

1. OBJECTIVE

This Policy aims at reinforcing the WEG Group's commitment to sustainable development and making it public in a broad and transparent manner.

This document establishes the Sustainability responsibilities and strategies, broken down into **Pillars, Themes and Strategic Objectives**, in order to guide the structuring of programs, actions and commitments in the **Environmental, Social and Governance** dimensions, generating value for stakeholders.

2. APPLICATION

The strategies and guidelines expressed here are global in scope and apply to all stakeholders, including employees, managers, administrators, service providers, representatives, suppliers, business partners and/or any other third parties that serve WEG.

3. RESPONSIBILITIES

This policy should be used as the main reference and guidance in decision-making on Sustainability issues at all hierarchical levels of WEG, given the interdisciplinary nature of the subject and the need to deploy these strategies in the different business areas.

In view of the responsibilities and attributions for the application and development of this Sustainability Policy, the following governance instances have been defined:

3.1 General Management (Executive Board)

- a. Approves guidelines, Sustainability programs, actions and commitments, leading the implementation of this Policy at a global level;
- b. Ensures the implementation and compliance with this Sustainability Policy, in its Pillars, Themes and Strategic Objectives;
- c. Demands updates to the Sustainability strategy, policies and guidelines.

3.2 Sustainability Committee

- a. Demands and monitors the implementation of the Sustainability Policy, providing support to the General Management, with representatives from the corporate areas and all business units for decision-making on Sustainability issues;
- b. Demands the creation of programs, actions and goals related to the Pillars, Themes and Strategic Objectives;
- c. Evaluates, discusses and deliberates on proposals for deploying Sustainability strategies, ensuring their global and consistent application;
- d. Evaluates the performance of Sustainability programs, actions and indicators, demanding necessary actions and periodically reporting the progress of the strategy to the General Management.

3.3 Sustainability and Institutional Relations Direction

- a. Corporately coordinates the WEG Sustainability strategy;
- b. Proposes and implements corporate policies, guidelines and programs for the Environmental dimension;
- c. Keeps up with trends, stakeholders' demands and results of local and global initiatives on Sustainability issues in order to identify risks and opportunities;
- d. Reports the corporate performance of the Sustainability strategy, programs and actions;
- e. Supports the other directions in the implementation of this Sustainability strategy, guiding them to meet the necessary requirements;
- f. Promotes a culture for Sustainability in partnership with other areas;
- g. Coordinates WEG's relationship with external organizations related to Sustainability issues.

3.4 HR Direction

- a. Proposes and implements corporate policies, guidelines and programs for the Social dimension;
- b. Demands actions to align this Policy so as to meet the Sustainability needs and requirements in the areas of competence;
- c. Ensures that Sustainability is integrated into the company's organizational culture;
- d. Incorporates Sustainability, diversity, equity and inclusion criteria in employee recruitment, selection and promotion processes;
- e. Contributes to the development of remuneration and benefit policies that encourage sustainable practices;
- f. Conducts the development of leaderships in line with this Sustainability Policy.

3.5 Financial Administrative Direction

- a. Corporately proposes and implements policies, guidelines and programs for the Governance dimension;
- b. Demands actions to align this Policy with Sustainability needs and requirements in its areas of competence;
- c. Reports relevant Sustainability information to the financial market in order to meet the expectations of investors;
- d. Approves and publishes the WEG Integrated Annual Report.

3.6 Sustainability Department

- a. Corporately coordinates the implementation of Sustainability programs and actions, including indicators, commitments and targets, in the Environmental, Social and Governance dimensions, to comply with this Policy;
- b. Corporately coordinates responses to Sustainability indexes, rankings and ratings of the WEG Group, consolidating results and identifying improvement needs for the evolution of WEG performance;
- c. Supports the business areas in customer questionnaires on Sustainability;
- d. Consolidates and structures the WEG Group's Sustainability information for the development of internal and external reports, including the preparation of the Integrated Annual Report;
- e. Monitors and reports indicators and targets established in the Sustainability strategy;
- f. Checks the adherence of WEG operation practices to the established Sustainability strategies and requirements, demanding adjustments;
- g. Keeps up with trends and stakeholders' demands for Sustainability issues, structuring improvement actions;
- h. Participates in discussion forums with external organizations related to Sustainability issues.

4. PILLARS, THEMES AND STRATEGIC SUSTAINABILITY OBJECTIVES

WEG's Sustainability Strategy is structured around **four Pillars** and **eight Themes**, as shown in the figure:



And these Pillars and Themes were broken down into **eighteen Strategic Objectives**, as described below:

4.1 PILLARS: GOVERNANCE AND ETHICAL CONDUCT

Theme: **Compliance and Integrity**

Strategic Objectives:

- a. To strengthen WEG's culture of principles and values, ethics, integrity and anti-corruption.
- b. To reduce and mitigate risks, considering ESG criteria.

Theme: **Engagement and Transparent Communication**

Strategic Objectives:

- a. To engage and develop leaders and employees so as to strengthen skills for the challenges of business sustainability.
- b. To communicate about products, services and the evolution of ESG issues with transparency, generating value for stakeholders.

4.2 PILLARS: ENGAGED EMPLOYEES AND COMMUNITIES

Theme: **Comprehensive Well-being, Diversity and Inclusion**

Strategic Objectives:

- a. To guarantee safe working conditions, promote physical and mental health, trust in relationships, create innovative ways of working, generating a culture of quality of life.
- b. To build an inclusive, innovative and high-performance environment, valuing diversity and enhancing multiculturalism at all hierarchical levels of the company.
- c. To ensure the human rights recognized in international agreements and promote a culture mutual respect.

Theme: **Sustainable Growth of the Communities**

Strategic Objectives:

- a. To generate socioeconomic and environmental value in communities through education, health and well-being, generation of knowledge and expertise in low-carbon technologies.
- b. To strengthen the company's relationship with the communities, considering local demands.
- c. To seek to incorporate the preservation of biodiversity into current management practices.

4.3 PILLARS: CIRCULAR AND EFFICIENT OPERATIONS

Theme: **Eco-efficiency and Waste and Emission Management**

Strategic Objectives:

- a. To optimize eco-efficiency in the management of natural resources, reducing, conserving and/or regenerating them, taking into account the impacts on ecosystems.
- b. To reduce emissions and waste from industrial processes, ensuring proper treatment and disposal, in addition to promoting the recycling and reuse of materials in line with the principles of circularity.

Theme: **Carbon Neutral in Operations**

Strategic Objectives:

- a. To ensure the reduction of greenhouse gas emissions, promoting carbon neutral operations and contributing to medium and long-term global goals.
- b. To expand the use of renewable energy (acquired or self-produced) in addition to seeking excellence in operational efficiency in processes and business.

4.4 PILLARS: SUSTAINABLE PRODUCTS AND SOLUTIONS

Theme: **Technologies and Innovations for Energy Transition and Decarbonization**

Strategic Objectives:

- a. To provide products and services with the best efficiency and lowest carbon footprint, being the partner for our customers' decarbonization journey.
- b. To improve the circular design, increasing the recyclability, dematerialization and durability of materials, products and packaging.

Theme: **Responsible Supply Chain**

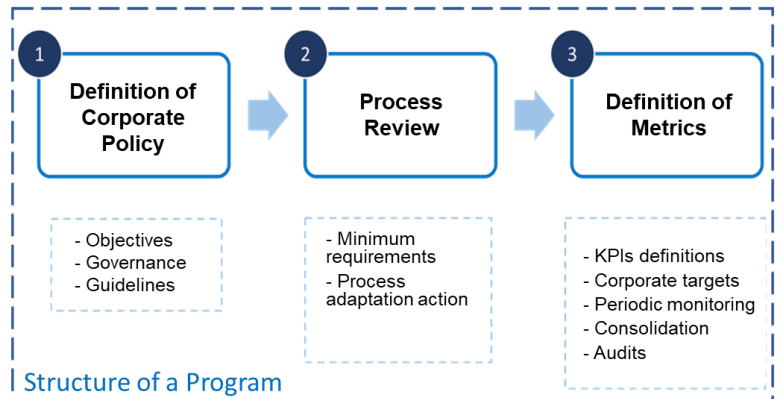
Strategic Objectives:

- a. To engage a supply chain with ethics in Human Rights, Labor Relations and environmental preservation, assessing risks and providing opportunities for their development.
- b. To promote the management of restricted materials, observing the socio-environmental impacts of the business.

5. DEPLOYMENT OF STRATEGIC OBJECTIVES

For the due deployment of the Sustainability Pillars, Themes and Strategic Objectives, they must be structured in specific **Programs** that follow the steps below:

1. **Definition of Corporate Policy:** objectives, governance and guidelines.
2. **Process Review:** definition of minimum requirements and necessary adaptation actions in internal processes.
3. **Definition of Metrics:** indicators, corporate targets, periodic monitoring, consolidation and audits.



6. COMPLEMENTARY POLICIES AND DOCUMENTS

The following policies and documents comprise the Sustainability Policy. With the progress of the deployment of actions, new policies and complementary documents will be published.

- a. Quality Policy;
- b. Environment Policy;
- c. Energy Efficiency Policy;
- d. Health and Safety Policy;
- e. Social Responsibility Policy;
- f. Code of Ethics;
- g. Code of Ethics for Suppliers;
- h. WEG Policy of Prevention and Fight against Corruption and Other Detrimental Acts;
- i. Restricted Substances and Conflict Minerals Policy;
- j. Privacy Policy;
- k. General Conditions to Purchase Goods, Materials and/or Services
- l. By-Laws of WEG S.A. Board of Directors;
- m. Legal and Functional Structure Manual;
- n. WEG Supplier Manual;
- o. WEG S.A. Managers Remuneration Policy;
- p. WEG Group/Affiliates/Subsidiaries Corporate Risk Management Policy.

These, among others, are constantly improved, approved by the competent authorities and made available to the stakeholders.

7. FINAL CONSIDERATIONS

This policy is for public knowledge and is available on WEG's communication channels for all stakeholders, both internal and external, to consult.

WEG will periodically evaluate the compliance with and progress towards the commitments and objectives of this Policy. It must be submitted for review every two years or at any time by demand from stakeholders and/or updates to the sustainability strategy, and it must follow at least the following steps:

- a. Assessment of WEG maturity on Sustainability;
- b. Benchmarking from peers and other reference companies;
- c. Analysis of GAPs (pending issues or gaps);
- d. Construction of Materiality.