

ENVIRONMENTAL POLICY

1. Objective

This Policy aims to define the commitments and guide the corporate actions of the WEG Group with the purpose of fostering the development of sustainable products and solutions that contribute to improved environmental performance for our customers, ensuring the lowest environmental impact of our operations, promoting sustainability, and positively contributing to the preservation of the environment, while acting responsibly and ethically in all areas of operation.

2. Scope and Application

This Policy applies to all WEG Group companies, including their manufacturing and commercial operations, acquisitions, mergers, and to all employees and suppliers of raw materials and services, including transportation services operating on behalf of the company. The Policy is also applicable to products and services provided to customers. Everyone is responsible for complying with the principles established herein, fostering a culture of respect for the environment in all activities.

3. Responsibilities

This Policy shall serve as the main reference and guidance for decision-making regarding Environmental matters, at all hierarchical levels of WEG, given the need to unfold these guidelines across the various business areas.

Considering the responsibilities and assignments for the implementation and development of this Environmental Policy, the following governance levels have been defined:

3.1 Executive Board (General Management)

- Approve guidelines, programs, actions, and commitments related to the Environment, ensuring the implementation of this Policy at the global level;
- Ensure and oversee the implementation and compliance with this Environmental Policy and its guidelines;
- Request updates to the Environmental Policy and Guidelines.

3.2 Sustainability Committee

- Request and monitor the implementation of the Environmental Policy, providing support to the Executive Board in decision-making on environmental matters;
- Request the creation of programs, actions, and goals to meet the guidelines of the Environmental Policy;
- Evaluate, discuss, and deliberate on proposals for the unfolding of Environmental guidelines, ensuring their consistent global application;
- Assess the performance of environmental programs, actions, and indicators, requesting alignment actions when necessary, and periodically report progress to the Executive Board.

3.3 Sustainability and Institutional Relations Directory

- Corporately coordinate the WEG Environmental Strategy;
- Propose and implement corporate guidelines and programs related to the implementation of the Environmental Policy;
- Report the corporate performance of guidelines, programs, actions, goals, and indicators related to the Environmental Policy;
- Support other departments in implementing the Environmental Policy, providing guidance for compliance with the required standards.

3.4 Sustainability Department

- Corporately coordinate the implementation of environmental programs and actions, including the definition of commitments, global goals, and the unfolding of global indicators, to comply with this Policy;
- Structure, monitor, and consolidate environmental indicators and global targets, and make information available to relevant areas;
- Define minimum guidelines for Environmental Management Systems and Procedures.

3.5 Safety and Health Department

- Coordinate Environmental Management System Certification;
- Coordinate audits to ensure WEG's operational practices comply with Environmental Management standards;
- Manage and support local operations in addressing nonconformities related to Environmental Management standards.

3.6 Areas responsible for Environmental Management of the Process (Local/ Manufacturing Sites)

- Develop local environmental systems and procedures and ensure alignment with the guidelines established in this Policy;
- Define local Environmental goals and indicators aligned with WEG Group's Environmental strategy and report those necessary for corporate consolidation by the Sustainability Department;
- Take the necessary actions to ensure compliance with environmental legislation and the achievement of goals within their Manufacturing Sites;
- Carry out internal communications within their Manufacturing Sites, aligned with the guidelines of this Policy.

3.7 Areas Responsible for Product Environmental Compliance (Business Units – BU)

- Develop systems and procedures for the BU's Product Environmental Compliance, with global scope, and ensure alignment with the guidelines established in this Policy;
- Define local Product Environmental Compliance goals and indicators aligned with WEG Group's Environmental strategy and report those necessary for corporate consolidation by the Sustainability Department;
- Take the necessary actions to ensure the achievement of the established goals for the different Manufacturing Sites of the BU;
- Carry out internal communications, when necessary, aligned with the guidelines of this Policy.

4. Guidelines

4.1. Sustainable Products and Solutions

4.1.1. Technologies and Innovations for Energy Transition and Decarbonization

i. Environmental Impacts of Products

- Foster investment in research and development of sustainable products and solutions that deliver better performance and lower environmental impact throughout their life cycle;
- Pursue the use of secondary or lower-impact materials in our products and processes, reducing raw material extraction and biodiversity impacts, and aligning with the principles of the Circular Economy;
- Apply concepts of dematerialization and digitalization, delivering more efficient products with reduced resource use;
- Develop and design packaging suited to the application, prioritizing the use of recyclable, biodegradable, or renewable raw materials.

ii. Environmental Impacts at End of Product Life Cycle

- Develop electrical and electronic equipment with improved recyclability rates so that materials can be reintegrated into production cycles;
- Promote the implementation of recycling and reverse logistics programs for products and packaging to ensure proper disposal at the end of their useful lives.

iii. Consumer Health and Safety

- Develop products considering environmental requirements related to consumer health and safety;
- Foster investment in research and development of technologies that enhance consumer safety.

4.1.2. Responsible Supply Chain

- Promote the Environmental Policy and best environmental, social, and governance practices among suppliers, contributing to the improvement of their sustainability performance.

4.2. Circular and Efficient Operations

4.2.1. Eco-efficiency and Waste and Emissions Management

i. Management

- Implement an environmental management system in our operations, act preventively, and protect the environment in which we operate;
- Monitor and continuously improve the environmental performance of our operations;
- Manage environmental aspects and reduce the environmental impact of activities through the establishment of objectives and goals.

ii. Materials, Chemicals and Waste

- Promote waste reduction, reuse, and recycling, fostering circular economy practices;
- Implement operational controls to reduce resource and raw material consumption, and the generation of hazardous and non-hazardous waste;
- Ensure environmentally appropriate final disposal of recyclable, non-recyclable, hazardous, and non-hazardous waste generated in operations;
- Maintain environmentally safe management of materials and chemicals in our operations.

iii. Water and Effluents

- Ensure operational controls to reduce water consumption and effluent generation, supporting conservation of this resource;
- Adopt water reuse practices in our operations to increase efficiency in usage;
- Guarantee proper treatment and final disposal of effluents generated in operations.

iv. Air Pollution Emissions

- Promote the use of technologies or practices that reduce atmospheric emissions from our operations.

v. Biodiversity

- Improve processes to promote the use of deforestation-free wood with suppliers and operations;
- Preserve biodiversity within the natural forests managed by the WEG Group;
- Promote responsible management of natural resources to conserve biodiversity.

4.2.2. Carbon Neutral Operations

- Consume energy more efficiently in our operations and expand the use of renewable energy;
- Reduce greenhouse gas emissions and promote compensation actions when necessary.

4.3. Governance and Ethical Conduct

4.3.1. Compliance and Integrity

- Ensure compliance with environmental legislation applicable to WEG operations;
- Take into account environmental risks in acquisitions or establishment of new companies, process expansions, and existing operations.

4.3.2. Engagement and Transparent Communication

- Consult and periodically inform stakeholders on material environmental topics, including climate change, water, air emissions, and biodiversity;
- Transparently communicate the Environmental Policy and the environmental impacts of our activities to raise stakeholder awareness;
- Train employees and third parties working in our manufacturing sites on the Environmental Policy and the impacts of their activities;
- Encourage conscious and sustainable consumption by providing environmental information about products, raising customer awareness of their benefits.

Periodical Review and Forum for Approval

This Policy must be reviewed every three years or at any time upon stakeholder request and/or updates to the Sustainability and/or Environmental Strategy, subject to approval by the Sustainability Committee.

Responsible: ESG Management Section