

ESG Report 2024



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1. Introduction



Letter from the CEO



As we reflect on recent years, it is clear that our commitment to sustainability is more vital and impactful than ever. Our proactive efforts to address climate change have never been more crucial, as we witness its effects through frequent and intense droughts, floods, storms, and heat waves across all regions. Together, we face these challenges with a united resolve to create a resilient and sustainable future for our global community.

At Exide Technologies, we believe in energizing a new world and a sustainable future; one where innovative battery and energy storage solutions drive progress and environmental stewardship. Our journey, rooted in over 135 years of experience, is firmly focused on the future - a future where our products, systems, and technologies contribute to a cleaner, greener world.

Our vision and mission, „Energizing a new world,“ is more than a claim – it is a call to action. We aspire to create a more sustainable future for all.

At Exide, we recognize the critical role we play in the global energy transition and the importance of responsible business practices.

This is why we are presenting today our first ESG report, underscoring our unwavering commitment to sustainability. It highlights our strides in developing sustainable battery storage solutions, our dedication to reducing environmental impact, and our efforts to enhance the well-being of our communities.

Within the report, you will find our strategic initiatives, significant achievements, and the roadmap we have adopted to ensure that sustainability is integrated into every facet of our operations. We understand that sustainability goes beyond mere compliance and regulatory fulfillment. It represents a distinct opportunity to drive innovation, enhance efficiency, and forge a resilient and environmentally friendly future for all.

From advanced battery storage solutions that support the energy transition to our comprehensive recycling programs embodying circular economy principles, Exide Technologies is committed to making a positive impact on the environment and society.

The future demands that we not only adapt but lead. Our 2024-2030 Sustainability Strategy, corresponding to the recent European legislation, sets the course for our long-term environmental stewardship and social responsibility. This strategy is not just a plan; it is our pledge to operate with the highest respect for the planet while fostering positive societal impacts. Our commitment to the planet - Batteries for greener future, our commitment to people - Employer of choice and our commitment to business - Sustainable and ethical growth are paving the way and guiding our plans and actions toward a more sustainable and resilient future.

Yes, we understand that our work is never complete. Sustainability is an ongoing journey, and we pledge to evolve and improve continuously. While we don't have all the answers today, we persevere in achieving our goals and exploring strategies beyond 2030. As we look ahead, we remain steadfast in our mission to transform the energy storage landscape.

I am grateful to our employees, partners, and stakeholders for their relentless support and commitment to our shared goals. Together, we will continue to push boundaries, fostering a sustainable future for generations to come.

Thank you for your trust and partnership in this vital journey.

Stefan Stübing, CEO & President

About Exide

Exide Technologies is a leading provider of innovative and sustainable battery storage solutions for automotive and industrial applications. With a rich legacy spanning for over 135 years, Exide has developed and marketed innovative batteries and systems, contributing to the energy transition, and driving a cleaner future. Exide's comprehensive range of lead-acid and lithium-ion solutions serve various applications, including 12V batteries for combustion and electric vehicles, traction batteries for material handling and robotics, stationary batteries for uninterruptible power supply, telecommunication, utility in-front-of and behind-the-meter energy storage as well as propulsion batteries for submarines and more.



Empowering Net-Zero Emissions

We are committed to being the preferred choice for customers seeking innovative, reliable, and environmentally responsible energy storage solutions around the world. We aspire to be the driving force behind the seamless integration of renewable energy, empowering our customers on their journey to net-zero emissions. Therefore, Exide Technologies' culture and strategy are centered around the global energy transition, recycling, sustainability, and environmental responsibility, reflecting a commitment to being a responsible corporate citizen.



Operational Footprint

The company operates eleven manufacturing and three recycling facilities across Europe. With a team of about 5,000 employees, Exide Technologies provides €1.6 billion worth of energy storage solutions and services to customers worldwide annually.

Our manufacturing and recycling plants operate under a formal EHS Management System and Quality Management Systems which include permitting and licensing schemes and management of various legal and other requirements. In addition, we have implemented a management systems approach that conforms to ISO requirements.



Exide's sustainability journey

Energizing a new world

Our sustainability journey is encapsulated in our vision: Exide Technologies transforms the future of energy storage. Our corporate claim is Energizing a new world.

This commitment involves continuously improving sustainable practices. Exide Technologies provides battery and energy storage solutions that offer efficient, reliable, and sustainable energy across various industries, businesses, and applications. We play an essential role in a world that increasingly requires more energy while managing resources responsibly. By pushing the boundaries of technology, we deliver innovative, high-performance, and eco-conscious energy storage solutions for vehicles, networks, and industries.

Exide Technologies transforms the energy storage landscape by leveraging cutting-edge technologies and sustainable practices.

Sustainability in action



Circular Economy:

We design, manufacture, and deliver advanced battery storage solutions and energy storage systems that exemplify a circular economy, reduce carbon footprints, and enhance community well-being.

Responsible Recycling:

With three dedicated recycling facilities, we ensure the responsible and efficient closed-loop recycling of batteries & materials, supporting our commitment to a sustainable future.

Enabling Climate Neutrality:

We aspire to be the driving force behind the seamless integration of renewable energy, empowering our customers on their journey to net-zero emissions.

We are making significant steps toward our 2050 climate neutrality with a target of achieving 30% reduction in our Scope 1 and Scope 2 emissions by 2030, using FY22 as our baseline*.

Where we are going

Sustainability Strategy: Navigating the Path Ahead

Our commitment to sustainability is an ongoing journey — one that shapes our actions. With an eye toward the future, in May 2024, we embarked on a new chapter by adopting an overarching 2024-2030 Exide Technologies Sustainability Strategy that reflects the principles of the recent sustainability-related European legislation. This strategically designed roadmap is our assurance that Exide operates with the utmost respect for the environment while fostering positive societal impacts.

Governance structure

Our governance structure for sustainability management reflects our proactive approach to integrating sustainability into our core business operations. At the helm of this structure is a dedicated Sustainability Committee comprising of three board directors including the Chief Executive, which was established by the Board of Directors in March 2023. This committee serves as the strategic overseer, indicating priorities and directions of action in line with our strategic objectives in the sustainability area. Our Steering Committee, comprised of cross-functional leaders and led by our CEO, is responsible for the execution of our sustainability strategy. Under the guidance of the Steering Committee, the Sustainability Head and Project Leaders champion individual initiatives, driving progress and fostering a sense of ownership throughout the organization. We have also embarked on a comprehensive training program for the Steering Committee and the Board of Directors.

Sustainability is a shared commitment

Our sustainability journey involves active participation from every level, spanning from the boardroom to the factory floor. This collaborative teamwork drives our progress. Embracing sustainability is not the responsibility of a single department — our collective efforts across the organization create a ripple effect. We also believe in knowledge-sharing. Regular training sessions and awareness campaigns empower employees to make sustainable choices both at work and in their personal lives.

Accountability and Transparency

We acknowledge that sustainable growth is extremely important to us as a company, just as it is to our clients, suppliers, and other stakeholders.

In our unwavering pursuit of accountability and transparency in all our sustainability endeavors, we submit comprehensive documentation for analysis by organizations such as CDP (formerly known as the 'Carbon Disclosure Project') and EcoVadis. By engaging with these agencies and striving to engage actively in conversation with our stakeholders we demonstrate our commitment to public disclosure and our dedication to fostering an open dialogue around environmental and social impact and stewardship.

* Unless otherwise indicated or unless the context otherwise requires, references to "fiscal year" refer to the period ended March 31, of that year (e.g., "FY22" refers to the period beginning April 1, 2021 and ending March 31, 2022)

At Exide Technologies, we are energizing a new world with our products. We know our work can greatly affect the environment and people around us. Therefore we focus on being responsible in our operations, especially when it comes to people and the environment. This commitment drives us to adopt sustainable practices built on three primary pillars comprising seven sub-pillars:



| | | | | | | |
|---|---|--|---|---|--|--|
| Our commitment to the planet: Batteries for a greener future | | Our commitment to people: Employer of choice | | Our commitment to business: Sustainable and ethical growth | | |
| Climate We are taking steps to ensure our resilience and proactive response to the climate changes. | Pollution We focus on reducing pollutants emitted and responsible use of substances of concern. | Resource usage We aim to use resources responsibly and promote sustainable product design. | Safe and stable workplace We strive to create a stable and safe workplace open to dialogue. | Inclusive and skilled workforce We create an inclusive workplace and opportunities for development. | Healthy value chain We are promoting ethical and safe practices through our value chain. | Healthy business In our actions we are guided not only by the law, but also by ethics. |

Double materiality assessment and basis of preparation

At the end of 2023, we conducted a Materiality Assessment to determine the scope of Exide Technologies' reporting obligations under the Corporate Sustainability Reporting Directive (CSRD). The assessment followed double materiality principles defined in the CSRD and European Sustainability Reporting Standards (ESRS).

As part of the process, we have conducted an extensive stakeholder survey asking stakeholders to identify material ESG topics for Exide Technologies. We have thoroughly analyzed the responses given by 487 stakeholders (employees, suppliers, customers, financial institutions, local communities, local authorities, management, works council and union bodies, and others) and we have additionally conducted in-depth interviews with some of the internal stakeholders.

The analysis identified 25 ESG topics as material for Exide Technologies (focusing on European operations). Twelve topics pertain to the Environmental pillar, focusing on aspects such as GHG emissions, climate risks and management, energy, pollution, and circular economy. The Social pillar yielded nine material topics related to workforce health and safety, well-being, skills development, as well as workers in the value chain. Furthermore, three topics from the Governance pillar concerning business conduct, were also identified as material. Additionally, sustainable product development and sustainable innovation were highlighted as material as well. A detailed list of these material topics and their integration into our strategic pillars is presented above.

| | | |
|--|--------------------|---|
| Climate change adaptation | (ESRS E1) | 1. Climate |
| Climate change mitigation | | |
| Energy | | |
| Pollution of air | (ESRS E2) | 2. Pollution |
| Pollution of water | | |
| Pollution of soil | | |
| Substances of concern | | |
| Substances of very high concern | | |
| Water consumption | (ESRS E3) | 3. Resource usage |
| Sustainable product design/ sustainable innovation | (Additional topic) | |
| Resource inflows, including resource use | (ESRS E5) | |
| Resource outflows related to products and services | | |
| Waste | | |
| Secure employment | (ESRS S1) | 4. Stable and safe workplace |
| Adequate wages | | |
| Social dialogue | | |
| Health and safety | | |
| Gender equality and equal pay for work of equal value | (ESRS S1) | 5. Inclusive and skilled workforce |
| Training and skills development | | |
| Diversity | | |
| Employment and inclusion of persons with disabilities | | |
| Health and safety | (ESRS S2) | 6. Healthy value chain |
| Management of relationships with suppliers including payment practices | (ESRS G1) | |
| Corporate culture | (ESRS G1) | 7. Healthy business |
| Prevention and detection of bribery and corruption including training | | |



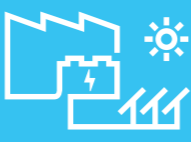

These are the top issues that have the greatest impact on Exide Technologies, and where Exide Technologies has the greatest impact on society and the environment. With clearly defined targets and actionable plans in place, we assure our stakeholders of our unwavering commitment to delivering on our promises, while transparently reporting on our progress.

2. Our commitment to the planet: Batteries for a greener future





Exide Technologies plays a critical role in advancing the low-carbon economy through our strategic product offerings. Our portfolio, which includes batteries for vehicles, high-quality traction batteries, chargers, and smart customized energy storage solutions, is engineered to enhance energy efficiency and to seamlessly integrate sustainable energy storage. These products are essential in propelling the shift toward more environmentally friendly energy and transportation solutions, reflecting our dedication to contributing to a greener future.

|  Automotive |  Motion |  Energy Solutions |  Recycling |
|--|--|--|--|
| <ul style="list-style-type: none"> • 12V batteries designed to facilitate the transition of internal combustion vehicles to full electric powertrains • Innovative battery technology based on lead-acid (AGM, EFB, Gel, Vented) and lithium-ion for a wide range of vehicles • Trusted supplier of OEMs and the independent Aftermarket | <ul style="list-style-type: none"> • High-quality traction batteries (lead-acid and lithium-ion), chargers & smart solutions for material handling and robotics • Focus on optimizing energy efficiency & TCO for customers <p>Defense: Safe & reliable lead-acid batteries for critical military missions on land & sea, incl. submarine propulsion</p> | <ul style="list-style-type: none"> • Advanced stationary energy storage solutions (lead-acid and lithium-ion) that function as essential backup power or energy management systems for the seamless integration of renewable energies • Based on both lead-acid and lithium-ion; thoroughly engineered to provide modular solutions. Before- and behind-the-meter applications | <ul style="list-style-type: none"> • Closed loop operations & circular economy with three state-of-the-art lead-acid recycling facilities in Europe • Committed to sustainable practices, using energy and resources responsibly to minimize the environmental impact while ensuring the highest level of security |

In response to the growing global environmental concerns and our commitment to sustainability, we are taking deliberate steps to further integrate environmentally responsible practices into every facet of our business. Understanding the heightened focus from our stakeholders on the company's environmental impact, we have embraced our desire to make meaningful changes. This has led us to proactively define a comprehensive set of targets and actions to mitigate our environmental impact, which we outline in greater detail within this chapter.

Where we are

CLIMATE

In our pursuit of environmental responsibility, we have launched a strategic initiative focused on reducing our direct emissions (Scope 1) and emissions from purchased energy (Scope 2). As part of our long-term ESG objectives, we are committed to achieving a 30% reduction in our Scope 1 and Scope 2 emissions by the end of 2030, compared to FY22 as the baseline year. This effort is a significant step toward aligning with the European Union's climate neutrality goals for 2050, as we actively work to mitigate our contribution to climate change. We intend to achieve our goals by constantly improving our energy efficiency, reducing natural gas consumption, and increasing the utilization of renewable energy.

Despite a minor rise in Scope 1 emissions during FY24 due to increased production levels compared to the previous year, we remain firmly on course to meet our emission reduction goals. This commitment is supported by an actual 13% reduction overall from the baseline year for Scope 1 and a substantial 19% decrease in Scope 2 emissions. Our efforts demonstrate that we are making significant strides toward our sustainability objectives.

| | Gross GHG emissions [t CO ₂ e] | | | |
|---------|---|---------|---------|---------------------------|
| | FY22 (baseline) | FY23 | FY24 | FY24 change from baseline |
| Scope 1 | 53,337 | 46,231 | 46,531 | -13% |
| Scope 2 | 134,383 | 111,041 | 108,386 | -19% |



In our ongoing efforts to address the broader impacts of our operations, we are committed to conducting a comprehensive analysis of emissions data in our value chain followed by setting the Scope 3 emission reduction target by the end of FY26. This analysis will inform our strategic approach and ensure our targets are both ambitious and achievable.

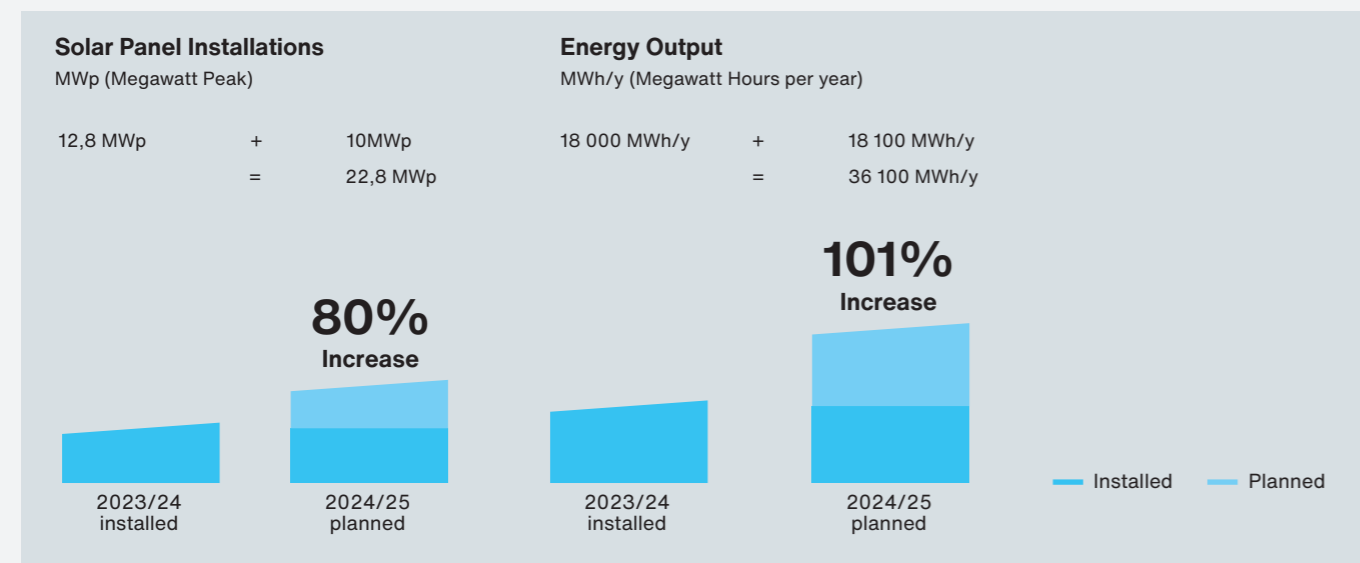
As part of our proactive approach, we are working on the deployment of a carbon pricing scheme to internalize the cost of carbon emissions within our projects and investment decision-making. This initiative will incentivize emission reductions and drive sustainable practices across our organization.



Renewable energy

In alignment with our strategic ESG goals, we have set an ambitious target to ensure that, by 2030, at least 20% of our energy consumption, is sourced from renewable energy generated by us or on our behalf onsite or adjacent to our sites. This target underscores our commitment to increasing the use of renewable energy within our operations. To this end, we are exploring the expansion of photovoltaic systems and other renewable sources of energy across our facilities.

As of FY24, the Exide group operates five photovoltaic installations with a combined capacity of 12.8 MWp across our battery plants in Castanheira de Ribatejo (Portugal), Azuqueca de Henares (Spain), La Cartuja (Zaragoza, Spain), and our recycling plants in Azambuja (Portugal) and San Esteban de Gormaz (Spain). The installations include approximately 20,000 solar panels in Spain and 11,250 solar panels in Portugal. We are pioneering projects that integrate photovoltaic plants with a battery energy storage system (BESS). This innovative approach not only reduces carbon emissions but also paves the way for manufacturing products with a minimal CO₂ footprint. The BESS enhances the utilization of renewable energy by providing power stability during nighttime and periods of low sunlight, furthering our journey toward sustainable energy independence.



Monitoring energy consumption

Reflecting on our energy consumption from the baseline year of FY22 to FY24, we have achieved a 12% reduction in energy usage. This significant decrease underscores our commitment to energy efficiency and aligns with our strategic sustainability goals. The specific energy use per ton of technical lead (EnPI) has been reduced by 2.7% during the last 2 years. We optimize energy efficiency through continuous improvement methodologies, technology upgrades, and consumption control.

| Total energy consumption (MWh) | FY22 | FY23 | FY24 |
|--------------------------------|---------|---------|---------|
| | 640,599 | 548,059 | 565,241 |

We have certified all our European plants to the ISO 50001 energy management standard. As part of our energy excellence program, we rigorously monitor our energy consumption mix. Refer to the table below for a breakdown of energy sources used across our facilities.

| Energy consumption and energy mix in FY24* | |
|---|--|
| Energy consumption and mix | Value (MWh) |
| Fuel consumption from coal and coal products | 76,155 |
| Fuel consumption from crude oil and petroleum products | 2,004 |
| Fuel consumption from natural gas | 56,207 (electricity generation mix) 230,351 (gas consumption) |
| Fuel consumption from other fossil sources | 8,571 |
| Consumption of purchased or acquired electricity, heat, steam, and cooling from fossil sources | 9,796 |
| Total fossil energy consumption | 383,084 |
| Share of fossil sources in total energy consumption | 68% |
| Consumption from nuclear sources | 33,853 |
| Share of consumption from nuclear sources in total energy consumption | 6% |
| Fuel consumption for renewable sources, including biomass | 0 |
| Consumption of purchased or acquired electricity, heat, steam, and cooling from renewable sources | 131,529 |
| The consumption of self-generated non-fuel renewable energy | 16,775 |
| Total renewable energy consumption | 148,304 |
| Share of renewable sources in total energy consumption | 26% |
| Total energy consumption | 565,241 |

* Data based on the energy invoices and internal energy reporting (meters)

POLLUTION

At Exide, we are committed to environmental stewardship and are taking decisive steps to manage pollution across our operations. We are in the process of developing a comprehensive Pollution Management Policy for pollution reduction with plans to have it fully established by the end of FY25 and implemented by the end of FY26. This policy will guide the establishment of enhanced operational control procedures to ensure compliance with our environmental standards. In addition, we are creating a robust reporting and data collection system. This system will enhance our ability to analyze data and make informed decisions, supporting our efforts to establish targets for reducing emissions of lead and sulfate.

To track our progress and ensure the effectiveness of our implementation program, we are improving the procedure for performance monitoring. Additionally, we are creating a multidisciplinary team of experts tasked with identifying and applying the best available technologies for water and air treatment in our plants, in line with our investment plan.

RESOURCE USAGE

We are dedicated to minimizing our environmental impact through meticulous resource control, including water consumption and waste management. In FY24, our operations utilized over 2 million m3 of water. Recognizing the scarcity of this vital resource, we are actively analyzing our water consumption practices.

We have generated a total waste output of 44,546 tons, with 38,393 tons classified as hazardous waste and 6,153 tons as non-hazardous waste. All our waste undergoes safe disposal procedures to protect human health and comply with regulations.

Our resource usage in numbers:

| Water consumption in FY2024 | |
|-----------------------------|-------------------|
| | Water consumption |
| In total | 2,188,197 m3 |

| Waste generated in FY2024 | |
|-----------------------------------|-----------------|
| | Waste generated |
| In total | 44,546t |
| Percentage of hazardous waste | 86% |
| Percentage of non-hazardous waste | 14% |



Battery Recycling

Through our lead-acid battery recycling efforts, we play a key role in reducing waste and preserving natural resources. Exide Technologies operates three state-of-the-art lead-acid battery recycling centers. As a company committed to sustainability, we ensure that materials and components used in our batteries are recyclable and processed for reuse. In FY24, we recovered 96,066 tons of lead from batteries and other lead materials in our smelters. All the lead recovered is reused to manufacture new batteries.

On average, 75% of total lead and alloys we purchase at Exide for manufacturing new batteries is of secondary (recycled) origin.

Exide Technologies has implemented a battery collection system as an initiative to support the recycling and sustainability of our products. This system exemplifies our commitment to efficient and responsible end-of-life management of our products, ensuring that we contribute to a circular economy and minimize environmental impact.

Good Practice

In Italy, Exide Technologies' New Life program features an online platform designed to facilitate the efficient collection and recycling of spent batteries, serving as a model for responsible end-of-life battery management.

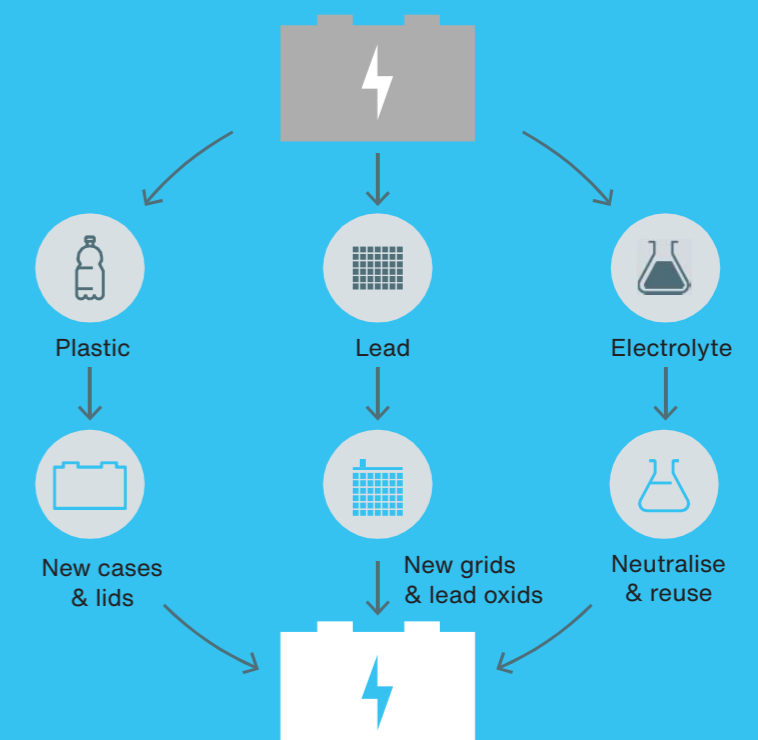
We are a role model for the **circular economy**.
Recycling competence in-house.

100%
of a lead battery can be recycled

99%
of all automotive lead batteries are recycled in Europe

3
Exide recycling facilities in Europe

140
employees in Exide recycling facilities



Where we are going

Exide Technologies is actively working toward a more sustainable future, striving to optimize the environmental performance of our battery products while ensuring the long-term sustainability of our operations. Our ESG strategy includes a range of initiatives aimed at reinforcing our commitment to these goals.

We are in the process of formulating a Global Circular Economy Policy, which we plan to roll out across all Business Units. This policy will shape our approach to resource use, waste management, and the adoption of circular economy principles. Alongside this, we are developing a standard for sustainable product design, which we aim to finalize by the end of FY26, ensuring that our products are designed with sustainability and circularity at their core.

To support these efforts, we plan to establish a task force to create circularity maps for Exide plants, identifying opportunities for resource recovery and recycling. Furthermore, we have prioritized the Life Cycle Assessments for selected products to quantify their environmental impact and to allow us to identify areas for improvement, optimize resource use, and make informed decisions that align with our sustainability goals.


We are committed to embedding sustainability and circularity principles into Exide's product design process. By doing so, we aim to create products with reduced environmental impact throughout their lifecycle.

As part of our circular economy approach, we aspire to further increase the utilization of secondary lead. This strategic shift will not only reduce our reliance on virgin materials but also contribute to a more sustainable supply chain.

Achieving these goals requires collaboration with internal teams, suppliers, and industry partners. We actively engage stakeholders to drive meaningful change and foster a culture of sustainability. As one of the initiatives we are planning to provide all employees with training on climate change adaptation and mitigation by the end of FY26.

We will strategically evaluate investments in infrastructure and technology to strengthen our resilience against climate change impacts based on the results of location-specific climate risk analysis.

The planned initiatives represent Exide Technologies' purposeful stride toward a greener future. By integrating renewable energy sources, optimizing our manufacturing processes, and minimizing waste, we are shaping a legacy of environmental responsibility.



Adopting circular approaches minimizes waste and optimizes resource utilization. Through battery recycling, we lessen the demand for raw materials and mitigate environmental impact.

3.
Our commitment
to people:
Employer
of choice





Where we are



Here, we provide an in-depth statistical analysis of the workforce demographics at Exide Technologies. The provided tables offer insights into the average for FY24 and total number of employees at the end of FY24.

| Total and average number of employees | | |
|---------------------------------------|--|-------------------------------------|
| Gender | Total number of employees at the end of FY24 | Average number of employees in FY24 |
| Female | 621 | 609 |
| Male | 4,127 | 4,239 |
| Other (gender decided by individual) | 0 | 0 |
| Not disclosed | 0 | 0 |
| Total employees including: | 4,748 | 4,848 |
| Top Management | 111 | 109 |
| Managers | 443 | 439 |
| Professionals | 738 | 738 |
| Administrative staff | 381 | 387 |
| Hourly employees | 3,020 | 3,116 |
| Others | 55 | 59 |

At Exide Technologies, the commitment to our people is fundamental to our identity as an employer of choice. We prioritize creating a safe and stable workplace where every employee feels valued and empowered. Our dedication extends to fostering an inclusive and skilled workforce, ensuring that diversity, professional development, and well-being are at the heart of our corporate culture.

In recognition of these efforts, our innovative Frontline Supervisor Program was honored with the Brandon Hall Award 2023 in the „Best Development Program for Frontline Leaders” category. The program also received recognition from CEGOS and Equipos & Talento. Further affirming our commitment to excellence in the workplace, Forbes included Exide Spain in its list of the best 100 companies to work for in Spain for five consecutive years, including the recent award for 2024. Exide Poland was selected by Forbes Poland as one of the best 300 companies to work for, highlighting our position as a leading employer in the industry.



Furthermore, we provide an analysis that delves into the various types of employment, gender distribution, and age group composition among our employees.

| Average headcount by type of employment and breakdown by gender | | | | |
|---|-------|--------------------------------------|---------------|-----------------|
| FY24 | | | | |
| Female | Male | Other (gender decided by individual) | Not disclosed | Total (average) |
| Total number of employees | | | | |
| 609 | 4,239 | 0 | 0 | 4,848 |
| Number of permanent employees | | | | |
| 533 | 3,874 | 0 | 0 | 4,407 |
| Number of temporary employees | | | | |
| 76 | 365 | 0 | 0 | 441 |
| Number of full-time employees | | | | |
| 550 | 4,095 | 0 | 0 | 4,645 |
| Number of part-time employees | | | | |
| 59 | 144 | 0 | 0 | 203 |

| Distribution of employees by age group in FY24 | | |
|--|-----------------------------|---------|
| | Average number of employees | % share |
| <20 | 17 | 0,4% |
| 20-29 | 407 | 8,4% |
| 30-39 | 1,022 | 21,1% |
| 40-49 | 1,477 | 30,5% |
| 50-59 | 1,378 | 28,4% |
| 60-69 | 543 | 11,2% |
| 70-80 | 4 | - |
| Total Average | 4,848 | 100,0% |

These statistics serve as a compelling testament to our diverse and dynamic team, reflecting the breadth of talent and experience that drives our company forward.

SAFE AND STABLE WORKPLACE

At Exide, occupational health and safety are of utmost importance. We are committed to fostering a strong safety culture striving for zero harm in all operations, benefiting not only our employees but also our suppliers, customers, stakeholders, and society at large. Comprehensive health and safety policies, supported by a proactive approach of preventing occupational risks, ensure adherence to the regulations of each country we operate in. Our manufacturing sites are predominantly ISO 45001 certified, reflecting our robust occupational health and safety culture and the proactive risk mitigation.

We are dedicated to continuous improvement in our practices, aligning with global standards and excelling in the management of occupational risk prevention. Exide recognizes the importance of respecting employees' fundamental rights to safety and health, which include the right to information and training, the right to refuse or suspend work in dangerous conditions, and the right to participate in health and safety discussions and committees.

Lead in blood

We are aware of the health and safety concerns associated with lead exposure. Lead in blood levels are a critical health indicator for employees working in environments where lead is present. Consequently, we have pledged a strong commitment to reducing blood lead levels and are supporting the lead in blood reduction initiatives of EUROBAT, BCI, and ILA. As part of the action plan, our plants have set more stringent targets compared to the current EU limits.

Exide is advancing toward further reducing lead in blood levels in recycling and battery manufacturing facilities. Consistently, we have sharpened our lead in blood management procedures to systematically minimize lead exposure, ensuring the health and safety of our workforce through capital expenditure and continuous improvement initiatives and adherence to rigorous action plans for each workplace.

Health safety & environment metrics

Exide Technologies closely monitors workplace safety through key metrics such as the Lost Time Injury Frequency Rate (LTIFR), which is calculated using the formula $LTI \times 1,000,000 / \text{Working Hours}$. Our current rate stands at 15.4, reflecting our ongoing commitment to employee safety and health.

We are proud to be able to report that for FY24, Exide Technologies had zero fatalities across all our operations.

Health & Wellbeing program

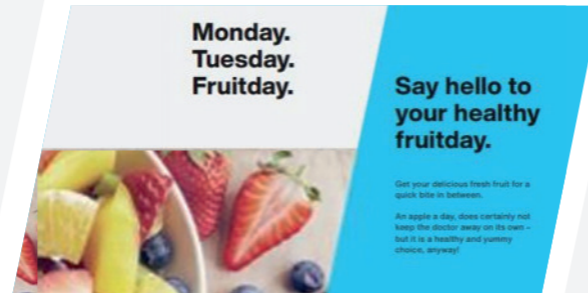
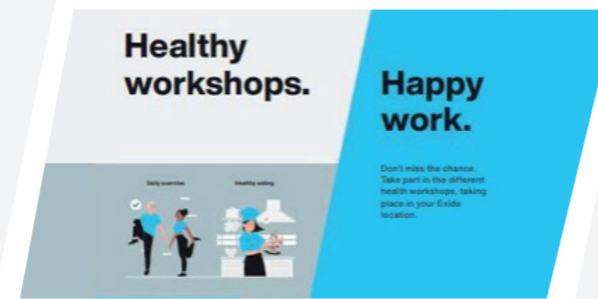
In FY23, we introduced our global Health & Wellbeing Program, which we diligently continued through FY24, aiming to enhance the quality of life and overall well-being of our employees at Exide Technologies. This comprehensive initiative encompasses a suite of measures designed to support the physical and mental health of our workforce.

To support our commitment, we expanded the range of medical parameters monitored during regular health checks for our employees. This expansion aims to enable the detection of certain diseases within our workforce. Additionally, we introduced engaging and informative health workshops each quarter, addressing topics such as back health, stress management, and the importance of daily physical activity. Furthermore, we launched a 'Fruit Day,' where we offer free fruit to our employees, a tangible step toward encouraging nutritious eating habits at work.

With this approach, we seek to embrace the three fundamental pillars of our health and wellness program: Healthy Workshops, Healthy Eating and Health Care. These pillars sustain a comprehensive approach that promotes the physical, mental, and emotional wellbeing of our employees. Through our Healthy Workshops, we educate and encourage active, healthy lifestyles. Healthy Eating focuses on nourishing the body with energizing and healing foods, while Health Care emphasizes the disease prevention and management, equipping everyone with the necessary tools to care for their overall wellbeing.

In addition to our Health & Wellbeing Program, we carried forward three communication campaigns, focusing on the health of our employees: „Healthy Life Healthy Exide,” which focuses on communicating and promoting healthy lifestyle choices; „Lead in Blood: The Least, the Best,” aimed at reducing lead exposure within our plants; and “Safety first” designed to improve safety conditions across all Exide locations.

As a fourth pillar of our program, we implemented a pilot project at our Spanish plants, encouraging employees to quit smoking with support from the company and our medical services. In our Romano plant in Italy, we made the location a non-smoking facility.



Global human right and social responsibility commitment statement

At the start of 2024, we adopted a Global Human Rights and Social Responsibility Commitment Statement. This declaration solidifies our commitment to conducting business with a profound respect for human rights as outlined in the United Nations Universal Declaration of Human Rights. Additionally, we engage in practices that support the UN Sustainable Development Goals. Our dedication extends to adhering to the International Labor Organization's standards, ensuring that our global workforce is treated with fairness and dignity. Through this commitment, Exide Technologies affirms its role in promoting sustainable economic development and contributing positively to the global community.



Social dialogue

At Exide Technologies, we uphold the democratic principles that empower our workforce to engage with interest groups and select their representatives autonomously, without any undue influence from the company. We firmly support our employees' rights to participate in free and fair social dialogue, which demonstrates our commitment to maintaining an open and respectful workplace. While we reserve the right to manage and operate the company, we are careful not to interfere with or impede the organization of trade unions. Our dedication to social dialogue is evident through the significant number of our employees that are union members. We have a global European Works Council involving representatives from the local union, works councils and management with regular meetings held. This ensures that the employees' voices are heard, and their interests are well-represented in our joint efforts to cultivate a positive and inclusive work environment.

Close to 80% of our employees are covered under collective bargaining arrangements.

INCLUSIVE AND SKILLED WORKFORCE

Diversity at Exide

Exide Technologies, along with its subsidiaries, is dedicated to promoting equality, diversity, and inclusion within our workforce. We are committed to fostering a workplace culture that values and respects individual differences, ensuring that all employees feel accepted and respected. Our goal is to have a workforce that reflects the diversity of society and our customer base, enabling each employee to perform at their best.

We have adopted a Global Equality, Diversity and Inclusion Policy that aims to ensure equality, fairness, and respect for all employees, whether they are temporary, part-time, or full-time. We are committed to eliminating unlawful discrimination based on age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation, gender identity and expression, serological and health status, political opinion, social status, or union membership.

At Exide Technologies, we strive to achieve a balanced representation across all levels of our organization and uphold a commitment to fostering equal opportunity across all stages of employment, including selection, hiring, advancement, and promotion of our employees.

Gender distribution at the top management level at the end of FY24

| | Number of employees | Percentage of employees |
|--------|---------------------|-------------------------|
| Female | 21 | 19% |
| Male | 90 | 81% |



Training opportunities

We understand that comprehensive training is essential for empowering our employees, enhancing their skills, and ensuring a safe working environment. We are committed to providing extensive training opportunities that cover occupational health and safety, as well as professional development, to every member of our team. We also annually execute a robust talent management program ensuring that we identify our key talents that are able to fill our succession plans short, medium, and longer term.

Our approach to training includes a dynamic and state-of-the-art education platform, Gamelearn, which offers a variety of learning modules, including monthly recommended training, functional career development itineraries, and specialized courses tailored to specific roles. Additionally, the Human Resources Department facilitates face-to-face training sessions, enriching the learning experience with direct interaction and engagement. This multifaceted training strategy has resulted in an average of 7.6 hours of training per employee in FY24, reflecting our investment in the growth and well-being of our workforce. We have dedicated close to 3,300 hours of training to sustainability and compliance related subjects.

Number of training hours in FY24 by employee category

| | Total number of training hours |
|--------------------|--------------------------------|
| Salaried employees | 24,129 |
| Hourly employees | 12,666 |
| Total | 36,795 |

Where we are going

Looking ahead, Exide Technologies is planning initiatives to reinforce its reputation as an employer of choice by focusing on the well-being and professional growth of employees.

The Health & Wellbeing program remains a key element of our strategy to enhance employee health and satisfaction. We have already defined the key strategies for this program to ensure its ongoing success.

Our aim is to achieve an employee satisfaction level of 75% by the end of FY26, with the goal of reaching 80% by the end of FY28. This ambitious goal reflects our confidence that our talent management programs, career development plans, and mentoring initiatives will continue to be highly valued by our workforce. Development plans will be in place for 80% of salaried employees by the end of FY26, with a goal of 100% by the end of FY28.

We will enhance professional skills training for all employees, aiming to increase the number of training hours per person by the end of fiscal year 2025 and progressively more in the following years.

Our ongoing commitment to inclusivity includes setting targets for disability representation and gender balance in salaried positions. By the end of calendar year 2028, we aim for a 40% female to male ratio and 25% women in management, with further increases in female representation planned.

Our goal is to enhance our common management system by the end of FY26 to unify the Environmental, Health, and Safety (EHS) processes. Additionally, we are seeking to improve our Lost Time Injury Frequency Rate (LTIFR) by 5% annually from the FY24 baseline. To achieve this, we continue to focus on preventive measures, safety training, incident investigations, and promoting a safety culture.

As part of our dedication to the social pillar, these planned actions underscore our commitment to fostering a vibrant, diverse, and skilled workforce, ensuring that Exide Technologies remains at the forefront of employee satisfaction and professional development.



4. Our commitment to business: Sustainable and ethical growth



Sustainable and ethical growth is not just a tagline - it is our compass, guiding us toward a future where prosperity aligns harmoniously with planetary well-being. At Exide, we recognize that our responsibility extends beyond our own operations to encompass the entire value chain. This encapsulates the essence of our commitment to responsible business practices while fostering a positive impact.

Where we are

We uphold integrity, transparency, and ethics in all our interactions. Our governance practices adhere to the highest standards. We maintain transparency, robust risk management, and accountability at every level.

Enterprise Risk Management

Exide views Enterprise Risk Management (ERM) as a strategic approach that identifies and manages critical risks to achieve organizational objectives. ERM enhances value by effectively addressing uncertainty, balancing risks, and opportunities, and optimizing processes. In recognition of the heightened significance and impact of the ESG factors, including impacts, risks, and opportunities, a dedicated process within the ERM framework has been established to comprehensively address these critical considerations.

By providing a clear and detailed roadmap, the ERM framework aims to fortify organizational resilience and responsiveness in the face of evolving ESG challenges. The establishment of this dedicated practice reflects Exide's proactive approach toward integrating sustainability and responsible business practices into the risk management, thereby enhancing overall corporate governance, and contributing to long-term value creation.

HEALTHY VALUE CHAIN

We hold a deep respect for ethical business conduct and passionately believe in operating with integrity and transparency. Our operations are guided by a Code of Ethics and Business Conduct that embodies our core values of integrity, honesty, respect for human dignity, openness, and non-discrimination regardless of religion, ideology, gender, or ethnicity across the entire value chain. Also, we closely monitor our value chain to ensure compliance with our stringent Supplier Code of Conduct, which covers labor rights, health and safety, environmental stewardship, and business ethics.

Lead Battery 360 program

We share the mission of the Lead Battery 360° initiative established in collaboration with industry associations to address and improve practices within the supply chain.

This material stewardship initiative is built on seven principles that aim to enhance trust through a shared commitment to continuous improvement in environmental, health, and safety (EHS) performance, knowledge sharing, and transparent reporting. The program specifically targets the manufacturing and recycling of lead-based batteries, driving EHS excellence, responsible sourcing, and sustainable recycling practices, particularly in developing and transitioning countries.





Sustainable Procurement

In alignment with our overarching commitment to sustainability, Exide has implemented a Sustainable Purchasing Policy. This policy underscores our responsibility to consider environmental, social, and economic factors in our sourcing decisions, reflecting our dedication to sustainable and responsible consumption by encompassing a set of stringent criteria designed to ensure that our supply chain operations adhere to the highest standards of sustainability and ethics.

Good Practice

ESG-related supplier assessment constitutes an important part of the overall supplier score within the supplier acceptance process in Exide. We aim to collaborate with suppliers who align with our core environmental, social, and governance principles.

We also ask our suppliers to complete an ESG supplier self-assessment questionnaire to validate their understanding of sustainability principles and evaluate their conduct beyond mere transactions.

Conflict Minerals Policy

Exide has implemented a conflict minerals policy that reflects our responsibility to source materials in a manner that respects human rights and avoids contributing to conflict. Our Conflict Minerals Policy aligns with the Dodd-Frank Act and Regulation 2017/821, emphasizing due diligence, transparency, and collaboration with suppliers to uphold responsible sourcing practices.

We expect our suppliers to meet industry standards for due diligence and provide necessary certifications regarding the origins of minerals.

HEALTHY BUSINESS

Exide's Code of Ethics and Business Conduct is the cornerstone of our commitment to fostering a healthy business environment. By establishing clear guidelines for honesty, integrity, and legal compliance, the Code ensures that all business dealings are conducted ethically and responsibly. It applies universally to our directors, officers, and employees, setting the standard for behavior that promotes trust and respect within the company and in our interactions with partners and communities. The Code also extends to third parties representing Exide, requiring adherence to these principles to maintain the integrity of our operations. This commitment to ethical conduct is integral to creating a workplace that prioritizes fair employment practices, conflict of interest avoidance, and a culture of safety and environmental stewardship. In essence, the Code is not just a set of rules but a blueprint for building a sustainable and reputable business that positively impacts all stakeholders.

We stand firmly against corruption and bribery. Our company has established comprehensive policies and procedures to ensure transparency, integrity in trade, responsible leadership, and accountability. Our Code of Ethics and Business Conduct is publicly available [on our website](#), demonstrating our pledge to uphold these standards in every aspect of our business operations.

Central to our compliance infrastructure is our Whistleblowing policy, which provides diverse communication channels available 24/7 in various countries. This system allows both employees and external parties to anonymously report potential violations of our codes or the law. All reports are processed through the Whistleblower external provider system and assigned to a designated company investigator in accordance with our company policies.

These reports are taken seriously and investigated with the utmost confidentiality under the supervision of Exide's Group Compliance Committee, which reports quarterly to the Audit Committee of the Board of Directors.

As part of our commitment to ensuring a well-informed workforce, we conduct comprehensive training on compliance-related topics for our salaried employees. These training sessions cover a wide array of subjects, including Anti-Bribery Principles, Antitrust Laws, Cybersecurity, Data Protection and Privacy, Mutual Respect, and Safety Leadership. This educational initiative is designed to reinforce our values and principles, ensuring that our employees are equipped to uphold the highest standards of ethical conduct in their daily operations.

Ratings

In 2023, we achieved our third year of EcoVadis ranking and were awarded a Silver Sustainability Rating Medal. This recognition reflects our concrete actions and tangible efforts in areas such as environmental impact reduction, social responsibility, and ethical governance.



Furthermore, in 2023, at the forefront of accountability and transparency, we submitted documentation for analysis by CDP. This submission demonstrates our significant commitment to public disclosure and active engagement in the dialogue around environmental impact and stewardship.

Where we are going

HEALTHY VALUE CHAIN

As Exide moves forward with our ESG strategy, we are focusing on strengthening the foundation of our supply chain to ensure it reflects our commitment to sustainability and ethical practices. By the end of FY25*, we plan to enhance the supplier evaluation process, making it even more robust. This will allow us to better assess and manage the sustainability performance of our suppliers, ensuring that our high standards are met consistently.

To support these initiatives, we are deploying advanced software that will enable comprehensive screening of our suppliers. This technology will provide deeper insights and control over our supply chain, ensuring that we can quickly identify and address any areas of concern.

Moreover, we are in the process of designing and implementing sustainability metrics specific to our value chain. These metrics will serve as key indicators of our progress and will help us measure and communicate the impact of our sustainability efforts effectively.

Finally, we are committed to monitoring and ensuring the implementation of action plans designed to improve compliance with lead in blood standards in our value chain. By the end of FY26, we aim to have these action plans fully operational, demonstrating our proactive approach to responsible sourcing and our dedication to continuous improvement.

HEALTHY BUSINESS

Parallel to our value chain initiatives, Exide is taking significant strides in our internal operations to embody the principles of a Healthy Business.

We are engaging in internal assessments and improvements on ESG performance indicators. We aim to maximize our scoring potential and demonstrate our unwavering commitment to ESG excellence.

To maintain our high standards, we periodically refresh our selected trainings for employees. This ongoing education ensures that our team is equipped with the latest knowledge and tools to navigate the complexities of compliance and ethics in our industry.

Through these comprehensive efforts in both our value chain and business operations, Exide is dedicated to paving a path of sustainable growth and ethical leadership



Sustainable practices are not just about immediate gains; they focus on long-term viability. Responsible governance ensures that sustainability is embedded in the company's DNA.

Let's stay in touch

If you would like to share your reflections, comments or ideas with us, feel free to contact us: sustainability@exidegroup.com



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