



WEG DIVERSITY, EQUITY AND INCLUSION POLICY

1. OBJECTIVE

This Policy should be used in decision-making processes related to Diversity, Equity, and Inclusion (DEI) at all hierarchical levels of the company, with the aim of providing an environment of appreciation, respect, and psychological safety so that employees can contribute their best, driving innovation and continuous improvement.

Aligned with the Code of Ethics, the Sustainability Policy, the Strategic Planning, and WEG's organizational culture, this Policy seeks to recognize the contribution of everyone, respecting each one's particularities and reinforcing our value of participative management.

2. APPLICATION

The strategies and guidelines expressed here are global in scope and applies to employees of the WEG Group and its subsidiaries, leadership and administrators. Joint Ventures must individually approve this Policy through their respective decision-making forums.

The constitutive documents and applicable local laws must be respected by this Policy. Its application is encouraged in companies where WEG has a shareholding, in Brazil and other countries.

3. ROLES AND RESPONSIBILITIES

The governance instances of this Policy are defined as follows:

3.1. Executive Committee

- a. Ensure the implementation and compliance with this Policy.
- b. Approve DEI guidelines, programs, actions, and commitments to support the global implementation of this Policy.
- c. Request updates to the DEI strategy, policies, and guidelines.

3.2. Sustainability Committee

- a. Ensure that DEI strategies are in line with the Sustainability Policy.
- b. Submit external disclosures related to DEI for approval by the Information Disclosure Committee.

3.3. Diversity, Equity, and Inclusion Committee

- a. Demand and monitor the implementation of the DEI Policy, providing support to the Executive Committee, with representatives from corporate areas and business units, for decision-making on DEI topics.
- b. Demand the creation of programs, actions, and objectives related to the topic.
- c. Evaluate, discuss and deliberate proposals for the deployment of DEI strategies, ensuring their global and consistent application.
- d. Evaluate the effectiveness of DEI programs, actions and indicators, identifying improvements and periodically reporting the progress of the strategy to the Executive Committee.

3.4. HR Directorate

- a. Propose, review and implement corporate policies, guidelines, and programs for DEI-related topics throughout the WEG Group.
- b. Request alignment actions of this Policy to meet DEI needs and requirements in areas of competence.
- c. Integrate diversity into the company's organizational culture.
- d. Incorporate DEI criteria in recruitment, selection, compensation, promotion and employee development processes.
- e. Lead the development of leadership aligned with this Policy.
- f. Conduct DEI training and monitor progress through indicators.
- g. Facilitate mentoring programs.

3.5. Senior Management and Leaders

- a. Express commitment to DEI topics, leading by example, disseminating inclusion values and promoting an inclusive culture at all levels of the organization.
- b. Support DEI initiatives and allocate necessary resources to implement them effectively.

- c. Implement inclusive management practices, seeking compliance with DEI Policy and supporting the development of diverse talents.
- d. Promote a respectful and psychologically safe work environment.

3.6. Corporate Communications, Organizational Climate and DEI Section

- a. Coordinate the corporate implementation of DEI programs and actions, including indicators, commitments and objectives, in alignment with this Policy.
- b. Support the Sustainability Department and business areas with all necessary DEI information to respond to WEG Group's Sustainability reports, indices, rankings, and ratings.
- c. Identify areas for improvement and foster the implementation of new initiatives in collaboration with sections and departments.
- d. Consolidate and structure WEG Group DEI information to develop and implement both internal and external communication strategies globally.
- e. Monitor and report internally on the KPIs and objectives established in the DEI strategy.
- f. Verify that WEG operations comply with the DEI strategies and requirements, providing guidance on any necessary adjustments.
- g. Monitor trends and stakeholder demands on DEI topics, developing improvement actions.
- h. Seek regular updates on market practices in DEI.

3.7. DEI Business Resource Groups (BRGs)

- a. Identify specific needs, plan improvement actions and collaborate with different company areas to implement inclusive and equitable practices.
- b. Bring specific topics for group deliberation and promote idea exchange to suggest improvements.
- c. Continuously evaluate the progress of initiatives.

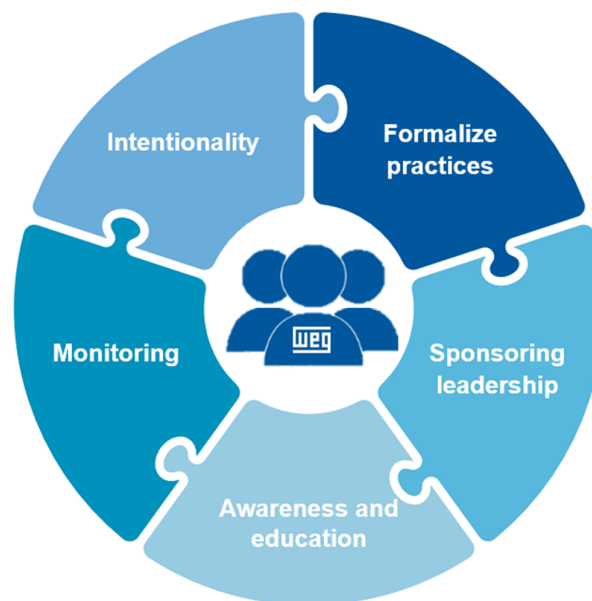
3.8. Employees

- a. Participate in DEI training.
- b. Respect and value diversity in the workplace.
- c. Contribute to an inclusive environment.
- d. Report and/or denounce, via the Whistleblower Channel, any discriminatory or harassing behavior.

Everyone in the company is responsible for creating a safe, equitable, and inclusive environment. At WEG, harassment, discrimination, and retaliation are not tolerated at any level of the organization.

4. COMMITMENTS AND DRIVERS

WEG is dedicated to fostering diversity in its workforce in alignment with the communities in which it operates. The company is committed to making a positive impact on all stakeholders through the following commitments and drivers:



4.1. Formalize practices

Drivers:

- Formalize and systematize DEI practices.
- Review HR processes and benefits to provide equitable opportunities.
- Strengthen the Whistleblower Channel as a tool for reporting non-compliance with this Policy.

4.2. Sponsoring leadership

Drivers:

- Encourage a culture of leadership ambassadors of the Policy and DEI agenda.
- Promote active leadership participation in training programs.

4.3. Awareness and education

Drivers:

- Increase awareness of the importance of DEI.
- Implement training programs and educational actions on DEI at all hierarchical levels.
- Direct actions in line with the company's culture to promote an environment of trust and psychological safety.

4.4. Monitoring

Drivers:

- Establish KPIs and conduct organizational climate surveys.
- Continuously monitor the profiles of the company's population and the community where it operates.
- Monitor non-compliance reports received through whistleblower channels, as well as in audit reports and internal controls.

4.5. Intentionality

Drivers

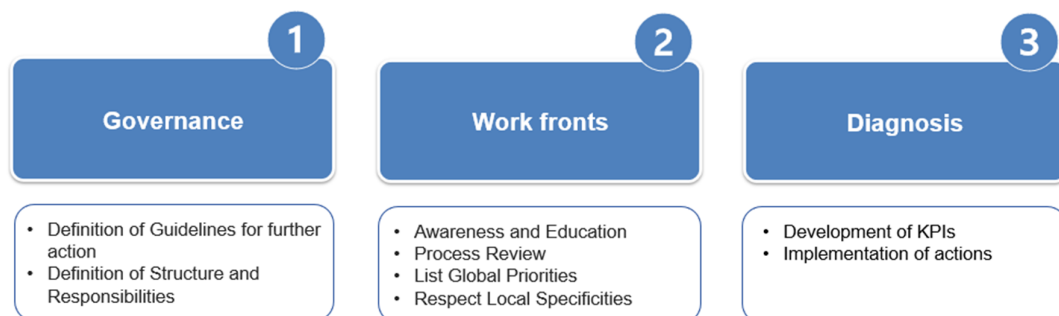
- Identify, recruit and develop individuals from underrepresented groups, applying intentional actions to increase diversity in operational, technical, and leadership positions.
- Establish working groups to develop DEI strategies for underrepresented groups and submit them for approval to the DEI Committee.
- Establish mentoring and career development programs to meet the specific needs of different groups.

5. ACCESSION TO BUSINESS INITIATIVES

WEG reaffirms its ethical and social commitment to business initiatives aimed at underrepresented groups, as stated on the page WEG Sustainability (<https://www.weg.net/institutional/BR/pt/sustainability/home>).

6. DEPLOYMENT OF DRIVERS

To properly implement DEI guidelines, structure them according to the following stages:



7. POLICY VIOLATION

Any violation of this policy may be reported through the confidential *Contato Seguro* channel and will be treated in accordance with the WEG Code of Ethics.

Brazil: 0800 900 4747

Other countries: <https://www.contatoseguro.com.br/weg>

Anonymous report via website: <https://www.contatoseguro.com.br/weg>

In a transparent and secure manner, *Contato Seguro* establishes a direct, secure communication channel and handles information with absolute confidentiality.

8. RELATED INSTRUMENTS

This Policy should be read and applied in conjunction with:

- a. WEG Code of Ethics (WMM-23866) and its reporting channels.
- b. WEG Code of Ethics for Suppliers (WMM-25273).
- c. Sustainability Policy (WMM-54978).
- d. Ten objectives of the UN Global Compact.

9. REVIEW PERIODICITY AND APPROVAL FORUM

This Policy should be reviewed every two years or as needed upon request from stakeholders, with approval by the Diversity, Equity, and Inclusion Committee and Executive Committee.

Responsible: Communication, Organizational Climate and DEI Section

10. TRANSLATION

This policy is available in Portuguese, English and Spanish languages and will be disseminated to foreign operations.

Responsible: Corporate Communications, Organizational Climate and DEI Section.

ANNEX 1 – Definitions

- a. **Diversity:** Refers to the presence of different characteristics among individuals, such as ethnicity, gender, sexual orientation, age, abilities and experiences.
- b. **Equity:** Fair and impartial treatment, considering individual circumstances and needs. Unlike equality, which seeks to treat everyone identically, equity recognizes that each person has different needs and may require differentiated resources or support to achieve the same opportunities.
- c. **Inclusion:** Providing all people with access to the same rights and opportunities, allowing everyone to feel valued and respected in their environment.
- d. **Inclusive Culture:** In an inclusive culture, all people are valued, respected and included, regardless of their differences. Diversity is recognized and celebrated, and practices and policies are implemented to promote equity of opportunities and active participation of all community members. This creates a welcoming, respectful, and collaborative work environment where all voices are heard and considered.
- e. **Underrepresented Group:** Groups that, despite often being numerically significant in society, face prejudice, inequality, and low representation in positions of power and influence. These groups are often marginalized and have less access to opportunities and resources, perpetuating exclusion and discrimination.
- f. **Psychological Safety:** Essential for promoting innovation and collaboration within teams, psychological safety involves creating an environment where people feel safe to express their ideas, doubts, and concerns without fear of retaliation, criticism, judgment or humiliation.
- g. **Unconscious Bias:** Prejudices or stereotypes that influence our decisions and behaviors automatically and unconsciously, which can negatively affect equity and inclusion in various contexts.