

ESG Report 2026



Table of Contents



Introduction

1.1. About Exide	8
1.2. Sustainability highlights	12
1.3. General information	13



Our commitment to the planet

2.1. Managing Exide's impact on the environment	26
2.2. Climate change	28
2.3. Pollution	34
2.4. Resource usage	37



Our commitment to people

3.1. Our workforce	44
3.2. Stable and safe workplace	54
3.3. Inclusive and skilled workforce	59



Our commitment to business

4.1. Healthy value chain	67
4.2. Healthy business	73

Reference table	78
-----------------	----

Letter from the CEO



Dear Stakeholders,

As I reflect on the past year, I am encouraged by the progress we have made in embedding sustainability more deeply into the way Exide operates. What began as a strategic ambition is increasingly becoming part of our day to day decisions, our processes, and how we measure success as a business.

At Exide, our mission **“Energizing a new world”** continues to guide how we approach both opportunity and responsibility. It reflects not only the role our technologies play in supporting the energy transition, but also our commitment to operating in a way that is responsible, resilient, and forward-looking.

This report marks another important step in that journey. Over the past year, our focus has shifted from defining our sustainability framework to executing it in practice. We have made tangible progress in integrating sustainability into our core business processes, including risk management, supply chain due diligence, and performance monitoring, supported by strengthened governance and data systems.

At the same time, we are seeing measurable outcomes from these efforts. We are proud to have re-gained our EcoVadis Gold rating, placing Exide among the top performing companies assessed for sustainability and responsible business practices.

I am particularly pleased with how our teams across the organisation are translating this ambition into concrete actions. We have advanced our circular economy initiatives, strengthened our approach to responsible sourcing, and further embedded sustainability considerations into our enterprise risk management processes. These are not isolated initiatives - they are part of a broader effort to ensure that sustainability is consistently reflected in how we operate and grow.

What stands out most to me, however, is the growing level of engagement across the organisation. Sustainability is no longer confined to a single function; it is increasingly owned by teams across Exide. From improving resource efficiency in our operations to enhancing safety and fostering an inclusive workplace, our progress is the result of collective effort and commitment.

We also recognise that many of the challenges we face - particularly those linked to decarbonisation and supply chain responsibility - cannot be addressed alone. This is why we continue to strengthen our collaboration with customers, suppliers, and other partners. Working together is essential to delivering meaningful and lasting impact.

Looking ahead, we remain focused on building on this momentum. There is still more to do - particularly in further enhancing our data quality, refining our processes, and continuing to align with evolving regulatory expectations. At the same time, I am confident that the foundations we have put in place position us well for the years ahead.

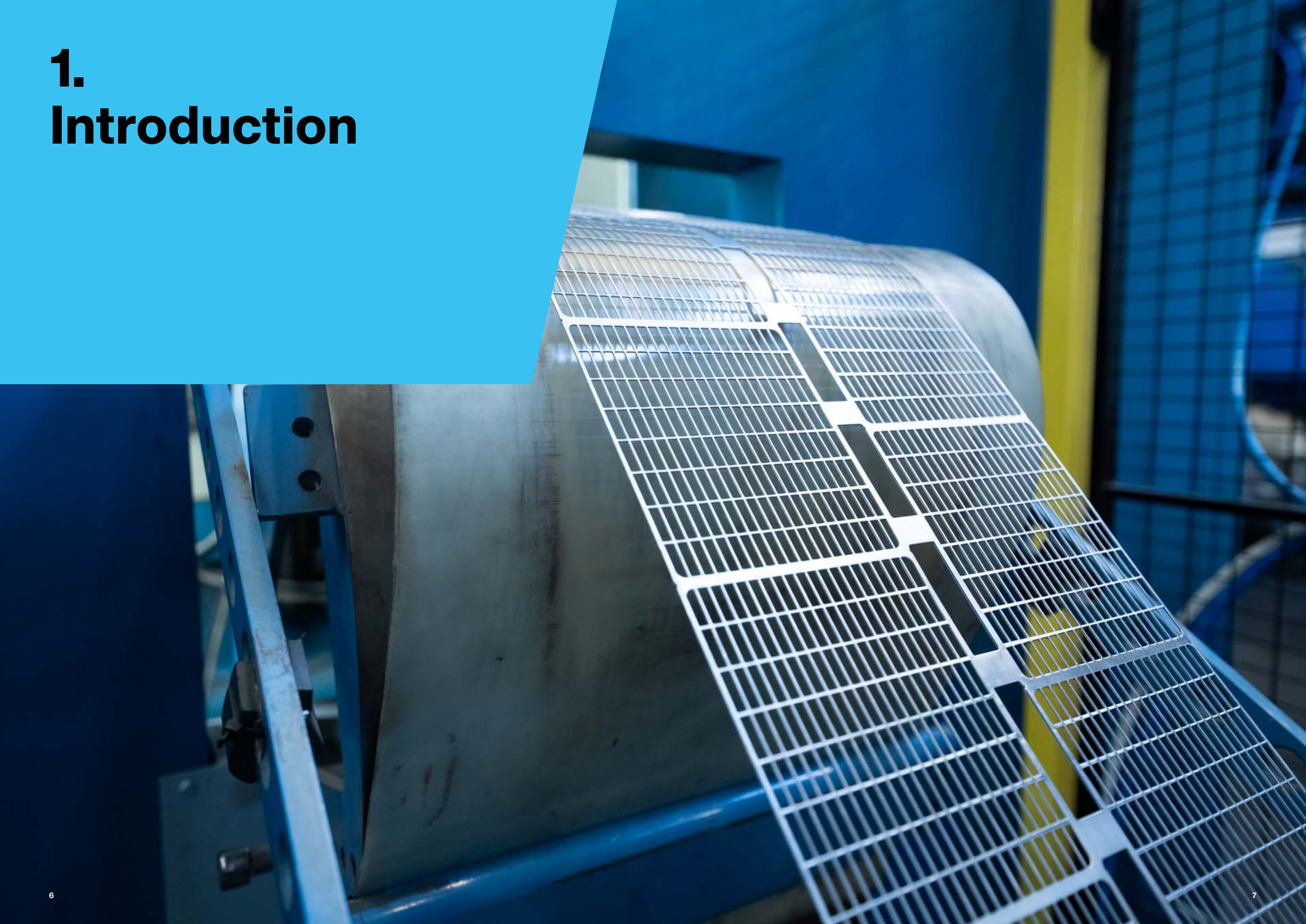
For Exide, sustainability is not only a responsibility; it is also a driver of innovation, resilience, and long-term value creation. It shapes how we think, how we act, and how we plan for the future.

I would like to personally thank our employees, business partners, and stakeholders for their ongoing commitment and contribution to this journey.

Kind regards,,

Stefan Stübing
President & Chief Executive Officer
Exide Technologies

1. Introduction



1.1. About Exide

Exide Technologies is a global leader in battery and energy storage solutions serving both the automotive and industrial sectors. With expertise spanning advanced lead-acid and lithium-ion technologies, the Company delivers reliable energy storage solutions across a broad spectrum of applications. Its extensive portfolio includes 12V batteries for internal combustion and electric vehicles, traction batteries for material handling and robotics, stationary batteries for uninterruptible power supply, telecommunications, utility-scale front-of-meter and behind-the-meter energy storage systems (BESS), as well as propulsion batteries for submarines and other specialized applications. Backed by more than 135 years of experience, Exide Technologies has built lasting trust with customers around the world. Guided by its **Energizing a new world** mission, the Company continues to reshape the energy landscape by advancing sustainable practices and supporting a cleaner, smarter energy future for generations to come.



Through continued investment in local markets, Exide Technologies has further strengthened its global leadership while expanding its footprint in strategically important regions. By combining trusted local brands with advanced technologies and an extensive international network, the Company has established itself as a dependable partner across the industries and communities it serves. Its strong technical expertise, dedication to sustainable innovation, and ability to respond to regional market requirements enable Exide to deliver tailored energy solutions that address the evolving needs of diverse customers worldwide.



R&D as it must be

Innovation is a core pillar of Exide Technologies' strategy. Our research and development activities focus on advancing energy storage technologies and systems that support key global trends such as the energy transition, carbon reduction, electrification, and digitalization. Through continuous investment in R&D, the Company aims to improve performance, safety, resource efficiency, and lifecycle impact across lead-based and lithium-ion battery technologies, as well as integrated systems and solutions for automotive, industrial and energy applications.

Exide employs around 100 specialists in R&D and advanced system engineering. R&D combines applied research, product development, and advanced testing capabilities, covering battery materials, electrochemical performance, system simulation, and prototyping. Collaboration is central to Exide's approach, working closely with strategic industry and research partners, fostering diverse perspectives, and accelerating the development of reliable, future-ready energy storage solutions that contribute to a more resilient and sustainable energy system.

Automotive division

Exide Technologies' Automotive division develops and manufactures advanced 12V battery solutions for internal combustion engines, hybrid vehicles, and electric vehicles (xEVs). Its comprehensive portfolio includes advanced lead acid technologies such as EFB, AGM, and Gel, as well as lithium ion solutions, supporting applications ranging from passenger cars and commercial vehicles to motorcycles and boats. During fiscal year 2026, the division further strengthened its market position through new OEM partnerships involving the latest generation of AGM batteries, specifically optimized for Start-Stop systems and xEV platforms. In addition, Exide expanded and streamlined its Commercial Vehicle (CV) battery portfolio, introducing a new product lineup designed to improve vehicle coverage, ease of installation and lifecycle performance. These developments are underpinned by continued investments in European manufacturing, rigorous testing, and OEM grade quality standards, ensuring durability, high cycling capability, and reliable power supply for increasingly electrified, safety relevant vehicle systems. By delivering identical OEM and aftermarket quality, Exide supports long product lifetimes, reduced failure rates, and efficient resource use across the vehicle lifecycle.



Motion division

Exide Technologies’ Motion division provides traction battery systems and charging solutions for electrically powered applications such as material handling, ground support, and intralogistics vehicles. Using both advanced lead-acid and lithium-ion technologies, the division helps customers improve energy efficiency, operational reliability, and transparency, while reducing total cost of ownership and environmental impact. In fiscal year 2026, the Motion division expanded the market presence of its lithium-ion Solition Material Handling range, supported by new OEM customers and large fleet operators, including in the forklift and retail sectors. The launch of the Motion+ Premium Charger further strengthened Exide’s integrated solution offering. Manufactured in Europe and compatible with both lead-acid and lithium-ion batteries, the charger is designed to reduce energy losses, shorten charging times and extend battery life. Together with the continued strong performance of the Tensor high-performance battery range, these developments support the electrification of intralogistics applications and underline Exide Technologies’ commitment to cleaner, more efficient industrial operations.

Energy Solutions division

Exide Technologies’ Energy Solutions division delivers advanced battery and energy storage systems that support critical backup power and intelligent energy management across a wide range of applications, including telecommunications, utilities, datacentres, and large battery energy storage systems (BESS). By utilizing scalable lead-acid and lithium-ion technologies, these solutions contribute to grid stability, facilitate renewable energy integration, and support efficient energy consumption, helping to build more resilient and sustainable infrastructure worldwide.

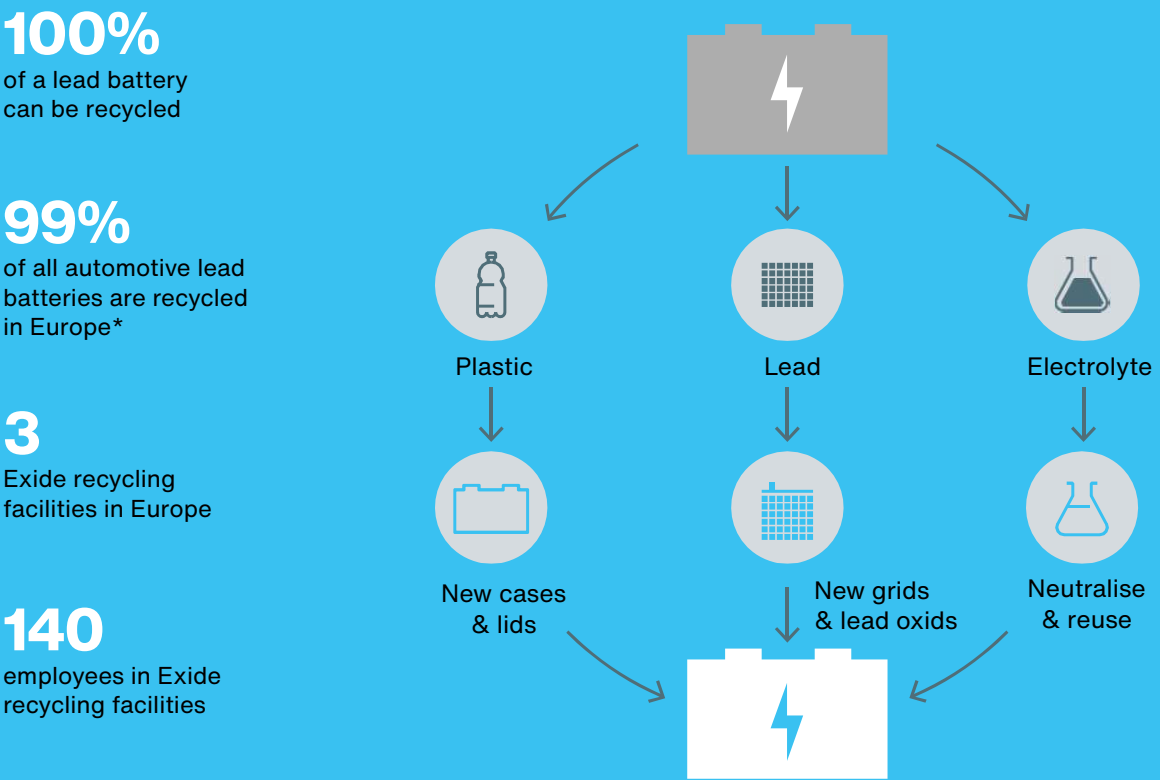
In fiscal year 2026, the division recorded its first successful customer installations and project deployments in the Nordic region and Italy, further validating demand for large scale and mission critical energy storage solutions. At the leading industry fair, ees Europe, Exide presented the Solition Mega family, including the launch of the new Solition Mega Five, a high performance, containerized energy storage system featuring

advanced liquid cooling technology and designed for large scale grid, industrial and renewable energy applications. In addition, Exide continued to strengthen its thin plate pure lead (TPPL) product portfolio, expanding production capacities and extending the Sprinter Pure Power and Marathon Pure Energy ranges to address growing requirements in data center UPS and telecom applications. These solutions are designed for high cycling performance, extended service life and reduced total cost of ownership, supporting energy intensive infrastructures such as AI driven data centers.

Battery recycling

At Exide Technologies, sustainability is strongly reflected in battery recycling activities. Through three advanced lead acid recycling facilities in Europe, recovered lead is reintroduced into the production of new batteries. This closed-loop approach ensures that valuable raw materials remain in continuous use, significantly reducing the demand for virgin resources and help minimize the environmental harm. To further strengthen circularity, Exide has established and operates a structured battery collection system that supports the responsible return and processing of end of life batteries while ensuring safe and efficient material management and contributing to the advancement of a circular economy and reduced environmental impact.

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



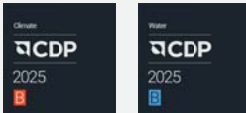
* Source: Eurobat Report 2021

1.2. Sustainability highlights

External ESG Ratings and Commitments



Exide was awarded a **Gold Medal rating by EcoVadis**, a leading global provider of business sustainability ratings, placing the Company in the top 2% of companies assessed by EcoVadis globally and in the top 1% within the manufacture of batteries and accumulators industry.



The Company **improved its CDP 2025 scores**, progressing from C (Awareness) to B (Management) in both Climate Change and Water Security.



Exide participates in the **United Nations Global Compact (UNGC)** and upholds its Ten Principles covering human rights, labour, environment, and anti-corruption.



Tackling Climate Change

In FY26, Exide committed to develop near term, company wide GHG emission reduction targets in alignment with the **Science Based Targets initiative (SBTi)**.



Scope 1 and 2 GHG emissions: The Company continues to prioritise emissions reduction and has achieved a 21% decrease compared to the FY22 baseline.



Renewable Energy Investments: Exide has initiated the construction of the sixth photovoltaic (PV) installation. The new facility, located in Spain, will have an installed capacity of 10 MWp.



Recyclability Focus

The share of recycled or recovered key components and materials used in production increased from 74% in the previous year to 77% in the current year.



Empowering women

Exide places people at the centre of its sustainability approach, fostering a safe, inclusive, and supportive workplace. This has been reflected in the mentoring programme, with 35% female mentors and 40% female mentees in its first year.



Health & Wellbeing Program

The initiative enhances employee wellbeing through expanded health screenings, educational workshops, and activities encouraging balanced nutrition. Through the “Healthy Life, Healthy Exide” communication campaigns, Exide promotes healthy lifestyle choices and safety practices.



Strengthening Supplier Evaluation

The Company has implemented policies, actions, targets, and metrics to ensure a comprehensive supplier due diligence process, reinforcing its commitment to responsible and sustainable sourcing.

1.3. General information

1.3.1. General basis for preparation of the sustainability statement [\[ESRS 2 BP-1\]](#)

The sustainability statement has been largely aligned with the European Sustainability Reporting Standards (the ESRS), on a voluntary basis. The Company continues to monitor regulatory developments related to the revised ESRS and is progressively refining its reporting approach to align with emerging requirements, where relevant.

The statement is set out on a consolidated basis, covering Energy Technologies Holdings, LLC, and its subsidiaries (hereinafter referred to as Exide, Exide Technologies, the Company, or the Group, including all such references used throughout this statement). The consolidation approach is aligned with that applied in the Group’s financial statements. The reporting period covers April 1, 2025, to March 31, 2026 (FY26).

The sustainability statement presents, to the best of the Company’s knowledge, a fair and balanced representation of material sustainability impacts, risks, and opportunities, and reflects the outcomes of the double materiality assessment (DMA). The disclosures are based on reasonable assumptions, estimates and available data, considering the inherent limitations and uncertainties associated with non-financial information. A detailed overview is provided in the relevant sections of this report. In addition, each material topic is mapped across the value chain, with the related policies, actions, targets, and metrics disclosed in the corresponding sections.

1.3.2. Disclosures in relation to specific circumstances [\[ESRS 2 BP-2\]](#)

In line with ESRS requirements, companies must define time horizons for materiality assessments. This report adopts the recommended approach, considering short-term (1 year), medium-term (1 to 5 years), and long-term (beyond 5 years) perspectives.

The information related to the value chain is based exclusively on direct data sources. No indirect data, such as sector averages or proxy indicators, have been used.

Furthermore, the report does not include any quantitative metrics or monetary figures that are subject to a high degree of measurement uncertainty.

Some baseline numbers and values reported from the previous year related to GHG emissions, energy mix, water, and waste have been restated following an upgraded assessment of these metrics and/or improvements to calculation methods, as indicated where relevant in the report.



1.3.3. Governance of sustainability matters: roles, responsibilities, and information flows of the administrative, management and supervisory bodies

[ESRS 2 GOV-1, GOV-2, GOV-3]

Exide Technologies has established governance arrangements to ensure effective oversight of the Group's material sustainability impacts, risks, and opportunities (IROs), and to support the delivery of its Sustainability Strategy. Oversight is exercised through the Board of Directors and its Sustainability Committee, with execution led by the Chief Executive Officer (CEO) and the Steering Committee, and operational implementation supported by the Sustainability function and designated project leaders.

a) Composition and diversity

As at the end of the reporting period, the composition of Exide's governance bodies is summarised below at an aggregated level:

- Board of Directors: 5 members; 20% female / 80% male; 3 independent directors; 1 executive director and 4 non executive directors; no worker representatives.
- Sustainability Committee: 3 members; 33% female / 67% male.
- Steering Committee (executive management): 9 members; 11% female / 89% male.

b) Responsibilities for oversight of material IROs and sustainability targets

The key responsibilities for oversight and management of sustainability matters are allocated as follows:

- Board of Directors: ultimate accountability for the approval of the Sustainability Strategy and the annual ESG reporting.
- Sustainability Committee: strategic oversight of sustainability matters, including review of material IROs, regulatory and operational ESG risks, and monitoring progress against key sustainability objectives and related disclosures.
- CEO: holds the mandate for management ownership of material sustainability topics, ensuring that sustainability considerations are embedded in the Group's processes and decision making, and providing regular updates to the Sustainability Committee.
- Steering Committee: responsible for execution of the Sustainability Strategy and for driving management accountability for delivery of milestones and targets across divisions.
- Sustainability function and project leaders: support operational implementation, coordination and follow up of sustainability initiatives and data collection for reporting.

Sustainability targets are set and monitored through the Sustainability Strategy and the related governance processes. Where remuneration considerations are relevant, the Group currently does not have sustainability linked incentive schemes for its administrative, management and supervisory bodies; the feasibility of integrating sustainability performance metrics into executive compensation is reviewed periodically and will be disclosed in future reporting when applicable.

c) Sustainability expertise and access to expertise

Sustainability related competencies are represented within the Board and further supported through the Sustainability Committee. In addition to internal expertise available within executive management and subject matter specialists, the governing bodies may draw on targeted training and external expertise when needed. In 2024, sustainability focused training sessions were delivered to members of the Board of Directors, the Sustainability Committee and the Steering Committee, covering climate, social and governance topics aligned with the material IROs identified through the double materiality assessment. Participants were also provided access to a sustainability knowledge library, and the training programme has since been extended to a broader group of employees.

d) Information provided to the governing bodies and frequency of review

The Sustainability Committee convenes quarterly to review material sustainability IROs and to assess the effectiveness of the Group's sustainability policies, actions, metrics, and targets. Sustainability considerations in major decisions are addressed through the Enterprise Risk Management (ERM) framework, which supports consistent identification, assessment and monitoring of sustainability related risks and opportunities. Where relevant, deliberations include consideration of trade offs between different IROs and stakeholder expectations.

Information and conclusions from the Sustainability Committee's reviews, including progress against the Sustainability Strategy, are reported to the Board of Directors as part of its oversight responsibilities. Management reporting to the Sustainability Committee is supported by the Sustainability function and relevant subject matter owners across the business.

e) Cross-references within the Sustainability Statement:

- ESRS 2 SBM 3 – material IROs and their interaction with strategy and the business model.
- ESRS 2 IRO 1 – process to identify and assess material IROs (including integration into ERM).



1.3.4. Risk management and internal controls over sustainability reporting

[ESRS 2 GOV-4]

Exide Technologies has established a structured system of risk management and internal controls over sustainability reporting, supported by integrated digital solutions. The scope of the framework encompasses all relevant sustainability disclosures, including environmental, social and governance information. Roles and responsibilities for sustainability data collection, validation and reporting are clearly defined and assigned to designated personnel, supported by targeted training programmes to ensure data quality and consistency.

The reporting process is underpinned by multi level review and approval controls, designed to ensure the completeness, accuracy, and reliability of reported sustainability information. These controls are embedded within the Group’s broader internal control and risk management systems and are subject to ongoing monitoring and continuous improvement.

1.3.5. Strategy, business model, and value chain

[ESRS 2 SBM-1]

Exide Technologies integrates sustainability considerations into its business strategy and operating model, with a focus on supporting the transition towards low carbon energy systems and resource efficient solutions. The Group’s strategy is centred on the development and supply of energy storage technologies, with an emphasis on circular economy principles, energy efficiency, and responsible resource use.

The business model is based on the design, manufacturing, recycling, and distribution of energy storage solutions for automotive and industrial applications, serving a diversified customer base including automotive manufacturers, industrial equipment providers, telecommunications, and energy sector clients. Manufacturing and recycling operations are primarily located in Europe, complemented by a global sales and distribution network across the Americas, Asia-Pacific and other regions.

At the end of FY26, the Group employed 4,709 individuals across its global operations. In May 2024, Exide adopted its Sustainability Strategy for 2024–2030, which defines key priorities, targets, and actions across environmental, social and governance areas.

The Group’s strategy and business model are informed by the outcomes of the DMA, which identifies the most significant environmental and social impacts, as well as sustainability related risks and opportunities. These include, among others, climate transition risks, resource availability and circularity, occupational health and safety, and responsible supply chain management. These considerations are reflected in the Group’s strategic priorities, targets, and operational practices.

Exide operates an integrated value chain covering upstream sourcing of raw materials and components, in-house manufacturing and recycling processes, and downstream distribution and end of life management of battery products. Key upstream dependencies include suppliers of lead, battery components, and logistics services, while downstream activities include sales to business customers and the collection and recycling of used batteries. Recycling activities represent a critical component of the Group’s circular business model and contribute to the recovery and reuse of key materials.

This integrated approach enables Exide to manage sustainability impacts across the product lifecycle, while supporting the resilience and long term viability of its business model.

Figure 1. Exide’s simplified value chain



* The term Own operations refer to the workforce and operations over which Exide has direct operational control.

1.3.6. Interests and views of stakeholders

[ESRS 2 SBM-2]

Exide Technologies applies a structured approach to stakeholder engagement to support the identification and management of sustainability-related impacts, risks, and opportunities and to ensure that stakeholder perspectives are reflected in the Group’s strategy and business model.

Key stakeholders include shareholders, customers, suppliers, employees, works council/union bodies, local communities, management, financial institutions, and public authorities. These groups are identified based on their relevance to Exide’s operations, value chain, and material sustainability topics.

The Group engages with stakeholders through a range of structured and ongoing mechanisms, including surveys, meetings, audits, reporting processes, and formal consultation platforms. These interactions enable the collection of insights on stakeholder expectations, emerging trends and potential sustainability-related risks and opportunities.

Stakeholder input is systematically considered as part of the double materiality assessment and contributes to the identification and prioritisation of material environmental, social and governance topics. Insights obtained through stakeholder engagement have informed the development of the Sustainability Strategy for 2024–2030 and continue to support the refinement of policies, actions, and targets.

Outcomes of engagement activities are integrated into strategic planning and operational processes to ensure responsiveness to stakeholder expectations. Stakeholder perspectives are reported to relevant governance bodies through regular reporting and strategic discussions, supporting effective oversight and decision-making on sustainability matters.

Exide continuously reviews and enhances its stakeholder engagement approach to ensure alignment with evolving stakeholder expectations and regulatory requirements.



Table 1. Stakeholder mapping

Stakeholder group	Key interests	Engagement mechanisms	Link to material topics
Shareholders	Financial performance, ESG transparency, risk management	Annual General Meetings, financial reporting, investor relations	Governance, climate, strategy
Customers	Product quality, sustainability performance, reliability	Customer surveys, service channels, account management	Product sustainability, circular economy, climate
Suppliers	Fair business practices, ESG expectations, long-term relationships	Supplier onboarding, audits, performance reviews	Responsible sourcing, human rights and health and safety (S2), supply chain risks, climate, circularity
Employees	Working conditions, safety, development, inclusion	Surveys, town halls, training, social dialogue	Workforce (S1), health & safety
Works Council/ Union Bodies	Labour rights, consultation, working conditions	Collective bargaining, structured consultations	Social dialogue, employment conditions
Local Communities	Environmental and social impacts, local development	Community engagement, CSR programmes	Pollution, local environmental and social impacts
Management	Strategic performance, risk management, regulatory compliance, achievement of ESG targets, integration of sustainability	Leadership meetings, performance reviews, internal reporting, management briefings	Strategy execution (SBM 1), governance, all material IROs, risk management (IRO 1), sustainability targets, and performance
Financial Institutions	Risk exposure, ESG performance, governance	Reporting, analyst meetings, credit reviews	Governance, climate risks
Local Authorities	Regulatory compliance, environmental and social standards	Regulatory engagement, consultations, partnerships	Regulatory compliance, environmental matters

1.3.7. Material impacts, risks, and opportunities and their interaction with strategy and the business model

[ESRS 2 SBM-3]

Exide Technologies identifies and assesses its material impacts, risks and opportunities (IROs) through a structured DMA covering its own operations and value chain. The analysis identified material IROs across environmental, social and governance topics, including climate change, pollution, resource use, own workforce, workers in the value chain, business conduct, and sustainable product design (entity-specific topic).

Material impacts arise both within Exide’s operations and across its value chain. Environmental impacts are primarily linked to energy use, emissions, resource consumption, and waste generation associated with battery production and recycling. Social impacts relate to workforce conditions, including occupational health and safety, training and skills development as well as diversity, equality, inclusion. Governance-related impacts focus on business conduct, including ethical practices and supplier relationships.

The identified IROs give rise to financial risks and opportunities. Key risks include increased operating costs related to regulatory compliance, climate transition, and environmental mitigation measures, as well as potential impacts on customer demand and reputation. Opportunities include improved resource efficiency, increased demand for sustainable energy storage solutions and enhanced competitiveness through sustainable product design and circular economy practices.

The outcomes of the double materiality assessment are directly integrated into Exide’s strategy and business model. The Sustainability Strategy 2024–2030 was developed based on the identified IROs and defines strategic priorities, targets, and actions across environmental, social and governance areas. This includes initiatives related to emissions reduction, resource efficiency, sustainable sourcing, workforce development, and responsible business conduct.

The interaction between IROs and strategy is embedded in Exide’s decision-making processes through its governance and risk management framework. Sustainability-related risks and opportunities are integrated into the Enterprise Risk Management system and are regularly reviewed by the Sustainability Committee and senior management.

Exide continuously assesses the potential evolution of its material impacts, including long-term environmental and social challenges such as climate change, resource availability, and workforce dynamics. This ongoing evaluation supports the resilience of the business model and ensures alignment with stakeholder expectations and regulatory developments.

Material IROs are prioritised based on their severity and likelihood, and serve as the basis for defining strategic objectives and performance targets.

Detailed overview of material impacts, risks and opportunities is provided below.

Table 2. Exide’s material impacts, risks, and opportunities

ESRS topic		Impact description	Occurrence of the IRO	Risk/opportunity description
E1: Climate change	Climate change adaptation	Potential Positive Impact: Potential for a positive impact on climate change adaptation through the implementation of measures that enhance resilience and contribute to broader environmental sustainability efforts.	• Organization • Upstream value chain	Risk: Costs associated with adapting the business model to climate change.
	Climate change mitigation	Actual Positive Impact: The provision of efficient, reliable, and sustainable battery and energy storage solutions contributes positively to climate change mitigation by facilitating the transition to a low-carbon economy, enhancing the storage of surplus renewable energy, and supporting the adoption of green products, thereby reducing greenhouse gas emissions. Actual Negative Impact: Greenhouse gas (GHG) emissions associated with the full life cycle of products.	• Organization • Upstream value chain • Downstream value chain	Risk: Loss of climate-conscious clients and employees because of lack of action or greenwashing. Risk: Increased costs associated with the implementation of emission reduction measures.
	Energy	Actual Positive Impact: Positive impact on the energy sector by enabling the storage of surplus energy from renewable sources, enhancing energy efficiency and reliability, and supporting energy trading and grid stability. Actual Negative Impact: Negative impact on energy consumption due to the energy-intensive nature of the cradle to gate battery life cycle.	• Organization • Upstream value chain • Downstream value chain	Opportunity: Cost savings through reduced energy consumption, the adoption of renewable energy sources, and enhanced energy efficiency measures.
E2: Pollution	Pollution of air	Actual Negative Impact: The manufacturing of batteries negatively impacts air quality by emitting pollutants.	• Organization • Upstream value chain	Risk: Costs related to the implementation of enhanced measures aimed at minimizing air emissions.
	Pollution of water	Actual and Potential Negative Impact: The battery production process has a minor negative impact on water pollution from impure discharges, with potential for more significant pollution if battery waste is improperly handled, introducing harmful chemicals like lead into the local water supply.	• Organization • Upstream value chain	Risk: Costs related to the implementation of enhanced measures aimed at minimizing water contamination.
	Pollution of soil	Actual and Potential Negative Impact: Improper handling of battery waste can lead to soil pollution from harmful chemicals like lead oxide and sulfuric acid.	• Organization • Downstream value chain	Risk: Costs related to the implementation of enhanced measures aimed at minimizing soil pollution.
	Substances of concern	No material impacts identified.	• Organization • Upstream value chain • Downstream value chain	Risk: Costs associated with chemicals and hazardous waste management.
	Substances of very high concern	No material impacts identified.	• Organization	Risk: Costs associated with chemicals and hazardous waste management.
E3: Water	Water consumption	Actual Negative Impact: The water-intensive battery manufacturing process, recycling of used batteries, and general sanitary use in facilities contribute to a negative impact on water consumption, along with the significant water requirements for extracting and manufacturing resources used in battery production.	• Organization • Upstream value chain	No material risks or opportunities identified.

ESRS topic		Impact description	Occurrence of the IRO	Risk/opportunity description
E5: Circular economy	Resources inflows, including resource use	Actual Negative Impact: The use of various raw materials and components in battery production contributes to negative environmental impacts.	• Organization • Upstream value chain	Opportunity: Increase the share of recycled materials. Reprocessing recyclable materials in-house.
	Resource outflows related to products and services	Actual Positive Impact: The operation of battery recycling facilities and the option to return batteries (regardless of the battery's origin) at the end of their useful life contribute positively by promoting resource recovery. Actual Negative Impact: The battery production process generates significant hazardous waste, negatively impacting resource outflows associated with raw materials.	• Organization • Downstream value chain	Risk: Reduced demand for products. Risk: Costs associated with implementing elements of circular economy.
	Waste	Actual Negative Impact: The production and recycling processes for batteries generate significant industrial waste, including hazardous materials, while inappropriate disposal of used batteries further contributes to the overall waste burden.	• Organization • Downstream value chain	No material risks or opportunities identified.
S1: Own workforce	Secure employment	Actual Positive Impact: The Company positively impacts secure employment by maintaining a low attrition rate and providing job security through employment contracts and bargaining agreements.	• Organization	Opportunity: Increased competitiveness of the employer on the labour market – reputation of a stable employer.
	Adequate wages	Actual Positive Impact: The Company ensures adequate wages for its employees by using market benchmarking tools and adhering to tariffs and bargaining agreements.	• Organization	Opportunity: Increased competitiveness of the employer on the labour market through providing adequate working conditions.
	Social dialogue	Actual Positive Impact: Regular engagement surveys and the presence of works council representatives facilitate social dialogue and employee engagement.	• Organization	No material risks or opportunities identified.
	Health and safety	Actual Negative Impact: Employees, particularly in battery production, face health, and safety risks from lead exposure, necessitating regular blood lead level checks despite protective measures.	• Organization	No material risks or opportunities identified.
	Gender equality and equal pay for work of equal value	Potential Negative Impact: The lack of monitoring for the gender pay gap may lead to disparities in compensation between male and female employees, despite efforts to promote gender equality.	• Organization	No material risks or opportunities identified.
	Training and skills development	Actual Positive Impact: Training and skills development helps to enhance employees' performance, support organizational goals, and foster a culture of continuous improvement. Regular training in environmental and health and safety aspects ensures employees are well-informed and equipped to handle their responsibilities safely.	• Organization	No material risks or opportunities identified.
	Employment and inclusion of persons with disabilities	Potential Positive Impact: Introducing measures to support the employment of people with disabilities could enhance positive impact by promoting a more inclusive workplace. It helps to break down barriers and to create an environment where all employees feel valued and empowered.	• Organization	No material risks or opportunities identified.
	Diversity	Potential Negative Impact: The lack of effective diversity initiatives may hinder inclusion and representation of workers from various backgrounds, which is crucial for fostering innovation and growth in a Company operating across multiple countries.	• Organization	No material risks or opportunities identified.

ESRS topic		Impact description	Occurrence of the IRO	Risk/opportunity description
S2: Workers in the value chain	Health and safety in the value chain	Actual Negative Impact: Inadequate health and safety measures in the upstream value chain can increase the likelihood of workplace accidents and illnesses, affecting workers' well-being.	• Upstream value chain	No material risks or opportunities identified.
	Corporate culture	Actual Positive Impact: Exide fosters a culture of integrity and accountability through its vision, business practice, shared values, and commitment to ethical growth.	• Organization • Upstream value chain • Downstream value chain	No material risks or opportunities identified.
G: Governance	Management of relationships with suppliers including payment practices	Actual Positive Impact: Commitment to sustainability and ethical practices enhances the management of supplier relationships through a Sustainable Purchasing Policy. Potential Negative Impact: The lack of established payment procedures may lead to inconsistencies and delays in payments, affecting suppliers' financial stability.	• Organization • Upstream value chain	Opportunity: Increased financial stability by maintaining client loyalty as a result of working with sustainable suppliers.
	Prevention and detection of corruption, including training	Actual Positive Impact: The Company has implemented a dedicated anti-corruption policy, well-defined procedures and regular employee training aimed at preventing unethical practices.	• Organization • Upstream value chain	No material risks or opportunities identified.
Additional topic	Sustainable product design	No material impacts identified.	• Organization	Opportunity: Increased revenue and competitiveness of products due to sustainable product design. Risk: Increased R&D costs.



1.3.8. Description of the process to identify and assess material impacts, risks and opportunities

[ESRS 2 IRO-1]

Exide Technologies applies a structured process to identify and assess material impacts, risks and opportunities (IROs), based on the principle of double materiality and covering its own operations and value chain. The process combines internal and external analyses, including stakeholder engagement, regulatory review, and expert input. As part of the assessment, Exide conducted a stakeholder survey involving 487 participants, complemented by targeted internal interviews to capture qualitative insights.

The assessment is executed in accordance with a dedicated Double Materiality Procedure, which defines the methodology, frequency, and governance of the process. A full assessment is performed every three years, with interim updates conducted where significant changes in the business environment or risk profile are observed.

IROs are identified and evaluated using a structured framework whereas each impact, risk or opportunity is assessed based on defined criteria, including its potential magnitude, likelihood of occurrence, time horizon, and velocity. This enables a consistent approach to prioritisation and supports the identification of critical and non critical risks. The process considers impacts arising from Exide’s own operations as well as those occurring across the upstream and downstream value chain. Both actual and potential impacts are assessed over short , medium and long term time horizons. The results of the assessment are used to prioritise material IROs and inform strategic decision making, including the development of the Sustainability Strategy, the definition of targets and the integration of sustainability considerations into business processes. Identified risks and opportunities are regularly reviewed and monitored within the Enterprise Risk Management framework and reported to the Sustainability Committee.

Exide continuously refines its assessment process to ensure alignment with evolving regulatory requirements, stakeholder expectations, and best practices, supporting the robustness of its decision making and the resilience of its business model.

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



This chapter outlines Exide’s continued commitment to sustainability, demonstrating the Company’s determination to embed environmentally responsible practices across its operations. In response to growing global environmental challenges and increasing stakeholder expectations, Exide has implemented a range of measures to drive tangible improvements and make a positive environmental contribution while addressing the challenges inherent in the battery industry.

2.1. Managing Exide’s impact on the environment

The process to determine the material environment-related impacts, risks, and opportunities was conducted using the methodology described in the double materiality assessment. In order to identify material IROs, Exide conducted a comprehensive assessment of all site locations and business activities, including environmental audits, historical data review, risk identification, regulatory compliance, stakeholder engagement, assessment of mitigation measures, and monitoring. A significant share of material environment-related IROs identified by Exide are directly connected to the Company’s manufacturing activities.

2.1.1. Policies related to environment

[E1-4] [E2-1] [E3-1] [E5-1]

- Exide’s approach to the management of environment-related topics has been codified in:
- 1. Environmental, Health and Safety (EHS) Policy
 - 2. Energy Policy
 - 3. Environment – EHS Procedure
 - 4. Sustainable Purchasing Policy
 - 5. Pollution Management Policy, and
 - 6. Global Circular Economy Policy.

Established in FY26, the Global Circular Economy Policy promotes resource efficiency, sustainable product design, and the transition to a low carbon circular business model across Exide’s operations. The policy applies to the full product lifecycle, from material sourcing and manufacturing to recycling and end of life management, and covers all business units and value chain stakeholders. It defines key objectives, including the increased use of recycled materials, waste minimization, improved recycling efficiency, and reduced energy, and water consumption. The policy also emphasises value chain engagement, sustainable product design, and the development of circularity metrics to monitor performance and support transparency.

Table 3. Policies related to environment, climate change mitigation and adaptation

Material topics (IRO's)	Policy	Key contents	Coverage	Accountable	Third-party standards (incorporated/ aligned)	Availability
Climate change mitigation	EHS Policy	Commitment to protecting the health, safety, and well-being of employees, contractors, visitors, and the environment with a focus on sustainable practices and a zero-impact objective.	All Exide employees, contractors, and operations across all locations	EHS Director	-	Website
Climate change adaptation						
Pollution						
Water and marine resources						
Resource use and circular economy						
Sustainable product design						
Energy	Energy Policy	Commitment to continuous improvement in energy management across the organization.	All operational areas within Exide	President & CEO	-	Website
Pollution	Environment – EHS Procedure	Principles regarding the operation of Exide plants, required under The Industrial Emissions Directive (IED).	All plants	EHS Director	ISO 14001/ ISO 45001	Intranet
Water and marine resources						
Resource use and circular economy						
Sustainable product design (additional topic)						
Resource use and circular economy	Sustainable Purchasing Policy	General approach to sustainable procurement, including the process for purchasing raw materials.	All Exide employees, contractors, and operations across all locations	Senior Directors, Procurement	• Exide Conflict Minerals Policy • Supplier Code of Conduct • Exide Responsible Sourcing Policy for Battery Materials	Website
Sustainable product design (additional topic)						
Pollution	Pollution Management Policy	Commitment to sustainability through pollution prevention and control, establishing objectives for environmental stewardship and accountability across operations.	All Exide employees, contractors, and operations across all locations	President & CEO	• Commitment to maintaining ISO 14001 certification • Adherence to the revised Industrial and Livestock Rearing Emissions Directive (IED 2.0)	Intranet
Water and marine resources						
Resource use and circular economy						
Sustainable product design (additional topic)						
Resource use and circular economy	Global Circular Economy Policy	Commitment to advancing a resource efficient and low carbon circular economy across its operations and value chain.	All operational areas within Exide	President & CEO, SVP' of the divisions	-	Intranet
Sustainable product design (additional topic)						

2.2. Climate Change

2.2.1. Transition plan for climate change mitigation

[E1-1]

Exide Technologies has established a structured approach to assess and manage its greenhouse gas (GHG) emissions across Scope 1, Scope 2, and relevant Scope 3 categories, supporting its transition towards a low carbon business model. The Group’s decarbonisation efforts focus on reducing direct emissions from operations (Scope 1) and emissions from purchased energy (Scope 2), in line with the EU objective of achieving climate neutrality by 2050.

In FY26, Exide committed to setting near term, company wide GHG emission reduction targets in alignment with the Science Based Targets initiative (SBTi), consistent with climate science and the objective of limiting global warming to a 1.5°C pathway. As an interim target, the Company aims to reduce its Scope 1 and Scope 2 emissions by 30% by 2030 compared to the FY22 baseline. To support the achievement of these targets, Exide is implementing measures to improve energy efficiency, optimize energy consumption and increase the share of renewable energy. As of FY26, the Group has achieved a 21% reduction in Scope 1 and Scope 2 (location based) emissions compared to the baseline year.

In parallel, Exide is developing a comprehensive inventory of Scope 3 emissions, covering key categories such as purchased goods and services and transportation and distribution. The analysis supports the identification of emission hotspots and informs the development of future reduction measures.

The Group is in the process of formalising its climate transition plan, which is expected to be completed by the end of FY27. The plan will define the pathway, actions and milestones required to achieve the Company’s climate objectives. Exide remains committed to transparent communication of its progress and will continue to report on developments in its climate transition framework.



2.2.2. Description of the processes to identify and assess material climate-related impacts, risks and opportunities

Climate Risk Assessment

[E1-2]

Following the DMA (which was qualitative in nature), Exide undertook a more quantitative Climate Risk Assessment to further analyse the impacts, risks, and opportunities associated with climate change adaptation and mitigation. This assessment is intended to be a recurring process, primarily conducted by internal experts, following best practice standards and scientific and public sources.

The methodology for performing climate-related physical risk analyses includes the following elements:

1. Timescales: short term (1 year), medium term (up to 5 years), and long term (over 5 years) have been included in the analyses. Given that Exide anticipates its business operations and assets will remain in service for more than 10 years, a multi-year timescale has been adopted for the analysis. This approach ensures that the assessment captures the potential long-term effects of climate change, allowing Exide to evaluate risks and opportunities that may emerge over extended periods.
2. Risk screening: screening the climate-related acute and chronic risks based on local reports and climate adaptation plans (if available), historical occurrences of climate-related weather events in each location and interviews with plants’ workers.
3. Climate scenarios: IPCC RCP8.5, which is IPCC’s worst-case climate scenario, was used for scoring gross risks for each plant; other climate scenarios (in most locations RCP4.5, for some locations RCP2.6) were also used in Exide’s analyses depending on the availability of regional climate projections for physical risks.
4. Probability of occurrence of climate-related risks: probability was assessed based on publicly available national and regional climate projections for parameters related to risks identified for each plant and historical occurrence of climate-related weather events in each location; a probability scale derived from the Enterprise Risk Management was used.
5. Magnitude of impact of climate-related risks on assets and business operations: a scale derived from the Company’s Enterprise Risk Management was applied.

By integrating climate risk considerations into the ERM process, Exide can enhance its strategic planning and decision-making, ensuring preparedness for future challenges and alignment with sustainability goals. The climate-related physical risks analyses were developed for Exide’s major manufacturing and recycling locations. The most shared risks identified are temperature increases, heat waves, and heat stress. Depending on the geographical location, these risks are classified from medium to high. The climate-related transition risks analysis is expected to be completed by the end of FY27.

Given no identified material impact of climate-related matters on Exide’s financial standing, no critical climate-related assumptions were made in Exide’s financial statements.

2.2.3. Actions and resources in relation to climate change mitigation and adaptation

[E1-5]

Table 4. Climate related initiatives

Initiative	Description	Related Disclosure	Related target*
Climate Transition Plan Preparation	Exide is actively developing its climate change transition plan to comply with ESRS requirements. While still in development, significant progress has been made in assessing GHG emissions across Scopes 1, 2, and 3.	ESRS E1-1	1, 3
Energy Audits	Based on the outcome of the energy audits conducted in the prior year, Exide evaluated the feasibility and prioritized solutions based on technical and economical aspects.	ESRS E1-1	1, 5
Renewable Energy Initiatives	The Company is expanding the deployment of photovoltaic systems across its facilities. As of FY26, Exide operates five photovoltaic installations at its manufacturing and recycling sites, including approximately 20,000 solar panels in Spain and 11,250 in Portugal. Construction of a sixth PV installation (10 MWp) has commenced and is expected to be completed in the second half of 2026, increasing the total installed capacity to 23 MWp. Exide is also pioneering projects that integrate photovoltaic plants with battery energy storage systems (BESS) to enhance renewable energy utilization.	-	2
Climate Risk Assessment	Exide has continued a comprehensive assessment of its manufacturing sites to evaluate climate-related risks, focusing on potential impacts on the Company derived from acute and chronic physical risks. These findings will guide the development of strategies to adapt to the physical impacts of climate change, including extreme weather events.	ESRS E1-2	-
Training and Capacity Building	Exide has embarked on a comprehensive training program for the Company employees focusing on sustainability matters including climate mitigation and climate adaptation. This initiative aims to foster a culture of sustainability within the organization and ensure that it is well-equipped to drive progress in climate-related efforts.	ESRS 2	4
Performance Tracking, Monitoring, and Reporting	Exide continuously optimizes energy efficiency through improvement methodologies, technology upgrades, and consumption control. The Company has established key performance indicators to track progress toward emissions reduction targets. Nearly all European plants are certified under the ISO 50001 energy management standard, and energy consumption is rigorously monitored as part of the energy excellence program.	-	1, 3
Governance	Exide's governance structure for sustainability management is designed to drive progress and foster a sense of ownership throughout the organization. This structure supports the implementation of climate change policies and ensures accountability at all levels.	ESRS 2 GOV-1	-
Internal Carbon Pricing Scheme	Exide introduced an internal carbon pricing (ICP) scheme as a tool to help the Company shift to lower-carbon business model.	E1-10	-

* Each number corresponds to a target's identifier, as set out in Table 5, section 2.2.4. Targets related to climate change.



2.2.4. Targets related to climate change

[E1-6]

As part of Exide's commitment to sustainability, the Company has set the following climate-related targets.

Table 5. Climate-related targets

#	Target	Target date	Status
1	(Interim target) Reduction of Scope 1 and Scope 2 emissions by 30% compared to baseline year FY22*	End of 2030	In progress
2	Source a minimum of 20% electricity from renewables**	End of 2030	In progress
3	Reduction of energy consumption by 11% (measured in kWh/t of technical lead) compared to baseline year FY22	End of FY30	In progress
4	All employees receive training on climate change adaptation and mitigation	End of FY26	Achieved
5	Set a Scope 3 emission reduction target	End of FY26	Pending submission to SBTi

* Scope 2 target is set against market-based accounting.
** The target was reformulated from the original target of “20% renewable energy generation onsite or on the Company’s behalf.”

The GHG emission reduction targets have been developed based on a range of scenarios that take into account financial feasibility and planned renewable energy integration.

2.2.5. Energy consumption and mix
[E1-7]

Table 6. Total energy consumption

Total energy consumption [MWh]	FY22 (baseline)	FY25	FY26*
	673,911	587,806	612,788

* Including energy consumption from APAC countries. FY22 and FY25 figures were not restated due to immateriality.

Energy consumption increased during the reporting period, primarily driven by operational factors. Higher production volumes, including a 2% increase in technical lead output, as well as expanded recycling activities – particularly higher throughput in breaker operations – resulted in increased energy demand. A lower intake of externally sourced bullion further contributed to higher energy intensity.

Additional increases in energy consumption were associated with infrastructure and process developments, including the use of larger furnaces in recycling facilities, which raised energy requirements for oxygen production, and a higher share of energy intensive AGM battery production. Further electrification of selected lead pots in certain plants also led to increased electricity consumption.

The increase in energy consumption contributed to a corresponding rise in greenhouse gas (GHG) emissions (Table 8).

The Company closely tracks energy consumption as part of the energy excellence program. The table below provides a detailed breakdown of energy sources used across its facilities, highlighting a positive trend in renewable energy sourcing.

Table 7. Energy consumption and mix

Energy consumption and mix in MWh	FY25	FY26
Fuel consumption from coal and coal products	0	0
Fuel consumption from crude oil and petroleum products	10,474	7,021
Fuel consumption from natural gas	235,574	231,618
Fuel consumption from other fossil sources	1,616	793
Consumption of purchased electricity, heat, etc. from fossil sources	308,006	321,122
Share of fossil fuels in total energy consumption	95%	91%
Total energy consumption from fossil sources	555,670	560,554
Total energy consumption from nuclear sources	0	0
Share of nuclear sources in total energy consumption	0%	0%
Fuel consumption from renewable sources	0	0
Consumption of purchased electricity, heat, etc. from renewables	15,703	35,846
Consumption of self-generated non-fuel renewable energy	16,433	16,389
Total energy consumption from renewable sources	32,136	52,235
Share of renewable sources in total energy consumption	5%	9%
Total energy consumption related to own operations	587,806	612,788

2.2.6. Gross scope 1, 2, 3 GHG emissions
[E1-8]

Table 8. Gross GHG emissions across Scopes 1 and 2

Gross GHG emissions [tCO ₂ e]	FY22 (baseline)*	FY25*	FY26
Scope 1	86,704	80,804	81,070
Scope 2 (location-based)	118,505*	77,476	80,620

* Figures have been restated to reflect updated calculations.

The table below presents the breakdown of GHG emissions by main sources.

Table 9. Gross GHG emissions by sources

Gross GHG emissions in tCO ₂ e	FY25*	FY26
Stationary Combustion	43,897	43,103
Mobile Combustion	2,591	1,576
Process Emissions	32,671	34,531
Fugitive Emissions	1,645	1,860
Total Scope 1 GHG emissions	80,804	81,070
Electricity location-based Scope 2 GHG emissions	75,817	78,730
District heating location-based Scope 2 GHG emissions	1,659	1,891
Total location-based Scope 2 GHG emissions	77,476	80,620
Electricity market-based Scope 2 GHG emissions	67,851	64,686
District heating market-based Scope 2 GHG emissions	3,374	3,177
Total market-based Scope 2 GHG emissions	71,225	67,863

* Figures have been restated to reflect updated calculations.

Methodologies for Scope 1 and Scope 2 emissions were revised with support from external advisors. Where primary data was unavailable, estimates were applied based on reasonable assumptions and relevant reference data. Process emissions from recycling operations were calculated and incorporated into the GHG inventory. Location based emission factors for FY26 were sourced from the data by the Association of Issuing Bodies (AIB) published at the end of May 2026. Market based emissions were determined using emission factors provided by energy suppliers.

2.2.7. Internal carbon pricing
[E1-10]

To support its decarbonization efforts, Exide has implemented an internal carbon pricing (ICP) mechanism. The ICP applies to capital expenditures across all divisions operating in Europe, serving as a shadow price to ensure that climate-related impacts are factored into investment decisions. Exide calculates the gross GHG emissions covered by the ICP framework from the beginning of FY26.

2.3. Pollution

Policies related to pollution

[E2-1]

Details provided under section 2.1.1. Policies related to environment.

Actions and resources related to pollution

[E2-2]

In the reporting period Exide implemented a range of proactive measures and initiatives to enhance its pollution management efforts.

Table 10. Climate-related initiatives

Initiative	Description	Mitigation hierarchy layer	Related Disclosure	Related target
ISO 14001 Certification	ISO 14001 is an international standard that specifies the requirements for an effective environmental management system. It provides a framework for organizations to manage their environmental responsibilities in a systematic manner, helping them improve their environmental performance and comply with applicable laws and regulations. One of the key aspects of ISO 14001 certification is the requirement of an internal environmental policy addressing the organization's pollution management approach and plans.	• Pollution avoidance • Pollution reduction • Restoration, regeneration and transformation of ecosystems	-	-
Sustainability Strategy	Throughout the year, an action plan and short- and medium-term objectives are planned for development for: 1. Lead emissions to air; 2. Lead emissions to water; 3. Sulphate emissions to water; and 4. Water consumption.	• Pollution avoidance • Pollution reduction	E2-3	1
Introduction of pollution procedures in relation to operational control	As part of the Pollution Management Policy, adequate procedures in relation to operational control are being developed and implemented.	• Pollution avoidance • Pollution reduction	-	1

Initiative	Description	Mitigation hierarchy layer	Related Disclosure	Related target
Identification of substances of concern and very high concern	Exide is currently working to develop more informed and effective approach to substance management.	Pollution avoidance	E2-5	-
Monitoring of emissions into air	Exide manages its air emissions through a comprehensive approach that includes monitoring campaigns of atmospheric emissions in each plant. Furthermore, the Group implements the Best Available Techniques (BAT/BREF) and makes an effort to maintain and monitor the end-of-pipe technologies – such as ventilation fans, engines, or filter compartments – to control emissions effectively.	• Pollution avoidance • Pollution reduction	E2-4	1
Monitoring of emissions into water	Based on the internal Environmental procedure, and as part of the EHS Management System, Exide manages water emissions through a structured approach that involves maintaining a detailed inventory of water emissions for each plant, including those to surface water and sewer systems. Water emissions are monitored monthly and documented in a central database, particularly the amount of wastewater and the emission of pollutants such as lead and sulphates.	• Pollution avoidance • Pollution reduction	E2-4	1
Monitoring of emissions into soil	Exide organizes and operates its facilities in a way that ensures that potential hazards to soil and groundwater are minimized and potential risks are controlled.	• Pollution avoidance • Pollution reduction	E2-4	-
Compliance monitoring	The Company complies with all administrative requirements to ensure compliance with permits, other requirements, and governmental expectations. Additionally, under the EHS Management System, Exide conducts a comprehensive legal compliance assessment in all plants.	• Pollution avoidance • Pollution reduction	-	-
International Plant Protection Convention authorizations	Regarding International Plant Protection Convention authorizations, which are specific for each plant and country, all manufacturing plants follow the Industrial Emissions European Directive and identify all emission sources, relevant processes, pollutants, and emission limit values, even though not all plants are required to report as significant emissions producers under the Industrial Emissions Portal Regulation / European Pollutant Release and Transfer Register.	• Pollution avoidance • Pollution reduction	E2-4	1
Safe and compliant chemical management	The Group ensures safe and compliant chemical management through its global Chemical Management EHS Procedure, which applies to all plants. The procedure includes the procurement, reception, storage, handling, and disposal of chemicals. Each plant is responsible for maintaining a detailed hazardous substances register and an updated Safety Data Sheet database. The Company emphasizes proper labelling, regular employee training, and adherence to legal requirements such as REACH and CLP.	• Pollution avoidance • Pollution reduction	E2-5	-



Targets and metrics related to pollution
[E2-3] [E2-4]

Table 11. Pollution-related target

#	Target	Goal of the target	Target date	Status
1	Develop and implement a comprehensive Pollution Management Policy for Exide operations	Prevention and control of air pollutants, emissions into water bodies and their respective specific loads	End of FY26	Achieved

All of Exide’s lead-acid battery and recycling plants operate in compliance with legal limits for lead emissions into air and water. While not all facilities are currently subject to regulatory limits for sulphate emissions into water bodies, Exide recognizes the environmental significance of both lead and sulphate emissions.

Table 12 presents emissions to air and water from facilities exceeding the thresholds values specified in Annex II of Regulation (EC) No 166/2006. In FY26, emissions to air were reported by four facilities and emissions to water by three facilities.

Table 12. Pollutants with emissions exceeding the threshold values

Type of pollutant	Emissions to air [kg/year]	Emissions to water [kg/year]
Lead and compounds (as Pb)	2,197	96

Non-reportable pollutants are managed, monitored, and disclosed in accordance with applicable local regulations. Data for pollution-related accounting and reporting is collected through a structured system comprising monthly and annual reporting. Reports provide a comprehensive overview of resource use and waste management performance at the facility level. Data is obtained through continuous monitoring and communicated internally and externally to support transparency and regulatory compliance.

2.4. Resource usage

2.4.1. Water

Policies related to water
[E3-1]

Details provided under section 2.1.1. Policies related to environment.

Actions and resources related to water
[E3-2]

Exide has carried out the following initiatives related to water:

Table 13. Initiatives related to water

Initiative	Description	Mitigation hierarchy layer	Related Disclosure	Related target
Water consumption monitoring	Monitoring the water consumption in all plants. The data is reported monthly to a central dashboard.	• Avoidance of the use of water • Reduction of the use of water (e.g., through efficiency measures)	E3-4	-
Reuse of rainwater	Number of Exide's plants reuse rainwater and water recycled in wastewater treatment.	• Avoidance of the use of water • Reduction of the use of water (e.g., through efficiency measures) • Reclaiming and reuse of water	E3-4	-
Sustainability Strategy	As part of Exide's Sustainability Strategy, a multidisciplinary working group focuses on two strategic activities: • Identifying and applying the best technologies for water and air treatment in plants; and • Setting the 2030 water consumption reduction target. The multidisciplinary working group is conducting surveys, facilitating cross-functional meetings, and developing a comprehensive action plan to set the target. Exide has integrated its pollution management objectives for FY26 for each plant into the Environmental, Health and Safety Management System, focusing on lead emissions to air and water, sulphate emissions to water, and water consumption. Throughout the year, an action plan and short- and medium-term objectives are planned for development for: 1. Lead emissions to air; 2. Lead emissions to water; 3. Sulphate emissions to water; and 4. Water consumption.	• Avoidance of the use of water and marine resources • Reduction of the use of water (e.g., through efficiency measures)	E3-4	-

Targets and metrics relating to water

[E3-3] [E3-4]

Exide is undertaking activities to support the definition of measurable water consumption targets. These efforts include completing water risk assessments for all sites and tracking water consumption, covering key indicators such as water usage and discharge intensity. Based on the outcome of these assessments, the Company decides whether targeted actions are required at locations identified as being exposed to water stress.

Table 14. Water metrics

Water metrics in m³	FY25	FY26
Total water withdrawal	2,126,651*	2,281,455
Including water withdrawal in areas with water stress	576,576	579,803

* due to methodological refinements, the value reported as water consumption in the prior year is now classified as water withdrawal.

2.4.2. Resource use, circular economy, and sustainable product design

Policies related to resource use, circular economy, and sustainable product design

[E5-1]

Details provided under section 2.1.1. Policies related to environment.

Actions and resources related to resource use, circular economy, and sustainable product design

[E5-2]

Exide has introduced a series of initiatives related to resource use, circular economy, and sustainable product design.

Table 15. Initiatives related to resource use, circular economy, and sustainable product design

Initiative	Description	Related Disclosure	Related target
Circularity maps	Development of circularity maps for Exide plants.	E5-4 E5-5	1 2
Global Circular Economy Policy	Exide's taskforce is set to develop a comprehensive Global Circular Economy Policy addressing resource use, waste management, and circular economy principles by the end of 2025.	E5-4 E5-5	1 2
Life Cycle Assessment	Conducting Life Cycle Assessments for selected products.	E5-5	2
Circularity product design principles	Integration of principles of sustainability and circularity in Exide's product design process by the end of FY27.	E5-4 E5-5	3

Targets and metrics related to resource use, circular economy, and sustainable product design

[E5-3]

Exide's targets promote circular product design, the increase of the circular materials usage rate, and the minimization of primary raw materials consumption.

Table 16. Targets related to resource use, circular economy, and sustainable product design

#	Target	Target date	Status
1	Increase the percentage of purchased secondary lead (internally and externally) to 85%.	End of FY30	Ongoing
2	Develop a Global Circular Economy Policy across all business units.	End of 2025	Achieved
3	Develop and implement standard for sustainable product design.	End of FY27	Ongoing

Exide has established waste management metrics, focusing on the ratio of waste generated to lead used or produced. Specific objectives are embedded in internal environmental procedures, including a target of achieving full recycling for selected non contaminated waste streams. In addition, performance indicators such as “Total hazardous waste vs. lead consumed” and “Total non hazardous waste vs. lead consumed” have been defined to support waste reduction and prevention efforts. These measures form an integrated approach to waste management, supporting regulatory compliance and continuous improvement in environmental performance.

Resource inflows

[E5-3]

Exide's material resource inflows captured in Table 17 reflect the key manufacturing components utilized in the battery production process, i.e. lead, lead alloys, and plastics.

Table 17. Resource inflows

Resource inflows in FY25	FY25	FY26
Lead and alloys	262,650	234,567
Plastic materials	22,177	20,366
Total weight of products and technical and biological materials used	284,827	254,933
Percentage of biological materials (and biofuels for non-energy purposes)	0%	0%
Recycled lead and alloys	201,700	183,934
Recycled plastic materials	8,067	11,985
Reused or recycled components and materials used	209,767	195,919
Percentage of reused or recycled components and materials used	74%	77%

Bill of materials

[E5-4]

Each product is characterized by a bill of material with all components listed, including information about the weight and material type. By multiplying each component’s materials’ weight by the component’s annual inflow volume, the total quantity of annual material inflows per type of material is calculated.

Lead & Alloys - 78% of refined lead is sourced from recycled material (an increase of 1 percentage point compared to the previous year). All lead produced in the Company’s smelters is classified as recycled.

Plastic Material - recycled (reprocessed) polypropylene plastics (PP Repro and PP compound) is used. All other plastics - including PP Virgin, PP Virgin AGM, ABS, SAN, V0/V2, and the non recycled share of PP compound - are sourced from virgin materials.



Resource outflows

[E5-5]

Key Products

Automotive lead-acid batteries: Enhanced Flooded Batteries, Absorbent Glass Mat batteries, and conventional lead-acid batteries for cars, trucks, and motorcycles.

Industrial lead-acid batteries: Valve-Regulated Lead-Acid batteries for applications like uninterruptible power supplies, telecommunications, and renewable energy storage.

Advanced lithium-ion batteries: designed for material handling fleets such as forklifts and automated guided vehicles, Battery Energy Storage Systems (BESS), data center (UPS), and some marine leisure applications. These batteries offer enhanced reliability, safety, and energy efficiency.

Exide designs its products with a focus on high durability. While a formal rating system for product repairability has not been established, all lead-acid batteries are engineered for ease of recycling. The Company also operates product take-back systems for automotive batteries, supporting high levels of recyclability and contributing to strong recycling rates.

Waste

Waste generation data is based on the information about the EU waste codes, the amount of generated waste, and the waste disposal and recovery operations for each waste stream and plant.

Table 18. Total amount of waste generated

Waste generated per category	FY25	FY26
Hazardous and non-hazardous waste diverted from disposal	35,858	33,337
Hazardous and non-hazardous directed to disposal	38,072	30,665
Waste for which the final destination is not known	384*	231
Total amount of waste generated	74,314	64,233
Total amount of hazardous waste generated	67,831	55,992

* In FY25 this value was reported as non-recycled waste.

The main waste streams generated by manufacturing processes are associated with onsite operations involving lead. These waste streams include materials such as mud, sludge, and electrolyte waste originating from batteries, cells, accumulators, and related components. Lead is the dominant substance present in these wastes, while sulfuric acid constitutes the primary component of waste derived from used electrolytes.

Within the framework of both global and local Environmental Management Systems, Exide’s facilities prioritize waste prevention, recycling, and resource recovery. The Company places strong emphasis on the systematic collection, segregation, and recycling of waste materials, thereby reinforcing its commitment to responsible and sustainable waste management.

Sustainable product design

Under its Sustainability Strategy, Exide established a target to develop and implement a standard for sustainable product design by the end of FY27. In this context, existing processes are being reviewed to embed current sustainable practices, assess relevant regulatory requirements, and incorporate stakeholder expectations. In addition, Life Cycle Assessments are conducted for key products, alongside cross functional evaluations across relevant workflows.



3. **Our commitment** **to people:** **Employer** **of choice**



3.1. Our workforce



Exide Technologies recognises its workforce as a key stakeholder group and integrates employee perspectives into the development and execution of its strategy and business model. The Group’s approach is reflected in the “Our Commitment to people: Employer of Choice” pillar of the Sustainability Strategy, structured around two priorities: a Safe and Stable Workplace and an Inclusive and Skilled Workforce.

Through a comprehensive materiality assessment process, as outlined within disclosure ESRS 2 IRO-1 in section 1.3.10. Description of the process to identify and assess material impacts, risks and opportunities, Exide has identified various actual and potential impacts, as well as opportunities related to its workforce. These impacts and opportunities are further described within disclosure ESRS 2 SBM-3 in section 1.3.9. Material impacts, risks, and opportunities and their interaction with strategy and the business model.

The Sustainability Strategy was built on the results of this assessment, with a focus on addressing the identified impacts and opportunities and fostering a resilient and engaged workforce, prepared for industry challenges. Table 21 below maps the relevant ESRS sub-topics reflecting the areas to which the identified impacts and opportunities pertain to the sub-pillars.

Table 19. Sustainability Strategy and IROs mapping

Strategy sub-pillar	Material S1 topics (IRO's)	
Stable and safe workplace	Secure Employment	Social Dialogue
	Adequate Wage	Health & Safety
Inclusive and skilled workforce	Gender Equality and Equal Pay for Work of Equal Value	Diversity
	Training and Skills Development	Employment and Inclusion of Persons with Disabilities

Employee views are captured through regular engagement surveys, structured dialogue, and interactions with employee representatives. These inputs are considered in strategic planning processes and contribute to the refinement of policies, actions, and workforce related initiatives.

The Group has identified material impacts, risks and opportunities related to its workforce which are further detailed under ESRS 2 SBM 3 (1.3.7. Material impacts, risks, and opportunities and their interaction with strategy and the business model). These impacts arise primarily in connection with its operations as a battery manufacturer, where activities involve specific occupational health and safety considerations, as well as broader aspects related to employment conditions, remuneration and skills development.

Material positive impacts include the provision of stable employment, fair remuneration and access to training and development opportunities, contributing to workforce engagement and retention. Opportunities associated with these areas support Exide’s positioning as an employer of choice and enhance its ability to attract and retain talent.

The assessment also identifies groups of workers who may be more exposed to adverse impacts. In particular, production employees may face elevated health and safety risks depending on their role and working environment. These risks are continuously assessed through workplace risk evaluations, health monitoring programmes and engagement with employees and their representatives.

The identified impacts and risks are integrated into Exide’s strategy, including targeted actions to improve workplace safety, strengthen employee engagement and support skills development. Together, these elements support the development of a resilient, engaged workforce and underpin the Company’s commitment to providing a supportive, inclusive, and high quality working environment.

3.1.1. Characteristics of our workforce

[S1-5]

Exide’s workforce is diverse and internationally distributed, with a total headcount of 4,709 employees as of the end of FY26, with notable employees’ concentrations in Spain and Germany. The gender profile is predominantly male (86%), reflecting typical industry patterns in manufacturing, particularly in battery production. Employment is largely based on permanent contracts, indicating a stable workforce structure, while a smaller proportion of employees are engaged on temporary contracts.

The tables below provide a breakdown of Exide’s own workforce structure, excluding non-employees.

Table 20. Employees by gender

Gender	At the end of FY25	At the end of FY26
Male	4,093	4,033
Female	647	676
Other*	0	0
Not disclosed	0	0
Total employees	4,740	4,709

* Gender decided by individual.



Table 21. Employees in the countries

Country	At the end of FY25	At the end of FY26
Spain	1,247	1,297
Germany	929	893
Poland	818	853
Portugal	496	482
Italy	448	449
France	393	324
UK	99	94
Australia	61	60
Sweden	55	58
Greater China	50	53
Netherlands	50	52
Norway	33	33
Finland	20	21
Denmark	16	15
Belgium	11	11
Austria	7	7
UEA	7	7

Table 22. Employees divided by gender and by type of contract

	Female	Male	Other	Not disclosed	Total
Number of employees FY25	647	4,093	0	0	4,740
Number of employees FY26	676	4,033	0	0	4,709
Number of permanent employees FY25	586	3,770	0	0	4,356
Number of permanent employees FY26	588	3,683	0	0	4,271
Number of temporary employees FY25	61	323	0	0	384
Number of temporary employees FY26	88	350	0	0	438

During FY26, total employee departures amounted to 432, covering voluntary resignations, dismissals, restructuring-related exits, retirements, and deaths in service. Cases classified as “end of contract” are excluded, as these reflect the natural expiry of fixed-term agreements rather than active terminations. The resulting employee turnover rate was 9% (FY25: 8%), calculated based on the average headcount over the reporting period and including all employees. The average number of employees is determined using month-end figures throughout the fiscal year. Full-time equivalent (FTE) metrics are not applied in this analysis.

3.1.2. Policies related to own workforce

[S1-1]

Exide has established a comprehensive policy framework to manage material workforce-related IROs. These policies aim to ensure a safe, inclusive, and sustainable working environment. Key elements are summarised in Table 23.

Table 23. Policies related to own workforce

Material topics	Policy	Key contents	Coverage	Accountable	Third-party standards (incorporated/ aligned)	Availability
Gender equality and equal pay for work of equal value	Code of Ethics and Business Conduct	Global expectations for a safe and ethical workplace that respects human rights, promotes mutual respect, supports environmental and community well-being, and fosters open communication.	All Exide employees and management across all locations	Group Compliance Committee	International Labour Organization (ILO) Conventions on freedom of association, collective bargaining, and secure employment; Universal Declaration of Human Rights; UNGC Principles; OECD Guidelines for Multinational Enterprises	Website, Intranet & required onboarding for new hires
Health and safety						
Diversity						
Health and Safety	Blood Lead Management Procedure	Procedure to minimize the exposure of employees to lead, achieved by continuously reducing the maximum target levels of tolerable blood lead exposure and implementing various initiatives described within the document.	All Exide employees and management across all locations	CEO	UE Directive 98/24/EC on the protection of workers from risks related to exposure to chemical agents at work Occupational Safety and Health Administration (OSHA) Standards	Intranet
		Lead reduction targets are set annually, both for the Company as a whole and for each workplace particularly.				
		Every worker is provided with the same level of health protection. Compliance with this guideline does not exempt local management from complying with national/ regional requirements if these are more stringent.				
Social dialogue	Global Human rights and Social Responsibility Commitment Statement	Emphasis on social dialogue as a fundamental component of operations, fostering relationships between management, employees, and labor representatives, promoting mutual respect, trust, and transparency. For more details, please see section “Human Rights at Exide” below.	All Exide employees and management across all locations	Group Compliance Committee	ILO Conventions on freedom of association, collective bargaining, and secure employment	Intranet

Material topics	Policy	Key contents	Coverage	Accountable	Third-party standards (incorporated/ aligned)	Availability
Secure employment	Social Statement	Emphasis on maintaining a work environment that respects human rights, commitment to labor rights including fair wages and protections, regular review of wage policies to reflect economic conditions, and provision of fair and dignified wages that meet or exceed legal requirements.	All Exide employees and management across all locations	VP HR	Universal Declaration of Human Rights; ILO Conventions; United Nations Guiding Principles on Business and Human Rights; UNGC Principles; OECD Guidelines for Multinational Enterprises	-
Adequate wages						
Health and safety	Environmental, Health and Safety Policy	Commitment to maintaining a safe and healthy work environment, including principles to prevent workplace accidents and health hazards for all employees. For more details, please refer to section 2.1.1. Policies related to environment.	All Exide employees and management across all locations	CEO	Occupational Safety and Health Administration (OSHA) guidelines and ILO conventions on workplace safety; UNGC Principles; ISO 9001; IATF; ISO 14001	Intranet and employee boards
Training and skills development	Development Policy	Principles and commitments towards training and development of the workforce, promoting a culture of continuous improvement, providing a framework and tools for competency development, and ensuring access to development opportunities for all employees.	All Exide employees and management across all locations	VP HR	ILO Standards: 1. Convention C142 – Human Resources Development Convention, 1975 2. Recommendation R195 – Human Resources Development Recommendation, 2004 3. Recommendation R208 – Quality Apprenticeships Recommendation, 2023	Intranet
	Talent Management Policy	The policy outlines a structured approach to assessing and developing employee skills, potential, and performance, emphasizing the principles of hiring talent, fostering internal growth, and promoting from within. Key components of the policy include talent reviews, action plans, succession planning, and the identification of knowledge keepers, all aimed at aligning talent management with Exide's strategic objectives.				
	Performance Management Policy	The objective of the policy is to foster continuous improvement by aligning employee goals with organizational objectives through clear expectations and regular feedback. Key contents include a structured performance rating system, mid-year and end-year reviews, performance improvement plans, and a focus on competency development linked to compensation and talent management.				

Material topics	Policy	Key contents	Coverage	Accountable	Third-party standards (incorporated/ aligned)	Availability
Gender equality and equal pay for work of equal value	Global Equality, Diversity, and Inclusion Policy	Principles and commitments towards a workforce and stakeholders that promote equality, inclusion, and respect for human rights, fostering a work environment free from discrimination and harassment, and ensuring fair treatment and development opportunities for all employees.	All Exide employees and management across all locations	Group Compliance Committee	Universal Declaration of Human Rights; ILO Conventions; OECD Guidelines for Multinational Enterprises	Intranet
Diversity						
Human rights	Policy on the Prevention of Child Labor, Forced Labor, and Human Trafficking	Policy commits to eliminating child labour, forced labour and human trafficking across its operations and supply chain, aligning with international standards and requiring compliance from all employees, contractors, and suppliers. The policy includes clear definitions, oversight roles, preventative measures, a framework for monitoring, reporting, remedial actions to uphold human rights and ethical labour practices.	All Exide employees and management across all locations	Steering Committee	United Nations Declaration of Human Rights, Ten Principles of UNGC	Website

3.1.3. Human rights at Exide [S1-1]

Exide is committed to upholding fundamental human rights across all operations, as set out in the Global Human Rights and Social Responsibility Commitment Statement. The Group enforces dedicated policies, including the Policy on the Prevention of Child Labor, Forced Labor and Human Trafficking. Exide also maintains a workplace accident prevention policy and a structured health and safety management system to ensure a safe working environment. In addition, the Global Equality, Diversity and Inclusion Policy and the Recruitment and Selection Policy promote equal opportunities and prohibit discrimination, ensuring fair and inclusive employment practices. The Company’s key commitments include:

1

Prohibition of Forced and Child Labor:

Exide unequivocally rejects all forms of forced and child labor, adhering strictly to the International Labour Organization (ILO) Conventions 29 and 105. The Company’s policies are designed to prevent these practices and ensure compliance.

2

Equal Opportunities and Non-Discrimination:

Exide strives to create an inclusive workplace that values diversity and is free from discrimination based on race, gender, sexual orientation, religion, disability, age, or any other characteristic. The Company upholds ILO Convention 100 on equal remuneration and Convention 156 on equal opportunities, ensuring fairness in recruitment, hiring, training, and promotions.

3

Safe and Respectful Workplace:

Exide is committed to fostering a work environment that is free from harassment, discrimination, and any form of derogatory behaviour. The Company takes allegations of misconduct seriously and conducts thorough investigations to maintain a culture of respect and integrity.

4

Occupational Health and Safety:

The health and safety of the Company’s employees are paramount. Exide implements comprehensive health and safety policies, continuously monitors performance through key indicators, and complies with all relevant laws and regulations. Regular training sessions ensure adherence to the highest safety standards.

5

Freedom of Association and Collective Bargaining:

Exide fully respects its employees’ rights to unionize and engages in collective bargaining. The Company encourages open and constructive dialogue with worker representatives to improve working conditions and promote a collaborative environment.

6

Stable Employment and Fair Wages:

Exide is committed to providing stable employment opportunities that foster both personal and professional growth, in alignment with ILO Recommendation 202. The Company adheres to the principles of living wages, ensuring that its employees receive fair and adequate compensation for their work.



Human rights related incidents and complaints
[S1-16]

Exide Technologies is committed to preventing discrimination and addressing reported incidents in accordance with its internal policies, international standards, and the OECD Guidelines for Multinational Enterprises.

During the reporting period, three discrimination related incidents, including cases of harassment, were recorded in relation to the workforce and workers in the value chain. Two cases concerned subcontractors and were reported through the whistleblowing channel. One case involved alleged discrimination on grounds including gender, racial or ethnic origin, nationality, religion or belief, disability, age, or sexual orientation, and also related to a subcontractor. All reported cases were identified through internal grievance and reporting mechanisms and were subject to preliminary assessment by the Screening Committee, including requests for additional information where required. Based on this assessment, cases were either escalated for further investigation and decision by the Group Compliance Committee or closed where insufficient evidence was available. Appropriate remedial actions were taken in all cases, including the implementation of enhanced contractual requirements for suppliers and disciplinary measures for individuals involved.

No complaints were submitted to the National Contact Points for OECD Multinational Enterprises during the reporting period, and no penalties were identified in this regard.

3.1.4. Workforce engagement on impacts
[S1-2]

Exide integrates workforce perspectives into decision making processes to manage impacts effectively. Employee input is collected through global and local engagement mechanisms, including surveys, works councils, health and safety committees, performance evaluations, and regular dialogue with managers and employee representatives. The feedback is systematically escalated to senior management and used to inform action plans.

The European Works Council and local works councils play a key role in communicating anticipated workforce impacts and gathering employee perspectives, supporting a participative culture. Workforce engagement is embedded throughout the employment lifecycle, beginning with onboarding and continuing through regular communication, town halls hosted by the CEO, performance reviews, and consultations.

The effectiveness of engagement is monitored through global and local satisfaction surveys, annual performance reviews, and indicators such as the Employee Engagement Index and Employee Retention Rate. Survey results are analysed, action plans developed, and progress monitored, with outcomes transparently communicated to support a healthy and productive work environment.

3.1.5. Remediation of negative impacts and workforce reporting
[S1-2]

Exide recognizes its responsibility to address any negative impacts arising from its operations, even if they are not systematic. The Company prioritizes effective and accessible channels for raising concerns, including a dedicated grievance mechanism.

Different policies mandate the availability of grievance channels, which are communicated during onboarding, training, and through internal communications. Managers actively promote and support the use of these channels, ensuring prompt and fair resolution of concerns. Additionally, the Human Resources department is equipped to address various employee grievances, providing support through email, phone, or in-person meetings.

The Company conducts regular employee surveys and feedback mechanisms to assess whether its workforce is aware of and trusts the structures and processes for raising concerns. These surveys evaluate employees' understanding of the available channels and their confidence in utilizing them. The effectiveness of these structures is periodically reviewed to ensure they meet employee needs and foster a supportive environment.



3.2. Stable and safe workplace

3.2.1. Secure Employment

[S1-3] [S1-4] [S1-10]

Exide recognizes that a stable workforce is essential not only for the Company success but also for the well-being of all its employees. At present, the Group has not established specific quantitative targets related to secure employment. The management of this topic is currently addressed through policies and operational practices.

Table 24. Initiatives related to secure employment

Initiative	Description	Related Disclosure
Stable Contracts	Exide prioritizes permanent contracts and does not offer zero-hour contracts, ensuring employees have stable and secure employment.	-
Transparent Communication	Exide maintains open lines of communication with its employees regarding the Company's stability and future plans. This is achieved through corporate meetings, internal newsletters, local and global town halls, and divisional communication forums.	S1-2
Employee Participation	Exide actively involves employee representatives in discussions about changes that may impact job security. Regular meetings between the European Works Council, local works councils, union representatives, and global management facilitate this engagement, allowing for meaningful participation in key decisions.	S1-2
Proactive Talent Management	Exide's HR team is dedicated to implementing retention and professional development programs. These initiatives are designed to foster career growth and skills development, thereby reducing employment uncertainty.	S1-13

Exide's employees are covered by social protection, through public programs or through provided benefits, against loss of income due to sickness, unemployment starting from when the worker is working for undertaking, employment injury and acquired disability, parental leave, and retirement, in accordance with local practices and regulations. In some cases, Exide has enhanced these benefits to provide greater protection for its employees.



3.2.2. Adequate Wages

[S1-3] [S1-4] [S1-10]

Exide acknowledges that adequate wages contribute to employees' financial security and well being. The Group monitors remuneration practices considering evolving economic conditions, including changes in living costs.

At present, the Company has not established specific quantitative targets related to adequate wages. The management of this topic is currently addressed through policies and operational practices in order to ensure the compensation packages are reasonable and competitive.

Table 25. Initiatives related to adequate wages

Initiative	Description	Related Disclosure
Market Analysis	The Company conducts regular salary reviews based on external market benchmark data sourced from globally recognized remuneration survey providers. This practice ensure alignment with industry standards and local labour market conditions.	-
Internal Equity Assessments	Exide conducts salary audits to identify and address potential wage gaps based on gender or other forms of discrimination.	-
Collective Bargaining Agreements	In countries where Exide has a manufacturing presence, wage levels for tariff employees are determined through collective agreements.	S1-9
Living Wage Policy	Exide is dedicated to ensuring that its employees receive wages that are aligned with the cost of living in each region where the Company operates, consistently meeting or exceeding legal requirements.	S1-1

Compliance with national minimum wage requirements is ensured across all jurisdictions of operation. Policies reflecting the commitment to workforce well-being are outlined in the Company's Social Statement.

3.2.3. Social Dialogue

[S1-3] [S1-4]

Effective social dialogue is considered a fundamental component of a healthy workplace culture. Structured engagement with employees ensures that workforce perspectives are taken into account and concerns are addressed. Current initiatives focus on strengthening communication and supporting employee engagement and satisfaction.

Table 26. Initiatives related to social dialogue

Initiative	Description	Related Disclosure
Regular Meetings	Exide organizes periodic meetings between employees and management to discuss workplace concerns and suggestions, facilitating a direct line of communication. The Company maintains regular employee calls and townhall meetings on local, divisional and group level.	S1-2
Open Communication Channels	Exide provides internal forums and digital platforms where employees can express their concerns and ideas freely, ensuring that all voices are heard.	S1-2
Collaboration with Labor Unions and Employee Committees	Exide maintains an ongoing dialogue with labour unions and employee committees to effectively address labour-related matters, fostering a collaborative approach to problem-solving.	S1-2
Active Listening Program	Exide implemented real-time feedback mechanisms to gather and analyse employees' concerns, allowing the Company to respond promptly to their needs.	S1-2

Exide targets an increase in employee engagement from 47% in FY26 to 52% by FY28, and in participation from 67% to 70% over the same period. Progress against these targets is measured through global employee surveys.



3.2.4. Health & Safety

[S1-3]

The health and safety of employees are a priority, particularly in manufacturing environments with potential exposure to hazardous materials such as lead. Measures are implemented to protect the workforce and support their well-being.

Table 27. Initiatives related to health and safety

Initiative	Description	Resources	Related Disclosures	Related target*
Risk Assessments	Exide conducts regular risk assessments to identify potential impacts on its workforce, including health and safety risks, job security concerns, and work-life balance issues. Based on these assessments, the Company develops and implements targeted risk management strategies.	Dedicated Risk Management Teams are responsible for conducting these assessments and updating risk mitigation plans.	S1-13	1, 3
Employee Well-being and Support Programs	Exide has established well-being programs that address physical and mental health, work-life balance, and job satisfaction. These initiatives include wellness programs, employee assistance services and providing training for the workforce in these topics.	EHS and HR departments, in collaboration with external wellness partners, manage and deliver these programs.	S1-13, S1-14	3
Health and Safety Measures	Exide enforces strict health and safety protocols to protect its employees from workplace hazards. This includes regular safety drills, health screenings, and adherence to regulatory standards.	The Safety and Compliance Team ensures that these measures are effectively implemented and maintained.	S1-13	3
EHS training plan	Exide prepares comprehensive EHS training plans covering the entire workforce to enhance skills and knowledge.	EHS and HR departments, in collaboration with external partners.	S1-13	3
Multi-Site EHS Management System	The Company has established a multi-site EHS management system to ensure consistent implementation of the standards across all manufacturing sites.	EHS teams	S1-13	2
EHS Process Standardization	Exide has standardized EHS processes across all operations.	EHS teams	S1-13	2

Planned initiative	Description	Related Disclosures	Related target*
Internal Procedures Development	Exide will implement internal procedures and roadmaps to ensure compliance with its health and safety targets.	S1-13	2
Expert Collaboration	A group of multidisciplinary experts will be established to improve facilities and meet occupational exposure limits according to new regulations.	S1-13	1
ISO Certification	Exide aims to certify all of its manufacturing plants under ISO 14001 and 45001 standards by the end of FY27.	S1-13	2
Event Analysis and Action Plans	Exide will implement systematic event analysis and action plans to achieve a 5% annual reduction in accident rates, including the promotion of near-miss reporting.	S1-13	3

* Each number corresponds to a target's identifier, as set out in Table 28 under disclosure S1-4 below.



3.3. Inclusive and skilled workforce

3.2.1. Gender equality, diversity, and disability inclusion

[S1-4]

Exide promotes an inclusive workforce and equal opportunities, with a focus on gender equality, diversity, and disability inclusion. These principles are embedded in the Company’s organisational culture and support innovation, performance, and sustainable value creation.

Table 30. Initiatives related to gender equality, diversity, and disability inclusion

Initiative	Description	Material topics (IRO’s)	Related target
Diversity and Inclusion Initiatives	Exide implements strategies to promote diversity, equity, and inclusion within the workforce. This includes creating an inclusive work environment and ensuring fair treatment and opportunities for all its employees. A Diversity and Inclusion Committee oversees these initiatives, supported by training programs and resources dedicated to fostering an inclusive culture.	Diversity/Employment and Inclusion of Persons with Disabilities	3
Training	Exide conducts regular awareness programs across the workforce to educate employees about (i) diversity and inclusion, and (ii) to foster an inclusive environment and eliminate barriers for employees with disabilities. The Company also ensures that it has a valid representation of females in its key programs, such as new managers trainings, to help promote women in management.	Diversity/Employment and Inclusion of Persons with Disabilities/Gender Equality and Equal Pay for Work of Equal Value	1, 2, 3
Mentoring Program	Exide has implemented a mentoring program that includes a high percentage of women to support the development of women in management positions.	Diversity/Gender Equality and Equal Pay for Work of Equal Value	2
Physical Adaptations	Exide has made accessibility improvements, such as ramps and proper signage in selected plants and offices, to ensure a welcoming environment for all its employees.	Employment and Inclusion of Persons with Disabilities	3
Inclusive Technology	Exide provides assistive tools, including accessibility software and ergonomic equipment, to support employees with disabilities.	Employment and Inclusion of Persons with Disabilities	3
Employer Branding	Exide collaborated with the marketing team to enhance advertising campaigns aimed at attracting a diverse pool of candidates.	Diversity/Gender Equality and Equal Pay for Work of Equal Value	1, 3
Women in Management Training Program	Exide has established a woman in management training program in 2026 to further support female leadership development.	Diversity/Gender Equality and Equal Pay for Work of Equal Value	2

Targets and metrics relating to the health and safety of our workforce

[S1-4] [S1-13]

Table 28. Targets related to health and safety

#	Target	Target date
1	Limit employees' lead exposure to 20 µg/dl by the end of FY25, and to 15 µg/dl by the end of FY28.	End of FY25 and End of FY28
2	Define and implement a common management system for the standardization of EHS processes.	End of FY27
3	Improve the accident rate by reducing the Lost Time Injury Frequency Rate (LTIFR) by 5% year over year, using the LTIFR for FY24 as the baseline.	Year over year by 2030

Below are additional health and safety metrics to offer a comprehensive overview of Exide’s performance in ensuring a safe workplace for its employees.

Table 29. Metrics related to health and safety in FY26

Metric	Value
Percentage of own workforce covered by an occupational safety and health management system	100%
Fatalities in own workforce as a result of work-related events	1
Fatalities of non-employees on sites as a result of work-related events	1
Fatalities in own workforce from recordable work-related ill health	0
Number of recordable work-related accidents for own workforce	104
Rate of recordable work-related accidents for own workforce	17.1
Cases of recordable work-related ill health of employees	20
Number of days lost to recordable work-related accidents and recordable work-related ill health (based on workdays)	3,989

Initiative	Description	Material topics (IRO's)	Related target
Monthly Reporting	Exide has an established monthly reporting of key KPIs related to social sustainability, including a flash scorecard that can be published to track the Company's progress.	Diversity/Employment and Inclusion of Persons with Disabilities/Gender Equality and Equal Pay for Work of Equal Value	1, 2, 3

Targets and metrics relating to gender equality, diversity and disability
[\[S1-4\]](#) [\[S1-8\]](#) [\[S1-11\]](#)

Table 31. Targets related to gender equality, diversity, and disability inclusion

#	Target	Target date	Material topics (IRO's)
1	Achieve 40% female representation in all salaried roles.	End of 2028	Diversity/Gender Equality and Equal Pay for Work of Equal Value
2	Achieve a female representation in management positions* of 25% by the end of the calendar year 2028, 30% by the end of 2030, and 40% by the end of 2035.	End of 2028, 2030 and 2035	Diversity/Gender Equality and Equal Pay for Work of Equal Value
3	Aim to have 2% of employees with disabilities by the end of 2025 and 4% by the end of 2028, following mandatory requirements and striving for continuous improvement.	End of 2025 and 2030	Diversity/Employment and Inclusion of Persons with Disabilities

* Management positions cover Bands 5 and 5A, i.e. Senior Manager, Manager, Subject Matter Expert, responsible for overseeing team performance and contributing to organizational goals.

The defined diversity targets on gender representation across salaried roles and management positions, as well as the inclusion of employees with disabilities, are directly aligned with the objectives of the Group's Global Equality, Diversity, and Inclusion Policy. These targets operationalize the policy’s commitment to ensuring equality, fairness, and respect for all employees, and to preventing any form of unlawful discrimination across the entire employee lifecycle. By setting measurable and time-bound goals, the Company translates its policy principles into concrete actions aimed at fostering a more diverse and inclusive workforce, promoting equal opportunities in recruitment, development, and promotion processes, and ensuring equal pay for work of equal value. Furthermore, these commitments are reinforced by the Code of Ethics and Business Conduct and the Global Human Rights and Social Responsibility Commitment Statement, which together establish a comprehensive framework for advancing diversity, inclusion, and respect for human rights across all operations.





Below are the metrics related to gender equality, diversity, and disability inclusion as at the end of FY26 to offer a comprehensive overview. The female headcount is taken at the end of each month and compared with the total for the fiscal or calendar year based on the target. The same methodology applies to the calculation of employees with disabilities.

Table 32. Metrics related to gender distribution at top management

Metric	Number of employees	Percentage of employees
Female	22	19%
Male	93	81%
Other	0	0

Table 33. Metrics related to employees age distribution

Metric	Value
Number of employees under 30 years old	476
Percentage of employees under 30 years old	10.1%
Number of employees between 30 and 50 years old	2,290
Percentage of employees between 30 and 50 years old	48.6%
Number of employees over 50 years old	1,943
Percentage of employees over 50 years old	41.3%

In FY26, employees with disabilities represented 2.6% of Exide’s workforce, based on countries where such data is permitted to be recorded (France, Germany, Italy, the Netherlands, Portugal, Poland, Spain, and the United Kingdom).

3.3.2. Training and skills development

[S1-3]

The Company recognises continuous training and skills development as essential to building a resilient and adaptable workforce. Employee development initiatives support the ability to respond effectively to change and evolving business needs.

Table 36. Initiatives related to training and skills development

Initiative	Description	Related target
Training and Development	Ongoing training and development opportunities are offered to enhance employees' skills and adaptability, ensuring they are prepared to handle changes and seize new opportunities. Investments are made in professional development resources, including training programs, workshops, and educational tools.	1
Performance Review Utilization	Exide utilizes existing performance review and talent management processes to identify training needs and create succession and development plans.	2
Global Mentoring Program	A global mentoring program has been rolled out, offering coaching to employees on a trajectory towards management positions.	1

Targets and metrics relating to training and skills development

[S1-4] [S1-12]

Table 35. Targets related to training and skills development

#	Target	Target date
1	Ensure every employee receives a minimum of 7 hours of professional skills training annually by the end of FY25, 8 hours by the end of FY26, and 10 hours by the end of FY27.	End of FY25, FY26, FY27
2	Aim to have development plans in place for 80% of all salaried employees using existing performance and talent processes by the end of FY26, and for 100% by the end of FY28.	End of FY26 and FY28

Both targets were achieved during the reporting year. Exide recorded a total of 46,122 training hours, including 32,325 hours for salaried employees and 13,797 hours for hourly employees. This corresponds to an average of 9.7 training hours per employee, exceeding the annual target.

The commitments on minimum annual training hours per employee and the implementation of individual development plans for salaried employees are aligned with the objectives of the Development Policy. These commitments translate policy principles into practice by embedding employee development within performance management and talent processes, supporting continuous improvement at both individual and organisational levels.

4. Our commitment to business: Sustainable and ethical growth

Exide recognises that its responsibilities extend beyond own operations and encompass the entire value chain. Accordingly, the Group seeks to promote high standards of conduct throughout its business relationships, ensuring that ethical behaviour and sustainability considerations are embedded at every stage of the value chain.

In parallel, Exide is committed to conducting business in full compliance with applicable laws and regulations, while adhering to strong ethical principles. This approach reflects the Group’s conviction that responsible and sustainable business practices are essential to long term value creation. By integrating sustainability into governance framework and day to day operations, Exide aims to align business performance with environmental and societal considerations, reinforcing its commitment to responsible business conduct.



EcoVadis

In recognition of Exide’s ongoing commitment to sustainability, the Company has been awarded a **Gold Medal rating by EcoVadis**, a leading global provider of business sustainability ratings. This prestigious distinction places Exide in the top 2% of over 150,000 companies assessed worldwide and in the top 1% within the battery and accumulator manufacturing industry.

EcoVadis evaluates companies across four key areas: Environment, Labor & Human Rights, Ethics, and Sustainable Procurement. Exide’s high rating reflects the Company’s strong performance and transparency in these critical areas, as well as its dedication to continuous improvement and responsible business practices.

This achievement underscores Exide’s broader ESG strategy and its mission to lead with integrity, reduce environmental impact, and foster a sustainable future across the Company’s global operations and supply chain.



CDP

Each year, CDP evaluates organizations across key areas such as Climate Change, Water Security, and Forests, using a structured scoring system that ranges from Disclosure (D) to Leadership (A). These scores help customers, investors, and partners understand a company’s environmental maturity and commitment to responsible, transparent sustainability practices.

Exide Technologies has improved its CDP 2025 scores, moving from C (Awareness) to B (Management) in both Climate Change and Water Security. This two-level improvement reflects strengthened environmental governance, clearer processes, and continued progress in managing environmental impact. Reaching Management level shows the Company is not only aware of environmental challenges but is actively implementing measures to address them.



UN Global Compact

As part of Exide’s ongoing commitment to responsible business practices and sustainable development, the Company **proudly participates in the UNGC**. This global initiative aligns with Exide’s core values and reinforces the Company’s dedication to upholding the Ten Principles of the UNGC, which cover human rights, labor, environment, and anti-corruption. By joining the world’s largest corporate sustainability initiative, Exide strengthens its role as a responsible corporate citizen and deepens its integration of sustainability into the Company’s strategy, operations, and stakeholder engagement. This participation reflects Exide’s broader ESG vision of Energizing a new world through ethical, transparent, and forward-thinking practices.

4.1. Healthy value chain

4.1.1. Workers in the value chain

[S2 SBM-2] [S2 SBM-3]

Exide has identified adverse impacts related to the health and safety of workers in its value chain. These impacts are linked to the inherent risks associated with the manufacture, handling and processing of materials and components used in battery production. Exide operates within a global value chain that includes upstream suppliers of raw materials, components, and services, as well as downstream entities involved in storage, freight, distribution, and end of life activities. These business relationships are integral to the Group’s business model and give rise to responsibilities to promote safe and decent working conditions and to prevent or mitigate negative impacts on value chain workers.

- The affected workers include those engaged in manufacturing, extraction, service, transport, storage, handling, and dismantling activities, including:
- workers employed by suppliers operating on suppliers’ premises;
 - workers further upstream involved in the extraction and processing of commodities used in Exide’s products;
 - contractors operating at Exide’s sites; and
 - workers employed by downstream logistics, distribution, and dismantling entities.

Health and safety impacts are considered widespread and systemic, as they arise from the nature of the activities performed across the value chain. Key occupational hazards include exposure to chemical substances and toxic materials, hazardous energy, unsafe work systems, heat stress, working at heights, manual handling, driving activities, machinery, and equipment incidents, and risks inherent to mining and extraction activities. Workers exposed to these hazards or engaged in physically demanding work face an increased risk of occupational injuries and work related health conditions.

A significant share of Exide’s business partners is located in Europe, where occupational health and safety regulations and standards are comparatively more stringent. This supports stronger working conditions for parts of the value chain. For workers employed outside Europe and further upstream, the Company’s ability to exercise oversight over working conditions is more limited.

No material positive impacts, risks or opportunities relating to workers in the value chain have been identified.

4.1.2. Policies related to workers in the value chain

[S2-1]

To manage impacts related to workers in its value chain, Exide integrates relevant policies into the supplier onboarding and assessment processes. Through this framework, it seeks to engage with suppliers whose practices and values are aligned with the Company's ethical, social, and environmental standards.



Supplier Code of Conduct

The Supplier Code of Conduct outlines guidelines and expectations for all supplier partners. It is a starting point for Exide's supplier due diligence framework and constitutes an integral part of purchase agreements. The general objectives of the policy are to ensure that business is conducted honestly and ethically, in strict compliance with laws, rules, and regulations applicable to the countries in which Exide operates. It aims to ensure that work conditions in the supply chain are safe, that workers are treated with respect and dignity, and that manufacturing processes are environmentally and socially responsible.

The policy relates to labor rights, as it establishes the commitment to upholding the human rights of workers and prohibiting forced, bonded, or indentured labor, slavery, or human trafficking. It also sets guidelines for working hours and requires suppliers to comply with applicable wage laws. In terms of health and safety, suppliers are required to proactively manage health and safety risks to provide an accident-free environment where occupational injuries and illnesses are prevented. The policy also emphasizes environmental responsibility, requiring suppliers to minimize adverse effects on the community, environment, and natural resources, while safeguarding public health and safety. The process for monitoring the policy includes reporting violations of the Code, which can be done confidentially and anonymously. Exide also requests its suppliers to take diligent and reasonable steps to prevent human labor rights violation within their own supply chains, with the intention of covering workers deeper in the value chain.

Sustainable Purchasing Policy

The policy establishes Exide's responsibility to integrate environmental, social, and economic considerations into its sourcing decisions. It sets out clear requirements aimed at ensuring that supply chain activities adhere to high standards of sustainability and ethical conduct. Exide expects suppliers to support the Company's sustainability objectives, including the transition towards a decarbonised economy, the mitigation of climate change through the reduction of greenhouse gas and pollutant emissions, increased recycling, and the advancement of circular economy principles.

Compliance with the policy is monitored through defined due diligence processes. These include sustainability related supplier assessments and risk analyses conducted prior to supplier engagement. Exide also retains the right to review, evaluate and audit suppliers' social and environmental practices to verify alignment with applicable standards and expectations.

Conflict Minerals Policy

Exide has implemented a policy that reflects the Company's responsibility to source materials in a manner that respects human rights and avoids contributing to conflict. The Conflict Minerals Policy is aligned with the OECD Due Diligence Guidance and emphasizes due diligence, transparency, and collaboration with suppliers to uphold responsible sourcing practices. The policy addresses risks associated with sourcing minerals and metals from regions that are prone to finance armed conflict, human rights abuse, or environmental harm. The general objectives of the policy include conducting due diligence to identify and assess the sources of minerals and metals used in suppliers' products, collaborating with them to establish responsible sourcing practices, promoting transparency and traceability within the supply chain, and giving preference to suppliers on the list of global responsible smelters and refiners established by the European Commission.

The policy applies to all Exide Technologies employees, contractors, suppliers, and partners involved in the procurement and use of minerals and metals in their products. Suppliers are expected to conduct due diligence on the source and chain of custody of minerals and metals used in the production of materials supplied to Exide, adhere to industry-recognized due diligence standards, and provide information and certifications regarding the origin of minerals in their supply chain. This policy is particularly relevant to those sourcing minerals and metals from conflict-affected and high-risk areas, including the ones in a state of armed conflict or fragile post-conflict, or witnessing weak or non-existent governance and security, such as failed states, and widespread and systematic violations of international law, including human rights abuses.

Responsible Sourcing Policy for Battery Materials

In the reporting period the Company has adopted a Responsible Sourcing Policy for Battery Materials that applies across the battery materials supply chain and covers employees, suppliers, contractors, and business partners involved in the sourcing of battery raw materials and related products. These include conflict minerals, copper, mica, and materials subject to the EU Batteries Regulation such as cobalt, lithium, nickel, and natural graphite. The policy is aligned with internationally recognized standards, including the OECD Due Diligence Guidance and the UN Guiding Principles on Business and Human Rights, as well as applicable EU regulatory requirements. It establishes a risk based due diligence process to identify, prevent and mitigate adverse social and human rights impacts, including those affecting workers in upstream supply chains, with enhanced measures for high risk materials and geographies. The policy further provides for supplier engagement through contractual requirements and codes of conduct, the implementation of corrective actions where risks are identified, access to grievance mechanisms for value chain stakeholders, independent verification where required, and regular public reporting on due diligence activities and outcomes.

Lead in Blood Contractors Management Policy (LIB Contractors Management Policy)

Exide has implemented the Lead in Blood (LIB) Contractors Management Policy, an extension of its Blood Lead Management Procedure, to manage lead exposure risks for contractors operating at its facilities. The policy sets out minimum requirements for hygiene, personal protective equipment and specialised training, aimed at ensuring compliance with health and safety standards and maintaining a safe working environment. Contractors are required to provide anonymised lead exposure data, enabling monitoring of exposure risks while safeguarding individual privacy.

Compliance is enforced through defined control measures, including the application of corrective actions and, where necessary, the removal of non compliant contractors. Responsibility for implementation is shared between Exide and its contractors.

4.1.3. Human rights in our value chain

[S2-1]

Exide Technologies’ commitment to respecting human rights is formalised in the Global Human Rights and Social Responsibility Commitment Statement, as further described in disclosure G1-1 in section 4.2.2. Corporate culture. The Statement affirms the Company’s responsibility to respect internationally recognised human rights across its operations and value chain. It provides that grievance mechanisms are accessible to value chain stakeholders, enabling the reporting of concerns related to potential or actual adverse impacts. The Company is committed to addressing such impacts and, where it has caused or contributed to adverse effects, to providing for or cooperating in their remediation in accordance with established processes.

4.1.4. Engagement and remediation process for value chain workers

[S2-2] [S2-3]

The Company’s whistleblowing mechanism currently represents the primary channel available to value chain workers for raising concerns or reporting suspected misconduct. A detailed description of the whistleblower procedure and supporting systems is provided under disclosure G1-1 in section 4.2.3. Whistleblower protection. In addition, Exide’s Supplier Code of Conduct includes requirements for suppliers to ensure that their own suppliers and subcontractors are informed of, and comply with, equivalent standards. This approach supports the extension of grievance and escalation mechanisms throughout the value chain.



4.1.5. Actions and targets related to workers in the value chain

[S2-3] [S2-4]

Exide addresses material impacts on workers in its value chain through structured risk assessments, stakeholder engagement, and information from grievance mechanisms. Where material negative impacts are identified, the Company implements appropriate response measures, including corrective actions and supplier engagement. The effectiveness of remediation measures is reviewed on a regular basis.

Key actions implemented during the reporting year represent the delivery of targets defined in the Sustainability Strategy and are summarised in Table 36.

Table 36. Initiatives and targets related to workers in the value chain

Initiative	Description	Related Disclosure
Supplier Due Diligence	During the onboarding of new Tier 1 suppliers, Exide requires acknowledgement of its Supplier Code of Conduct and Global Supplier Manual, which defines quality requirements for direct materials. Suppliers are also required to complete a Supplier Self Assessment Questionnaire covering Quality, EHS and CSR aspects. These elements, together with the Supplier Evaluation Rules, form part of the overall assessment prior to awarding business. Ongoing supplier monitoring ensures that current suppliers uphold Exide's standards, which applies to both direct and indirect material suppliers. Targeted suppliers undergo continuous risk screening assessing factors such as sanctions, financial risks, reputational risks, political exposure, ESG considerations, and cybersecurity.	G1-2
Supply-chain-risk & data-management solution	Exide has implemented a third party supply chain risk and data management solution, combining software tools and managed services, to support compliance with the European Battery Regulation and conflict minerals requirements (CMRT/EMRT). The programme includes annual supplier surveys in high risk product categories, enabling the identification and assessment of risks related to conflict minerals and potential health and safety impacts on workers in the value chain. It also incorporates a smelter engagement initiative aimed at encouraging non conforming smelters to participate in the Responsible Minerals Assurance Process (RMAP) through independent audits.	G1-2
LIB Contractors Management Policy	Implementation of Lead in Blood Contractors Management Policy.	S2-1

4.1.6. Management of relationships with suppliers

[G1-2]

Exide Technologies promotes responsible sourcing by communicating its sustainability requirements to suppliers and integrating them into procurement processes. Where elevated risks are identified, appropriate mitigation measures are defined and assigned to suppliers, with progress tracked over time to ensure continuous improvement. In addition, Exide supports external capacity building through regular supplier training programmes covering ESG topics and responsible sourcing requirements, including minerals due diligence. Supplier selection is supported by a structured evaluation framework, which considers multiple criteria, including cost, capability, quality, and compliance with Environmental, Health and Safety standards. Sustainability and compliance aspects represent approximately 20% of the overall evaluation criteria.

Procurement teams receive targeted training on supplier engagement and ESG due diligence topics, including responsible sourcing practices and relevant regulatory requirements, such as the EU Batteries Regulation and conflict minerals due diligence.

4.1.7. Payment practices

[G1-6]

Exide's supplier payment terms are defined contractually and may vary by commodity group and local market practice. In FY26, the average time to settle supplier invoices by the European entities was 65 days from invoice date. Across key commodities representing 64% of total supplier payments (including lead), the weighted average contractual or standard term was 53 days. The Group monitors payment performance against agreed terms. There are no legal proceedings currently outstanding against Exide for late payments.

Accounting principles

In order to provide the payment ratios, the calculation has been performed covering all payments to third party suppliers, looking at a single invoice level to be aggregated for the invoices in the fiscal year. For each invoice, the time between the invoice date and the payment date was compared to the expected payment date according to the contracts. This methodology allows for determining the variation in the number of days between actual practices and contractual or standard terms, as well as the percentage of payments aligned. To calculate the percentage, the invoice value has been retained as being more relevant than the number of invoices for payment alignment.



4.2. Healthy business

4.2.1. The role of the administrative, supervisory and management bodies

At Exide Technologies, administrative, management, and supervisory bodies are responsible for ensuring that all business activities are conducted with integrity, transparency, and in compliance with applicable laws and regulations. Further details are provided under ESRS 2 GOV-1 in section 1.3.3. Governance of sustainability matters: roles, responsibilities, and information flows of the administrative, management, and supervisory bodies.

4.2.2. Corporate culture

[G1-1]

Exide Technologies' corporate culture is founded on respect for human rights, social responsibility, and environmental stewardship. It is regularly monitored through defined key indicators, and oversight by the governing and supervisory bodies, ensuring transparency and accountability. By promoting equal opportunities, a safe and inclusive working environment, and core values such as honesty, trust, and respect, Exide supports the well being of its employees and the communities in which it operates.

To promote and evaluate its corporate culture, the Group operates a framework of policies and practices aligned with internationally recognised standards. Corporate culture and business conduct are supported in particular by the Code of Ethics and Business Conduct, the Commitment to Corporate Social Responsibility, and the Global Human Rights and Social Responsibility Commitment.

Code of Ethics and Business Conduct (the Code)

The Code establishes a framework to ensure that all employees, directors, and third parties conduct business with honesty, integrity, and in compliance with applicable laws. It outlines the importance of ethical behaviour and specifies the responsibilities of employees to avoid conflicts of interest. The Code also promotes fair employment practices and encourages contributions to the community.

The Code includes provisions for governance and compliance oversight by the Group Compliance Committee. This committee provides guidance and assistance to controlling body members and employees, periodically reviews and revises the Code and other applicable policies, and oversees investigations into alleged violations of the Code, Exide policies, and applicable laws. The Exide General Counsel is designated as the owner of the Code.

This framework establishes a commitment to comply with all laws in each country where the Group conducts business, including anti-bribery laws, import and customs controls, export controls, and anti-boycott laws. The Group respects the intellectual property rights of others, including patents, copyrights, trademarks, and trade secrets. Additionally, Exide maintains the confidentiality of its own proprietary information and that of others, while adhering to antitrust and trade laws to promote fair competition. The Code applies to every member of any controlling body and every employee of Exide Technologies. It also extends to third parties representing Exide, such as agents, sales representatives, and distributors, who are required to follow this Code when acting on Exide's behalf. Suppliers may also be requested to comply with the principles contained in the Code.



Corporate Social Responsibility Policy

Exide Technologies has established a Corporate Social Responsibility (CSR) Policy that sets out the Group's approach to ethical business conduct, legal compliance, and responsible corporate governance. The policy applies across the Group and extends to suppliers and business partners within the value chain. It covers key areas including human rights, working conditions, environmental protection, consumer interests, and business integrity. The document promotes adherence to internationally recognised standards, including the United Nations Global Compact principles, the UN Charter on human rights and the core conventions of the International Labour Organization (ILO). The policy establishes responsibilities for management to ensure implementation, supported by reporting mechanisms and processes to address non compliance, including the protection of confidentiality and prohibition of retaliation. The CSR Policy is supported by management systems and operational practices, including certified environmental and occupational health and safety frameworks, and is subject to ongoing implementation and monitoring.

Global Human Rights and Social Responsibility Commitment Statement

Exide Technologies adopted its Global Human Rights and Social Responsibility Commitment Statement in 2024, with an updated version issued in 2025. The Statement confirms the Group's commitment to respecting internationally recognised human rights, including the UN Universal Declaration of Human Rights and the core conventions of the International Labour Organization (ILO).

It establishes a Group wide framework covering human rights, labour standards, occupational health and safety, environmental protection, and ethical business conduct. The Statement applies across Exide's operations and extends to its value chain, including suppliers and business partners. The framework promotes fair working conditions, equal opportunities, and respect for fundamental rights, while prohibiting child labour, forced labour, discrimination, and harassment. The 2025 update strengthens provisions related to worker protection, working conditions and safety standards, aligned with international benchmarks. Governance and oversight responsibilities are clearly defined, supported by monitoring processes and periodic review. Grievance and whistleblowing mechanisms are in place to enable the reporting and investigation of potential breaches, with protection against retaliation.

The Statement reinforces Exide's commitment to responsible business conduct and its integration into long term value creation and sustainable development.

4.2.3. Whistleblower Protection

[G1-1]

Whistleblowing Policy

Exide Technologies has established a global Whistleblowing Policy to enable the reporting of suspected misconduct, legal violations, or breaches of internal policies. The framework promotes transparency and accountability and provides for the protection of whistleblowers, including safeguards against retaliation and the confidentiality of reported information. The policy applies to employees and third parties acting on behalf of the Group and is supported by a secure, externally hosted whistleblowing system available 24/7 through multiple reporting channels. Reported concerns are assessed and investigated through defined governance structures, including the Screening Committee and the Group Compliance Committee, ensuring independent and objective review, and oversight provided by the Audit Committee of the Board.

In addition to the whistleblowing system, employees may report concerns through the reporting channels established under the Code of Ethics. All reported cases are managed in accordance with defined procedures and, where breaches are substantiated, appropriate corrective actions are implemented.





4.2.4. Prevention of bribery and corruption

Anti-Bribery and Anti-Corruption Policy

[G1-1] [G1-4]

Exide Technologies has adopted and implemented a Group wide Anti Bribery and Anti Corruption Policy that is aligned with internationally recognised standards, including the United Nations Convention against Corruption (UNCAC). The policy establishes a zero tolerance approach to bribery and corruption, applies to all directors, officers, employees and relevant third parties, and prohibits corrupt practices in both public and private sector interactions. It is supported by defined internal controls, accurate books and records requirements, strict rules on gifts, hospitality and facilitation payments, mandatory reporting and whistleblowing mechanisms, and oversight by the Legal and Global Compliance functions. Through this framework, Exide operationalises UNCAC’s preventive principles within its business activities and value chain.

The policy applies to Exide’s operations, a wide range of individuals and entities associated with Exide and mandates compliance with Anti-Bribery and Anti-Corruption laws around the world, especially laws that prohibit the giving or receiving of bribes and corruption between individuals. It includes preventive measures such as training and guidelines for interactions with government officials. The policy mandates accurate record-keeping and the reporting of suspected bribery, outlining disciplinary actions for non-compliance. It also acknowledges the need to comply with various international anti-corruption laws, reflecting the UNCAC’s emphasis on international cooperation.

Exide is committed to investigating corruption and bribery incidents promptly, independently, and objectively. Exide’s Code and the Charter outline that investigations into reported violations must be conducted by Human Resources, Internal Audit, the Legal Department, or external entities designated by a duly authorized Company Officer. The Screening Committee preliminarily assesses reported violations to determine materiality and gather additional information, ensuring an independent and objective review. The Group Compliance Committee makes the final decisions on the outcome of these investigations, further emphasizing Exide’s commitment to an independent and objective process.

Exide has identified Procurement, Sales, and Supply Chain as functions with elevated exposure to corruption and bribery risks, reflecting their respective roles in supplier selection, commercial negotiations, and interactions with external vendors and public or regulatory authorities. These risks are addressed through the Group’s existing anti-corruption framework, including targeted training and awareness measures embedded in current programmes. Based on the assessment, Exide concluded that it appropriately addresses identified material risks and that no additional mandatory training is required at this stage. During the reporting period, no material breaches of the anti corruption and anti bribery framework were identified, therefore, no corrective actions beyond ongoing monitoring and training enhancements were required.

Prevention and detection of corruption and bribery

[G1-1]

Exide’s Anti Bribery and Anti Corruption Policy establishes measures to prevent, detect, and address corruption and bribery risks. Employees are required to report suspected breaches through defined reporting channels, including the whistleblowing mechanism. The policy and related documents are accessible to all employees via the Company’s intranet.

Anti-corruption and anti-bribery training

[G1-1] [G1-4]

Mandatory anti corruption and anti bribery training is determined by the Group Compliance Committee and implemented by Human Resources. Employees are required to periodically complete training, either through dedicated anti corruption and anti bribery programmes or as part of Code of Conduct training.

All new employees complete Code of Conduct training during onboarding. Management is subject to the same training requirements as other employees. The members of the controlling body and salaried employees are required to confirm that they have read and understood the Code of Conduct. Annual certification is required for officers holding the title of Vice President or higher.

The most recent dedicated training was delivered between February and May 2025 and covered all salaried employees.

Table 37. Training on the prevention and detection of corruption and bribery

	At-risk functions*	Management**	Other own workers
Total number of individuals	785	106	1,662
Number of individuals completing the training	785	106	1,662
Percentage of individuals completing the training	100%	100%	100%

* As identified within disclosure G1-1 in the description of the Anti-Bribery and Anti-Corruption Policy.
** Senior Management and Directors, including members of the Group Compliance Committee, Legal Department, Human Resources and Steering Committee.

The training is conducted on a recurring basis, supporting continuous education and awareness to ensure compliance with legal obligations and to promote a workplace culture where ethical conduct is the standard.



Reference table

[ESRS 2 IRO-2]

Table 38. Disclosure Requirements in ESRS covered by the undertaking’s sustainability statement

Draft ESRS	Disclosure	Reference in the sustainability statement
ESRS2	BP-1 – General basis for preparation of the sustainability statement	1.3.1.
	BP-2 – Disclosures in relation to specific circumstances	1.3.2.
	GOV-1 – The role of the administrative, management and supervisory bodies in relation to sustainability	1.3.3.
	GOV-2 – Integration of sustainability-related performance in incentive schemes	1.3.3.
	GOV-3 – Statement on due diligence	1.3.3.
	GOV-4 – Risk management and internal controls over sustainability reporting	1.3.4.
	SBM-1 – Strategy, business model, and value chain	1.3.5.
	SBM-2 – Interests and views of stakeholders	1.3.6.
	SBM-3 – Interaction of material impacts risks and opportunities with strategy and business model, and financial effects	1.3.7.
	IRO-1 – Description of the process to identify and assess material impacts, risks and opportunities and material information to be reported	1.3.8.
	IRO-2 – Material impacts, risks and opportunities and disclosure requirements included in the sustainability statement	Reference Table
E1	E1-1 – Transition plan for climate change mitigation	2.2.1.
	E1-2 – Identification of climate-related risks and scenario analysis	2.2.2.
	E1-4 – Policies related to climate change mitigation and adaptation	2.1.1.
	E1-5 – Actions and resources in relation to climate change mitigation and adaptation	2.2.3.
	E1-6 – Targets related to climate change	2.2.4.
	E1-7 – Energy consumption and mix	2.2.5.
	E1-8 – Gross scope 1, 2, 3 GHG emissions	2.2.6.
	E1-10 – Internal carbon pricing	2.2.7.
E2	E2-1 – Policies related to pollution	2.1.1.
	E2-2 – Actions and resources related to pollution	2.3.
	E2-3 – Targets related to pollution	2.3.
	E2-4 – Pollution of air, water, and soil	2.3.

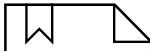
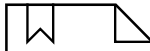
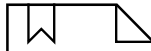
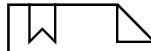
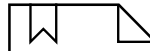
Draft ESRS	Disclosure	Location in the sustainability statement
E3	E3-1 – Policies related to water	2.1.1.
	E3-2 – Actions and resources related to water	2.4.1.
	E3-3 – Targets related to water	2.4.1.
	E3-4 – Water metrics	2.4.1.
E5	E5-1 – Policies related to resource use and circular economy	2.1.1.
	E5-2 – Actions and resources related to resource use and circular economy	2.4.2.
	E5-3 – Targets related to resource use and circular economy	2.4.2.
	E5-4 – Resource inflows	2.4.2.
	E5-5 – Resource outflows	2.4.2.
S1	SBM-2 – Interests and views of stakeholders	3.1.
	S1-1 – Policies related to own workforce	3.1.2., 3.1.3.
	S1-2 – Engagement with own workforce and workers' representatives, existence of channels for own workforce to raise concerns or needs and approaches to remedy	3.1.4., 3.1.5.
	S1-3 – Actions and resources related to own workforce	3.2.1., 3.2.2., 3.2.3., 3.2.4., 3.3.1., 3.3.2.
	S1-4 – Targets related to own workforce	3.2.1., 3.2.2., 3.2.3., 3.2.4., 3.3.1., 3.3.2.
	S1-5 – Characteristics of the undertaking's employees	3.1.1.
	S1-8 – Gender diversity in top management	3.3.1.
	S1-9 – Adequate wages	3.2.2.
	S1-10 – Social protection	3.2.1., 3.2.2.
	S1-11 – Persons with disabilities	3.3.1.
	S1-12 – Training and skills development metrics	3.3.2.
	S1-13 – Health and safety metrics	3.2.4.
	S1-16 – Incidents, complaints, and severe human rights impacts	3.1.3.
S2	S2-1 – Policies related to value chain workers	4.1.2., 4.1.3.
	S2-2 – Engagement with workers in the value chain, existence of channels for workers in the value chain to raise concerns or needs and approaches to remedy	4.1.4.
	S2-3 – Actions and resources related to workers in the value chain	4.1.4., 4.1.5.
	S2-4 – Targets related to workers in the value chain	4.1.5.
G1	G1-1 – Policies related to business conduct	4.2.2., 4.2.3., 4.2.4.
	G1-2 – Actions related to business conduct	4.1.6.
	G1-3 – Targets related to business conduct	4.2.4.
	G1-4 – Metrics related to corruption or bribery	4.2.4.
	G1-6 – Metrics related to payment practices	4.1.7.

Let's stay in touch

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



© 2026 Exide Technologies. All rights reserved. The information, data, analyses and opinions included in this report: (i) are proprietary to Exide Technologies, and may not be reproduced or distributed without express authorization from Exide Technologies; (ii) may include non-financial metrics that are subject to measurement uncertainties resulting from limitations inherent in the nature and the methods used for determining such metrics; (iii) are provided as of the date hereof, and Exide Technologies reserves the right to update such information, data and analyses, or collection or measurement techniques and/or methodologies thereof, in the future; (iv) are provided solely for information purposes, and Exide Technologies does not give any presentation or warranty as to their completeness or accuracy; and (v) may include or be based (in whole or in part) on information from third-party sources that Exide Technologies believes to be reliable, but which has not been independently verified.

 All manufacturing plants ISO 9001 certified	 All automotive plants IATF 16949 certified	 All manufacturing plants ISO 14001 certified	 All manufacturing plants ISO 50001 certified	 Most manufacturing plants ISO 45001 certified	 All manufacturing plants ISO 27001 certified
---	--	--	--	---	---