion production capacity at its manufacturing site in Rugao, China, to increase the capacity for manufacturing components and local assembly in the

coming years. The investments also include the construction of a 30,000 m² (323,000 ft²) factory with capacity for manufacturing high-voltage motors, expected to be completed in 2026.

- Investments in new gearbox plant in the Izmir region, in Türkiye. It will be established in a 12,000 m² building in the city of Manisa, which is 35 km from the city of Izmir, where Volt Electric Motors was recently acquired.

Investments in fixed assets for expansion and modernization of production capacity totaled R\$ 1,850.3 million in 2024, with 63% going to assets in Brazil and 37% to industrial parks and other subsidiaries abroad.

ii. Sources of investment financing

These investments are supported by the use of the Capital Budget Reserve and funds to be raised from financial institutions in Brazil and abroad, as well as capital market instruments.

iii. Ongoing relevant divestitures and planned divestitures

No material divestitures were made, and we have no planned divestitures.

b) provided that it is already disclosed, indicate the acquisition of plants, equipment, patents or other assets that must materially influence the issuer's productive capacity

We are leaders in the Brazilian electric motor market and have prominent positions in all areas of operation in the national market. This position has been built over time, with the continuous expansion of the product line and elevation of the technological content of our products, within the strategy of offering complete and integrated industrial solutions.

In April 2024, WEG announced the completion of the acquisition of the industrial electric motors and generators businesses of the Marathon, Rotor and Cemp brands acquired in September 2023. In September 2024, the Company announced the signing of contracts for the acquisition of Volt Electric Motors, a Turkish manufacturer of industrial and commercial electric motors, and in December of the same year announced completion of the acquisition. In November 2024, the Company announced the acquisition of REIVAX S.A. and its subsidiaries, a Brazilian company operating in the power generation control systems sector, and in February of that year announced the completion of the acquisition.

c) new products and services, indicating:

i. description of ongoing research already released

Our research, development and technological innovation program, internationally recognized, seeks the development of new products, industrial processes and services, the continuous improvement of the solutions already available, the application engineering and adaptation of products and systems, including digital systems, seeking to maintain our leading position in the market.



The effort spent on technological development is an important part of our competitiveness and a fundamental condition for our continued success. Through our research focused on incremental, radical and disruptive innovations, we increase the number of patent applications filed in Brazil and abroad each year.

In addition to internal initiatives, WEG has increasingly invested in open innovation, relying on partners to transit and interact safely in the global innovation ecosystem. In turn, the WEG Open Innovation Program brings WEG even closer to Scientific and Technological Institutions (ICT) and startups and takes advantage of solutions from the entire innovation ecosystem. The challenges are designed and launched within the program, with the possibility of being conducted confidentially when dealing with strategic topics for the company. Also within the scope of open innovation, WEG has developed several researches together with customers and suppliers.

With the consolidation of the WEG Innovation System – WINS, an innovation management system that captures the innovative ideas of employees and gives agility and visibility to projects created from these ideas, we have more and more topics being researched and validated to be applied in products, processes and services that further boost WEG's Efficiency and Sustainability.

ii. total amounts spent by the issuer on research for the development of new products or services

In research, development and innovation (PD&I), we spent R\$ 1.08 billion in 2024, representing 2.8% of net operating revenue.

iii. projects under development already disclosed

High performance solutions, based on the development of more advanced and efficient products in accordance with the WEG innovation focuses (Sustainable Solutions, Electric Mobility, Energy and Industrial Efficiency, Renewable Energies, Technological Materials, Digital Solutions and Connectivity).

Examples:

- Axial flow motors;
- High power density motors;
- High efficiency motors;
- Single-phase electric motors for washing machines, pumps and lawnmowers;
- Motors for electric traction;
- Electric vehicle electric charging stations;
- Logistics robots
- Solutions for battery energy storage
- 7MW wind turbine;

- More efficient and competitive turbogenerators;
- Solar energy systems with IOT technology;
- WEG Home product line;
- Control, protection and signaling solutions for electrical machines and equipment;
- New technologies for operating electrical machines and equipment.
- Frequency inverters for application on the seabed;
- New transformer technologies for specific applications;
- Technologies for liquid paints, powder paints, enamels and varnishes for electrical insulation with innovative antimicrobial, anti-fouling, anti-flame formulations, with nanotechnological materials and with less environmental impact;
- Technological solutions for repainting in the automotive segment;
- Digital protection, control and supervision systems for substations.
- Solutions for monitoring and diagnosing industrial assets (motors, generators, reducers, transformers, among others);
- Computer vision solution for quality control for industrial applications;
- Digital solutions to increase industry competitiveness.

Most of these solutions meet the WEG guidelines to develop equipment with greater energy efficiency, following the WEG innovation focuses (Competitiveness, Reliability, Connectivity, Sustainability and Energy Efficiency) and have allowed to maximize the return on investments made in recent years.

Our innovative developments contribute to WEG often appearing as a finalist or winner in the main innovation awards in Brazil, with emphasis on the Valor Inovação Brasil Award (Valor Econômico) and the National Innovation Award (CNI).

Furthermore, we highlight that revenue from products launched in the last 5 years represented 55.1% of WEG's Net Revenue in 2024. This percentage is our Technological Innovation Index, one of our main innovation indicators, and has historically remained above 50% total

i. amounts spent by the issuer on the development of new products or services

Expenses in the development of new products or services are included in research and development expenses.



d) opportunities inserted in issuer's business plan related to ESG issues

Opportunities related to ESG (Environmental, Social & Governance) issues are directly linked to the Company's purpose to develop technologies and solutions to contribute to building a more efficient and sustainable world. In this sense, we will keep the focus on strategic business and solutions aligned with the energy transition needs in the following areas:

- Motion Drive (motors, reducers and inverters);
- Electrification;
- Automation;
- Power Generation;
- Grid.

We will advance electrification solutions for the new world of mobility and develop digital solutions as a complementary and integrated offer to all WEG businesses.

Our investments in renewable energy generation within the generation, transmission and distribution (GTD) business are aligned with the demands of society for the decarbonization of the planet, leading to an increasingly electrified world and in search of alternatives for the consumption of clean energy.

In addition to the presence and contribution in renewable energies, we also highlight the supply of more efficient and high-tech motors, including the use of drives, automation and digitalization, generating increased efficiency that provides consumption.



2.11. Other factors that significantly influenced operational performance and that have not been identified or commented on in the other items

The Company does not have any further information on directors' comments other than that already provided in item 2.



Allocation of Net Profit (In R\$ mil)

| | | 2024 | | |
|------|--|---|-------------|-------------|
| 1. | Net income for the year | 6,042,593 | | |
| 2. | Dividends | | | |
| 2.a) | Total amount of dividends and interest on equity – Gross | 319,926 | | |
| | Total amount of dividends and interest on equity – Net | 3,020,787 | | |
| 2.b) | Dividends and interest on equity/share – Gross | R\$ 0.76056 | | |
| | Dividends and interest on equity/share – Net | R\$ 0.72000 | | |
| 3. | % of the net income for the year distributed – Gross | 52.80% | | |
| | % of the net income for the year distributed – Net | 50.00% | | |
| 4. | Overall amount and value per share of dividends distributed based on profits from previous years | None | | |
| 5. | Dividends and interest on equity (minus advance dividends and Interest on equity already declared) | Not applicable | | |
| 6. | Dividends or interest on equity based on profits recorded in half-yearly balance sheets or in shorter periods: | | | |
| 6.a) | Dividends and interest on equity already declared | Interest on equity 1Q24 – R\$ 242,343 (Gross) and R\$ 205,992 (Net) Interest on equity 2Q24 – R\$ 26,329 (Gross) and R\$ 223,829 (Net) Interim dividends – R\$ 786,877 Interest on equity 3Q24 – R\$ 293,932 (Gross) and R\$ 249,843 (Net) Interest on equity 4Q24 – R\$ 334,654 (Gross) and R\$ 284,455 (Net) Complementary dividends – R\$ 1,269,791 | | |
| 6.b) | Payment date | 1º Half/2024 – 08/14/2024 2º Half/2024 – 03/12/2025 | | |
| 7. | Values per share (only ordinary shares): | 2024 | 2023 | 2022 |
| 7.a) | Net income for the year | 1.44 | 1.37 | 1.00 |
| 7.b) | Dividends/Interest on equity distributed – Net | 0.7200 | 0.6499 | 0.5100 |



| | 2024 | 2023 | 2022 |
|---|--|-------------|-------------|
| 8. Allocation for legal reserve: | | | |
| 8.a) Amount allocated to legal reserve | 302,130 | 286,584 | 210,404 |
| 8.b) Calculation method for the legal reserve (based on net profit) | 5% | 5% | 5% |
| 9. Dividends on preferred shares | Not applicable - the company only has ordinary shares | | |
| 10. Mandatory dividend | | | |
| 10.a) Calculation method provided for in the statute | The Articles of Bylaw determine the distribution of a minimum dividend of 25% of the net profit for the year adjusted in accordance with article 202 of Law 6,404/1976 to be distributed to all of the company's shares. | | |
| 10.b) Informs whether payment is being made in full | | | Yes |
| 10.c) Amount possibly retained | | | None |
| 11. Information on the retention of mandatory dividends due to the Company's financial situation | | | None |
| 12. Contingency Reserve | | | None |
| 13. Reserve for unrealized profits | | | None |
| 14. Statutory Reserves | | | None |
| 15. Profit retention provided for in capital budget - reserve (Reversal) of reserve for expansion | 2024 | 2023 | 2022 |
| | 2,564,876 | 2,582,445 | 1,764,345 |
| 16. Tax incentive reserve | | | None |



Capital Budget Proposal

We propose to submit – for consideration at the AGM – a plan to set up a Capital Budget Reserve in the amount of R\$ 2,564,876 (under article 19 of Brazil's Corporations Act and article 202, § of Law 10303/01), in view of the Investment Plan/Capital Budget. The Investment Plan / Capital Budget for 2025 provides for the following:

| | |
|--|------------------|
| a) Investments (Property, plant and equipment) planned in the 2025 budget | 2,661,644 |
| - Constructions and facilities | 367,943 |
| - Machinery, equipment, tools and devices | 852,752 |
| - IT (hardware) | 50,929 |
| - Foreign subsidiaries | 1,364,910 |
| Producers | 1,260,484 |
| Commercial | 104,426 |
| - Other | 25,110 |
| b) Intangible assets | 12,308 |
| c) Working Capital Increase planned in the 2025 budget | 1,162,005 |
| Total estimated investments (a + b + c) | 3,835,957 |
| Sources of funding | 3,835,957 |
| - Retained earnings (capital budget reserve) | 2,564,876 |
| - Third parties (financing) | 1,271,081 |

8. DIRECTORS COMPENSATION

(Amounts expressed in BRL thousand, unless otherwise indicated).

8.1. Describe the compensation policies or practices of the Board of Directors, the statutory and non-statutory Executive Directors, the Fiscal Council, the statutory Committees and the Audit, Risk, Financial and Compensation Committees.

a) objectives of the compensation policy or practice, informing whether the compensation policy has been formally approved, the body responsible for its approval, the date of approval and, if the issuer discloses the policy, locations on the world wide web where the document can be consulted.

At the meeting of the Board of Directors on March 22, 2022, a compensation policy was approved to ensure the alignment of the Directors' performance with their strategic objectives, in accordance with the best market practices.

The policy aims to define the structure and powers to define the fixed and variable compensation of the Board of Directors, Fiscal Council and the Statutory Executive Directors.

The policy can be found on WEG's Investor Relations page ri.weg.net.

b) practices and procedures adopted by the Board of Directors to define the individual compensation of the Board of Directors and the Statutory Executive Directors:

i. issuer's bodies and committees that participate in the decision-making process, identifying how they participate

The Board of Directors is responsible for determining the compensation of the Board of Directors, the Fiscal Council, the Executive Chairman and the Statutory Executive Directors.

The management of the classification and adjustments of the individual salaries of the Statutory Executive Directors is the responsibility of the Executive Chairman together with the Chairman of the Board of Directors.

ii. criteria and methodology used to set the individual remuneration indicating whether there is the use of studies to verify market practices, and, if so, the comparison criteria and the scope of these studies

The fixed compensation of the Board of Directors, the Fiscal Council and the Statutory Executive Directors is determined by updated and contracted salary surveys of consultancies listed among the most reputable in the market, always with a vast database available and with global coverage. The remuneration positioning sought in these consultancies is defined according to the business sector, executive position, functional scope and other specifics according to the profile applied. Thus ensuring adherence to the defined remuneration in relation to market practices.



iii. how often and in what way the Board of Directors assesses the adequacy of the issuer's remuneration policy

The Company's compensation policy must be reviewed by the Board of Directors at least every three years.

c) composition of compensation

i. description of the various elements that make up the remuneration, including, in relation to each of them:

Remuneration of the Board of Directors and Statutory Executive Directors

The main assumptions adopted by the Company to address the remuneration of its Directors in relation to the short, medium and long term aspects are shown as follows:

- Short Term - Generation of value for the shareholder by achieving the annual results goals, combined with the achievement of sustainability goals (related to ESG initiatives), which unfold in objective plans for each management body;
- Medium Term - They mainly concern the Company's research and technological development projects and brownfield and greenfield expansion goals, ensuring a competitive portfolio - in quantitative and qualitative terms - for its customers.
- Long Term - Related to the fulfillment of the Company's general strategic planning, which combines both the achievement of the objectives described above and the achievement of the purpose and mission approved by the Board of Directors.

Fixed compensation - The members of the Board of Directors and the Statutory Executive Directors receive fixed compensation, within the parameters approved by the Shareholders' Meeting, subject to legal provisions, statutory determinations and market standard. In establishing the individual amount to be paid monthly, their responsibilities are considered; the time dedicated to their functions; their competence and professional reputation and the value of their services in the market being differentiated according to the specific functions and responsibilities inherent to each position. The compensation also considers market research and the strategic alignment of the Organization.

Variable Compensation - The members of the Board of Directors and the Statutory Executive Directors receive variable compensation contingent on the achievement of goals and performance indicators, up to the limits approved by the General Meeting. This form of compensation promotes the sharing of results in a coherent and transparent manner and promotes the alignment of the interests of the Company, the Directors and the shareholders, in accordance with the best management and corporate governance practices.

Long-Term Incentive Program - The Company's Directors also receive compensation based on shares, called Long-Term Incentive Plan (ILP Plan), contingent on the achievement of goals. This form of remuneration, by encouraging Directors to become long-term shareholders, contributes to aligning the interests of these Directors with those of the other shareholders of the Company.

Benefits - The members of the Board of Directors and the Executive Directors receive benefits common to the exercise of the function (fringe benefits).

Calculation and adjustment methodology

Fixed compensation - Fixed compensation as well as the benefits offered by the Company, follow market practices and consider individual performance and other factors such as executive potential, specific skills, experience in the function and retention risks. In establishing the individual amount to be paid monthly, their responsibilities are considered; time dedicated to their functions; competence and professional reputation and the parametric market value for such services. Periodically, the Company conducts a remuneration survey conducted by a specialized company and selects samples of companies that reflect similarities with WEG in terms of:

- Size (revenues);
- Operating sector (manufacturing);
- Presence in the various markets in which it operates;
- Consistent and similar compensation philosophy

Variable Compensation – Represented by performance bonuses linked to the achievement of annual goals established by the Board of Directors. This amount includes, for the Statutory Members, the participation of the Directors provided for in the Company's Bylaws.

The validation of the plans and amounts to be distributed will be 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, the plans validated by the Board of Directors may defer the payment of part of the amount due to the Directors in a given year for cash payment in subsequent years, the deferred fraction being subject to the positive or negative variation of the market price of the Company's shares over the period seeking better alignment between executives and shareholders.

Deferred amounts in the constancy of the Director's term of office will be calculated and paid at the time of his/her dismissal, at any time or title. This deferral is not to be confused with the Company's ILP plan, consisting of vested right.

Long-Term Incentive Plan – Share-based compensation is provided for in the bylaws, article 5, paragraph 2, and the maximum number of shares to be granted by



sharebased plans is limited to two percent (2%) of the total shares representing the Company's Capital Stock.

Remuneration of the Fiscal Council

The remuneration of the members of the Fiscal Council complies with the provisions of § 3 of article 162 of Law 6.404/1976 and is fixed by the Shareholders' Meeting that elects them, based on a proposal from the Board of Directors, not being less than 10% of what on average is attributed to each Officer, not including benefits, representation amounts and profit sharing. In addition, reimbursements of all accommodation and travel expenses related to the exercise of duties.

The Annual and Extraordinary General Meeting of April 23, 2024 established the individual monthly amount at R\$ 14,700.00. The Directors' proposal for the individual monthly remuneration of the Fiscal Council members for the 2025 fiscal year is in the amount of R\$ 15,435.00.

Remuneration of the Non-Statutory Audit Committee

The members of the non-statutory Audit Committee receive compensation in the form of monthly fees fixed at a meeting of the Board of Directors.

Proportion of each form of compensation

| Year | Type of Compensation | Board of Directors | Statutory Executive Directors | Fiscal Council |
|------|-----------------------|--------------------|-------------------------------|----------------|
| 2022 | Fixed Compensation | 27% | 27% | 100% |
| | Variable Compensation | 73% | 73% | - |
| 2023 | Fixed Compensation | 23% | 23% | 100% |
| | Variable Compensation | 77% | 77% | - |
| 2024 | Fixed Compensation | 22% | 22% | 100% |
| | Variable Compensation | 78% | 78% | - |

Key performance indicators that are taken into account, including, where appropriate, ESG-linked indicators

The performance bonus is calculated on net income, with a percentage of up to 2.5%, provided that minimum operational performance targets are met. The main performance goals refer to the Return on Invested Capital, sales growth, EBITDA growth, employee health and safety performance and reduction of Greenhouse Gases (GHG) emissions.

Share-based compensation is subject to the minimum return on invested capital (RSCI) defined by the Board of Directors, and the maximum number of shares to be granted by share-based plans is limited to two percent (2%) of the total shares representing the Company's Capital Stock

Upon approval at the Extraordinary General Meeting held on April 29, 2025, the Directors proposed that the ILP Plan begin to consider Return on Invested Capital and EBITDA Growth as operational performance targets, already being applied in fiscal year 2025.

ii. reasons that justify the composition of the remuneration

The balance between the fixed and variable components of the Directors' remuneration seeks, at the same time, to attract and retain talents and stimulate the creation of value for the Company by sharing risks and results.

iii. unpaid members by the issuer and the reason for this fact

There are no unpaid members.

d) Existence of compensation supported by subsidiaries, controlled companies or direct or indirect controllers.

The Directors receive remuneration from both WEG S.A., the parent company, and the subsidiary WEG Equipamentos Elétricos S.A., subject to the parameters approved at the General Meeting, in the proportions below:

| Body | WEG S.A. | WEG Equip. Elétricos S.A. |
|-------------------------------|----------|------------------------------|
| Board of Directors | 50% | 50% |
| Statutory Executive Directors | 10% | 90% |

Such partition is justified to better reflect the allocation of efforts of the Directors between both entities, as they combine strategic and operational activities, in the ratio close to the proportion presented in the table above.

Also, it is recorded that the information on the remuneration obtained from the parent company is presented in items 8.2 to 8.18, while the information on the remuneration obtained from the subsidiary, as well as the consolidated amounts, is presented in item 8.19.

e) existence of any remuneration or benefit linked to the occurrence of a certain corporate event, such as the sale of the issuer's corporate control.

Not applicable.



8.2. Presentation, in tabular form, of the remuneration recognized in the results of the last 3 fiscal years and that foreseen for the current fiscal year of the Board of Directors, the Statutory Executive Directors and the Fiscal Council. (WEG S.A.)

| Year | Body | Total number of members | Number of paid members | Remuneration (1) (in R\$ Thousand) | | | | | | | | | |
|---------------|-------------------------------|-------------------------|------------------------|------------------------------------|----------|--------------|----------------|---------------|---------------|--------------------------|--------------------------------|--------------------------|---------------|
| | | | | Year Fixed | | | Variable | | | Post-employment benefits | Termination of office benefits | Stock-based remuneration | Total |
| | | | | Pro-labore | Benefits | Total | Profit sharing | Bonus | Total | | | | |
| 2022 | Board of Directors | 7.00 | 7.00 | 1,827 | - | 1,827 | - | 4,122 | 4,122 | 1,010 | n.a. | n.a. | 6,959 |
| | Fiscal Council | 3.00 | 3.00 | 461 | - | 461 | - | - | - | - | n.a. | n.a. | 461 |
| | Statutory Executive Directors | 12.50 | 12.50 | 1,590 | - | 1,590 | - | 3,600 | 3,600 | 305 | n.a. | n.a. | 5,495 |
| | Total | 22.50 | 22.50 | 3,878 | - | 3,878 | - | 7,722 | 7,722 | 1,315 | n.a. | n.a. | 12,915 |
| 2023 | Board of Directors | 7.00 | 7.00 | 1,942 | - | 1,942 | - | 6,400 | 6,400 | 1,105 | n.a. | n.a. | 9,447 |
| | Fiscal Council | 3.00 | 3.00 | 494 | - | 494 | - | - | - | - | n.a. | n.a. | 494 |
| | Statutory Executive Directors | 13.00 | 13.00 | 1,748 | - | 1,748 | - | 5,760 | 5,760 | 350 | n.a. | n.a. | 7,858 |
| | Total | 23.00 | 23.00 | 4,185 | - | 4,185 | - | 12,160 | 12,160 | 1,454 | n.a. | n.a. | 17,799 |
| 2024 | Board of Directors | 7.00 | 7.00 | 2,039 | - | 2,039 | - | 7,224 | 7,224 | 1,247 | n.a. | n.a. | 10,510 |
| | Fiscal Council | 3.00 | 3.00 | 523 | - | 523 | - | - | - | - | n.a. | n.a. | 523 |
| | Statutory Executive Directors | 13.00 | 13.00 | 1,757 | - | 1,757 | - | 6,226 | 6,226 | 351 | n.a. | n.a. | 8,334 |
| | Total | 23.00 | 23.00 | 4,319 | - | 4,319 | - | 13,450 | 13,450 | 1,598 | n.a. | n.a. | 19,367 |
| 2025 Proposal | Board of Directors | 7.00 | 7.00 | 2,690 | - | 2,690 | - | 9,945 | 9,945 | 1,640 | n.a. | n.a. | 14,275 |
| | Fiscal Council | 3.00 | 3.00 | 556 | - | 556 | - | - | - | - | n.a. | n.a. | 556 |
| | Statutory Executive Directors | 12.00 | 12.00 | 2,137 | - | 2,137 | - | 7,916 | 7,916 | 428 | n.a. | n.a. | 10,481 |
| | Total | 22.00 | 22.00 | 5,383 | - | 5,383 | - | 17,861 | 17,861 | 2,068 | n.a. | n.a. | 25,312 |

(1) This table presents information regarding the remuneration of directors received by WEG S.A. These directors also receive remuneration from the subsidiary WEG Equipamentos Elétricos S.A. Information on this additional remuneration of the subsidiary, as well as the consolidated amounts, are described in item 8.19.



8.3. Presentation, in table form, of the variable remuneration for the last 3 financial years and that foreseen for the current financial year of the Board of Directors, the Statutory Executive Directors and the Fiscal Council.

Fiscal Year 2022

| Agency | Board of Directors | Fiscal Board | Statutory Executive Directors | Total |
|---|--------------------|--|-------------------------------|-------|
| Members | 7.00 | 3.00 | 12.50 | 22.50 |
| Paid Members | 7.00 | - | 12.50 | 19.50 |
| Clarification | - | The remuneration of the Fiscal Council is through fixed remuneration | - | - |
| Regarding the Performance Bonus | | | | |
| Minimum value provided for in the remuneration plan | - | n.a. | - | - |
| Maximum value provided for in the remuneration plan | 4,122 | n.a. | 3,600 | 7,722 |
| Value provided for in the compensation plan, if the established goals were achieved | 4,122 | n.a. | 3,600 | 7,722 |
| Amount effectively recognized in income | 4,122 | n.a. | 3,600 | 7,722 |

Fiscal Year 2023

| Agency | Board of Directors | Fiscal Board | Statutory Executive Directors | Total |
|---|--------------------|---|-------------------------------|--------|
| Members | 7.00 | 3.00 | 13.00 | 23.00 |
| Paid Members | 7.00 | - | 13.00 | 20.00 |
| Clarification | - | The remuneration of the Fiscal Council is through fixed remuneration. | - | - |
| Regarding the Performance Bonus: | | | | |
| Minimum Value Provided in the Compensation Plan | - | n.a. | - | - |
| Maximum Value Provided in the Compensation Plan | 6,400 | n.a. | 5,760 | 12,160 |
| Value provided in the compensation plan, if the established goals were achieved | 6,400 | n.a. | 5,760 | 12,160 |
| Amount effectively recognized in income | 6,400 | n.a. | 5,760 | 12,160 |



Fisca Year 2024

| Agency | Board of Directors | Fiscal Board | Statutory Executive Directors | Total |
|---|--------------------|--|-------------------------------|--------|
| Members | 7.00 | 3.00 | 13.00 | 23.00 |
| Paid Members | 7.00 | - | 13.00 | 20.00 |
| Clarification | - | The remuneration of the Fiscal Council is through fixed remuneration | - | - |
| Regarding the Performance Bonus: | | | | |
| Minimum Value Provided for in the remuneration plan | - | n.a. | - | - |
| Maximum Value Provided for in the remuneration plan | 7,527 | n.a. | 6,409 | 13,936 |
| Value provided for in the compensation plan, if the established goals were achieved | 7,527 | n.a. | 6,409 | 13,936 |
| Amount effectively recognized in income | 7,224 | n.a. | 6,226 | 13,450 |

Fiscal Year 2025 - Proposal

| Agency | Board of Directors | Fiscal Board | Statutory Executive Directors | Total |
|---|--------------------|--|-------------------------------|--------|
| Members | 7.00 | 3.00 | 12.00 | 22.00 |
| Paid Members | 7.00 | - | 12.00 | 19.00 |
| Clarification | - | The remuneration of the Fiscal Council is through fixed remuneration | - | - |
| Regarding the Performance Bonus: | | | | |
| Minimum Value Provided for in the remuneration plan | - | n.a. | - | - |
| Maximum Value Provided for in the remuneration plan | 9,945 | n.a. | 7,916 | 17,861 |
| Value provided for in the compensation plan, if the established goals were achieved | 9,945 | n.a. | 7,916 | 17,861 |

8.4. In relation to the share-based compensation plan of the Board of Directors and the Statutory Executive Directors, in force in the last fiscal year and scheduled for the current fiscal year, describe:

a) general terms and conditions

The Long-Term Incentive Plan (the “ILP Plan”) is managed by the Board of Directors, subject to the basic terms and conditions set forth. It shall be incumbent upon the Board of Directors to resolve, annually, on the application or not of the ILP Plan, defining the participants, as well as to resolve on its suspension for a fixed or indefinite period.

For the application of the ILP Plan, each year, and the consequent granting of shares to its Directors and Managers, it is an indispensable condition (trigger) that the Company has achieved a minimum Return on Invested Capital.

Upon approval at the Extraordinary General Meeting held on April 29, 2025, the Directors proposed that the ILP Plan begin to consider Return on Invested Capital and EBITDA Growth as operational performance targets, already being applied in fiscal year 2025.

The shares to be granted under this ILP Plan are the shares issued by WEG S.A. (the “Company”), characterized before B3 as “WEGE3”.

The eligible public initially comprises the Directors, thus considered the Statutory Executive Directors of the Company or of its subsidiaries headquartered in Brazil.

It will be up to the Company's Board of Directors, at its sole discretion, to establish different levels of classification of its Statutory Executive Directors, or executives, when applicable, to determine the amount of shares to be granted.

The Board of Directors may, if it deems appropriate and timely, expand or reduce the eligible public, including other Managers of the Company or its subsidiaries in Brazil and abroad, as well as may change the level classification provided for in the previous item

b) date of approval and responsible body

The ILP Plan was approved at the Extraordinary General Meeting on June 28, 2016, with a proposal for revision to be voted on at the Extraordinary General Meeting on April 29, 2025, and the Programs are deliberated annually by the Board of Directors, in compliance with the basic terms and conditions provided for.

c) maximum number of shares covered

The maximum number of shares to be granted by share-based plans is limited to two percent (2%) of the total shares representing the Company's Capital Stock

The Board of Directors shall determine whether the Company's Capital Stock shall be increased by issuing new shares to be granted to the Directors or whether Shares held in treasury shall be used, subject to the applicable regulations. The shareholders, under



the terms of article 171, § 3, of the Law 6.404/1976, will not have preemptive rights in relation to the shares issued for the purpose provided for in this item.

d) maximum number of options to be granted

Not applicable

e) stock vesting conditions

Not applicable

f) criteria for setting the acquisition or exercise price

Not applicable.

g) criteria for setting the acquisition or exercise period

Not applicable.

h) settlement method

The ILP Plan provides for the delivery of shares issued by WEG S.A. to the Directors and Managers, in accordance with certain established conditions.

Alternatively, the Board of Directors may determine that, in lieu of the delivery of newly issued shares to the Directors and Managers, payment in cash shall be made. In this case, the cash value will be determined by multiplying the amount of shares that would be due, as established in the ILP Plan, by the weighted average by trading volume of the closing prices of the Company's shares, at B3 S.A. – Brazil, Exchange, Counter (B3: "WEGE3"), in the twenty (20) trading sessions prior to the last day of the month prior to the month in which the shares would be delivered. Even if the payment is made in cash, the grace periods provided for in the ILP Plan must be observed.

i) restrictions on the transfer of shares

70% of the shares granted to the Directors or Managers will be delivered in three annual installments, from the date of signature of the respective agreement entered into between the Company and the respective Director, namely:

- a) 1/3 (one third) within 30 days, after completing two years from the date of the respective share grant agreement;
- b) 1/3 (one third) within 30 days, after completing three years from the date of the respective share grant agreement; and
- c) 1/3 (one third) within 30 days, after completing four years from the date of the respective share grant agreement.

30% of the shares granted to the Directors or Managers will be delivered, but will only be available for sale by them under the following conditions:

- d) On the date on which the Director or Manager turns fifty-five (55) years of age, fifty percent (50%) of the total shares that have already completed the grace period will be released.

- e) The balance of 50% (fifty percent) will be released at the time of the special termination event, as defined in item 14 of the ILP Plan. If the special termination event occurs on an earlier date on which the Director or Manager turns fiftyfive (55) years of age, the release will be total.

In the event of the termination of the Director or Manager not considered a Special Termination, the shares that have not yet met the grace period will immediately and automatically return to the Company's full ownership, except for those that have already been released and delivered to the Director or Manager.

j) criteria and events that, when verified, will cause the suspension, alteration or extinction of the plan

The Board of Directors, in the interest of the Company and its shareholders, may, at any time, suspend the application of this ILP Plan, for a fixed or indefinite period

Any significant legal change regarding the regulation of corporations and/or tax effects that significantly affect the ILP Plan may lead to its partial or full review, or even its suspension or extinction, at the discretion of the Board of Directors.

Omitted cases will be regulated by the Board of Directors.

k) effects of the manager's departure from the issuer's bodies on his/her rights under the stock-based compensation plan

In the event of Termination of the Director or Manager, regardless of the initiative or reason, the right to the shares to which he would be entitled, but which have not yet fulfilled the grace period (Shares under grace), will be automatically extinguished, by operation of law, regardless of prior notice or indemnity. Nevertheless, any shares with a grace period already fulfilled, but which have not yet been effectively delivered to the Director or Manager, must be delivered upon termination, without prejudice to the Company opting for the alternative form of payment in cash.

The term "Termination" means any act or fact that puts an end to the legal relationship of the Director or Manager with the Company, except death, permanent disability or Special Termination. Termination covers, among others, the hypotheses of voluntary termination of the Director or Manager, resignation, resignation from the position, replacement or non-reelection as director and termination without or with just cause of employment contract or service provision.

In the case of Special Termination of the Director or Manager, the grace period that has not yet been fulfilled will be considered automatically fulfilled at the time of special termination.

"Special Termination" means the termination of the executive career of the Director or Manager in the Company upon case-by-case approval of the Board of Directors, at its sole discretion. In approving the Special Termination, the Board of Directors will take into account that the Director or Manager will not perform any activity concurrent with the activities performed by the Company and its subsidiaries or other circumstances



applicable to the case. The decision of the Board of Directors shall be discretionary and unrelated to the rules for retirement by length of service or age, under the terms of the official social security rules (INSS) or the rules for retirement supplementation of any private plan eventually sponsored by the Company.

In the event of death or permanent disability of the Director or Manager, all shares whose grace period has not yet been fulfilled on the date of death or on the date of declaration of disability by the competent body, will be considered available to be granted and delivered to those who are entitled, within 30 (thirty) days from the date of the event, except for the Company's right to alternative payment in cash. In the cases referred to in this item, the provisions regarding the unavailability of shares do not apply.



8.5. Regarding share-based remuneration in the form of share purchase options recognized in the results of the last 3 financial years and that foreseen for the current financial year, of the Board of Directors and the Statutory Executive Directors:

Not applicable.



8.6. In relation to each grant of stock options made in the last 3 fiscal years and scheduled for the current fiscal year, of the Board of Directors and the Statutory Executive Directors:

Not applicable.



8.7. In relation to the outstanding options of the Board of Directors and the Statutory Executive Directors at the end of the last fiscal year

Not applicable.



8.8. In relation to the options exercised related to the stock-based compensation of the Board of Directors and the Statutory Executive Directors, in the last 3 fiscal years:

Stock Option Plan (“Option Plan”)

The Company understands that the Stock Option Plan ("Option Plan") is not a remuneration, considering that, in addition to other grounds, the Participant assumes uncertainty and risks in relation to the position of its invested shares. Despite its nonremuneratory nature, but there is no more appropriate place to allocate the information of the "Option Plan", the Company provides this information in this item (which is related to remuneration) leaving it expressed, however, it is not of such nature.

The Option Plan was canceled, according to the resolution of the Company's EGM held on 06/28/2016, and the last option exercised occurred in 2022.

| Exercised | Statutory Executive Directors | | |
|--|-------------------------------|------|-----------|
| | 2024 | 2023 | 2022 |
| Members (average attendees) | n.a. | n.a. | 2 |
| Paid Members | n.a. | n.a. | 2 |
| Options exercised | | | |
| Number of shares | n.a. | n.a. | 34,408 |
| Weighted average exercise price | n.a. | n.a. | R\$ 6.75 |
| Weighted average market price of the shares related to the options exercised | n.a. | n.a. | R\$ 31.49 |
| Multiplying the total options exercised by the difference between the weighted average exercise price and the weighted average market price of the shares related to the options exercised | n.a. | n.a. | 851 |



8.9. In relation to stock-based compensation, in the form of shares to be delivered directly to the beneficiaries, recognized in the results of the last 3 fiscal years and that foreseen for the current fiscal year, of the Board of Directors and the Statutory Executive Directors:

Long-Term Incentive Plan (“ILP Plan”)

| Exercised | Statutory Executive Directors | | | |
|--|--------------------------------------|-------------|-------------|-------------------------|
| | 2022 | 2023 | 2024 | 2025 (Predicted) |
| Members | 12 | 13 | 13 | 12 |
| Paid Members | 12 | 13 | 13 | 12 |
| Potential Dilution in case of grant of all shares to beneficiaries | 0.000151 | 0.000142 | 0.000121 | 0.000117 |



8.10. In relation to each stock grant made in the last 3 fiscal years and scheduled for the current fiscal year, the Board of Directors and the Statutory Executive Directors:

Long-Term Incentive Plan (“ILP Plan”)

The Company adopted, after approval at the Extraordinary General Meeting of June 28, 2016, the Long-Term Incentive Plan (the “ILP Plan”).

The consolidated financial statements as of December 31, 2023, detail the shares granted to the Directors of the parent company and its subsidiaries under this ILP Plan, as per explanatory note 20.

Fiscal Year 2022

| | Directors |
|--|---------------------|
| Members | 11 |
| Paid Members | 11 |
| Granting of Shares | 2022 Program |
| Date of Grant: | 02/16/2021 |
| Number of shares granted | 133,225 |
| Deadline for delivery of shares (Obeying the restrictions of item 8.4 i.) | 04 years |
| Restriction period for the transfer of shares | n.a. |
| Fair value of shares on grant date | R\$ 30.44 |
| Multiplying the number of shares granted by the fair value of the shares on the grant date | 4,055 |

Fiscal Year 2023

| | Directors |
|--|---------------------|
| Members | 13 |
| Paid Members | 13 |
| Granting of Shares | 2023 Program |
| Date of Grant: | 02/15/2023 |
| Number of shares granted | 175,808 |
| Deadline for delivery of shares (Obeying the restrictions of item 8.4 i.) | 04 years |
| Restriction period for the transfer of shares | n.a. |
| Fair value of shares on grant date | R\$ 37.94 |
| Multiplying the number of shares granted by the fair value of the shares on the grant date | 6,670 |

Fiscal Year 2024

| | Directors |
|--|---------------------|
| Members | 13 |
| Paid Members | 13 |
| Granting of Shares | 2024 Program |
| Date of Grant: | 02/21/2024 |
| Number of shares granted | 209,865 |
| Deadline for delivery of shares (Obeying the restrictions of item 8.4 i.) | 04 years |
| Restriction period for the transfer of shares | n.a. |
| Fair value of shares on grant date | R\$ 34.10 |
| Multiplying the number of shares granted by the fair value of the shares on the grant date | 7,156 |



Fiscal Year 2025 – Forecast

| | Directors |
|--|---------------------|
| Members | 14 |
| Paid Members | 14 |
| Granting of Shares | 2024 Program |
| Date of Grant: | 02/26/2025 |
| Number of shares granted | 130,665 |
| Deadline for delivery of shares (Obeying the restrictions of item 8.4 i.) | 04 anos |
| Restriction period for the transfer of shares | n.a. |
| Fair value of shares on grant date | R\$ 54.52 |
| Multiplying the number of shares granted by the fair value of the shares on the grant date | 7,124 |



8.11. Regarding the shares delivered in relation to the share-based remuneration of the Board of Directors and the Statutory Executive Directors, in the last 3 financial years:

Long-Term Incentive Plan (“ILP Plan”)

| Agency | Directors | | |
|---|-----------|-----------|-----------|
| | 2024 | 2023 | 2022 |
| Members (average participants) | 12 | 11 | 9 |
| Paid Members | 12 | 11 | 9 |
| Options exercised | | | |
| Number of shares | 297,558 | 152,148 | 213,800 |
| Weighted average acquisition price | R\$ 26.87 | R\$ 26.87 | R\$14.38 |
| Weighted average market price of shares acquired | R\$ 36.90 | R\$ 40.26 | R\$ 31.72 |
| Multiplication of the total number of shares acquired by the difference between the weighted average acquisition price and the weighted average market price of the shares acquired | 2,985 | 2,037 | 3,707 |

8.12. Brief description of the information necessary to understand the data disclosed in items 8.5 to 8.11, such as the explanation of the method of pricing the value of shares and options:

Long-Term Incentive Plan (“ILP Plan”)

The Company adopted, after approval at the Extraordinary General Meeting of June 28, 2016, with a proposed review to be voted on at the Extraordinary General Meeting of April 29, 2025, the Long-Term Incentive Plan (the “ILP Plan”).

a) pricing model

Not applicable.

b) data and assumptions used in the pricing model, including the weighted average share price, exercise price, expected volatility, option life, expected dividends, and the risk-free interest rate

Not applicable.

c) method used and the assumptions made to incorporate the expected effects of early exercise

Not applicable.

d) way of determining expected volatility

Not applicable.

e) if any other feature of the option was incorporated in the measurement of its fair value

The delivery of shares will be subject to compliance with the grace periods of each Program. Provided that the grace periods are met, the delivery of the shares will occur in three annual, equal and consecutive installments of 1/3 (one third) each, the first installment being from the second anniversary of the Program and the other installments from the subsequent anniversaries, as indicated in the table below:

| Delivery of Shares (as of the effective date of each Program) | Percentage of Delivery of Shares |
|--|---|
| Before the second birthday | 0% |
| From the second birthday | 33.3% |
| From the third anniversary | 66.6% |
| From the fourth anniversary | 100% |

The Board of Directors, in the interest of the Company and its shareholders, may review the conditions of each Program, provided that it does not change the respective basic principles, especially the maximum limits for the issuance of shares of the Plan, approved by the Shareholders' Meeting



8.13. Number of direct and indirect Shares held by members of the Board of Directors, Statutory Executive Directors and Fiscal Council on 12/31/2024:

| Agency | Total Shares Held (Common Shares Only) |
|-----------------------------|---|
| Board of Directors - direct | 248,797 |
| Board of Directors | 1,106,313 |
| Fiscal Council | 10,540 |
| TOTAL | 1,365,650 |

8.14. Pension Plan in force conferred on the members of the Board of Directors and Statutory Executive Directors.

The complementary pension policy has as its main objective to supplement the retirement benefits provided by the official social security system and includes monthly income benefits, sickness benefit supplementation, disability retirement supplementation, death pension supplementation and death annuity.

| Agency | Board of Directors | Statutory Executive Directors |
|---|---|-------------------------------|
| Members | 2.00 | 13.00 |
| Paid Members | 2.00 | 13.00 |
| Name of the Plan | Benefit Plan | |
| Number of Directors who meet the conditions to retire | 2 | See item 8.19 c.3 * |
| Conditions for early retirement | 50 years old, dismissed from WEG or retired by INSS [National Social Security Institute] | |
| Updated amount of contributions accumulated in the pension plan until the end of the last fiscal year, discounting the portion related to the contribution made directly by the Directors | 17,031 | See item 8.19 c.3 * |
| Total accumulated value of contributions made during the last fiscal year, discounting the portion related to the contribution made directly by the Directors | 1,247 | See item 8.19 c.3 * |
| If there is a possibility of early redemption and what are the conditions | Yes, upon termination of the plan and the amount corresponding to 2% for each year of the company limited to 50% of the balance | |

* Statutory Executive Directors receives post-employment benefits by subsidiary WEG Equipamentos Elétricos S.A. See item 8.19. c.3 for staff with total remuneration.



8.15 Indicar, para os 3 últimos exercícios sociais, em relação ao Board of Directors, Fiscal Council e Statutory Executive Directors, os valores de remuneração.

| Year | Agency | Members | Paid Members | Compensation | | |
|------|-------------------------------|---------|--------------|--------------|-------|---------|
| | | | | Major | Minor | Average |
| 2022 | Board of Directors | 7.00 | 7.00 | 2,320 | 743 | 994 |
| | Fiscal Council | 3.00 | 3.00 | 154 | 154 | 154 |
| | Statutory Executive Directors | 12.50 | 12.50 | 1,064 | 207 | 440 |
| 2023 | Board of Directors | 7.00 | 7.00 | 3,081 | 1,027 | 1,350 |
| | Fiscal Council | 3.00 | 3.00 | 165 | 165 | 165 |
| | Statutory Executive Directors | 13.00 | 13.00 | 1,427 | 319 | 604 |
| 2024 | Board of Directors | 7.00 | 7.00 | 3,435 | 1,138 | 1,501 |
| | Fiscal Council | 3.00 | 3.00 | 174 | 174 | 174 |
| | Statutory Executive Directors | 13.00 | 13.00 | 921 | 380 | 641 |



8.16. Describe contractual arrangements, insurance policies or other instruments that structure compensation or indemnity mechanisms for Directors in the event of removal from office or retirement, indicating the financial consequences for the Company.

At the time of dismissal/retirement, the Company provides compensation to its Directors, calculated based on their history, length of service, seniority and functions, as well as, it also has the ILP plan that - upon approval by the Board of Directors and conditioned to specific goals - compensates the Manager based on his historical performance in the Company. The impacts/consequences have no materiality within the scope of the Company's operations, following market practices



8.17. In relation to the last 3 fiscal years and the forecast for the current fiscal year, indicate the percentage of the total compensation of each body recognized in the Company's results referring to members of the Board of Directors, the Statutory Executive Directors or the Fiscal Council that are parties related to the direct or indirect controllers, as defined by the accounting rules that deal with this matter.

| Year | Agency | % of Total Compensation |
|------------------|-------------------------------|-------------------------|
| 2022 | Board of Directors | 57.30% |
| | Fiscal Council | - |
| | Statutory Executive Directors | - |
| 2023 | Board of Directors | 56.51% |
| | Fiscal Council | - |
| | Statutory Executive Directors | - |
| 2024 | Board of Directors | 56.71% |
| | Fiscal Council | - |
| | Statutory Executive Directors | - |
| 2025 Proposal | Board of Directors | 57.00% |
| | Fiscal Council | - |
| | Statutory Executive Directors | - |



8.18. In relation to the last 3 fiscal years, indicate the amounts recognized in the Company's income as compensation for members of the Board of Directors, Statutory Executive Directors or Fiscal Council, grouped by body, for any reason other than the function they occupy, such as commissions and consulting or advisory services provided.

Not applicable.



8.19. In relation to the last 3 fiscal years, indicate the amounts recognized in the result of direct or indirect controllers of companies under common control and subsidiaries of the Company, such as compensation of members of the Company's Board of Directors, Statutory Executive Directors or Fiscal Council, grouped by body, specifying how such amounts were attributed to such individuals.

The Directors receive remuneration from both WEG S.A., the parent company, and subsidiary WEG Equipamentos Elétricos S.A.

The information on the remuneration obtained at the parent company WEG S.A. is presented in items 8.2 to 8.18, while the information on the remuneration obtained at the subsidiary WEG Equipamentos Elétricos S.A., as well as the consolidated amounts, are now presented in this item 8.19.



a) remuneration obtained from WEG Electrical Equipment S.A.

a.1) remuneration

| Year | Body | Total number of members | Number of paid members | Remuneration (1) (in R\$ Thousand) | | | | | | | | | |
|---------------|-------------------------------|-------------------------|------------------------|------------------------------------|--------------|---------------|----------------|---------------|---------------|--------------------------|--------------------------------|--------------------------|----------------|
| | | | | Year Fixed | | | Variable | | | Post-employment benefits | Termination of office benefits | Stock-based remuneration | Total |
| | | | | Pro-labore | Benefits | Total | Profit sharing | Bonus | Total | | | | |
| 2022 | Board of Directors | 7.00 | 7.00 | 1,827 | 6 | 1,832 | - | 5,532 | 5,532 | 365 | n.a. | n.a. | 7,730 |
| | Fiscal Council | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. |
| | Statutory Executive Directors | 12.00 | 12.00 | 13,788 | 2,124 | 15,912 | - | 36,919 | 36,919 | 5,072 | n.a. | 2,561 | 60,465 |
| | Total | 19.00 | 19.00 | 15,615 | 2,130 | 17,744 | - | 42,451 | 42,451 | 5,437 | n.a. | 2,561 | 68,194 |
| 2023 | Board of Directors | 7.00 | 7.00 | 1,942 | 6 | 1,948 | - | 6,400 | 6,400 | 388 | n.a. | n.a. | 8,737 |
| | Fiscal Council | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. |
| | Statutory Executive Directors | 13.00 | 13.00 | 15,736 | 2,610 | 18,346 | - | 51,780 | 51,780 | 5,573 | n.a. | 2,594 | 78,292 |
| | Total | 20.00 | 20.00 | 17,678 | 2,617 | 20,294 | - | 58,180 | 58,180 | 5,961 | n.a. | 2,594 | 87,029 |
| 2024 | Board of Directors | 7.00 | 7.00 | 2,039 | 6 | 2,045 | - | 7,224 | 7,224 | 408 | n.a. | n.a. | 9,677 |
| | Fiscal Council | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. |
| | Statutory Executive Directors | 13.00 | 13.00 | 15,812 | 2,270 | 18,082 | - | 56,812 | 56,812 | 5,743 | 2,800 | 38,626 | 122,063 |
| | Total | 20.00 | 20.00 | 17,851 | 2,276 | 20,127 | - | 64,036 | 64,036 | 6,151 | 2,800 | 38,626 | 131,740 |
| 2025 Proposal | Board of Directors | 7.00 | 7.00 | 2,690 | - | 2,690 | - | 9,945 | 9,945 | 538 | n.a. | n.a. | 13,173 |
| | Fiscal Council | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. |
| | Statutory Executive Directors | 12.00 | 12.00 | 19,230 | 2,980 | 22,210 | - | 71,241 | 71,241 | 7,234 | n.a. | 4,511 | 105,196 |
| | Total | 19.00 | 19.00 | 21,920 | 2,980 | 24,900 | - | 81,186 | 81,186 | 7,772 | n.a. | 4,511 | 118,369 |

(1) This table presents information regarding the remuneration of directors received by the company WEG Equipamentos Elétricos S.A. These directors also receive remuneration from the parent company WEG S.A.



a.2) pension plan in place

Fiscal Year 2022

| Agency | Board of Directors | Fiscal Council | Statutory Executive Directors | Total |
|---|--------------------|----------------|-------------------------------|--------|
| Members | 7.00 | - | 12.00 | 19.00 |
| Paid Members | 7.00 | - | 12.00 | 19.00 |
| Clarification | - | - | - | - |
| Regarding the Performance Bonus, provided for in the remuneration plan: | | | | |
| Minimum Value | - | n.a. | - | - |
| Maximum Value | 5,532 | n.a. | 39,983 | 45,515 |
| Value if established goals were achieved | 5,532 | n.a. | 39,983 | 45,515 |
| Amount effectively recognized in income | 5,532 | n.a. | 36,919 | 42,451 |

Fiscal Year 2023

| Agency | Board of Directors | Fiscal Council | Statutory Executive Directors | Total |
|---|--------------------|----------------|-------------------------------|--------|
| Members | 7.00 | - | 13.00 | 20.00 |
| Members remunerados | 7.00 | - | 13.00 | 20.00 |
| Clarification | - | - | - | - |
| Regarding the Performance Bonus, provided for in the remuneration plan: | | | | |
| Minimum Value | - | n.a. | - | - |
| Maximum Value | 6,400 | n.a. | 51,780 | 58,180 |
| Value if established goals were achieved | 6,400 | n.a. | 51,780 | 58,180 |
| Amount effectively recognized in income | 6,400 | n.a. | 51,780 | 58,180 |

Fiscal Year 2024

| Agency | Board of Directors | Fiscal Council | Statutory Executive Directors | Total |
|---|--------------------|----------------|-------------------------------|--------|
| Members | 7.00 | - | 13.00 | 20.00 |
| Members remunerados | 7.00 | - | 13.00 | 20.00 |
| Clarification | - | - | - | - |
| Regarding the Performance Bonus, provided for in the remuneration plan: | | | | |
| Minimum Value | - | n.a. | - | - |
| Maximum Value | 7,527 | n.a. | 58,495 | 66,022 |
| Value if established goals were achieved | 7,527 | n.a. | 58,495 | 66,022 |
| Amount effectively recognized in income | 7,224 | n.a. | 56,812 | 64,036 |

Fiscal Year 2025 – Proposal

| Agency | Board of Directors | Fiscal Council | Statutory Executive Directors | Total |
|---|--------------------|----------------|-------------------------------|--------|
| Members | 7.00 | - | 12.00 | 19.00 |
| Members remunerados | 7.00 | - | 12.00 | 19.00 |
| Clarification | - | - | - | - |
| Regarding the Performance Bonus, provided for in the remuneration plan: | | | | |
| Minimum Value | - | n.a. | - | - |
| Maximum Value | 9,945 | n.a. | 71,241 | 81,186 |
| Value if established goals were achieved | 9,945 | n.a. | 71,241 | 81,186 |

a.3) pension plan in force

| Agency | Board of Directors | Statutory Executive Directors |
|---|---|-------------------------------|
| Members | 2.00 | 13.00 |
| Name of the Plan | Benefit Plan | |
| Number of Directors who meet the conditions to retire | - | 9.00 |
| Conditions for early retirement | 50 years old, dismissed from WEG or retired by INSS [National Social Security Institute] | |
| Updated amount of contributions accumulated in the pension plan until the end of the last fiscal year, discounting the portion related to the contribution made directly by the Directors | - | 23,491 |
| Total accumulated value of contributions made during the last fiscal year, discounting the portion related to the contribution made directly by the Directors | - | 5,743 |
| If there is a possibility of early redemption and what are the conditions | Yes, upon termination of the plan and the amount corresponding to 2% for each year of the company limited to 50% of the balance | |

a.4) compensation amounts

| Year | Agency | Members | Compensation | | |
|------|-------------------------------|---------|--------------|-------|---------|
| | | | Major | Minor | Average |
| 2022 | Board of Directors | 7.00 | 2,272 | 909 | 1,104 |
| | Fiscal Council | - | - | - | - |
| | Statutory Executive Directors | 12.00 | 11,999 | 2,086 | 5,039 |
| 2023 | Board of Directors | 7.00 | 2,568 | 1,027 | 1,248 |
| | Fiscal Council | - | - | - | - |
| | Statutory Executive Directors | 13.00 | 14,196 | 2,874 | 6,022 |
| 2024 | Board of Directors | 7.00 | 2,845 | 1,138 | 1,382 |
| | Fiscal Council | - | - | - | - |
| | Statutory Executive Directors | 13.00 | 41,221 | 3,429 | 9,389 |



b) remuneration obtained from WEG Tintas Ltda.

| Year | Body | Total number of members of Number of paid members | | Remuneration (1) (in R\$ Thousand) | | | | | | | | | | |
|---------------|-------------------------------|---|-------------|------------------------------------|-------------|-------------|----------------|-------------|--------------|--------------------------|--------------------------------|--------------------------|--------------|--------------|
| | | | | Year Fixed | | | Variable | | | Post-employment benefits | Termination of office benefits | Stock-based remuneration | Total | |
| | | | | Pro-labore | Benefits | Total | Profit sharing | Bonus | Total | | | | | |
| 2022 | Board of Directors | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | - | n.a. | n.a. | n.a. | n.a. | n.a. |
| | Fiscal Council | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | - | n.a. | n.a. | n.a. | n.a. | n.a. |
| | Statutory Executive Directors | 1.00 | 1.00 | 525 | 4 | - | 529 | - | 1,462 | 1,462 | 289 | n.a. | 1,181 | 3,461 |
| | Total | 1.00 | 1.00 | 525 | 4 | - | 529 | - | 1,462 | 1,462 | 289 | n.a. | 1,181 | 3,461 |
| 2023 | Board of Directors | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. |
| | Fiscal Council | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. |
| | Statutory Executive Directors | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. |
| | Total | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. |
| 2024 | Board of Directors | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. |
| | Fiscal Council | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. |
| | Statutory Executive Directors | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. |
| | Total | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. |
| 2025 Proposal | Board of Directors | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. |
| | Fiscal Council | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. |
| | Statutory Executive Directors | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. |
| | Total | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. |

(1) This table presents information regarding the remuneration of the directors received by the company WEG Tintas Ltda. These directors also receive remuneration from the parent company WEG S.A.



c) consolidated remuneration

c.1) remuneration

| Year | Body | Total number of members | Number of paid members | Remuneration (1) (in R\$ Thousand) | | | | | | | | | |
|---------------|--------------------------------------|-------------------------|------------------------|------------------------------------|--------------|---------------|----------------|---------------|---------------|--------------------------|--------------------------------|------------------------|----------------|
| | | | | Year Fixed | | | Variable | | | Post-employment benefits | Termination of office benefits | Stock-based remunerat. | Total |
| | | | | Pro-labore | Benefits | Total | Profit sharing | Bonus | Total | | | | |
| 2022 | Board of Directors | 7.00 | 7.00 | 3,653 | 6 | 3,659 | - | 9,654 | 9,654 | 1,375 | n.a. | n.a. | 14,688 |
| | Fiscal Council | 3.00 | 3.00 | 461 | - | 461 | - | - | - | - | n.a. | n.a. | 461 |
| | Statutory Executive Directors | 12.50 | 12.50 | 15,903 | 2,128 | 18,031 | - | 41,981 | 41,981 | 5,666 | n.a. | 3,742 | 69,420 |
| | Others Statutory Executive Directors | 2.33 | 2.33 | 2,539 | 6 | 2,545 | - | - | - | 1,257 | n.a. | 852 | 4,654 |
| | Total | 24.83 | 24.83 | 22,556 | 2,139 | 24,696 | - | 51,635 | 51,635 | 8,298 | n.a. | 4,594 | 89,223 |
| 2023 | Board of Directors | 7.00 | 7.00 | 3,884 | 6 | 3,890 | - | 12,800 | 12,800 | 1,493 | n.a. | n.a. | 18,183 |
| | Fiscal Council | 3.00 | 3.00 | 494 | - | 494 | - | - | - | - | n.a. | n.a. | 494 |
| | Statutory Executive Directors | 13.00 | 13.00 | 17,484 | 2,610 | 20,094 | - | 57,540 | 57,540 | 5,922 | n.a. | 2,594 | 86,151 |
| | Others Statutory Executive Directors | 23.00 | 23.00 | 21,862 | 2,617 | 24,479 | - | 70,340 | 70,340 | 7,415 | n.a. | 2,594 | 104,828 |
| 2024 | Board of Directors | 7.00 | 7.00 | 4,077 | 6 | 4,083 | - | 14,449 | 14,449 | 1,655 | n.a. | n.a. | 20,187 |
| | Fiscal Council | 3.00 | 3.00 | 523 | - | 523 | - | - | - | - | n.a. | n.a. | 523 |
| | Statutory Executive Directors | 13.00 | 13.00 | 17,569 | 2,270 | 19,839 | - | 63,037 | 63,037 | 6,095 | 2,800 | 38,626 | 130,397 |
| | Others Statutory Executive Directors | 23.00 | 23.00 | 22,169 | 2,276 | 24,445 | - | 77,486 | 77,486 | 7,750 | 2,800 | 38,626 | 151,107 |
| 2025 Proposal | Board of Directors | 7.00 | 7.00 | 5,380 | - | 5,380 | - | 19,890 | 19,890 | 2,178 | n.a. | n.a. | 27,448 |
| | Fiscal Council | 3.00 | 3.00 | 556 | - | 556 | - | - | - | - | n.a. | n.a. | 556 |
| | Statutory Executive Directors | 12.00 | 12.00 | 21,367 | 2,980 | 24,347 | - | 79,157 | 79,157 | 7,662 | n.a. | 4,511 | 115,677 |
| | Total | 22.00 | 22.00 | 27,303 | 2,980 | 30,283 | - | 99,047 | 99,047 | 9,840 | n.a. | 4,511 | 143,681 |



c.2) variable compensation

Fiscal Year 2022

| Agency | Board of Directors | Fiscal Board | Statutory Executive Directors | Total |
|---|--------------------|---|-------------------------------|--------|
| Members | 7.00 | 3.00 | 12.50 | 22.50 |
| Members remunerados | 7.00 | - | 12.50 | 19.50 |
| Clarification | - | The remuneration of the Fiscal Council is through fixed remuneration. | - | - |
| Regarding the Performance Bonus, provided for in the remuneration plan: | | | | |
| Minimum Value | - | n.a. | - | - |
| Maximum Value | 9,654 | n.a. | 46,769 | 56,423 |
| Value if established goals were achieved atingidas | 9,654 | n.a. | 46,769 | 56,423 |
| Amount effectively recognized in income | 9,654 | n.a. | 41,981 | 51,635 |

Fiscal Year 2023

| Agency | Board of Directors | Fiscal Board | Statutory Executive Directors | Total |
|---|--------------------|--|-------------------------------|--------|
| Members | 7.00 | 3.00 | 13.00 | 23.00 |
| Members remunerados | 7.00 | - | 13.00 | 20.00 |
| Clarification | - | The remuneration of the Fiscal Council is through fixed remuneration.. | - | - |
| Regarding the Performance Bonus, provided for in the remuneration plan: | | | | |
| Minimum Value | - | n.a. | - | - |
| Maximum Value | 12,800 | n.a. | 57,540 | 70,340 |
| Value if established goals were achieved atingidas | 12,800 | n.a. | 57,540 | 70,340 |
| Amount effectively recognized in income | 12,800 | n.a. | 57,540 | 70,340 |



Fiscal Year 2024

| Agency | Board of Directors | Fiscal Board | Statutory Executive Directors | Total |
|---|--------------------|--|-------------------------------|--------|
| Members | 7.00 | 3.00 | 13.00 | 23.00 |
| Members remunerados | 7.00 | - | 13.00 | 20.00 |
| Clarification | - | A remuneração do Fiscal Council é através da remuneração fixa. | - | - |
| Regarding the Performance Bonus, provided for in the remuneration plan: | | | | |
| Minimum Value | - | n.a. | - | - |
| Maximum Value | 15,054 | n.a. | 64,904 | 79,958 |
| Value if established goals were achieved atingidas | 15,054 | n.a. | 64,904 | 79,958 |
| Amount effectively recognized in income | 14,449 | n.a. | 63,037 | 77,486 |

Fiscal Year 2025 - Proposal

| Agency | Board of Directors | Fiscal Board | Statutory Executive Directors | Total |
|---|--------------------|--|-------------------------------|--------|
| Members | 7.00 | 3.00 | 12.00 | 22.00 |
| Members remunerados | 7.00 | - | 12.00 | 19.00 |
| Clarification | - | A remuneração do Fiscal Council é através da remuneração fixa. | - | - |
| Regarding the Performance Bonus, provided for in the remuneration plan: | | | | |
| Minimum Value | - | n.a. | - | - |
| Maximum Value | 19,890 | n.a. | 79,157 | 99,047 |
| Value if established goals were achieved atingidas | 19,890 | n.a. | 79,157 | 99,047 |



c.3) pension plan in force

| Agency | Board of Directors | Statutory Executive Directors |
|---|--|-------------------------------|
| Members | 2.00 | 13.00 |
| Name of the Plan | Benefit Plan | |
| Number of Directors who meet the conditions to retire | 2.00 | 9.00 |
| Conditions for early retirement | 50 years old, dismissed from WEG or retired by INSS [National Social Security Institute] | |
| Updated amount of contributions accumulated in the pension plan until the end of the last fiscal year, discounting the portion related to the contribution made directly by the Directors | 17,031 | 23,491 |
| Total accumulated value of contributions made during the last fiscal year, discounting the portion related to the contribution made directly by the Directors | 1,655 | 6,095 |
| If there is a possibility of early redemption and what are the conditions | Yes, upon termination of the plan and the amount corresponding to 2% for each year of the company limited to 50% of the balance. | |

c.4) compensation amounts

| Year | Agency | Members | Compensation | | |
|------|-------------------------------|---------|--------------|-------|---------|
| | | | Major | Minor | Average |
| 2022 | Board of Directors | 7.00 | 4,592 | 1,651 | 2,098 |
| | Fiscal Council | 3.00 | 154 | 154 | 154 |
| | Statutory Executive Directors | 12.50 | 13,063 | 2,292 | 5,554 |
| 2023 | Board of Directors | 7.00 | 5,649 | 2,054 | 2,598 |
| | Fiscal Council | 3.00 | 165 | 165 | 165 |
| | Statutory Executive Directors | 13.00 | 15,623 | 3,193 | 6,627 |
| 2024 | Board of Directors | 7.00 | 6,280 | 2,276 | 2,884 |
| | Fiscal Council | 3.00 | 174 | 174 | 174 |
| | Statutory Executive Directors | 13.00 | 41,616 | 3,809 | 10,031 |



d) In relation to the last 3 fiscal years and the forecast for the current fiscal year, indicate the percentage of the total compensation of each body recognized in the Company's results referring to members of the Board of Directors, the Statutory Executive Directors or the Fiscal Council that are parties related to the direct or indirect controllers, as defined by the accounting rules that deal with this matter.

| Year | Agency | % of Total Compensation |
|------------------|-------------------------------|-------------------------|
| 2022 | Board of Directors | 55.00% |
| | Fiscal Council | - |
| | Statutory Executive Directors | - |
| 2023 | Board of Directors | 54.78% |
| | Fiscal Council | - |
| | Statutory Executive Directors | - |
| 2024 | Board of Directors | 54.89% |
| | Fiscal Council | - |
| | Statutory Executive Directors | - |
| 2025 Proposal | Board of Directors | 55.00% |
| | Fiscal Council | - |
| | Statutory Executive Directors | - |



8.20. Provide other information that the issuer deems relevant.

In order to detail the topics related to Directors remuneration, the Company presents additional Clarifications to the following items in this Reference Form:

Item 8.19.c.4: The compensation of the Company's Statutory Executive Directors consists of fixed compensation, variable compensation, a long-term incentive plan and benefits. The difference between the highest and lowest compensation of the Statutory Executive Directors is mainly due to the following factors: (i) the compensation system takes into account the variables of time dedicated, seniority, reputation and strategic challenges of the position, in accordance with article 152 of Law 6,404/76; (ii) the size of the Company's business requires a number of executives, which results in a broad spectrum of compensation; and (iii) the growth of the Company and the approval of the performance bonus program, which had the effect of widening the difference between the two extremes of compensation. It is important to highlight that the number of salary multiples paid to the Directors is linear, thus resulting in the difference in the basic (fixed) compensation of each executive.

The 2024 ILP remuneration contains a non-recurring event, represented by the payment of obligations linked to the succession of the Company's Executive Presidency.



Information on candidates nominated for membership of the Fiscal Council

As per items 7.3, 7.5 and 7.6, except 7.3 (l) presented separately. Item 7.4 not applicable.

| | | | | | | |
|--|--------------------------|-----------------------------|-------------------------------|-----------------------|--------------------------|--------------------------------|
| 7.3 (a) Name | Patricia Valente Stierli | Vanderlei Dominguez da Rosa | Lucia Maria Martins Casasanta | Giuliano Barbato Wolf | Paulo Roberto Franceschi | Silvia Maura Rodrigues Pereira |
| 7.3 (b) Date of Birth | 05/19/1956 | 09/09/1963 | 12/09/1960 | 06/04/1961 | 06/12/1951 | 09/17/1960 |
| 7.3 (c) Occupation | Business Director | Accountant | Economist and Accountant | Director | Accountant | Economist |
| 7.3 (d) CPF | 010.551.368-78 | 422.881.180-91 | 491.887.206-91 | 417.982.609-72 | 171.891.289-72 | 817.642.437-49 |
| 7.3 (e) Elective position held | Sitting member | Sitting member | Sitting member | Alternate Member | Alternate Member | Alternate Member |
| 7.3 (f) Date of Election | 04/29/2025 | 04/29/2025 | 04/29/2025 | 04/29/2025 | 04/29/2025 | 04/29/2025 |
| 7.3 (g) Date of investiture | 04/29/2025 | 04/29/2025 | 04/29/2025 | 04/29/2025 | 04/29/2025 | 04/29/2025 |
| 7.3 (h) Term of office | Next AGM | Next AGM | Next AGM | Next AGM | Next AGM | Next AGM |
| 7.3 (i) He/She was elected by the controller | Yes | Yes | No | Yes | Yes | No |
| 7.3 (j) If you are an independent member, in accordance with the specific regulations on the matter | - | - | - | - | - | - |
| 7.3 (k) If the member of the fiscal council has been serving consecutive terms, the start date of the first of such terms | 04/27/2021 | 04/23/2013 | 04/27/2021 | 04/26/2022 | 04/23/2014 | 04/26/2022 |
| 7.3 (m) Description of any of the following events that have occurred during the last 5 years | | | | | | |
| i. Criminal conviction; ii. Conviction in administrative proceedings by the CVM, the Central Bank of Brazil or the Superintendence of Private Insurance, and the penalties applied; iii. Final conviction, in the judicial sphere or subject to a final administrative decision, which has suspended or disqualified the employee from practicing any professional or commercial activity | No record found | No record found | No record found | No record found | No record found | No record found |



| | | | | | | |
|---|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|
| <p>7.5 Report the existence of a marital relationship, stable union or kinship up to the second degree between: a) directors of the issuer; b) directors of the issuer and director of direct or indirect subsidiaries of the issuer; c) directors of the issuer or its direct or indirect subsidiaries and direct or indirect controllers of the issuer; d) directors of the issuer and directors of direct or indirect controlling companies of the issuer</p> | Does not exist | Does not exist | Does not exist | Does not exist | Does not exist | Does not exist |
| <p>7.6 Report on relationships of subordination, provision of services or control maintained, in the last 3 fiscal years, between the Company's directors and: a) a company controlled, directly or indirectly, by the Company, with the exception of those in which the issuer holds, directly or indirectly, all of the share capital; a company controlled, directly or indirectly, by the issuer, with the exception of those in which the issuer holds, directly or indirectly, a stake equal to or greater than 99% (ninety-nine percent) of the share capital – the text of item “a” was replaced by the text in bold b) a direct or indirect controller of the issuer; c) if relevant, a supplier, customer, debtor or creditor of the issuer, its subsidiary or controlling companies or subsidiaries of any of these persons</p> | There is no relation | There is no relation | There is no relation | There is no relation | There is no relation | There is no relation |

CVs of candidates for the Fiscal Council

In accordance with item 7.3 (I)

PATRICIA VALENTE STIERLI – Effective member

Academic Background:

- Bachelor of Business Administration - FGV EAESP
- Specialization in Business Administration for Graduates - FGV EAESP
- Specialization in Controllership - GVPEC
- Corporate Governance Certification - IBGC
- Corporate Governance Certification - BI International
- Certification of Audit Committee - IBGC

Professional Experiences:

In Other Companies (previously):

- Manager of Banco Comind de Investimentos S.A.
- Manager of Fator S.A. Real Estate Broker
- Manager of Banco Credibanco S.A.
- Director of GHG Construções Ltda.
- Director of Banco Santander Brasil S.A.
- Director of Rede Zacharias de Pneus S.A.
- Director of Sedefem Equipamentos e Montagem S.A.
- Director of Banco Fator S.A.
- Director of Fator Administradora de Recursos Ltda.
- Member of the Share Committee of ANBIMA.
- Alternate Member of the Supervisory Board of Dohler S.A.
- Member of the Board of Directors of Pettenati S.A. Indústria Têxtil
- Member of the Fiscal Council of Bardella S.A. Mechanical Industries
- Alternate Member of the Fiscal Council of the CIEE School Company Integration Center
- Member of the PPE Fios Esmaltados S.A. Board of Directors
- Member of the Fiscal Council Companhia Siderúrgica Nacional S.A.
- Alternate Member of the Fiscal Council of Investimentos e Participações S.A. Invepar
- Alternate Member of the Fiscal Council of OI S.A.
- Member of the Supervisory Board of Eletrobras Centrais Elétricas Brasileiras S.A.
- Member of the Fiscal Council Sociedade Beneficente de Senhoras - Hospital Sírio Libanês
- Member of the Fiscal Council of Petrobrás Petróleo Brasileiro S.A..

In Other Companies (currently):

- Chairman of the Board of Directors of the Management Organization of the Ladies' Charitable Society Heritage Fund - Sírio Libanês Hospital.
- Alternate Member of the Fiscal Council of Itausa S.A.
- Member of the Board of Directors of the CIEE School Company Integration Center
- Member of the Supervisory Board of Somos Ciee

Convictions in the last 5 years: None

NOTE: There is no additional information.



VANDERLEI DOMINGUEZ DA ROSA – Effective member

Academic Background:

- Bachelor in Accounting Sciences – UFRGS
- Specialization in Capital Markets – UFRGS
- Specialization in Cost Accounting – PUCRS

Professional Experiences:

In Other Companies (previously):

- Managing Partner of HB Audit - Auditores Independentes S.S.
- Member of the Supervisory Board of Bematech S.A.
- Member of the Supervisory Board of Brasil Ferrovias S.A.
- Member of the Supervisory Board of Brasil Telecom Participações S.A
- Member of the Supervisory Board of CP Eletrônica S.A.
- Member of the Supervisory Board of Digitel S.A. Ind. Electronics
- Member of the Supervisory Board of Ferrobán - Ferrovias Bandeirantes S.A.
- Member of the Supervisory Board of Inepar Energia S.A.
- Member of the Supervisory Board of Inepar S.A. Ind. e Construções
- Member of the Supervisory Board of Ideiasnet S.A
- Member of the Supervisory Board of Marcopolo S.A.
- Member of the Supervisory Board of Marisol S.A.
- Member of the Supervisory Board of MPX Energia S.A
- Member of the Supervisory Board of Multiplus S.A
- Member of the Supervisory Board of Padtec S.A.
- Member of the Fiscal Council of Promoauto Participações S.A.
- Member of the Supervisory Board of Renner Herrmann S.A
- Member of the Supervisory Board of Sanepar
- Member of the Supervisory Board of Tecnisa S.A.
- Member of the Supervisory Board of Tegma Gestão Logística S.A.
- Member of the Supervisory Board of Telemig Celular Participações S.A
- Member of the Supervisory Board of Tupy S.A.
- Member of the Supervisory Board of Lojas Americanas S.A.

In Other Companies (currently):

- Member of the Supervisory Board of Equatorial Energia S.A.
- Member of the Fiscal Council of Equatorial Maranhão Distr. de Energia S.A.
- Member of the Supervisory Board of Equatorial Pará Distribuidora de Energia S.A
- Member of the Supervisory Board of Odontoprev S.A..
- Member of the Supervisory Board of Triunfo Participações e Investimentos S.A.
- Member of the Supervisory Board of VALID Soluções S.A.
- Member of the Supervisory Board of CEEE-D
- Member of the Supervisory Board of Centro de Imagem Diagnósticos S.A.
- Member of the Supervisory Board of Lojas Renner S.A.

Convictions in the last 5 years: None

NOTE: There is no additional information.

LUCIA MARIA MARTINS CASASANTA – Effective member

Academic Background:

- Bachelor of Economics - UFMG
- Bachelor of Accounting Sciences - Univ. Santa Úrsula
- Postgraduate in Financial Administration - Fundação Dom Cabra
- Master in Administration - IBMEC
- Board of Directors Certification - IBGC

Professional Experiences:

In Other Companies (previously):

- Member of the Board of Directors of Eletrobras - Centrais Elétricas Brasileiras S.A.
- Director of Governance Risks and Compliance at Eletrobras (holding company)
- Member of the Board of Directors of Eletrobras CGT Eletrosul
- Member of the Board of Directors of Eletrobras Furnas
- Audit and Risk Management Partner at Deloitte Touche Tohmatsu
- Audit and Risk Management Partner at Arthur Andersen
- Member of the Compliance Committee of the Brazilian Fast Food Corp. Group. - BFFC
- Coordinator of the Personal Service Compliance Committee
- Member of the Fiscal Council of Eneva S.A
- Member of the Board of Directors of Santo Antônio Energia
- Member of the Board of Directors of VEM Conveniência

In Other Companies (currently):

- Member of the Board of Directors and Coordinator of the Audit Committee of Madero Indústria e Comércio S.A.
- Member of Profarma's Audit Committee.
- Coordinator of the Audit Committee of Vast Infraestrutura S.A.
- Member of the Finance, Governance and Risk Committee of Falconi Consultores
- Member of the Board of Directors and Coordinator of the Sustainability Committee of Copel - Cia Paranaense de Energia

Convictions in the last 5 years: None

NOTE: There is no additional information.



GIULIANO BARBATO WOLF – Alternate Member

Academic Background:

- Master in Business Management - UFSC
- Specialization in Enterprise Management - ENE UFSC
- Specialization in Business Strategy - UDESC
- Bachelor of Business Administration – UDESC
- Bachelor of Law - UFSC

Professional Experiences:

In Other Companies (previously):

- Advisor to BADESC - Agência de Fomento de SC
- Employee of Banco do Brasil S.A.
- Director of BRAZAL S.A.
- Professor at UDESC/ESAG
- Professor at ÚNICA-SOCIESC
- Manager at Makenji Group
- Professor at Estácio de Sá College
- Director at Laboratório Médico Santa Luzia Ltda.
- Managing partner at WCA-WOLF Consultores Associados S/C
- Director at Stalimir Publicidade Ltda.
- Managing Partner at Porta Voz Serviços de Comunicação Ltda.
- Director at Propague Serviços de Comunicação Ltda.
- Professor at Academia de Comércio de Santa Catarina
- Member of the Supervisory Board of Eletrobras S.A.
- Member of the Fiscal Council of Jr. Achievement

In Other Companies (currently):

- CEO of Control Robotics Ltda.
- Vice-President and Managing Partner of Advanced Design in Management S.A. - ADM S.A.
- Financial Director at Instituto do Conhecimento Paralelo 27º
- Professor of Corporate Finance at Escola Nacional de Administradores (ENA)
- Chairman of the Fiscal Council of ADVB SC
- Member of the Fiscal Council of IBEF-SC - Brazilian Institute of Finance Executives

Convictions in the last 5 years: None

NOTE: There is no additional information.

PAULO ROBERTO FRANCESCHI – Alternate Member

Academic Background:

- Bachelor's Degree in Accounting Sciences - Foundation for Social Studies of Paraná
- Bachelor's Degree in Economic Sciences - FAE Business School

Professional Experiences:

In Other Companies (previously):

- Member of the Supervisory Board of Kepler Weber S.A.
- Member of the Supervisory Board of Redentor Energia S.A.
- Member of the Supervisory Board of Siderquímica S.A.
- Member of the Supervisory Board of Bematech S.A.
- Member of the Fiscal Council of BB Seguridade Participações S.A.
- Alternate Member of the Fiscal Council of Banco do Brasil S.A.
- Alternate Member of the Fiscal Council of BB Seguridade Participações S.A.
- Member of the Audit Committee of Positivo Informática S.A.
- Member of the Fiscal Council of Equatorial Energia S.A
- Member of the Fiscal Council of CESP - Companhia Energética de São Paulo.

In Other Companies (currently):

- Partner at Audicontrol Auditing and Control - Independent Auditors
- Member of the Supervisory Board of Triunfo Participações e Investimentos S.A.
- Member of the Fiscal Council of CELPA - Equatorial Pará
- Member of the Fiscal Council of CEMAR – Equatorial Maranhão
- Member of the Fiscal Council of CEEE - Companhia Estadual de Distribuição de Energia Elétrica
- Member of the Fiscal Council of TIJOA Participações e Investimentos S.A.
- Member of the Fiscal Council of CSE Centro de Soluções Estratégicas S.A.

Convictions in the last 5 years: None

NOTE: There is no additional information.

**SILVIA MAURA RODRIGUES PEREIRA – Alternate Member****Academic Background:**

- Bachelor in Economics - London School of Economics and Political Science
- Postgraduate in Marketing - COPPEAD/UFRJ
- Master of Arts – PUCRio
- PhD in Finance - COPPEAD/UFRJ
- GRI Certification - G4
- ESG in Practice 5 – IBGC
- Board Member Certified by IBGC
- Fiscal Councilor in Practice – IBGC
- Compliance and Governance - IBGC
- Responsibility of the Managing Partners - IBGC
- Advanced Course for Board Members – IBGC

Professional Experiences:**In Other Companies (previously):**

- Manager of Multicanal Participações S.A. (Claro)
- Director of Embratel S.A.
- Partner of Debê Consultoria
- Partner of Dattis Brasil
- Alternate Member of the Fiscal Council at BR Malls
- Founding Partner of R2P2 Consultoria

In Other Companies (currently):

- Independent consultant at Maker Sustainability
- Partner Professor at Claritas Consultoria Ensino

Convictions in the last 5 years: None

NOTE: There is no additional information.



| Update of the Long-Term Plan for Directors and Managers – WEG S.A. | | |
|--|--|--|
| Current wording | Proposed wording | Justification |
| <p>7. CRITERIA FOR CALCULATING THE AMOUNT OF SHARES TO BE GRANTED</p> <p>At the time of the resolution to apply the ILP PLAN in a given year, the Board of Directors will also define the maximum ceiling ("Maximum Ceiling"), in multiples of the salaries of the Directors or Managers, to be considered for the calculation of the amount of shares to be granted. This Maximum Ceiling will be broken down into two installments, namely:</p> <p>a) A portion will be equal to 30% (thirty percent) of the Maximum Ceiling; and</p> <p>b) Another portion will be equal to 70% (seventy percent) of the Maximum Ceiling, multiplied by the index to be established by the Board of Directors in the act that decides on the application of the ILP PLAN in the respective year.</p> <p>In order to establish the index referred to in item "b", retro, the Board of Directors shall establish variable indexes according to the Return on Invested Capital (RSCI) that may be calculated in the year of application of the ILP PLAN.</p> <p>The result of the sum of the two installments above (items "a" and "b") will be divided by the weighted average by trading volume of the closing prices of the Company's shares on BM&FBOVESPA S.A. - Bolsa de Valores, Mercadorias e Futuros (BM&FBOVESPA: "WEGE3"), in the 20 (twenty) trading sessions prior to the last day of the month prior to the month in which the Board of Directors decided to evaluate and approve the result of the ILP PLAN of the previous year. The result of this division will represent the amount of shares in natura to be granted to the Director or Manager, disregarding fractions of less than one share.</p> | <p>7. CRITERIA FOR CALCULATING THE AMOUNT OF SHARES TO BE GRANTED</p> <p>At the time of the resolution to apply the ILP PLAN in a given year, the Board of Directors will also define the maximum ceiling ("Maximum Ceiling"), in multiples of the salaries of the Directors or Managers, to be considered for the calculation of the amount of shares to be granted. This Maximum Ceiling will be broken down into two installments, namely:</p> <p>c) A portion will be equal to 30% (thirty percent) of the Maximum Ceiling; and</p> <p>d) Another portion will be equal to 70% (seventy percent) of the Maximum Ceiling, multiplied by the index to be established by the Board of Directors in the act that decides on the application of the ILP PLAN in the respective year.</p> <p>In order to establish the index referred to in item "b", retro, the Board of Directors shall establish variable indexes according to combining (i) the Return on Invested Capital (RSCI) and (ii) EBITDA growth, that which may be calculated in the year of application of the ILP PLAN.</p> <p>The result of the sum of the two installments above (items "a" and "b") will be divided by the weighted average by trading volume of the closing prices of the Company's shares on BM&FBOVESPA S.A. - Bolsa de Valores, Mercadorias e Futuros (BM&FBOVESPA: "WEGE3"), in the 20 (twenty) trading sessions prior to the last day of the month prior to the month in which the Board of Directors decided to evaluate and approve the result of the ILP PLAN of the previous year. The result of this division will represent the amount of shares in natura to be granted to the Director or Manager, disregarding fractions of less than one share.</p> | <p>Changed wording in accordance with item 1 of the Extraordinary General Meeting.</p> |



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| <p>8. GRACE PERIOD Subject to the provisions of item 8.1, below, the amount of shares determined in the form of the previous item will be delivered to the Director and Manager in three annual installments, counting from the date of signature of the respective agreement entered into between the Company and the respective Director, namely:</p> <ul style="list-style-type: none"> a) 1/3 (one third) within 60 days, after completing two years from the date of the respective share grant agreement; b) 1/3 (one third) within 60 days, after completing three years from the date of the respective share grant agreement; and c) 1/3 (one third) within 60 days, after completing four years from the date of the respective share grant agreement. <p>15. DEATH OR PERMANENT DISABILITY In the event of the death or permanent disability of the Director or Manager, all shares whose grace period has not yet been fulfilled on the date of death or on the date of declaration of disability by the competent body, will be considered available to be granted and delivered to those entitled, within 60 (sixty) days from the date of the event, except for the Company's right to alternative payment, pursuant to item 10, retro. In the cases referred to in this item, the provisions of item 8.1, retro, do not apply.</p> | <p>8. GRACE PERIOD Subject to the provisions of item 8.1, below, the amount of shares determined in the form of the previous item will be delivered to the Director and Manager in three annual installments, counting from the date of signature of the respective agreement entered into between the Company and the respective Director, namely:</p> <ul style="list-style-type: none"> d) 1/3 (one third) within 3060 days, after completing two years from the date of the respective share grant agreement; e) 1/3 (one third) within 3060 days, after completing three years from the date of the respective share grant agreement; and f) 1/3 (one third) within 3060 days, after completing four years from the date of the respective share grant agreement. <p>15. DEATH OR PERMANENT DISABILITY In the event of the death or permanent disability of the Director or Manager, all shares whose grace period has not yet been fulfilled on the date of death or on the date of declaration of disability by the competent body, will be considered available to be granted and delivered to those entitled, within 3060 (thirtysixty) days from the date of the event, except for the Company's right to alternative payment, pursuant to item 10, retro. In the cases referred to in this item, the provisions of item 8.1, retro, do not apply.</p> | |
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**LONG-TERM INCENTIVE PLAN
FOR DIRECTORS AND MANAGERS
WEG S/A – CNPJ no. 84.429.695/0001-11**

1. PURPOSE OF THE PLAN

The Long-Term Incentive Plan for WEG Directors and Managers ("ILP PLAN") consists of the granting of shares issued by WEG S.A. ("COMPANY") to the company's Directors and Managers or its subsidiaries, with the purpose of attracting, motivating and retaining them, as well as aligning their interests with the interests of the Company and its shareholders.

2. MANAGEMENT OF THE PLAN

The Plan will be managed by the Board of Directors, subject to the basic terms and conditions set forth herein. It will be up to the Board of Directors to decide, annually, on the application or not of the ILP PLAN, defining the participants, as well as to decide on its suspension for a fixed or indefinite period.

3. CONDITION (TRIGGER) FOR ANNUAL APPLICATION OF THE ILP PLAN

For the application of the ILP PLAN, in each year, and the consequent granting of shares to its Directors and Managers, it is an indispensable condition (trigger) that the COMPANY has obtained in the immediately preceding year, at least 10% (ten percent) return on invested capital (RSCI).

4. SHARES TO BE GRANTED

The shares to be granted under this ILP PLAN are the shares issued by the COMPANY characterized before BM&FBOVESPA as "WEGE3".

5. ELIGIBLE AUDIENCE

For the purposes of this ILP PLAN, the eligible audience initially comprises the Directors, thus considered the Statutory Executive Directors of the COMPANY or its subsidiaries headquartered in Brazil. It will be up to the COMPANY'S Board of Directors, at its sole discretion, to establish different levels of classification of its statutory officers, or managers, when applicable, to determine the amount of shares to be granted.

6. ELIGIBLE AUDIENCE - ALTERATION

The Board of Directors may, if it deems appropriate and timely, expand or reduce the eligible audience, including other Managers of the Company or its subsidiaries in Brazil and abroad, as well as may change the classification of levels provided for in the previous item.

7. CRITERIA FOR CALCULATING THE AMOUNT OF SHARES TO BE GRANTED

At the time of the resolution to apply the ILP PLAN in a given year, the Board of Directors will also define the maximum ceiling ("Maximum Ceiling"), in multiples of the salaries of the Directors or Managers, to be considered for the calculation of the amount of shares to be granted. This Maximum Ceiling will be broken down into two installments, namely:

- e) A portion will be equal to 30% (thirty percent) of the Maximum Ceiling; and
- f) Another portion will be equal to 70% (seventy percent) of the Maximum Ceiling, multiplied by the index to be established by the Board of Directors in the act that decides on the application of the ILP PLAN in the respective year.

In order to establish the index referred to in item "b", retro, the Board of Directors shall establish variable indexes ~~according to combining~~ (i) the Return on Invested Capital (RSCI) and (ii) EBITDA growth, ~~that~~ which may be calculated in the year of application of the ILP PLAN.

The result of the sum of the two installments above (items "a" and "b") will be divided by the weighted average by trading volume of the closing prices of the Company's shares on BM&FBOVESPA S.A. - Bolsa de Valores, Mercadorias e Futuros (BM&FBOVESPA: "WEGE3"), in the 20 (twenty) trading sessions prior to the last day of the month prior to the month in which the Board of Directors decided to evaluate and approve the result of the ILP PLAN of the previous year. The result of this division will represent the amount of shares in natura to be granted to the Director or Manager, disregarding fractions of less than one share.

8. GRACE PERIOD

Subject to the provisions of item 8.1, below, the amount of shares determined in the form of the previous item will be delivered to the Director and Manager in three annual installments,



counting from the date of signature of the respective agreement entered into between the Company and the respective Director, namely:

- g) 1/3 (one third) within ~~3060~~ days, after completing two years from the date of the respective share grant agreement;
- h) 1/3 (one third) within ~~3060~~ days, after completing three years from the date of the respective share grant agreement; and
- i) 1/3 (one third) within ~~3060~~ days, after completing four years from the date of the respective share grant agreement.

8.1. UNAVAILABILITY OF GRANTED SHARES

The shares granted to the Directors or Managers arising from the installment provided for in line "a" of item 7, retro, will only be available for sale by them under the following conditions:

- a) On the date on which the Director or Manager turns 55 (fifty-five) years old, 50% (fifty percent) of the total shares that have already completed the grace period referred to in item 8, retro, will be released; and
- b) The balance of 50% (fifty percent) will be released at the time of the special termination event referred to in item 14. If the special termination event occurs on an earlier date on which the Director or Manager turns 55 (fifty-five) years old, the release will be total.

In the event of the termination of the Director or Manager under the terms of item 13 and, therefore, not considered Special Termination under the terms of item 14, the shares referred to in line "a" of item 7, retro, will immediately and automatically return to the full ownership of the Company, except for those that have already been released and delivered to the Director or Manager pursuant to line "a" of this item 8.1.

9. REMUNERATION TO BE CONSIDERED

In the event that the Managers referred to in items 5 and 6, retro, receive part of the fixed gross remuneration through the Company's subsidiaries, the result of the sum of the remuneration received at the Company and its subsidiary will be considered, for the purposes of the caput of item 7 retro.

10. PAYMENT ALTERNATIVE

Alternatively, the Board of Directors may determine that, in lieu of the delivery of shares in kind to the Directors and Managers, payment in cash shall be made. In this case, the cash value will be determined by multiplying the amount of shares that would be due in the form of items 7 to 9 above, by the weighted average by trading volume of the closing prices of the Company's shares, on BM&FBOVESPA S.A. - Bolsa de Valores, Mercadorias e Futuros (BM&FBOVESPA: "WEGE3"), in the 20 (twenty) trading sessions prior to the last day of the month prior to the month in which the shares would be delivered. Even if the payment is made in cash, the grace periods provided for in item 8, retro, must be observed.

11. QUANTITATIVE LIMIT

The maximum number of shares to be granted by this ILP Plan is limited to a maximum of 2% (two percent) of the total shares representing the Company's Capital.

The Board of Directors shall decide whether the Company's capital shall be increased through the issue of new shares to be granted to the Directors and Managers or whether shares held in treasury shall be used, in compliance with the applicable regulations. The shareholders, pursuant to the provisions of art. 171, § 3, of Law no. 6.404/76, shall not have preemptive rights with respect to shares issued for the purpose set forth in this item.

12. NON-INTERFERENCE IN THE EMPLOYMENT RELATIONSHIP AND/OR MANDATE

No provision of this ILP PLAN may be interpreted as constituting rights to the Directors and Managers, in addition to those expressly provided herein, nor will it confer rights to them related to the guarantee of permanence, either as an officer or as an employee.

Nothing in this ILP PLAN shall also confer on any Director or Manager rights concerning his/her permanence until the end of his/her term of office, or interfere in any way with the Company's right to remove him/her, nor shall it ensure the right to his/her re-election to office.

13. TERMINATION

In case of Termination of the Director or Manager, regardless of the initiative or reason, the right to the shares to which he would be entitled, but which have not yet fulfilled the grace period (Shares under grace), will be automatically extinguished, by operation of law, regardless of prior notice or indemnity. Nevertheless, any shares with a grace period already

fulfilled but which have not yet been effectively delivered to the Director or Manager, must be delivered upon termination, without prejudice to the Company opting for the alternative form of payment, pursuant to item 10, retro.

For the purposes of this ILP PLAN, the term "Termination" means any act or fact that puts an end to the legal relationship of the Director or Manager with the Company, except death, permanent disability or Special Termination. Termination covers, among others, the cases of voluntary termination of the Director or Manager, dismissal, resignation from office, replacement or non-reelection as officer and termination without or with just cause of employment contract or provision of services.

14. SPECIAL TERMINATION

In the case of Special Termination of the Director or Manager, the grace period that has not yet been fulfilled will be considered automatically fulfilled at the time of the special termination. "Special Termination" is considered, for the purposes of this Plan, the termination of the executive career of the Director or Manager in the Company upon case-by-case approval of the Board of Directors, at its sole discretion. In approving the Special Termination, the Board of Directors will take into account that the Director or Manager will not perform any activity concurrent with the activities performed by the Company and its subsidiaries or other circumstances applicable to the case. The decision of the Board of Directors will be discretionary and unrelated to the rules for retirement by length of service or age, under the terms of the official social security rules (INSS) or the rules for retirement supplementation of any private plan eventually sponsored by the company.

15. DEATH OR PERMANENT DISABILITY

In the event of the death or permanent disability of the Director or Manager, all shares whose grace period has not yet been fulfilled on the date of death or on the date of declaration of disability by the competent body, will be considered available to be granted and delivered to those entitled, within ~~3060~~ (thirtysixty) days from the date of the event, except for the Company's right to alternative payment, pursuant to item 10, retro. In the cases referred to in this item, the provisions of item 8.1, retro, do not apply.

16. DELIMITATION OF THE RIGHTS OF THE DIRECTOR OR MANAGER

No Director or Manager shall have any of the rights and privileges of a shareholder of the Company until the Shares are granted to him/her and duly completed registration of the Shares in his/her name.

17. DIVIDENDS AND BONUSES

The Shares received by the Directors and Managers will be entitled to dividends, interest on equity and other earnings declared by the Company from the date of their effective delivery to the Directors and Managers.

18. ADJUSTMENTS

If changes are made to the Company's shareholding structure, involving an increase, decrease, split, reverse split, stock bonuses, or similar modification to the Company's Shares, the Board of Directors will be entitled to also make the necessary adjustments to this ILP PLAN, and the Company may make the necessary adjustments to the contracts already signed with the Directors and Managers and not yet concluded.

19. RESPONSIBILITY FOR TAXES

Any taxes levied and arising from the contracts related to this ILP PLAN will be the responsibility of each party, in accordance with current legislation.

20. EFFECTIVE AND END DATES OF THE PLAN

The provisions contained in this ILP PLAN come into force immediately after its approval by the Extraordinary General Meeting of the Company. However, the application or not of this ILP PLAN, in each year, will depend on a resolution of the Company's Board of Directors.

21. SUPPLEMENTARY PROVISIONS

The Board of Directors, in the interest of the Company and its shareholders, may, at any time, suspend the application of this ILP PLAN, for a fixed or indefinite period.

Any significant legal change regarding the regulation of joint-stock companies and/or the tax effects that significantly affect this ILP PLAN may lead to its partial or full review, or even its



suspension or extinction, at the discretion of the Board of Directors. Omitted cases will be regulated by the Board of Directors.



| Update of the Bylaws – WEG S.A. | | |
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| Current wording | Proposed wording | Justification |
| <p>CHAPTER II - SHARE CAPITAL, AUTHORIZED CAPITAL AND SHARES</p> <p>Article 5 - The Company's Share Capital is R\$ 7,504,516,508.00 (seven billion, five hundred and four million, five hundred and sixteen thousand, five hundred and eight Reais), fully subscribed and paid in, represented by 4,197,317,998 (four billion, one hundred and ninety-seven million, three hundred and seventeen thousand, nine hundred and ninety-eight) registered book-entry common shares, with no par value, all with voting rights.</p> | <p>CHAPTER II - SHARE CAPITAL, AUTHORIZED CAPITAL AND SHARES</p> <p>Article 5 - The Company's Share Capital is R\$ 12,504,516,508.00 (twelve billion, five hundred and four million, five hundred and sixteen thousand, five hundred and eight Reais) R\$ 7,504,516,508.00 (seven billion, five hundred and four million, five hundred and sixteen thousand, five hundred and eight Reais), fully subscribed and paid in, represented by 4,197,317,998 (four billion, one hundred and ninety-seven million, three hundred and seventeen thousand, nine hundred and ninety-eight) registered book-entry common shares, with no par value, all with voting rights.</p> | <p>Changed the share capital due to the need to allocate the excess of Profit Reserve/Profit Retention in compliance with Article 199 of Brazilian Corporate Law (Law No. 6,404/1976), in accordance with item 2 of the Extraordinary General Meeting.</p> |
| <p>CHAPTER IV - GENERAL MEETINGS</p> <p>Article 11 - In order to attend and vote at the General Meetings, the Shareholders must identify themselves and provide the Company with proof of their status as Shareholders by means of a document issued by the depository. For the purpose of resolution, changes in shareholding positions that occurred on the date of the General Meeting will be disregarded.</p> <p>Paragraph 1 - The Company shall adopt, in the inspection of the documentary regularity of the shareholder's representation, the principle of good faith, assuming the statements it makes to be true. Except for the non-presentation of the power of attorney, if applicable, and the proof of custody of shares, when they appear in the Company's records as owned by the custodian institution, no formal irregularity, such as the presentation of documents by copy, or the lack of authentication of copies, will be grounds</p> | <p>CHAPTER IV - GENERAL MEETINGS</p> <p>Article 11 - In order to attend and vote at the General Meetings, the Shareholders shall present an official identification document with photo, valid throughout the Brazilian territory must identify themselves and provide the Company with proof of their status as Shareholders by means of a document issued by the depository. For the purpose of resolution, changes in shareholding positions that occurred on the date of the General Meeting will be disregarded.</p> <p>Paragraph 1 - The Company shall adopt, in the inspection of the documentary regularity of the shareholder's representation, the principle of good faith, assuming the statements it makes to be true. Except for the non-presentation of the power of attorney, if applicable, and the proof of custody of shares, when they do not appear in the Company's records as owned by the custodian institution, no formal irregularity, such as the presentation of documents by</p> | <p>Amended wording in accordance with item 5 of the Extraordinary General Meeting.</p> |



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| <p>for preventing the vote of the shareholder whose regularity of documentation is in doubt.</p> | <p>copy, or the lack of authentication of copies, will be grounds for preventing the vote of the shareholder whose regularity of documentation is in doubt.</p> | |
| <p>CHAPTER VIII - FISCAL COUNCIL</p> <p>Article 35 - The Company will have a permanent Fiscal Council, composed of up to five (5) effective members and an equal number of alternates, and the Annual General Meeting will be responsible for electing its members and setting their remuneration.</p> | <p>CHAPTER VIII - FISCAL COUNCIL</p> <p>Article 35 - The Company will have a non-permanent Fiscal Council, composed of up to five (5) effective members and an equal number of alternates, to be established only by resolution of and the Annual General Meeting, which, at that occasion, will also be responsible for electing its members and setting their remuneration.</p> | <p>The operation of the Fiscal Council has been amended in accordance with item 4 of the Extraordinary General Meeting. The Company notes that the proposed amendment to Article 35 has no impact on the election of the Fiscal Council for the 2025/2026 term carried out at the Annual General Meeting (AGO) on this date.</p> |
| | <p>CHAPTER IX - STATUTORY AUDIT COMMITTEE</p> <p>Article 37 - The Company will have a Statutory Audit Committee, an advisory body directly linked to the Board of Directors, composed of up to 3 (three) independent members, including a Coordinator, appointed and removable by the Board of Directors, provided that (i) the Committee members must be independent members, (ii) at least 1 (one) member must be an independent member of the Company's Board of Directors, who does not participate in the Board of Directors, as defined in the Novo Mercado Regulation of B3 and (iii) at least 1 (one) member must have recognized experience in corporate accounting matters.</p> <p>Article 38 - It is the responsibility of the Statutory Audit Committee:</p> <ul style="list-style-type: none"> a) to opine on the hiring and dismissal of independent audit services; b) to evaluate quarterly information, interim statements, and financial statements; c) to monitor the activities of the Company's internal audit and internal controls areas; d) to assess and monitor the Company's risk exposures; | <p>The Statutory Audit Committee has been established in accordance with item 3 of the Extraordinary General Meeting.</p> |



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| | <p>e) to evaluate, monitor, and recommend to Directors the correction or improvement of the Company's internal policies, including the related party transaction policy;</p> <p>f) to receive and process information reporting non-compliance with applicable legal and regulatory provisions, as well as internal regulations and codes, including provisions for specific procedures to protect the provider and the confidentiality of information;</p> <p>g) to report quarterly to the Board of Directors about its activities, which will be recorded in the minutes of the Board of Directors meeting in which the report is given;</p> <p>h) to annually submit to the Board of Directors, before the close of the fiscal year, a proposal of a summary report covering the meetings held, the main topics discussed, and the recommendations made by the Statutory Audit Committee to the Board of Directors, which will be disclosed by the Company.</p> <p>Paragraph 1 - The rules regarding the composition, responsibilities, operation, remuneration, and term of the Statutory Audit Committee members office, among other aspects, are governed by its own Internal Regulations, approved by the Board of Directors, observing the provisions of the applicable regulations.</p> | |
| <p>Article 17 - [...] Paragraph 6 - The Directors shall be invested in their positions by signing an instrument of investiture in the Minutes Book of the Board of Directors, which shall contemplate their subjection to the arbitration clause referred to in article 41, as well as meeting the other legal requirements.</p> <p>[...]</p> <p>Article 22 - [...] c) submit to the General Meeting the proposal for the distribution of net income for the year, pursuant to Article 38 of these Bylaws;</p> <p>[...]</p> | <p>Article 17 - [...] Paragraph 6 - The Directors shall be invested in their positions by signing an instrument of investiture in the Minutes Book of the Board of Directors, which shall contemplate their subjection to the arbitration clause referred to in article 434, as well as meeting the other legal requirements.</p> <p>[...]</p> <p>Article 22 - [...] c) submit to the General Meeting the proposal for the distribution of net income for the year, pursuant to Article 3840 of these Bylaws;</p> <p>[...]</p> | <p>Numbering updated to accommodate the adjustments of the previous topics.</p> |



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| <p>Article 26 - [...] § 2º - The Officers shall be invested in their positions, by signing the instrument of investiture in the minutes book of the Board of Directors, which shall contemplate their subjection to the arbitration clause referred to in article 42, as well as shall meet the other legal requirements.</p> <p>[...]</p> <p>Article 36 - [...] § 4º - The members of the Fiscal Council shall be invested in their positions by signing the instrument of investiture in the Book of Minutes of Meetings of the Fiscal Council, which shall contemplate their subjection to the arbitration clause referred to in article 41, as well as shall meet the other legal requirements.</p> <p>CHAPTER IX - FISCAL YEAR</p> <p>Article 37 - The fiscal year will end on the last day of December of each year, the date on which the general inventory and the annual balance sheet will be drawn up.</p> <p>[...]</p> <p>Article 38 - The result for the year, after the deductions provided for in Article 189 of Law no. 6.404/76 and after the deduction, subject to legal restrictions, of up to 10% (ten percent) by way of participation of the managers (Article 190 of Law no. 6.404/76), will have the following destination: [...]</p> <p>CHAPTER X - LIQUIDATION</p> <p>Article 39 - The Company shall be liquidated in the cases provided for by law, and the General Meeting shall elect the liquidator or liquidators, subject to legal formalities.</p> <p>CHAPTER XI - DISPOSAL OF CONTROL</p> | <p>Article 26 - [...] Paragraph 2 - The Officers shall be invested in their positions, by signing the instrument of investiture in the minutes book of the Board of Directors, which shall contemplate their subjection to the arbitration clause referred to in article 432, as well as shall meet the other legal requirements.</p> <p>[...]</p> <p>Article 36 - [...] Paragraph 4 - The members of the Fiscal Council shall be invested in their positions by signing the instrument of investiture in the Book of Minutes of Meetings of the Fiscal Council, which shall contemplate their subjection to the arbitration clause referred to in article 434, as well as shall meet the other legal requirements.</p> <p>CHAPTER IX - FISCAL YEAR</p> <p>Article 397 - The fiscal year will end on the last day of December of each year, the date on which the general inventory and the annual balance sheet will be drawn up.</p> <p>[...]</p> <p>Article 4038 - The result for the year, after the deductions provided for in Article 189 of Law no. 6.404/76 and after the deduction, subject to legal restrictions, of up to 10% (ten percent) by way of participation of the managers (Article 190 of Law no. 6.404/76), will have the following destination: [...]</p> <p>CHAPTER XI - LIQUIDATION</p> <p>Article 4139 - The Company shall be liquidated in the cases provided for by law, and the General Meeting shall elect the liquidator or liquidators, subject to legal formalities.</p> <p>CHAPTER XII - DISPOSAL OF CONTROL</p> | |
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| <p>Article 40 - The direct or indirect sale of the Company's control, either through a single transaction or through successive transactions, must be contracted under the condition, suspensive or resolute, that the acquirer of the control undertakes to carry out a public offer for the acquisition of shares with the purpose of the shares issued by the Company owned by the other shareholders, observing the conditions and deadlines provided for in legislation and regulations in force and in the Novo Mercado Regulation, in order to ensure them equal treatment to that given to the seller.</p> <p>CHAPTER XII - CONFLICT RESOLUTION</p> <p>Article 41 - The Company, its shareholders, administrators and members of the fiscal council, effective and alternate, if any, undertake to resolve, through arbitration, before the Market Arbitration Chamber, in the form of its regulation, any controversy that may arise between them, related to or arising from their condition as issuer, shareholders, administrators and members of the fiscal council, in particular, arising from the provisions contained in Law No. 6.385/76, Law No. 6.404/76, in the Company's bylaws, in the rules issued by the National Monetary Council, the Central Bank of Brazil and the CVM, as well as in the other rules applicable to the operation of the capital market in general, in addition to those contained in the Novo Mercado Regulation, the other regulations and B3 and the Novo Mercado Participation Agreement.</p> <p>CHAPTER XIII - GENERAL PROVISIONS</p> <p>Article 42 - The General Meeting may at any time resolve on the transformation of the Company's legal type, in accordance with the legislation in force, and shall observe, as appropriate, the other provisions of these Bylaws.</p> | <p>Article 420- The direct or indirect sale of the Company's control, either through a single transaction or through successive transactions, must be contracted under the condition, suspensive or resolute, that the acquirer of the control undertakes to carry out a public offer for the acquisition of shares with the purpose of the shares issued by the Company owned by the other shareholders, observing the conditions and deadlines provided for in legislation and regulations in force and in the Novo Mercado Regulation, in order to ensure them equal treatment to that given to the seller.</p> <p>CHAPTER XIII - CONFLICT RESOLUTION</p> <p>Article 434 - The Company, its shareholders, administrators and members of the fiscal council, effective and alternate, if any, undertake to resolve, through arbitration, before the Market Arbitration Chamber, in the form of its regulation, any controversy that may arise between them, related to or arising from their condition as issuer, shareholders, administrators and members of the fiscal council, in particular, arising from the provisions contained in Law No. 6.385/76, Law No. 6.404/76, in the Company's bylaws, in the rules issued by the National Monetary Council, the Central Bank of Brazil and the CVM, as well as in the other rules applicable to the operation of the capital market in general, in addition to those contained in the Novo Mercado Regulation, the other regulations and B3 and the Novo Mercado Participation Agreement.</p> <p>CHAPTER XIV - GENERAL PROVISIONS</p> <p>Article 442 - The General Meeting may at any time resolve on the transformation of the Company's legal type, in accordance with the legislation in force, and shall observe, as appropriate, the other provisions of these Bylaws.</p> | |
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| <p>Article 43 - The cases omitted in these Bylaws shall be resolved by the legislation in force and the provisions of the Novo Mercado Regulation.</p> <p>Article 44 - The Company participates in a group of companies, called "WEG Group", as a Command Company, for an indefinite period, by means of a Convention, by which it undertakes to combine resources and efforts to carry out the respective corporate purposes of the Group Companies or to participate in common activities or enterprises.</p> | <p>Article 453 - The cases omitted in these Bylaws shall be resolved by the legislation in force and the provisions of the Novo Mercado Regulation.</p> <p>Article 464 - The Company participates in a group of companies, called "WEG Group", as a Command Company, for an indefinite period, by means of a Convention, by which it undertakes to combine resources and efforts to carry out the respective corporate purposes of the Group Companies or to participate in common activities or enterprises.</p> | |
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WEG S.A.

under CNPJ No. 84.429.695/0001-11
Avenida Prefeito Waldemar Grubba, 3.300
CEP 89256-900 – Bairro Vila Lalau
Jaraguá do Sul - Santa Catarina
NIRE 42300012203

BYLAWS

CHAPTER I - NAME, HEADQUARTERS, OBJECT AND TERM OF DURATION

Article 1 - WEG S.A. is a publicly-held corporation, with its bylaws filed with the Board of Trade of the State of Santa Catarina on June 30, 1961, under No. 25.254, and shall be governed by these Bylaws and the legal provisions applicable to it.

Sole Paragraph - With the Company's entry into the Novo Mercado, of B3 S.A. - Brasil, Bolsa, Balcão ("B3"), the Company, its shareholders, including controlling shareholders, managers and members of the Fiscal Council, are subject to the provisions of the Novo Mercado Regulation of B3 ("Novo Mercado Regulation").

Article 2 - The Company has its headquarters and jurisdiction in the city of Jaraguá do Sul, Santa Catarina, at Avenida Prefeito Waldemar Grubba, 3.300, Vila Lalau, CEP 89256-900, and may open and close branches, agencies, warehouses, sales offices and offices in any location in the country or abroad.

Article 3 - The Company's purpose is:

- I** - participation in other companies, businesses and enterprises;
- II** - the provision of services, consulting, control, technical assistance, administration of goods;
- III** - the production, industrialization, trade, export and import of:
 - a)** industrial, electromechanical and electronic systems, rotating electrical machines, machinery and equipment in general, apparatus for the production, distribution and conversion of electrical energy, electrical material, programmable controllers, parts and components of machinery, apparatus and equipment in general; and
 - b)** resins in general, dyeing materials, substances and products of plant and chemical origin intended for industry and science.

Article 4 - The duration of the Company is indefinite.

CHAPTER II - SHARE CAPITAL, AUTHORIZED CAPITAL AND SHARES

Article 5 - The Company's Share Capital is **R\$ 12,504,516,508.00 (twelve billion, five hundred and four million, five hundred and sixteen thousand, five hundred and eight Reais)** ~~R\$ 7,504,516,508.00 (seven billion, five hundred and four million, five hundred and sixteen thousand, five hundred and eight Reais)~~, fully subscribed and paid in, represented by 4,197,317,998 (four billion, one hundred and ninety-seven million, three hundred and seventeen thousand, nine hundred and ninety-eight) registered book-entry common shares, with no par value, all with voting rights.

Paragraph 1 - It is authorized to issue up to 64,574,000 (sixty-four million, five hundred and seventy-four thousand) new book-entry common shares, without par value, all with voting rights, regardless of statutory reform and by resolution of the Board of Directors.

Paragraph 2 - The Company may offer a Share-Based Compensation Plan to its Directors and Managers, under the conditions proposed by the Board of Directors and approved by the General Meeting, by issuing new shares, respecting the limit referred to in the previous paragraph.

Paragraph 3 - The Share-Based Compensation Plan referred to in the previous paragraph may provide for treasury shares to be used, respecting the limit of 2% (two percent) of the total shares representing the Company's Share Capital.

Paragraph 4 - In the event of issuance of shares pursuant to paragraph 2 of this article, the preemptive right of former shareholders is excluded, pursuant to art. 172 of Law no. 6.404/76.

Paragraph 5 - The Company may not issue preferred shares or beneficiary parties referred to in articles 46 et seq. of Law no. 6.404/76.



Paragraph 6 - All shares of the Company will be held in custody, on behalf of their holders, in a depository institution authorized by the Securities and Exchange Commission, hereinafter referred to simply as "CVM", with whom the Company maintains a custody agreement in force, without issuing certificates.

Paragraph 7 - The financial institution may charge the Shareholders for the cost of transferring and recording the ownership of the book-entry shares, as well as the cost of services related to the shares held in custody, subject to the maximum limits set by the CVM.

Article 6 - Dividends not claimed in 3 (three) years, counted from the date on which they were made available to the Shareholders, shall prescribe in favor of the Company.

Article 7 - The subscription of new shares for capital increase will be carried out under the terms and conditions stipulated by the General Meeting, which will also set the issue price.

Paragraph 1 - The shareholders have preemptive rights in the subscription of the new shares, in their respective proportion, whose right must be exercised within thirty (30) days from the date set by the Meeting or by the Board of Directors.

Paragraph 2 - The delay of the Shareholder in the realization of the subscribed capital will result in the collection, by the Company, of a fine of 10% (ten percent) of the amount of the installment due, in addition to interest of 1% (one percent) per month in accordance with the legislation in force.

CHAPTER III - SHAREHOLDERS' AGREEMENTS

Article 8 - Shareholders' agreements, duly registered at the Company's headquarters, governing the purchase and sale of shares, the preemptive right in their purchase or the exercise of voting rights, will always be observed by the Company.

Sole Paragraph - The obligations and liabilities resulting from such agreements shall be enforceable against third parties, as soon as such agreements have been duly recorded in the Company's registration books and in the share certificates, if issued, subject to article 118 of Law no. 6.404/76.

CHAPTER IV - GENERAL MEETINGS

Article 9 - The General Meetings shall be called by the Board of Directors or by other legal forms.

Sole Paragraph - The call notice will be published at least 15 (fifteen) days in advance for the first call, and 8 (eight) days for the second call. The notice of second call may only be published if the Meeting has not been held at the first call.

Article 10 - The General Meetings shall be chaired by the Chairman of the Board of Directors and, in their absence, by the Vice-Chairman or by another Member of the Board of Directors specifically appointed by the collegiate. In the event of their impediment, the General Meetings may be chaired by a Shareholder appointed from among those present. The Chairman of the General Meeting shall invite one of those present to act as secretary.

Article 11 - In order to attend and vote at the General Meetings, the Shareholders shall present an official identification document with photo, valid throughout the Brazilian territory ~~must identify themselves and provide the Company with proof of their status as Shareholders by means of a document issued by the depository.~~ For the purpose of resolution, changes in shareholding positions that occurred on the date of the General Meeting will be disregarded.

Paragraph 1 - The Company shall adopt, in the inspection of the documentary regularity of the shareholder's representation, the principle of good faith, assuming the statements it makes to be true. Except for the non- presentation of the power of attorney, if applicable, and the proof of custody of shares, when they **do not** appear in the Company's records as owned by the custodian institution, no formal irregularity, such as the presentation of documents by copy, or the lack of authentication of copies, will be grounds for preventing the vote of the shareholder whose regularity of documentation is in doubt.

Paragraph 2 - In the event of the previous paragraph, the votes of the challenged shareholder shall be counted normally, and the Company shall, within five (5) business days after the General Meeting, notify the challenged shareholder that, through definitive evidence subsequently obtained, it was demonstrated that: a) the challenged shareholder was not correctly represented at the General Meeting; or b) the challenged shareholder was not the holder, on the date of the General Meeting, of the number of shares declared. In such cases, notwithstanding the holding of a new General Meeting, the Company will disregard the votes of the challenged shareholder, who will be liable for all losses and damages caused by their action.

Paragraph 3 - The person who is not independent with respect to the matter under discussion or deliberation must declare their conflict of interest or special interest (direct or indirect) in a timely manner, and if they fail to do so, another person may declare the conflict if they are aware of it, so that as soon as the conflict with respect to the specific matter is identified, the person concerned is removed, including physically, from the relevant discussions and deliberations, and this temporary removal or voluntary abstention shall be recorded in the minutes.

Article 12 - The General Meetings shall have the attributions conferred on them by the legislation in force.

Article 13 - Each share corresponds to one vote in the resolutions of the General Meeting.

Article 14 - The resolutions of the General Meeting, except for the exceptions provided for in the legislation, shall be taken by an absolute majority of votes, not counting blank votes.

Article 15 - The Shareholder may be represented at the General Meetings by an attorney-in-fact appointed less than one year ago, who is a Shareholder, Manager of the Company or Lawyer, provided that they prove their position by means of a mandate with special powers, as well as by a Financial Institution, and the investment fund manager is responsible for representing the condominium members, with the power of attorney and other representative documents filed with the Company.

CHAPTER V – MANAGEMENT

Article 16 - The Company will be managed by a Board of Directors and Statutory Executive Directors.

CHAPTER VI - BOARD OF DIRECTORS

Article 17 - The Board of Directors is composed of at least five (5) and at most ten (10) members, all elected and removable by the General Meeting, with a unified term of office of two (2) years, reelection being allowed.

Paragraph 1 - Of the members of the Board of Directors, at least two (2) or twenty percent (20%), whichever is greater, must be independent directors, as defined in the Novo Mercado Regulation, and the characterization of those appointed to the board of directors as independent directors must be resolved at the general meeting that elects them. The Independent Director, for the purposes of these Bylaws, is considered to be the one who meets the provisions of the Novo Mercado Regulation of B3, as well as the director elected by means of the option provided for in § 4 of art. 141 of Law no. 6.404/76 in the event of a controlling shareholder.

Paragraph 2 - When, as a result of the calculation of the percentage referred to in the previous paragraph, the result generates a fractional number, it will be rounded up to the immediately higher integer.

Paragraph 3 - If the multiple voting process is not requested, in accordance with the law, the Meeting shall vote through tickets registered under the terms of the items of this paragraph and following, individual voting in candidates is prohibited.

I - In order to run for election to the Board of Directors, one or more tickets must be formed, and the Company's Directors must disclose information about the candidates that make up the ticket(s), in accordance with the applicable legal and regulatory rules.

II - Any shareholder, or set of shareholders, may propose another ticket to the Board of Directors, however, the presentation of more than one ticket by the same shareholder or Group of Shareholders is prohibited, also observing the applicable legal and regulatory rules.



III - The tickets shall be composed of the number of members corresponding to the vacancies available, and one member shall be appointed as provisional, who may only take office in the event that a member is not required and elected pursuant to § 4 and § 5 of art. 141 of Law no. 6.404/76, when applicable.

IV - Each shareholder may only vote for one ticket, and the ticket that receives the highest number of votes at the General Meeting will be declared elected.

Paragraph 4 - If the election procedure provided for in §§ 4 and 5 of art. 141 of Law No.6.404/76, when applicable, this procedure will precede the election by ticket referred to in the items of the previous paragraph, and then the election by ticket referred to in the aforementioned items. In the event that the minority shareholders elect their representative to the Board, they will assume one of the vacancies, and the name indicated on the ticket as a provisional member will be null and void.

Paragraph 5 - The General Meeting that elects the members of the Board of Directors shall appoint, among them, the Chairman and the Vice-Chairman of the Board of Directors.

Paragraph 6 - The Directors shall be invested in their positions by signing an instrument of investiture in the Minutes Book of the Board of Directors, which shall contemplate their subjection to the arbitration clause referred to in article 43~~1~~, as well as meeting the other legal requirements.

Paragraph 7 - The positions of the Board of Directors may not be accumulated by the Chief Executive Officer, by the Statutory Executive Directors, as well as by the executives of the Company and/or its Subsidiaries.

Article 18 - The Board of Directors shall meet whenever necessary, and at least quarterly, upon being convened by its Chairman or, in their absence or impediment, the Vice-Chairman, at least three (3) days in advance.

Article 19 - The meetings of the Board of Directors shall be held with the presence of at least 2/3 (two thirds) of its members.

Sole Paragraph - The meetings may be held by teleconference, videoconference or any other electronic or technologically available means. Directors may cast their votes at such meeting by letter, statement or notice sent to the Company prior to or during the meeting by facsimile, electronic mail or any other electronic or technologically available means. The Director acting as provided above shall be deemed present at the meeting, and their vote shall be valid for all legal purposes and shall be recorded in the minutes of the meeting.

Article 20 - The Board of Directors shall resolve by majority vote of the members present. The due minutes of the resolutions shall be drawn up.

Article 21 - Whenever the Board of Directors meets to deal with a matter whose decision depends on additional clarifications from the Statutory Executive Directors, it may be fully or partially called to participate in the meeting, without the right to vote in the resolutions.

Article 22 - The Board of Directors shall:

- a) establish the general orientation of the Company's business;
- b) examine and express an opinion on proposals of the Statutory Executive Directors to be submitted to the General Meeting;
- c) submit to the General Meeting the proposal for the distribution of net income for the year, pursuant to Article ~~38~~40 of these Bylaws;
- d) propose to the General Meeting statutory amendments;
- e) elect and dismiss the Company's Officers and establish their attributions, approving the Company's organization chart;
- f) appoint the substitute of the Officer in case of absence, temporary impediment or vacancy of the position, subject to the provisions of article 31 of these Bylaws;
- g) supervise the management of the Statutory Executive Directors and express an opinion on the Directors report and the accounts of the Statutory Executive Directors;
- h) convene the General Meetings;
- i) decide in advance in relation to the following acts to be performed by the Statutory Executive Directors, when the amounts and/or deadlines exceed those set by the Board of Directors:

- i).1.** any loan agreements, loans and/or financing to be signed by the Company and/or its subsidiaries, with credit financial institutions;
 - i).2.** acquisition, disposal and/or encumbrance in any capacity of assets of the Company's permanent assets; and
 - i).3.** establishment of credit limits to customers.
- j)** authorize the provision by the Company of surety, surety and other guarantees in favor of affiliated, associated or controlled companies, to guarantee any amount;
- k)** approve: (i) Policy on Transactions with Related Parties, (ii) Remuneration Policy, (iii) Risk Management Policy, (iv) Securities Trading Policy, (v) Compliance Policy, (vi) Policy for the Appointment of Members to the Board of Directors, its Committees and Statutory Executive Directors; as well as Policies, Codes and Regulations that are also their attribution under General Regulations and Standards, within the terms defined therein. The approved documents will contain all the Company's definitions regarding each respective matter;
- l)** approve the assignment, transfer, acquisition of license of any rights related to trademarks, patents, industrial production processes and technology;
- m)** choose and dismiss the independent auditors;
- n)** distribute among the members of the Board of Directors and Statutory Executive Directors, the compensation and global bonus fixed at the Shareholders' General Meeting;
- o)** authorize investments and participation in other companies or enterprises, in Brazil and abroad;
- p)** approve the strategic planning and operational budgets of the Statutory Executive Directors;
- q)** approve plans for expansion and diversification of activities, as well as the opening and closing of branches, agencies or offices;
- r)** authorize the acquisition of shares of the Company, for the purpose of cancellation or permanence in treasury for subsequent disposal;
- s)** resolve cases not provided for in these Bylaws, and which by law are not the responsibility of the General Meeting, nor of the Fiscal Council;
- t)** resolve on the execution of loan agreements by the Company with:
 - t).1.** its Controlling Shareholder;
 - t).2.** companies controlled by them; and
 - t).3.** affiliates in which the Company holds an interest of less than 75%.
- u)** resolve on the issuance of simple debentures, not convertible into shares and without collateral, and authorize the issuance of any credit instruments for raising funds, such as bonds, notes, commercial papers, and others, in common use in the market, also deciding on the conditions of their issuance and redemption;
- v)** submit to the Shareholders' Meeting for approval the Stock Option Plan of its Shares to its managers, pursuant to paragraph 3 of art. 168 of Law no. 6.404/76; and
- x)** express itself in favor or contrary to any public offer for the acquisition of shares (OPA), which has as its object the shares issued by the Company, by means of a reasoned prior opinion, disclosed within 15 (fifteen) days of the publication of the notice of the public offer for the acquisition of shares, which must address, at least: (i) the convenience and opportunity of the public offer for the acquisition of shares regarding the interest of all shareholders, including in relation to the price and potential impacts on the liquidity of the shares; (ii) the repercussions of the public offer for the acquisition of shares on the interests of the Company; (iii) the strategic plans disclosed by the offeror in relation to the Company; (iv) alternatives to the OPA available in the market; (v) other points that the Board of Directors considers pertinent, as well as the information required by the applicable rules established by the CVM.

Article 23 - The Chairman of the Board of Directors shall:

- a)** convening and chairing meetings of the Board; and
- b)** chair the Company's General Meetings.

Sole Paragraph - In the decisions of the Board of Directors, the Chairman shall have, in addition to the common vote, the casting vote in case of a tie in the vote.

Article 24 - The Vice-Chairman of the Board of Directors shall replace the Chairman in the event of any absence or temporary impediment, as well as in the event of a vacancy in the position of Chairman of the Board, until the General Meeting decides on its completion.

Article 25 - Except for the hypothesis provided for in § 3 of article 141 of Law no. 6.404/76, in case of vacancy of the position of Director, the Board of Directors shall choose the substitute, who shall exercise the function until the date of the first General Meeting.

CHAPTER VII - STATUTORY EXECUTIVE DIRECTORS



Article 26 - The Statutory Executive Directors shall be composed of 3 (three) to 15 (fifteen) members, Shareholders or not, being: a Chief Executive Officer, a Chief Administrative and Financial Officer, an Investor Relations Officer and other Officers without specific designation, and the Board of Directors shall decide on the need to create the other positions, as well as their duties. All members of the Statutory Executive Directors shall be elected and dismissed, at any time, by the Board of Directors and may accumulate functions.

Paragraph 1 - The term of office shall be two (2) years, reelection being allowed;

Paragraph 2 - The Officers shall be invested in their positions, by signing the instrument of investiture in the minutes book of the Board of Directors, which shall contemplate their subjection to the arbitration clause referred to in article 432, as well as shall meet the other legal requirements.

Article 27 - The Statutory Executive Directors, within the limits established by law and by these Bylaws, are vested with broad and general management powers, which enable the practice of all acts necessary for the regular operation of the Company, with a view to achieving its corporate purposes.

Paragraph 1 - The active and passive representation of the Company, in or out of court, as well as the practice of all legal acts that create, modify or extinguish any rights and obligations, is the responsibility of two (2) members of the Statutory Executive Directors, signing together, one of them being the Chief Executive Officer, or the Chief Administrative and Financial Officer, or the Investor Relations Officer, in addition to article 31 of these Bylaws.

Paragraph 2 - The Company will be represented in isolation by any of the members of the Statutory Executive Directors, in cases of receipt of summons, subpoenas or judicial notifications and in the provision of personal testimony.

Article 28 - The Statutory Executive Directors, through two (2) members jointly, one of them being the Chief Executive Officer, or the Chief Administrative and Financial Officer, or the Investor Relations Officer, may constitute, on behalf of the Company, attorneys-in-fact with "ad judicia" and "et extra" powers, or others to be specified in the power of attorney. Such powers of attorney shall be valid until December 31 of the year in which they are granted, except for the powers of attorney granted in the last quarter of the year, which may be valid until December 31 of the following year. For representation in court and at the administrative level, the mandates may be granted for an indefinite period, with specific powers.

Article 29 - The Chief Executive Officer shall exercise, among others, the following duties:

- a) exercise the Company's institutional representation and direct its general activities;
- b) establish policies for the development of the Company and its subsidiaries; approve the strategic, budgetary and investment plans of the Company and its subsidiaries, submitting them to the referendum of the Board of Directors;
- c) guide, coordinate and supervise the work of the Officers;
- d) convene and preside over the meetings of the Statutory Executive Directors; and,
- e) ensure the faithful compliance with these Bylaws, the resolutions of the General Meeting and the Board of Directors.

Sole Paragraph - The Chief Executive Officer shall have, in addition to the common vote, the casting vote in the event of a tie in the decisions of the Statutory Executive Directors.

Article 30 - The Investor Relations Officer is responsible for:

- a) represent the Company before the CVM and other capital market entities and financial institutions;
- b) enforce the rules issued by CVM applicable to the Company; and
- c) manage the investor relations policy.

Sole Paragraph - The other Officers are responsible for:

- a) replace each other, in their absences or impediments; and
- b) exercise the executive functions and powers assigned to them in order to plan, develop and control the business of the Company and its subsidiaries.

Article 31 - In the event of the absence or impediment of the Chief Executive Officer, they will be replaced by the Chief Administrative and Financial Officer, and in the event of their absence or impediment, by the Investor Relations Officer. If none of these Officers can replace the Chief

Executive Officer, the Board of Directors shall appoint another member of the Statutory Executive Directors to do so.

Article 32 - The Statutory Executive Directors shall meet whenever called by the Chief Executive Officer, and its resolutions shall be taken by a majority of votes and recorded in minutes.

Article 33 - The Officers and any Attorneys-in-fact are expressly prohibited from using the Company's name in acts outside the corporate interests, and in a special way, in the granting of guarantees, sureties or endorsements of favor or loans, to the managers.

Paragraph 1 - Within the limit of its competence, the Statutory Executive Directors may provide sureties on behalf of the Company and its subsidiaries, before municipal or parastatal entities, to public treasuries in favor of commercial or industrial entities, among others that may be authorized by the Company, through the signature of two (2) Officers, one of them being the Chief Executive Officer, or the Chief Administrative and Financial Officer or the Investor Relations Officer, or the substitute appointed by the Board of Directors.

Paragraph 2 - The signature rule described in § 1 of this article also applies to the granting of sureties, endorsements and guarantees in general authorized by the Company.

Article 34 - The Statutory Executive Directors shall have the functions and management duties of the Company in the form of the organization chart and definition of duties and responsibilities of each one, approved by the Board of Directors.

CHAPTER VIII - FISCAL COUNCIL

Article 35 - The Company will have a non-permanent Fiscal Council, composed of up to five (5) effective members and an equal number of alternates, to be established only by resolution of ~~and~~ the Annual General Meeting, which, at that occasion, will also be responsible for electing its members and setting their remuneration.

Sole Paragraph - The members of the Fiscal Council and their alternates shall hold their positions until the first Annual General Meeting to be held after their election.

Article 36 - The Fiscal Council shall deliberate by the majority of its members, and its meetings shall only be held if the majority of its members are present.

Paragraph 1 - The Fiscal Council shall meet quarterly, or when called in writing, by any of its members, five (5) days in advance of the meeting.

Paragraph 2 - The meetings may be held by teleconference, videoconference or any other electronic or technologically available means. Members of the Fiscal Council may cast their votes at such meeting by letter, statement or notice sent to the Company prior to or during the meeting by facsimile, electronic mail or any other electronic or technologically available means. The member of the Fiscal Council acting as provided above shall be deemed to be present at the meeting, and their vote shall be considered valid for all legal purposes and shall be recorded in the minutes of said meeting.

Paragraph 3 - Minutes of the meetings of the Fiscal Council shall be drawn up in a proper book, which shall be available to the shareholders at the Company's headquarters.

Paragraph 4 - The members of the Fiscal Council shall be invested in their positions by signing the instrument of investiture in the Book of Minutes of Meetings of the Fiscal Council, which shall contemplate their subjection to the arbitration clause referred to in article 431, as well as shall meet the other legal requirements.

CHAPTER IX - STATUTORY AUDIT COMMITTEE

Article 37 - The Company will have a Statutory Audit Committee, an advisory body directly linked to the Board of Directors, composed of up to 3 (three) independent members, including a Coordinator, appointed and removable by the Board of Directors, provided that (i) the Committee members must be independent members, (ii) at least 1 (one) member must be an independent member of the Company's Board of Directors, who does not participate in the Board of Directors, as



defined in the Novo Mercado Regulation of B3 and (iii) at least 1 (one) member must have recognized experience in corporate accounting matters.

Article 38 - It is the responsibility of the Statutory Audit Committee:

- i)** to opine on the hiring and dismissal of independent audit services;
- j)** to evaluate quarterly information, interim statements, and financial statements;
- k)** to monitor the activities of the Company's internal audit and internal controls areas;
- l)** to assess and monitor the Company's risk exposures;
- m)** to evaluate, monitor, and recommend to Directors the correction or improvement of the Company's internal policies, including the related party transaction policy;
- n)** to receive and process information reporting non-compliance with applicable legal and regulatory provisions, as well as internal regulations and codes, including provisions for specific procedures to protect the provider and the confidentiality of information;
- o)** to report quarterly to the Board of Directors about its activities, which will be recorded in the minutes of the Board of Directors meeting in which the report is given;
- p)** to annually submit to the Board of Directors, before the close of the fiscal year, a proposal of a summary report covering the meetings held, the main topics discussed, and the recommendations made by the Statutory Audit Committee to the Board of Directors, which will be disclosed by the Company.

Paragraph 1 - The rules regarding the composition, responsibilities, operation, remuneration, and term of the Statutory Audit Committee members office, among other aspects, are governed by its own Internal Regulations, approved by the Board of Directors, observing the provisions of the applicable regulations.

CHAPTER IX - FISCAL YEAR

Article 397 - The fiscal year will end on the last day of December of each year, the date on which the general inventory and the annual balance sheet will be drawn up.

Sole Paragraph - Ad Referendum of the General Meeting, the Board of Directors may decide on the distribution of interim dividends and/or interest on shareholders' equity, pursuant to Law No. 9.249/95, as well as on the payment of interim dividends, provided that a balance sheet is drawn up in accordance with current legislation.

Article 403B - The result for the year, after the deductions provided for in Article 189 of Law no. 6.404/76 and after the deduction, subject to legal restrictions, of up to 10% (ten percent) by way of participation of the managers (Article 190 of Law no. 6.404/76), will have the following destination:

- a)** 5% (five percent) for the constitution of a legal reserve, which will not exceed 20% (twenty percent) of the share capital;
 - b)** importance, when necessary and duly justified by the Directors, for the formation of Contingency Reserves and for the formation of Unrealized Profit Reserve, in accordance with the legislation;
 - c)** 25% (twenty-five percent) at least of the adjusted net income pursuant to article 202 of Law No. 6.404/76, for the distribution of dividends and/or interest on equity, pursuant to Law No. 9.249/95, attributed to dividends;
 - d)** Retention of profit, when duly justified by the Managers, to finance the capital budget approved by the General Meeting and reviewed annually;
- the balance that occurs, after the deductions above, will be distributed to the Shareholders in the form of dividends.

Sole Paragraph - In view of Law no. 9.249/95, the Board of Directors will resolve on:

- a)** the amount of interest as remuneration of equity, to be paid or credited to the Shareholders, in kind or "in natura", in whole or in part; and
- b)** the imputation and deduction, from the mandatory dividend, of the amount of interest paid or credited to the Shareholders as remuneration of equity.

CHAPTER XI - LIQUIDATION

Article 413B - The Company shall be liquidated in the cases provided for by law, and the General Meeting shall elect the liquidator or liquidators, subject to legal formalities.

CHAPTER XII - DISPOSAL OF CONTROL



Article 429-- The direct or indirect sale of the Company's control, either through a single transaction or through successive transactions, must be contracted under the condition, suspensive or resolute, that the acquirer of the control undertakes to carry out a public offer for the acquisition of shares with the purpose of the shares issued by the Company owned by the other shareholders, observing the conditions and deadlines provided for in legislation and regulations in force and in the Novo Mercado Regulation, in order to ensure them equal treatment to that given to the seller.

CHAPTER XIII - CONFLICT RESOLUTION

Article 431 - The Company, its shareholders, Directors and members of the fiscal council, effective and alternate, if any, undertake to resolve, through arbitration, before the Market Arbitration Chamber, in the form of its regulation, any controversy that may arise between them, related to or arising from their condition as issuer, shareholders, Directors and members of the fiscal council, in particular, arising from the provisions contained in Law No. 6.385/76, Law No. 6.404/76, in the Company's bylaws, in the rules issued by the National Monetary Council, the Central Bank of Brazil and the CVM, as well as in the other rules applicable to the operation of the capital market in general, in addition to those contained in the Novo Mercado Regulation, the other regulations and B3 and the Novo Mercado Participation Agreement.

CHAPTER XIII - GENERAL PROVISIONS

Article 442 - The General Meeting may at any time resolve on the transformation of the Company's legal type, in accordance with the legislation in force, and shall observe, as appropriate, the other provisions of these Bylaws.

Article 453 - The cases omitted in these Bylaws shall be resolved by the legislation in force and the provisions of the Novo Mercado Regulation.

Article 464 - The Company participates in a group of companies, called "WEG Group", as a Command Company, for an indefinite period, by means of a Convention, by which it undertakes to combine resources and efforts to carry out the respective corporate purposes of the Group Companies or to participate in common activities or enterprises.

Décio da Silva
Chairman

Edenilson Schneider
Secretary