

WEG GROUP RELATED PARTY TRANSACTIONS POLICY

1. OBJECTIVE

This Related Party Transactions Policy (hereinafter the "Policy") establishes the guidelines that guide the WEG Group (hereinafter "WEG" or "Company"), regarding *Related Party Transactions*, in order to ensure that the Company's decisions are made for the best interest, both its own and that of its shareholders, with impartiality and transparency, under the terms of the regulatory obligations of the Brazilian Securities and Exchange Commission (CVM), B3's Novo Mercado and IFRS.

2. SCOPE

This Policy applies to the Company and its subsidiaries, in Brazil and abroad, as well as to individuals with a direct relationship with the Company who meet the definition set forth in item 4.2.1 of this Policy.

3. RELATED RULES

This Policy should be read and applied in conjunction with:

- a) WEG Code of Ethics;
- b) WEG Code of Ethics for Suppliers;
- c) Integrity Program;
- d) Anti-Corruption Policy and Combating Other Harmful Acts;
- e) Global Policy of Authority for Purchases and Payments;

4. DEFINITIONS

4.1 For the purposes of this Policy and in accordance with the applicable regulations, the following definitions are adopted:

4.1.1 *Related Party Transactions* is the transfer of resources, services or obligations between a reporting entity and a *Related Party*, regardless of whether a price is charged in return.

4.1.2 *Correlated Transactions* is understood as the set of *Transactions with similar Related Parties* that have a logical relationship with each other by virtue of their object or their parts. The following are considered *Related Transactions*, among others:

- a) Subsequent transactions that result from a first transaction already made, provided that the latter has established its main conditions, including the amounts involved;
- b) Transactions of continuous duration that involve periodic installments, provided that the amounts involved are already known in advance.

4.1.3 *Key management personnel* are the persons who have authority and responsibility for planning, directing and controlling the Company's activities, directly or indirectly, including any Director (executive or otherwise) of the Company. Within the scope of the Company and its subsidiaries, the *Key management personnel* comprise the Board of Directors, in accordance with the respective Bylaws, as well as other individuals who effectively perform executive leadership roles, in Brazil and abroad.

4.1.4 *Significant influence* is the power to participate in the financial and operating policy decisions of an investee, without having control or joint control over those policies. The existence of significant influence is usually evidenced by one or more of the following:

- a) representation on the board of directors or equivalent governing body of the investee;

- b) participation in policy-making processes, including decisions on dividends and other distributions;
- c) material transactions between the Company and the investee;
- d) interchange of managerial personnel;
- e) provision of essential technical information.

4.1.5 *Close family members of a person* are those family members who can be expected to exert influence or be influenced by the person in those members' dealings with the entity and include:

- a) the children of the person, spouse or partner;
- b) the children of the person's spouse or partner; e
- c) dependents of the person, their spouse or partner

4.1.6 *Conflict of Interest* corresponds to situations in which one's own interests or those of third parties compromise impartiality, integrity or independence in decision-making, resulting in favoritism, benefit or undue influence.

4.1.7 *Presumed Conflict of Interest* occurs when the individuals referred to in item 4.2.1 participate in the approval process of a transaction between the Company and a third party with whom they have, directly or indirectly, a relationship, whether through their own interests or through their *Close family members*.

4.2 *Related Parties* are defined as follows:

4.2.1 A person, or a close member of that person's family, is related to WEG if such person:

- a) has control or joint control over WEG;
- b) has *significant influence* over WEG; or
- c) is a member of the *Key management personnel* of WEG or of its parent company

4.2.2 An entity is related to WEG if any of the following conditions are met:

- a) the entity and WEG are members of the same group (which means that each parent, subsidiary and fellow subsidiary is related to the others);
- b) the entity is an associate or a joint venture of WEG (or an associate or joint venture of a member of a group of which WEG is a member). For example, a subsidiary of a WEG associate and an investor that has significant influence over that associate are related parties;
- c) the entity and WEG are joint ventures of the same third party;
- d) the entity is a post-employment benefit plan for the benefit of employees of WEG or of an entity related to WEG;
- e) the entity is controlled or jointly controlled by a person identified in item 4.2.1;
- f) a person identified in item 4.2.1(a) has significant influence over the entity or is a member of the *Key management personnel* of the entity (or of its parent company);
- g) the entity, or any member of a group of which it is a part, provides *Key management personnel* services to WEG or to WEG's parent company.

5. GUIDELINES

5.1 Subject to the guidelines set forth in this Policy, the Company may enter into *Related Party Transactions*, as defined by the relevant legislation and regulations.

5.2 The same internal guidelines, policies, and procedures applied to the processes for the transfer of resources, services, or obligations by the Company shall be strictly applied when such processes involve *Related Parties*, respecting strictly commutative conditions or with adequate compensatory payment, ensuring that the commercial, contractual, and financial

conditions observe the same parameters applied by WEG in transactions with other third parties, without any conditions of favoritism.

5.2.1 Purchases must be supported by at least two additional quotations besides the one submitted by the *Related Parties*.

5.2.2 Cases in which only one proponent is considered, and such proponent qualifies as *Related Parties*, must be duly justified.

5.3 *Transactions with Related Parties*, including *Correlated Transactions*, must be approved in accordance with the following amounts:

Value	Approval
Up to \$500,000	In accordance with the Sales and Purchasing Policies of each WEG Unit in Brazil and abroad, observing this Policy
From \$500,000.01 to \$5,000,000	WEG Executive Committee (DG)
Above \$5,000,000	Board of Directors of WEG S/A

5.4 Annually, in December, the approval thresholds in local currency shall be reviewed for the following year, based on the exchange rate of the last business day of November, and shall be approved by the Controllership Committee and the Local Committee, as applicable.

5.5 When applicable, and in accordance with the approval guidelines set forth in this Policy, the Board of Directors shall, prior to approval, request that the Executive Board present market alternatives to the *Transactions with Related Parties* in question, duly adjusted to the relevant risk factors.

5.6 The conditions set forth in corporate restructurings involving *Related Parties* must ensure equitable treatment for all shareholders, without prejudice to the specific provisions of applicable securities laws and regulations.

5.7 *Transactions with Related Parties* involving loans or advances in favor of the controlling shareholder and their family members, shareholders, or management are prohibited.

6. CONFLICT OF INTEREST

6.1 Persons subject to a *Conflict of Interest*, or to a *Presumed Conflict of Interest*, shall not participate in the approval process of *Transactions with Related Parties*, including *Correlated Transactions*.

6.2 In situations where there is a need for additional market evaluation by the Board of Directors, the *Transactions with Related Parties* will be supported by independent appraisal reports, without the participation of any person involved in the transaction in question, and will be based on realistic assumptions and information validated by third parties.

6.3 Persons who find themselves in a context that constitutes a *Conflict of Interest* or who are subject to *Presumed Conflict of Interest* must declare such situation immediately after becoming aware of the operation, business or transaction, and must withdraw, including physically, from the discussion and deliberation process, as the existence of a conflict entails the impediment of the manifestation of their will.

6.4 If any person with a *Presumed Conflict of Interest* does not voluntarily declare such situation, any other member of the management body to which such person belongs who is aware of the situation must do so.

6.5 The declaration of the existence of a *Conflict of Interest* situation and the subsequent temporary removal of the persons involved shall be included in the minutes of the respective meeting of the management body, when applicable.

6.6 Any form of remuneration of advisors, consultants or intermediaries that results in a *Conflict of Interest* with the Company, its managers, shareholders or classes of shareholders is prohibited.

7. DUTY TO INFORM

7.1 Persons who fall within the meaning of item 4.2.1 are responsible for providing in an accurate, complete and timely manner, and for keeping the Corporate Legal & Compliance Department informed of any changes, the following information:

- a) their own personal data and that of their *Close family members*;
- b) entities or companies, whether for-profit or not-for-profit, over which they or their *Close family members* exercise direct or indirect control.

7.2 Without prejudice to the foregoing, persons who fall within the meaning of item 4.2.1 (a) are responsible for providing in an accurate, complete and timely manner, and for keeping the Corporate Legal & Compliance Department informed of any changes to information regarding entities, whether for-profit or not-for-profit, over which they or their *Close family members* exercise *Significant influence* or hold positions as *Key management personnel*.

8. RESPONSIBILITIES

8.1 The *Corporate Legal & Compliance Department* shall be responsible for establishing controls and monitoring the *Transactions with Related Parties* and the *Correlated Transactions* of WEG S.A. and its subsidiaries, subject to the exceptions of item 8.4.1, to verify that they are in accordance with this Policy.

8.2 Situations that characterize a *Conflict of Interest* under the terms of this Policy will be evaluated by the Code of Ethics Management Commission.

8.3 Contracts with *Related Parties* may be subject to analysis by the Internal Audit Department and by WEG's independent auditor, who will assess compliance with the rules set forth set forth in this Policy and in the applicable regulations. The opinions issued will be submitted to the Board of Directors, together with a summary report with the main *Transactions with Related Parties*.

8.4 *Transactions with Related Parties*, including *Related Transactions* of WEG S.A. or between *Related Parties* of WEG S.A. and subsidiaries of WEG S.A. that exceed the amount of R\$ 50,000,000.00 (fifty million reais) — or any other minimum amount that may be established by applicable regulations — will be communicated to the market by the Investor Relations Department in accordance with applicable regulations issued by the Brazilian Securities and Exchange Commission (CVM).

8.4.1 For the purposes of this item, *Related Party Transactions* that do not need to be disclosed will not be considered, in accordance with the applicable CVM regulations, including:

- a) transactions between WEG S.A. and its subsidiaries, direct and indirect, except in cases where there is a stake in the capital stock of the direct or indirect controlling shareholders of WEG S.A., its managers or persons related to them;
- b) transactions between direct and indirect subsidiaries of WEG S.A., except in cases where there is participation in the capital stock of the direct or indirect controllers of WEG S.A., its managers or persons related to them;
- c) remuneration of *Key management personnel*;
- d) credit operations and financial services provided by an institution authorized to operate by the Central Bank of Brazil, in the normal course of business of the parties involved and under conditions similar to those practiced by them with unrelated parties; e
- e) transactions that have been preceded by bidding or other public pricing procedures.

8.5 Subject to the exceptions provided for in items "a", "b" and "c" of item 8.4.1, the Investor Relations Department will be responsible for registering the *Transactions with Related Parties* of WEG S.A. in the Reference Form.

8.6 The Controllership Department shall develop appropriate procedures and internal controls to ensure the proper updating and classification of *Related Party Transactions* in the financial statements, in a manner consistent with the applicable technical and accounting standards.

9. PROTECTION OF PERSONAL DATA

To confirm compliance with this Policy, WEG will collect and process the personal data of *Related Parties*, in accordance with the relevant legislation, in particular, with basis on on Article 7, item V, of Brazilian Law No. 13,709/2018 (General Data Protection Law – LGPD) and Article 6(1)(c) of the General Data Protection Regulation (GDPR), which authorizes the processing of personal data when necessary to comply with a legal or regulatory obligation.

10. LANGUAGES

This Policy is available in Portuguese, English and Spanish.

11. MANAGEMENT, DOUBTS AND OMISSIONS OF THE POLICY

The occurrence of any situation not provided for in this Policy or of an uncertain nature shall be evaluated and deliberated by the Information Disclosure Committee.

The Board of Directors of WEG S.A. is responsible for the management of this Policy, with the support of the Audit Committee and the Corporate Legal & Compliance Department.

The Board of Executive Officers of each WEG Group company is responsible for the application of this Policy.

12. REVISION

This Policy will be reviewed every three years or at any time if there are reasons that justify its review within a shorter period, by the Corporate Legal & Compliance Department, with the approval of the Information Disclosure Committee and the WEG Executive Committee (DG) in Brazil, *ad referendum* of the Audit Committee and the Board of Directors.