



WEG Code of ETHICS for Suppliers



WEG Code Of Ethics for Supplier
Approved by the Executive Committee of
WEG S.A. in August, 2023.

Driving efficiency and sustainability



Our Purpose

To develop technologies and solutions contributing to a more efficient and sustainable world.

Mission

Continuous and sustainable growth while maintaining simplicity.

Vision

Be a global reference in motors, generators, transformers and electric controls with a wide integrated offer for electrification, automation and digitalization.

Values

In order to guarantee our continuous and sustainable growth, while keeping the simplicity, we base our management practices on the following values:



People and Environment

We value generation of professional and personal development opportunities, human rights, diversity and the environment. We invest in solutions for reduction of carbon emissions and encourage our people to be engaged in social activities where we have our operations, with focus on health and education.



Team Management

We work as a team within a friendly way allowing sharing of ideas. We get together and share knowledge and skills to continuously improve our decision-making process.



Governance

Through a structured governance system at all levels, we promote transparency, integrity, ethics and safety in everything we do, respecting the rights of all stakeholders.



Efficiency with Simplicity

We encourage simplicity in our relationships and do our best to improve efficiency and competitiveness, turning our products and processes even better. We continually try to do more with less, with excellence while performing our activities.



Innovation and Flexibility

We invest in research, development, innovation and quality, with focus on offering efficient solutions to the market. We are continuously being resilient in order to meet our customers' needs.



Leadership and Culture

We offer developing opportunities to our people allowing them to perform their job with excellence within the company's strategy, as well as cultivating and promoting the WEG background culture.

Considerations

The sustainability of our growth depends basically on the ethical behavior in the relationship with stakeholders:

- | | |
|------------------------|----------------------------------|
| ■ Customers | ■ Investors |
| ■ Community | ■ Independent contractors |
| ■ Affiliated companies | ■ Representatives / distributors |
| ■ Suppliers | ■ Dealers and repair shops |
| ■ Government | |

WEG Code of Ethics for Suppliers describes the conduct that is expected from suppliers, employees, management and administrators of WEG in the exercise of their activities. In this document, all units directly or indirectly controlled by the WEG Group will be referred to as WEG, and all types of suppliers (of materials, components, products and services) will only be referred to as suppliers.

Presentation

By means of the Code of Ethics for Suppliers, WEG reinforces its commitment to the respect of the laws and culture of each country where it is present, as well as the United Nations Universal Declaration of Human Rights and the Declaration on Fundamental Principles and Rights at Work of the International Labor Organization (ILO), and its commitment to responsible management, sustainable growth, the adoption of best practices, and ethical behavior to be adopted by its entire supply chain. Our suppliers are selected and contracted following a thorough analysis that is based on technical, financial, socio-environmental, ethical, competitiveness, quality criteria, and compliance with the legislation in force.

FOUNDERS



Werner
Ricardo Voigt



Eggon João
da Silva



Geraldo
Werninghaus

INDEX



1.	Conducting business.....	6
2.	Conflict of interests.....	6
3.	Gifts, trips and other benefits	7
4.	Information, confidentiality and use of equipment.....	7
5.	Access and stay at WEG installations.....	8
6.	Corruption and money laundering	9
7.	Competition	9
8.	Social responsibility.....	10
8.1.	Environment	10
8.2.	Greenhouse gas emissions (GHG)	10
8.3.	Working conditions	10
8.4.	Exploitation of adult and child labor.....	10
8.5.	Child and adolescent sexual abuse and exploitation.....	11
8.6.	Diversity	11
8.7.	Conflict materials or minerals	11
8.8.	Community	11
9.	Risk management	11

1. Conducting business

We consider our suppliers as our business partners in the achievement of sustainable development, treating them equally without any favoritism and observing the principles of free competition.

Among the expected conducts, we highlight:

- a) Offer products and services based exclusively on technical and commercial criteria in order to optimize cost-effectiveness and based on ethical and socially responsible behavior.
- b) Do not accept, request or offer any undue advantages, such as gifts, personal or professional benefits or rewards.
- c) Do not take part in technical and commercial negotiations with WEG employees, managers and administrators with whom you are blood related in first and second degree or the like (parents, children, grandchildren, grandparents, siblings, spouse) or who are in your family life and who may influence your impartiality in decision-making.
- d) When it is necessary that our suppliers engage in a direct relationship with our customers to deal with subjects relevant to WEG, it should be duly authorized by the company. WEG expects an ethical relationship, aiming for an efficient, transparent and courteous service committed to the customer's satisfaction.
- e) Respect the rules and regulations of embargoes and applicable economic sanctions, both local and international ("Economic Sanctions") and not be subject to Economic Sanctions that restrict your relationship with WEG.
- f) The supplier must behave appropriately, demonstrating professionalism and consistency with the company's values, especially when on duty and/or wearing a uniform, functional identity or vehicle with a WEG logo, in addition to respecting ethical and legal principles.

2. Conflict of interests

The commercial contracts must comply with specific standards and an appropriate ethical conduct, avoiding situations of conflict of interests and/or any relationships that may interfere in the full exercise of the businesses:

- a) WEG employees are prohibited from holding stock in companies that supply products and services to WEG, in which they may have influence on the purchasing process.

- b) The suppliers are prohibited from using WEG's properties and services for their own benefit or of third parties.
- c) Different suppliers whose company is owned by the same owner, his/her spouse or children are prohibited from taking part in the same bidding process.

3. Gifts, trips and other benefits

In order to eliminate possible interferences in the purchasing process, it is established that:

- a) It is prohibited to offer trips, gifts or any kind of favor to WEG employees and their families. Exceptions are corporate gifts without significant value.
- b) WEG employees and managers can only accept plane tickets and trips offered by suppliers for visits and/or participation in technical events if approved by the Director of their business unit.
- c) WEG does not allow sponsorships for celebration parties organized by WEG.
- d) WEG employees are prohibited from taking part in celebration parties with suppliers at moments of bidding or negotiation processes, except if authorized by the executive of his business unit.
- e) In the occasion that WEG employees take part in events with suppliers, it is recommended that at least two WEG employees participate.

4. Information, confidentiality and use of equipment

Regarding information, confidentiality and use of equipment, it is established that:

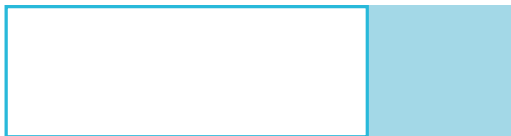
- a) WEG employees and suppliers must ensure the understanding, transparency and honesty of the information required for the quotation, service contracting, purchasing and management of products and services.
- b) The suppliers must keep the confidentiality of the information they may have access to or be entrusted with, whether it is property of WEG or of other stakeholders, including personal data of their employees, always in compliance with applicable laws and regulations.
- c) Using, producing, and/or disclosing WEG's facts, data, and/or information for one's own benefit or that of third parties is prohibited.

- d) Information related to supply contracts and purchase terms must be handled on a confidential basis.
- e) WEG does not allow the use and/or trading of its equipment, tools, drawings, standards and information access resources without the authorization of one of its executives.
- f) It is prohibited to use software that is not homologized and not licensed on WEG's equipment. The original software can only be used if it complies with WEG policy.
- g) Carrying out lectures, seminars or academic works about WEG's processes and businesses is prohibited unless formally approved by one of its executives.
- h) The use of the WEG brand and/or related brands (word and symbol) is prohibited, except under a specific and formal contract.

5. Access and stay at WEG installations

Regarding the access to and stay on WEG's premises and installations, it is established that:

- a) The supplier's employees, agents or contractors must observe the requirements for access, identification, safety and stay controls on WEG's premises.
- b) Suppliers and contractors are prohibited from using, selling or carrying alcoholic beverages or illegal drugs. No one can remain on WEG's premises if they are under the influence of such substances.
- c) Carrying weapons of any kind is prohibited, except in cases of express authorization, considering the activity developed within WEG's scope.
- d) WEG does not allow election campaigns on its premises.
- e) The trade of products or services unrelated to the commercial relationship between the parties is prohibited.
- f) Prior and specific authorization must be requested for the image and audio recording you intend to carry out, even if related to the contracted scope.



6. **Corruption and money laundering**

We condemn any and all forms of corruption and money laundering, as well as the offer and receipt of undue advantages of any kind, in the conduct of business. The suppliers must prevent illegal behaviors, avoid corruption, and avoid fraud, in addition to avoiding conflicts of interest in their relationships with the government, private sector, and/or organized civil society.

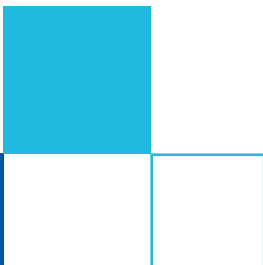
Among the expected conducts, we highlight:

- a)** Do not offer undue advantages, directly or indirectly, to public agents or third parties related to them.
- b)** Do not finance, fund, sponsor or in any way subsidize the practice of illegal acts provided for by law.
- c)** Do not use an interposed natural or legal person to hide or disguise real interests or the identity of the beneficiaries of the acts carried out.
- d)** Do not defraud public tenders and contracts, impede competition, manipulate contracts, or fraudulently obtain undue advantages.
- e)** Not hinder the investigation or supervision of public bodies, entities or agents or interfere in their activities, including within the scope of regulatory agencies and supervisory bodies of the national financial system.

7. **Competition**

Among others, WEG condemns the following practices:

- a)** Noncompliance with the tax, labor and environmental legislation or any other legal rule as a form of practicing more competitive prices and supply conditions.
- b)** Formation of trusts and/or cartels.
- c)** Harm the image of competitors.
- d)** Practice fraud and/or industrial espionage.



8. Social responsibility

Complying with the Human Rights and environmental standards are fundamental issues for WEG.

8.1. Environment

The suppliers must operate and act so as not to jeopardize health, safety, and the environment, practicing efficient resource management, pollution prevention and waste management, and ensuring compliance with the legislation and regulations in force in the country where the products or services are manufactured or traded.

8.2. Greenhouse gas emissions (GHG)

We encourage suppliers to make efforts to quantify and reduce their GHG emissions, as well as adopt goals towards carbon neutrality.

8.3. Working conditions

We encourage suppliers to provide adequate working conditions to their employees in compliance with the definitions of the International Labor Organization (ILO), observing the legislation in force in each country on working hours and adequate remuneration, in addition to respecting the right to association and collective bargaining.

8.4. Exploitation of adult and child labor

We state our commitment to the eradication of all forms of forced and child labor, as well as that we do not tolerate human trafficking under any circumstances, and we do not maintain relationships with suppliers and people who disrespect such conducts.



8.5. **Child and adolescent sexual abuse and exploitation**

We repudiate any form of child and adolescent sexual abuse, harassment or exploitation and do not tolerate any omission in relation to such practices by anyone.

8.6. **Diversity**

The suppliers must respect diversity and not accept discrimination, prejudice or favoritism of any kind based on ethnicity, skin color, religion, culture, age, gender, political conviction, nationality, marital status, sexual orientation, or physical or intellectual condition.

8.7. **Conflict materials or minerals**

The suppliers must not use materials and components containing metals and mineral substances or their derivatives coming from countries or regions under social conflict that can finance or benefit armed groups, directly or indirectly.

8.8. **Community**

Suppliers must be aware of and consider the potential impacts on the community resulting from carrying out their activities, always seeking to strengthen economic, environmental and social development.

9. **Risk management**

Suppliers are expected to implement mechanisms to identify and manage risks in all areas covered by this Code and in accordance with all applicable legal requirements.



Code of Ethics Management and Reporting Channel.

The Board of Directors of WEG S.A. is responsible for the Code of Ethics management.

The board of each WEG company is responsible for the application of this Code of Ethics.

The conducts described in this Code must be practiced by every supplier, as well as WEG employees, management, and/or executives, in the execution of business relationships and performance of their jobs, and WEG undertakes to provide the necessary conditions to enable this to happen.

WEG reserves the right to verify, at any moment, if the suppliers are complying with the provisions of this Code.

Any suppliers, WEG employees, management or executives, who fail to comply with the Code are subject to commercial restrictions and disciplinary measures.

WEG provides reporting channels managed by an independent and specialized company, guaranteeing the anonymity of the complainant and the secrecy of the information provided, except in situations where WEG has a legal obligation to inform governmental bodies and authorities.



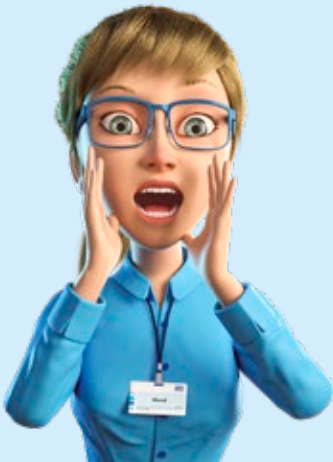
See on our website, **www.weg.net**, the available channels to make your complaint or clarify your doubt.

Alternatively, visit **www.contatoseguro.com.br/weg**.

Anyone who is not sure about the meaning, intention or application of the Code of Ethics must clarify the questions immediately.

If you are aware of any violations of the Code, we expect that **you report them immediately.**

Do not be conniving!



No retaliation or sanctions against any person who, in good faith, reports violations or suspicions of violations of this Code will be tolerated by WEG.

Anyone who believes they are suffering from any form of retaliation can report it.

Situations not provided for pursuant to this Code will be submitted to the Code of Ethics Management Committee.

The provisions of this Code will be reviewed every three years or at any time, in the event of a new fact, by the Code of Ethics Management Committee, upon resolution and approval by the Board of Directors of WEG S.A.



RIGHT OR WRONG?



There will be daily situations not covered by the expected conducts described in this Code that will cause uncertainty about what must be done. In this case, you might have heard or read, or you may even think in the following way:

- Only this time...
- No one will ever know...
- Everyone does that...
- It can be hidden...
- This conversation has never happened...
- This does not seem to be a meeting...

In such situations, and in order to obtain guidance, read the relevant item of the Code and check if there are any conflicts.

If necessary, answer the following questions:

- Is it legal to do what you are thinking about doing?
- Is this action impartial and honest?
- Will this action be questioned after some time?
- How will I feel later?
- What would that look like if it was made public?
- What would I advise my children to do?
- How would I feel if my family, friends and neighbors found out about it?

We must not remain passive when we face those situations of uncertainty. Answering those questions will help choose the best conduct in those cases or recognize that there is a violation of the Code that must be reported.



COMMITMENT TERM

WEG CODE OF ETHICS FOR SUPPLIERS

I declare that I have read the WEG Code of Ethics for Suppliers (version approved by the Executive Committee of WEG S.A. in August, 2023) and agree with the guidelines contained therein and undertake to comply with them in my relationship with WEG.

I also take responsibility and undertake to report to WEG any behavior or situation that is in violation of the WEG Code of Ethics for Supplier.

Additionally, I declare that:

- a) I am not aware of any situation that violates or could generate any conflict with this Code of Ethics;
- b) I will disclose this Code of Ethics to all people related to the supplies to WEG;
- c) I am able to adopt, at any time, the necessary measures to remedy any non-compliance that may be identified.

NAME: _____

TITLE: _____

REGISTRATION NUMBER: _____

NAME OF THE COMPANY: _____

REGISTRATION NUMBER OF THE COMPANY: _____

PLACE: _____

DATE: ____ / ____ / ____

SIGNATURE: _____






For WEG's worldwide
operations visit our website

www.weg.net



 Jaraguá do Sul - SC - Brazil