

WORKPLACE CLIMATE MANAGEMENT



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At WEG, we believe that a positive work environment is built on active listening and the participation of everyone. Workplace climate management at WEG is guided by the continuous identification of opportunities for improvement and the implementation of initiatives that strengthen our high-performance culture.





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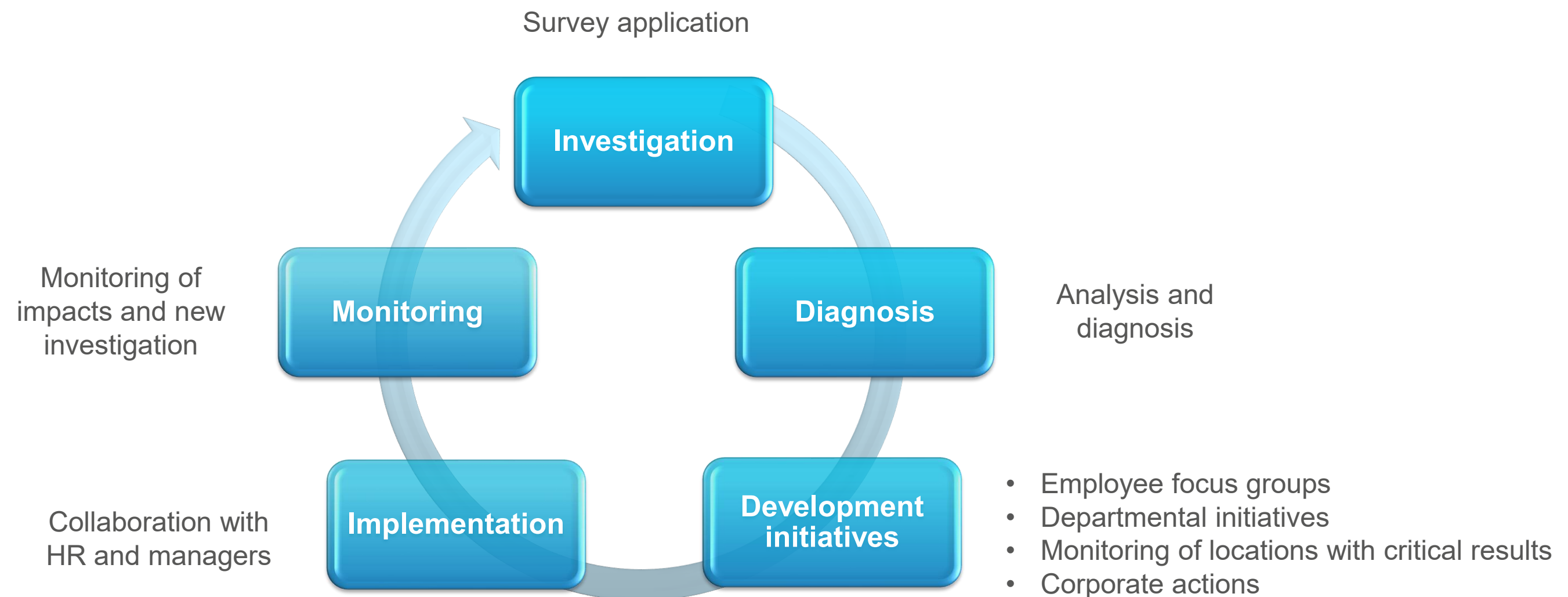
WEG conducted its first Workplace Climate Survey in 2011, led by an external company, establishing the foundation for structured monitoring of employee engagement. Since 2014, the internal survey has been applied every two years, serving as a systematic tool for collecting data on engagement levels.

In alternating years, the Managerial Competency Assessment is carried out, incorporating recurring leadership-related questions from the survey. This model ensures annual monitoring of actions that promote workplace climate and allows improvements to be implemented with excellence, especially in executing development initiatives, reinforcing the high-performance culture.



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The PDCA (*Plan-Do-Check-Act*) cycle of workplace climate management is structured as follows:



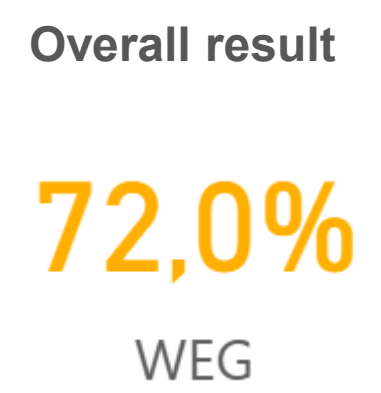
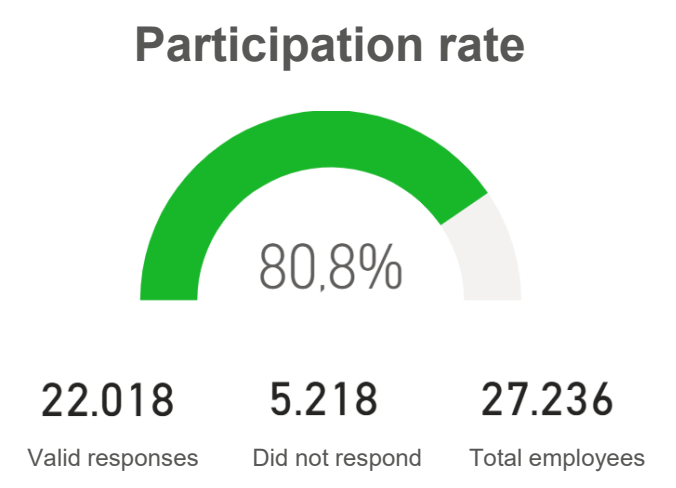


Update of the Workplace Climate Survey – 2025 Cycle

In this cycle, the survey underwent a methodological review, including the “Work-Life Balance and Well-being” block, which evaluates employees’ perceptions of health, safety, workload and balance between personal and professional life. This change reflects WEG’s commitment to holistic care for people and aligns with ESG practices.

The questionnaire was expanded to 50 questions, including e-NPS, diversity self-declaration and topics such as job satisfaction, sense of purpose, happiness and stress. Results presentation was updated from Tableau to Power BI, with data available to all leaders according to their scope.

In the 2025 cycle, the survey achieved **the following results:**





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Based on the results, strategies and initiatives are defined to build a more inclusive, innovative and high-performance environment. The breakdown occurs in three main areas:

Individual development initiatives

Initiatives are recorded directly in the corporate dashboard available in Microsoft Power BI, ensuring traceability and alignment with strategic goals.

Inter-business unit and operations focus groups

Conducted by the Communication, Workplace Climate and DEI Department, with the participation of managers and supervisors, for a collaborative analysis of the results and the definition of joint action plans. In units outside Jaraguá do Sul and Guaramirim, coordination is carried out by the local HR team, ensuring standardization and consistency of the process across all operations.

Monitoring of critical areas

Specific monitoring of areas with an index below 60%, carried out by the Communication, Workplace Climate and DEI Department, with a focus on high-impact initiatives and continuous follow-up through pulse checks, ensuring agility in the implementation of improvements.



Development initiatives

Based on the results of the Workplace Climate Survey, WEG structured a set of initiatives aimed at strengthening employee engagement, supporting people development, and enhancing collaboration across teams. These initiatives are aligned with the people strategy and reflect the company's commitment to active listening and the continuous improvement of the work environment.

Among the main priorities are **career-related initiatives**, with an emphasis on increasing **transparency**, improving communication about development opportunities, growth criteria and career expectations, and preparing leaders for clearer and more structured conversations on the subject. The initiatives also include **technical career paths**, recognizing trajectories based on skills, knowledge and performance.

In terms of **cross-departmental relationships**, actions have been established to increase integration, collaboration and a systemic view of processes. Presentations and exchanges between departments are being encouraged, broadening understanding of the different stages of processes and the impact of each area on results, contributing to greater alignment, agility and quality in deliveries.

WEG continues to advance initiatives focused on **gender equity**, reinforcing practices that promote a fairer, more inclusive environment with equal opportunities for all.

All of these initiatives are continuously monitored and form part of the company's commitment to an ethical, diverse and sustainable workplace culture.





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