

**COMPANY
PROFILE**



**“WHEN YOU LACK MACHINES,
YOU CAN BUY THEM;
IF YOU DO NOT HAVE MONEY,
YOU CAN BORROW IT, BUT YOU
CANNOT BUY OR BORROW
PEOPLE, AND PEOPLE WHO ARE
MOTIVATED BY AN IDEA ARE THE
BASIS FOR SUCCESS”**

Eggon João da Silva

WEG is a global company regarded as one of the world's leading manufacturers of energy efficient electric motors, automation, power transmission, renewable resource technologies, solar, biomass and wind power generation, distribution equipment and industrial coatings and varnishes.

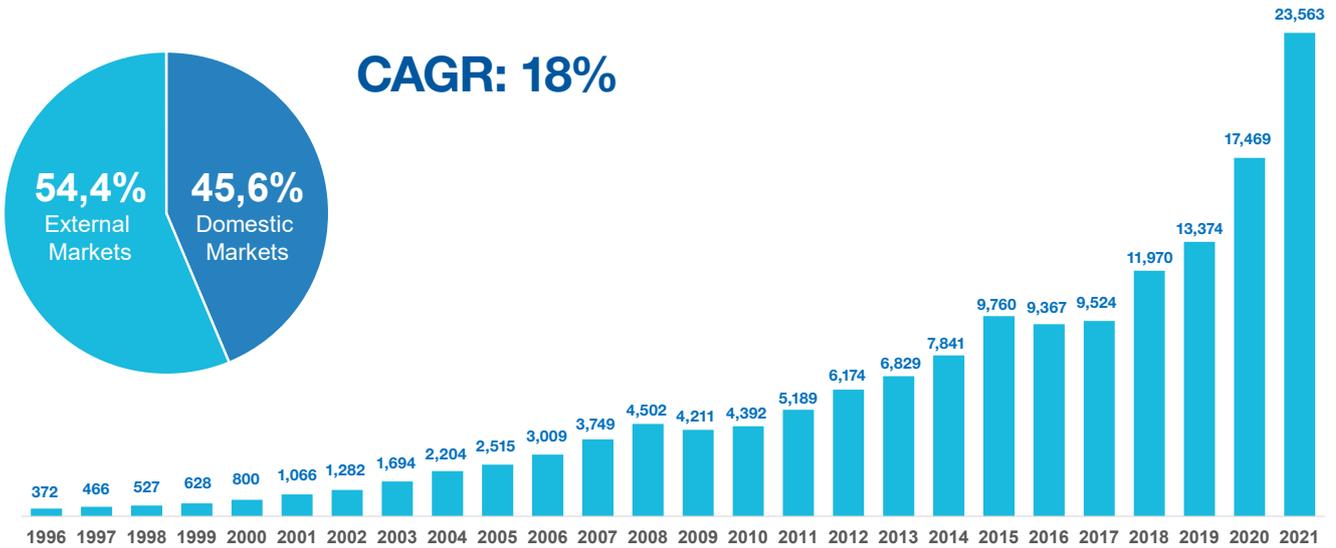
Doing business in over 135 countries, WEG is one of the top global players with background expertise to provide full turnkey systems for a wide variety of industrial applications.



WEG in Numbers

NET OPERATING REVENUES (R\$ million)

CONSISTENT GROWTH



Largest manufacturing site for LV electric motors in the world with

+1 million m²

Product portfolio with over

1,200 product lines

56.4

% of the revenues came from products released in the last 5 years



36,987 employees worldwide

Over **1,400** Service Centers around the world



Distributors/agents in **+120** countries



+12k



hectares of reforestation, 50% of renewable resources and 50% of native forest

R\$ 847 million of investments (CAPEX)



2.7 % of the net operating revenues are invested in R&D



19 million motors produced per year

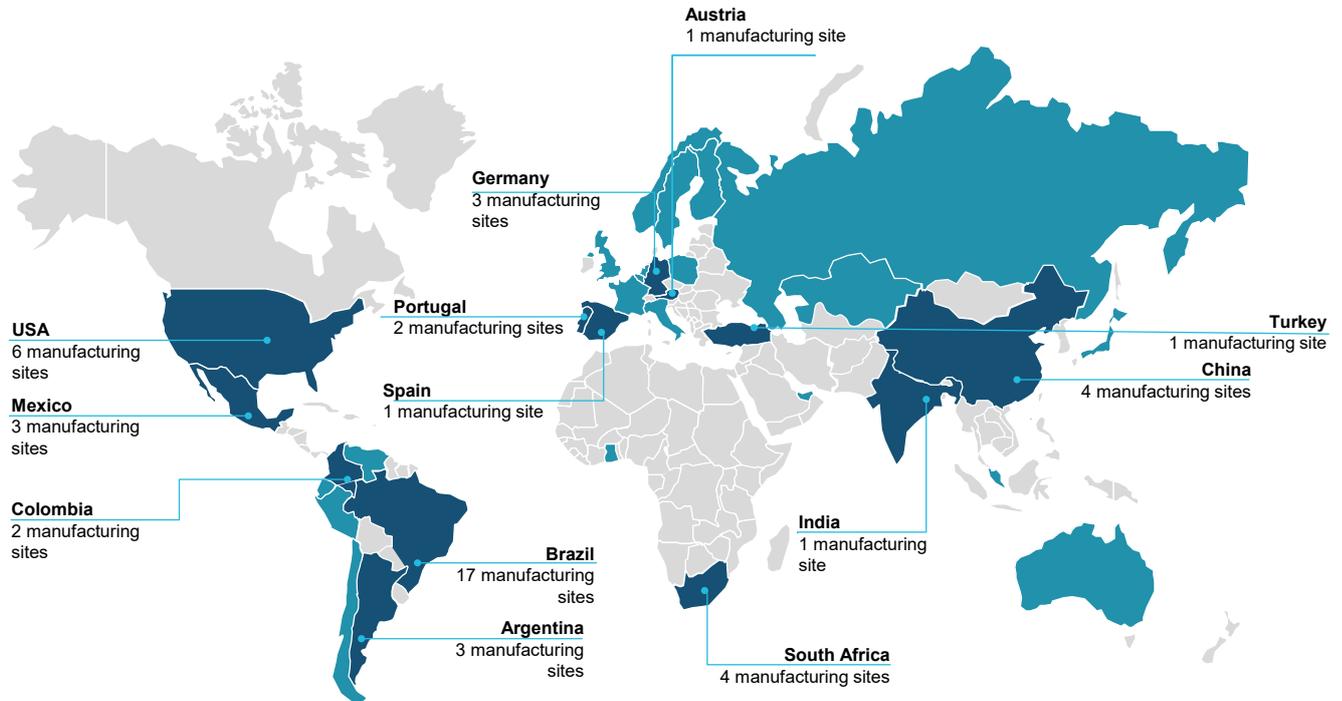
48 manufacturing sites in 13 countries and commercial operations in 38 countries

Sales to **+135** countries



WEG Global Presence

MANUFACTURING SITES IN 13 COUNTRIES



COMMERCIAL OPERATIONS IN 38 COUNTRIES

- Algeria
- Argentina
- Australia
- Austria
- Belgium
- Brazil
- Chile
- China
- Colombia
- Denmark
- Ecuador
- France
- Germany
- Ghana
- India
- Italy
- Japan
- Kazakistan
- Malaysia
- Mexico
- Netherlands
- Norway
- Peru
- Poland
- Portugal
- Russia
- Sweden
- Singapore
- South Africa
- South Korea
- Spain
- Thailand
- Turkey
- United Arab Emirates
- UK
- Ukraine
- USA
- Venezuela

Note: distributors/agents in 135 countries.

WEG GROUP AFFILIATED COMPANIES





Company Milestones

WEG initially started to produce electric motors and in the 80's the company expanded its business activities with the manufacture of electric and electronic components, industrial automation technologies, power and distribution transformers, liquid and powder coatings and insulating varnishes. Recently the company entered the wind power, solar and mobility business sectors, allowing the company consolidation not only as a manufacturer of electric motors, but also as a supplier of complete industrial systems.

1961

Foundation of WEG.

1968

The company produces the 1st motor in accordance with IEC Standards.

1970

WEG starts exporting.

1971

WEG shares are traded in the stock exchange.

1991

Establishment of overseas Commercial Branches (1st is in the USA).

1992

ISO9001 Certification is granted to WEG.

1993

WEG makes JV with Argentina's largest electric motor manufacturer in Córdoba.

2000

WEG acquires ABB's LV electric motor factory in Mexico.

2007

WEG shares make part of *BM&F Bovespa's Novo Mercado* listing.

2010

Greenfield of power transformers and substations in Mexico.

2011

Greenfield large motor and generator factory is built in India. WEG acquires the large motor and generator manufacturer Electric Machinery (EM) from GE-Converteam in the US. Watt Drive, a gearbox factory is acquired in Austria. WEG enters the Critical Power Market in Brazil.

2015

TSS transformer factory in South Africa. Electric panel factory Autrial S.L. in Spain. Suntec - Colombian Transformer Manufacturer are acquired.

2016

WEG acquires Bluffton Motor Works, LCC., an electric motor factory in the USA. WEG greenfield manufacturing site in Rugao, China.

2017

Acquires the Brazilian turbines manufacturer TGM and the US transformers business of CG Power USA Inc.



The track record of the organization, built-up by **Werner, Eggon and Geraldo**, is marked by success. The set of values, beliefs and ideals supported by the founders is deeply rooted in the organization and establishes the winner paths the company has followed along its history.

1981

Product Portfolio is expanded with the creation of WEG Energy, WEG Controls and WEG Transformers.

1983

Creation of WEG Coatings.

1985

WEG Group and WEG SA Holding are created.

1988

The WEG Group Trading Co. WEG Exportadora is created. Creation of WEG Automation.

2001

WEG receives ISO14001 Certification.

2002

The company acquires Efacec electric motor factory in Portugal.

2004

WEG enters the Chinese market with the acquisition of WEIFU electric motor factory.

2006

JV with Voltran, a transformer factory in Mexico.

2012

WEG receives ISO50001 Certification.
WEG enters the Plugs and Sockets Market with the acquisition of Injetel in Brazil.

2013

JV with Northen Power Systems for Wind Power Generation in Brazil.

2014

WEG acquires Württembergische Elektromotoren GmbH, a special motor and gearbox factory in Germany. Chinese business are expanded with the acquisition of SINYA and CMM Group. WEG is appointed as member of Dow Jones Sustainability Indices (DJSI). WEG acquires FTC, an electric panel company in Colombia. High speed motor factory AKH is acquired in Germany.

2019

Enters in the business of solutions for industry 4.0 with the creation of a specific department for digital businesses and the acquisition of 51% of the share capital of PPI-Multitask and V2COM.

2020

Acquires control of two startups: BirminD, a technology company active in the Artificial Intelligence market applied to Industrial Analytics and MVISIA, which is specialized in artificial intelligence solutions applied to computer vision for the industry.

2021

WEG starts production at the manufacturing site of Betim in Minas Gerais, the most modern plant for the production of transformers in the Americas. Acquisition of the fifth Transformer plant in North America. WEG's 60th Anniversary. Establishment of Commercial Branch in Poland.

Mission



Continuous and sustainable growth while maintaining simplicity.

Vision



To be a global reference for electric machines and with a wide range of products, providing efficient and complete solutions.

Purpose



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

WEG Policies

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.

Corporate Governance

The company's commitment is to keep working within the same principles of transparency, fairness and accountability to shareholders and other stakeholders. In this context, WEG joined the B3 New Market listing segment. The administration of the WEG Group is exercised by the:

- Board of Directors, with deliberative functions.
- Executive Direction, with representative and executive functions.
- Audit Committee.

The Board of Directors consists of seven members, including a president and a vice-president. Three board members are considered "independent" in accordance with the provisions of the Listing Rules of B3 New Market.

The Board of Directors is responsible for formally assessing the performance of the company, of the Board itself, of the Direction and, individually, of the members of each of these corporate bodies. In order to do so, the Board of Directors meets whenever necessary, at least quarterly, convened by its President.

Stepping Forwards on Sustainability

Aware that renewable sources of energy will cover a much larger share of the global energy demands WEG has been doing major efforts to meet world's sustainability requirements. The outlines of a sustainable energy system are already becoming apparent at WEG since the company set itself ambitious goals for a clean energy supply from renewable resources and high efficiency electric products.

To make this possible, WEG keeps encouraging major technological advances and innovations onto its business strategy with the design, manufacturing and provision of energy efficient and eco-friendly solutions for a sustainable planet.



Management System Certifications



ISO 9001
 ISO 14001
 ISO 50001
 ISO TS 16949



Business



ELECTRIC MOTORS & GEARBOXES

Complete line of electric motors and gearboxes meeting and exceeding efficiency levels. Main products: Low and high voltage induction motors, Synchronous motors, DC motors and Gearboxes.



AUTOMATION TECHNOLOGIES

Complete range of low voltage and medium voltage electric & electronic products and systems enhancing productivity. Manufacturing of automation solutions to meet the demand of several industrial and building segments such as Drives, Controls, Electrical panels, Automation systems, Machine safety, Building technologies, etc.



WEG DIGITAL SOLUTIONS

A new way to combine people, companies and smart products.

We have formatted all of our expertise and provided the market with a new way of combining people, companies, software and smart products, producing a global solution that transforms energy into more reliable, efficient and smart solutions.

Regardless of the size of your industry, we can help you.



WEG is regarded as one of the world's largest manufacturers of commercial and industrial electric motors, gearboxes, automation technologies, control and protection systems, power generation equipment and industrial coatings and varnishes. Besides the already-established global network of manufacturing sites, commercial branches, distributors and service centers, the acquisition of new brands and joint ventures established along the years have expanded the product and service portfolio and made the company business even more solid and competitive.



TRANSMISSION AND DISTRIBUTION

Supply of solutions for Substations, Power and Distribution Transformers, Dry Transformers and Power Reactors.



POWER GENERATION

Manufacturing of large Machines such as Turbo, Hydro and Wind Generators, Alternators and Hydro and Steam Turbines which integrate the key industrial projects around the world.



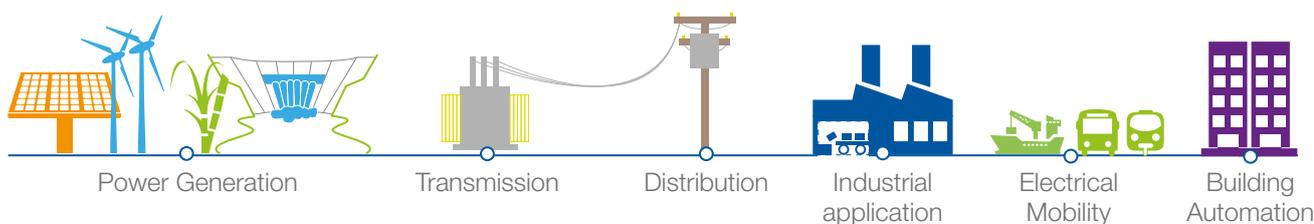
INDUSTRIAL COATINGS AND VARNISHES

Production of industrial liquid and powder coatings and insulating varnishes for industrial, marine, anticorrosion and automotive applications.



End to End of the Wire

The global solution in electric machines and automation technologies for the industry and energy systems



WEG's strategic vision is to provide complete and efficient solutions with a complete line of electrical machines, from the generation all the way to the consumption.

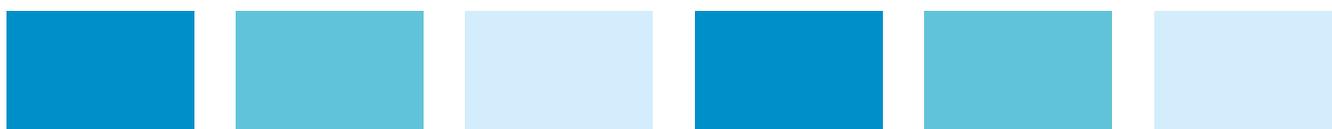
This means we intend to continue being a competitive supplier of electrical equipment for typical applications. For example, WEG is one the world's largest supplier of industrial electric motors used by OEM's in the manufacturing

of pumps, compressors, industrial fans, among others. We also can use this production competitiveness and flexibility and our broad product line to integrate those products into a complete solutions.

We can combine electric motors of several types and sizes with the drives and controls to build industry automation systems, or provide complete solutions for electricity generation from

renewable resources; even complete power substations for just about any use. Important to note that these systems basically consist of WEG manufactured products.

This integrated approach based on competitive manufacturing capabilities has been the basis of our market presence and the way we present ourselves to our customers and to the market.



Clear Competitive Advantages

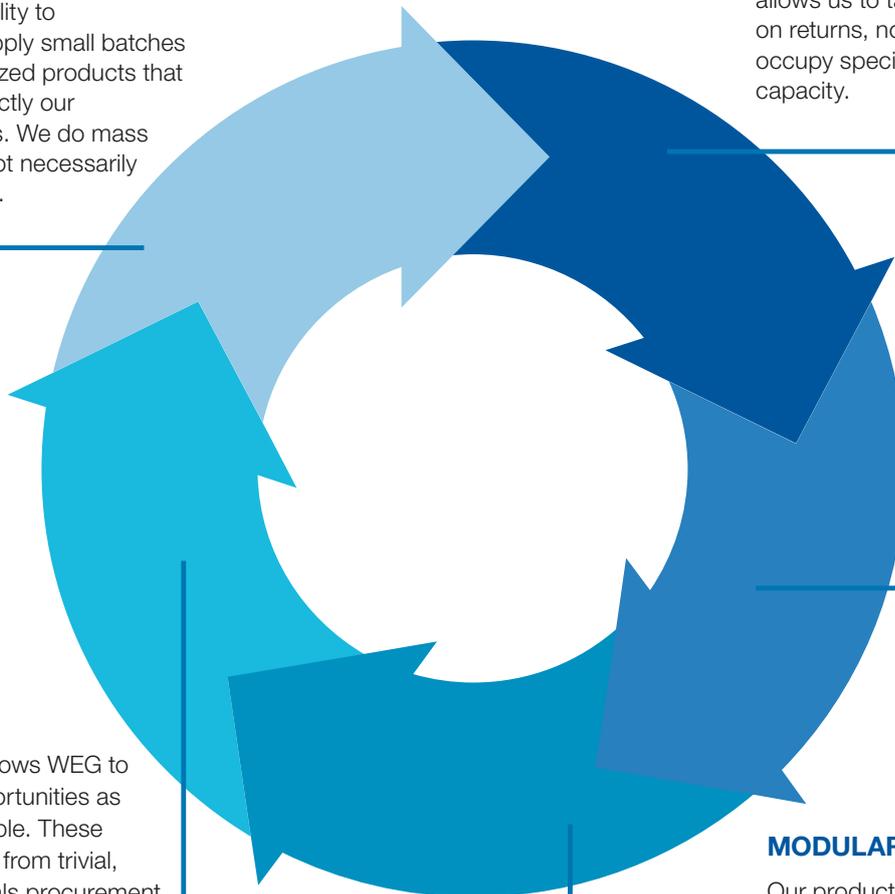
WEG has implemented along the years an unique business model that creates important and defensible competitive advantages

VERTICAL INTEGRATION

Vertical integration allows production flexibility to competitively supply small batches of highly customized products that match with perfectly our customers needs. We do mass customization, not necessarily mass production.

DIVERSIFICATION

Our production flexibility allows us to target the markets (geographies, segments and products) to offer the best growth perspectives. It also allows us to target markets based on returns, not on our needs to occupy specialized production capacity.



FINANCIAL STRENGTH

Financial strength allows WEG to pursue growth opportunities as they become available. These opportunities range from trivial, such as raw materials procurement at attractive conditions to strategic, such as acquisitions of new business.

MODULAR EXPANSION

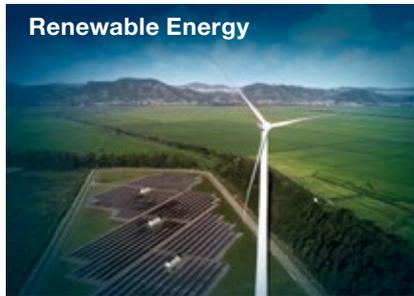
Our production system is also based on modular expansion, avoiding idle capacity build up, maximizing returns on capital and lowering demand risks.

GLOBAL PRESENCE

The diversity of our product offering also allows us to expand internationally, leveraging the expertise we have developed into new markets and being a premium partner for our global customers.

Main Segments Covered by WEG

From a stand alone motor for farming application to solutions that meet several segments of the industry, WEG is present there providing complete and integrated systems.



Capital Market Information

Issuer	WEG S.A.
Ticker	WEGE3 (B3) / WEGZY (OTC – ADR Level 1)
Listing segment	Novo mercado (since 2007)
Number of shares	Issued: 4,197,317,998 In treasury: 1,306,348 Ex-treasury: 2,097,740,051
Share price	On Dec 30, 2020 : R\$ 37.89 On Dec 30, 2021 : R\$ 32.98
Market value	On Dec 30, 2020 : R\$ 159 billion On Dec 30, 2021 : R\$ 138,4 billion
Liquidity (average daily volume)	In 2020: R\$ 332,953 thousand / day In 2021: R\$ 346,961 thousand / day
Composition of free float	45% - Foreign institutions 11% - Brazilian institutions 44% - Others (individuals, etc.)

MESSAGE FROM THE CEO

In 2021, WEG celebrated its 60th foundation anniversary, which is a milestone for the company's history. The journey started in 1961 by the founders Mr. Werner R. Voigt, Mr. Eggon J. da Silva and Mr. Geraldo Werninghaus. WEG has gone through decades of tough challenges, hard work, and continuous resilience to get where we are today.

Among many achievements, we reached 60 years as one of the world's largest manufacturers of electrical and electronic equipment, with sales to over 135 countries and 56% of our revenues coming from the overseas markets. We currently count on a wide product portfolio, a team of more than 37,000 employees globally, and we are recognized as a reference company in management and high performance.

We have many reasons to celebrate. However, we started the year 2021 cautiously due to all uncertainties regarding COVID-19 pandemic and the world economic scenario.

We postponed social events, but we always believed in better days to come and have valued the environment where we live. With the support of hundreds of employees, we planted more than 4000 tree seedlings to leave this significant legacy for future generations, who will have the mission of taking care, watering, and protecting them with the same principles and teamwork that brought WEG this far.

With hard work and focused on meeting our goals, we went through the year overcoming many challenges, achieving significant revenue growth in the range of R\$ 23.56 billion. An increase of 34.9% over the year 2020.

Our positive performance was recognized both by investors and finance specialists as well as by the main media press

in the country. Within the capital market, we achieved a profitability of 1.281% in the last 10 years and in 2021 we were ranked 6th in the Most Valued Companies from Brazil's stock exchange, with a market value of about R\$ 150 billion. In 2021 we were also elected the Best Company on the Stock Exchange by InfoMoney, proving WEG's trust and credibility relationship with the market, in addition to keeping our continuous and sustainable growth rate.

In terms of sustainability, our commitment to this initiative was recognized by the main international index Institutions such as ISE, MSCI, IC02B3 and FTSE4GOOD. The company has also been featured in important ESG awards, such as Exame Magazine's Sustainability Guide. As far as innovation is concerned, we are one of the most innovative companies in Brazil.

Despite the positive results we are currently enjoying, everyone in the company has been paying attention to the future and to the market needs and opportunities on the horizon. Therefore, we have recently proposed a special challenge: redesign our business strategies to allow WEG to continue achieving positive results, investing in new technologies, and giving people and the communities development opportunities. As a result of that, we created WEG's Strategic Plan for the period 2022-2026.

While reviewing this document, we maintained our mission which is stated as "continuous and sustainable growth", and have added the Purpose of "developing technologies and solutions to contribute for the construction of a more efficient and sustainable world".



Harry Schmelzer Jr.
CEO
WEG Group

Since our beginnings, we have been a company driven by energy. We avoid waste and do our best efforts to seek innovative solutions. From small systems to large projects in any country, we have the expertise to provide solutions for electric motors, generators, transformers, electric drives and products and systems for electrification, automation and digitalization.

Analyzing global trends and different scenarios, we noticed that several opportunities will come ranging from energy efficiency to Industry 4.0, from renewable energy sources to electric mobility.

We are confident that we are on the right path and that each WEG employee has an important role in the future of the planet.

Thank you!

For WEG's worldwide
operations visit our website



www.weg.net



 +55 47 3276.4000

 info-br@weg.net

 Jaraguá do Sul - SC - Brazil

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