POWER WITH A PURPOSE

EASTPENN

SUSTAINABILITY REPORT 2025

MORE RELEVANT THAN EVER

FOR NEARLY EIGHT DECADES, EAST PENN HAS BEEN HELPING POWER EVERYDAY LIFE — FROM PERSONAL VEHICLES TO LOGISTICAL NETWORKS TO EMERGENCY GENERATORS. IN TODAY'S INCREASINGLY ELECTRIFIED, DIGITIZED AND CONNECTED WORLD, OUR PRODUCTS ARE MORE ESSENTIAL THAN EVER.

TURN THE PAGE TO SEE HOW WE POWER WITH PURPOSE












PURPOSE

POWER THE NEXT GENERATION OF VEHICLES

From the personal vehicles that take us to and from work to the trucks that transport goods across economies, our batteries play a role in helping to get people and things where they need to go.
As vehicles become more advanced, more electrified and more autonomous, the need for low-voltage power grows.
East Penn is making the investments in battery innovation today, to support the vehicles of tomorrow.












PURPOSE

KEEP GLOBAL COMMERCE MOVING

In today's fast-paced economy, distribution centers are a critical part of the supply chains. Our new family of Deka Ready Power maintenance-free batteries is helping move goods more efficiently while conserving facility space and employee resources. Our entire line of batteries is integral to reducing carbon emissions by maximizing the benefits realized with forklift electrification.

PURPOSE

SECURE DATA AND COMMUNICATIONS WHEN IT'S CRITICAL

When the power goes out, East Penn goes to work. As one of the leading manufacturers of valve-regulated reserve power lead batteries in North America, we provide the instantaneous power critical to keep data centers up and running, thereby preventing the loss of millions of dollars in mere seconds. Like our other lead-based batteries, this highly advanced and reliable technology provides end-of-life solutions that encourage recycling, lower costs of ownership and conserve resources.

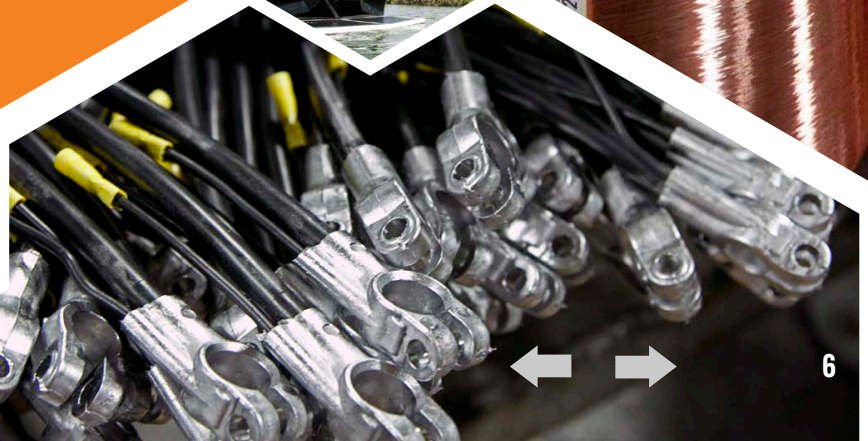










PURPOSE

MAKE ESSENTIAL CONNECTIONS HAPPEN

Wire and cable products are essential to the operation of personal vehicles, marine craft, lawn equipment, trailers and many other applications that are part of daily life. We are a dependable domestic wire supplier that supports our customers with the security of vertical integration and dependable resources. Recycled lead is used throughout the production of battery terminals and other accessory products and can be recycled at our facilities.






PURPOSE

PROTECT THE FRONT LINES

Those who are called to serve and protect need battery designs that have high performance and reliability. Navitas Systems has advanced lithium-ion batteries that support a range of military applications and R&D programs for soldier, undersea, aircraft and space applications. East Penn's dependable lead battery technology leverages its proven performance, durability tolerance, and continued sustainability to power emergency vehicles, medical equipment, portable emergency power supplies and vital telecommunications.





A MESSAGE FROM EAST PENN LEADERSHIP

Chris Pruitt, President & CEO, East Penn Mfg.

Over nearly eight decades, East Penn has provided essential power that keeps the world moving. Today, our batteries and products have never been more important. The energy storage solutions we are offering today will help us all avoid the potential for an energy crisis tomorrow. We really are supplying power with a tremendous purpose.

From supporting increasing power needs of electric and hybrid vehicles on the road, to providing emergency back-up power when it's needed most and keeping forklifts running in busy warehouses, East Penn is advancing sustainable, reliable and efficient energy storage. This focus on sustainability and optimization is central to the design and development of our products as we work to power the future.

Sustainability is core to how we operate and has been since our earliest days. Our founders got their start refurbishing spent batteries for reuse out of a one-room creamery, and we've carried their legacy forward as we've grown. **Almost all the material that goes into our lead batteries is recycled. Overall, lead batteries remain the number-one most recycled consumer product in the U.S. and the most sustainable battery technology available today.**

Further, not only do we manufacture one of the most sustainable products in the market, but we do so in a way that increasingly minimizes our environmental impact. In 2024, we continued to innovate to reduce greenhouse gas emissions, improve energy efficiency, minimize waste and conserve water.

Behind these efforts is a team of over 10,000 employees. It is because of our people and customers that we have grown into one of the world's leading battery manufacturers. However, East Penn is first and foremost a family-owned business. As the company has evolved, our foundational sense of family has never changed. And we take care of family. This means providing a safe workplace, investing in career development and offering comprehensive benefits. This approach creates an environment where people want to work and stay. I'm proud that, as of 2024, 39 percent of East Penn's workforce has been with the company for at least 10 years. East Penn was named one of America's Best Employers in Pennsylvania by Forbes and one of the Best Places to Work in Pennsylvania by Best Companies Group in 2024 as well.

As we move forward, we know where to direct our attention. We listen to customers, have a thorough understanding of their products and services, and are intent on innovating the next generation of battery technology that will meet their needs. I know firsthand that this work has real material impact and am confident that, working side-by-side with customers, we are well-positioned to provide power with purpose for years to come.

I'm delighted to share East Penn's 2025 Sustainability Report and highlight how we're building a resilient, purpose-driven business while contributing to the world's need for efficient power storage.

ABOUT EAST PENN

East Penn is a family-owned business, founded nearly 80 years ago out of a passion to deliver energy solutions by refurbishing used batteries. Since then, we've grown to become the largest, single-site lead battery manufacturer in the world.

We operate with a circular mindset in the development and production of more than 515 types of batteries for cars, boats, trucks, motorcycles, forklifts and other vehicles. East Penn's stationary backup power systems provide reliable battery power for businesses and communities when they need it most. Through Navitas Systems, we continue to expand our lithium-ion battery expertise and technology for industrial, military and government applications.

As East Penn has grown and evolved, we've maintained a strong sense of purpose in all that we do — from delivering reliable power for customers to providing a safe and supportive workplace for employees.

$3.6+ billion net sales

$21.7 million research & development investments

10,321 employees

515+ battery types

2024 AT-A-GLANCE

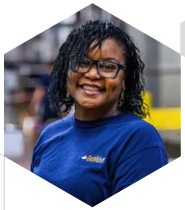
PRODUCTS PROCESSES PEOPLE PRACTICES

Throughout 2024, East Penn maintained a commitment to sustainable, quality products made responsibly and efficiently by team members who are satisfied and supported in their roles.

98%
recycled material allocation in transportation batteries, validated by UL Solutions

39%
employees with at least 10 years of tenure

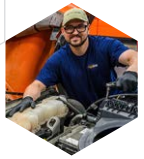
7%
reduction in Scope 1 and 2 greenhouse gas emissions from 2021



187 million
pounds of lead recycled at Lyon Station, PA smelter

21 years
Best Places to Work in Pennsylvania named by Best Companies Group

America's Best Employers in Pennsylvania
named by Forbes



PRODUCTS PROCESSES PEOPLE PRACTICES

PURPOSEFUL PRODUCTS

East Penn products are the backbone of critical operations. Whether it's powering a delivery truck or backing up a data center's connection, the batteries we produce serve an essential purpose. With this in mind, we consistently work to innovate and collaborate with customers to develop right-fit, reliable solutions. We deliver purposeful products, tailored to meet the unique needs of each industry we serve.

POWERING EVERYDAY LIFE

Lead batteries fuel our lives day in and day out. These batteries power the vehicles we operate, ensure uninterrupted internet and phone access, back up utilities and emergency response teams, and enable warehouse and manufacturing operations so consumers receive packages, among many other applications. In the U.S. alone, the lead battery industry contributes nearly $33 billion to the national economy annually[1]. We operate with this impact at our core – ensuring our products power the systems we depend on daily.

289 million
cars and trucks powered by lead batteries in the U.S.[2]

nearly **70%**
of North American industrial lift market share represented by electric forklifts[4]

nearly **90%**
of backup power required for 24/7 telecommunications provided by lead batteries[3]

1 Battery Council International, Economic Contribution of the U.S. Lead Battery Industry, 2023
2 S&P Global Mobility, VIO and New Registration, 2025
3 Consortium for Battery Innovation, Lead Battery Market Data, 2023
4 Industrial Truck Association, Market Intelligence, 2023

Lead batteries make possible many of the everyday actions we perform without a second thought. Here's a look at just one, online shopping, and how lead batteries fuel everything from clicking "order" to receiving a package:

- Someone places an online order through a large retailer.
- A data center supported by lead batteries processes the order details and payment information.
- The retailer's warehouse uses a lead battery-equipped forklift or automatic guided vehicle to retrieve the item and prepare it for shipment to the store.
- A delivery partner truck using a lead battery carries the item from the warehouse to the store.
- Recipient comes to the store for pick up in a vehicle using a lead battery.

A PRODUCT FOR EVERY PURPOSE

East Penn operates the largest single-site, lead battery manufacturing facility in the world. We design and manufacture more than 515 types of durable lead batteries across three different product segments: transportation, motive power and reserve power. In addition, we make wire, cable and battery accessories to support the thousands of different applications East Penn batteries power. Investing in a range of energy-storage solutions means we offer a product for your purpose.

TRANSPORTATION

East Penn is North America's second-largest provider of transportation batteries. We sell most of these products as private label, primarily through distribution to many major auto parts retailers. Transportation customers use East Penn products to power vehicles and equipment in industries including:

- Automotive (cars and light trucks)
- Trucks & Buses
- Construction and Off-Highway Equipment
- Marine
- Power Sports
- Recreational Vehicles
- Lawn & Garden
- Agricultural
- Floor Care Equipment
- Golf Cars & Recreational Electric Vehicles (EVs)
- Mobility

A PRODUCT FOR EVERY PURPOSE

Driving EV and Hybrid Vehicle Adoption

Lead batteries have been an essential part of vehicle technology for over a century. To date, internal combustion engine vehicles most commonly use lead batteries — with 289 million of these cars on the road in the U.S. alone. Over the years, electrical demands of these vehicles have increased, and lead batteries are evolving to meet these needs.

The demand to manufacture vehicles that utilize electrification to save fuel, automate functionality and reduce emissions continues to increase. Hybrid and electric vehicles also continue to serve as a popular way that consumers can partner with technology to enhance green initiatives. East Penn offers a new distinction among its AGM or Absorbed Glass Mat batteries named EHP or Electric Hybrid Performance. A battery denoted with EHP reassures consumers that the design is ideal to serve as a 12-volt auxiliary power source for critical functions such as starting the vehicle, initiating start-stop technology, running the lights, steering or brake backup and more. By protecting the low voltage system with the right type of battery, the consumer optimizes its overall reliability, safety and performance.

It's also important to note that lead battery technology is the most recycled consumer product in the world, so it actually helps raise the sustainability profile of hybrid and electric vehicles. Learn more about EHP on our website.

Fueling Food Relief

While East Penn batteries power multitudes of cars on the road, they also support food trucks — which can be a critical community resource. Our batteries power disaster relief food service vehicles and field kitchens to feed individuals and families during the moments when they need nourishment most. Among our customers is the U.S. military, including the Army and Air Force, which uses mobile canteens to feed troops stationed around the world.

A PRODUCT FOR EVERY PURPOSE

MOTIVE POWER

East Penn ranks second in North America for the manufacture and sale of motive power batteries. Motive power batteries store energy to produce motion in off-road applications such as forklifts or other materials handling equipment. We offer both lithium- and lead-powered solutions through our Deka portfolio to meet the needs of a range of motive customers and work closely with them to determine which technology best fits their business. These customers span industries and applications, including:

- Industrial Lift Trucks
- Mining
- Airline Ground Support
- Rail and Locomotive
- Automatic Guided Vehicle Systems

Keeping goods moving and inefficiencies down.

In an increasingly connected world, moving goods efficiently — when it comes to costs, time and energy — has become a top priority for manufacturers and distributors. Many are turning to electric forklifts for their fleets, due to fast recharge times, less frequent replacement and reduction of greenhouse gas emissions. According to the Industrial Truck Association, electric forklifts represent nearly 70 percent of the North American market as of 2023. Manufacturers and distributors switching from internal combustion to battery-powered forklifts can find a sustainable and cost-effective solution using Deka batteries.

We saw growing customer interest in adopting and optimizing battery-powered forklift operations in 2024. And customers that have already made the switch to Deka motive power products are seeing the benefits. As an example, a North American refrigeration and warehouse provider has found Deka's Fast Charge battery to be the answer to using battery-powered forklifts in a colder environment. These batteries, which provide quick, on-demand charging throughout shifts, have helped this customer realize consistent annual cost and energy savings. They've also lasted beyond their projected life cycles, helping reduce projected long-term capital expenditures for the company.

Powering U.S. Naval Ship Operations

Deka batteries keep the world moving on both land and sea. For example, we design, manufacture and sell specialty shipboard forklift batteries to customers such as the U.S. Navy. These batteries help meet the demanding conditions and hazards on naval ships. We have worked with the U.S. Navy to develop high impact shock motive solutions that meet its standards for shipboard machinery, equipment, and systems. These batteries fuel critical services such as powering side loader forklifts that transport missiles safely around ships. Whether the job is aboard a U.S. Navy ship or at a distributor warehouse, Deka motive power batteries are a reliable, durable choice.

A PRODUCT FOR EVERY PURPOSE

RESERVE POWER

East Penn is the second-largest provider of valve-regulated lead batteries in North America. These products support utilities, data centers, renewable energy and telecommunications operations. They also maintain uninterruptible power supply (UPS) when electrical power goes out, keeping critical systems running, including emergency services. Reserve power customers use East Penn battery technology to address increasing energy demands across the following industries and applications:

- Communications (5G/Wireline/Cable)
  Cellular towers and wire lines depend on a system of batteries that deliver instantaneous reserve power.
- UPS (Data Centers)
  Reserve power is essential to protecting vital information and/or sustaining critical emergency systems.
- Renewable Energy
  Solar and wind systems use reserve power batteries to support continuous operation.
- Utility and Switchgear
  The energy grid requires battery technology to function efficiently and deliver affordable, reliable service with reduced environmental impact.

Protecting Critical Information

Data centers operate around the clock and require a reliable, consistent source of energy to keep essential systems running. An uptick in the use of artificial intelligence (AI) is only amplifying this need — with data center electricity demand expected to double by 2030 in the U.S. alone. East Penn is helping data centers meet these shifts with products that include Deka HRC, a battery made for high-rate critical power applications. We manufacture Deka HRC batteries using our exclusive Compu-Press® process which enhances the grid structure to optimize battery performance and life.

The 2024 Summer Olympics united audiences around the world. We were proud to play a role in this global event with Deka batteries supporting the critical infrastructure needed to broadcast the games across Europe.

A PRODUCT FOR EVERY PURPOSE

WIRE, CABLE AND BATTERY ACCESSORIES

East Penn is one of the largest providers of wire and cable products in North America. In a 250,000-square-foot facility, we produce a range of products including primary wire, bonded parallel, duplex, triplex, quadraplex, starter cable, trailer cable wire, booster cables and terminals. We also produce parts to support broader battery manufacturing at this facility. For customers of this division, East Penn is a full-service provider that can customize solutions to address their exact needs. Products within this division we manufacture include wire and cable for customers in automotive, marine, commercial, lawn & garden, RV, trailers and more. For customers in the marine field, we produce high-quality, reliable battery accessories and wire products critical to a boat's electrical system performance. Truck fleet customers can choose from a range of booster and cable clamps, battery terminals, lugs and battery hold-downs. Across sectors, we offer battery accessories, including battery terminals, battery cables, booster cables, clamps and more.

Maintaining Safe Roads

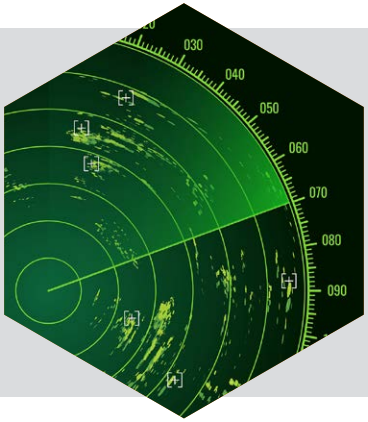
Keeping roads safe is a job involving many different elements. From powering vehicles themselves to helping maintain traffic flow, East Penn wire and cable products play an important role.

One traffic signal manufacturer uses East Penn wire and cable products to develop arrow boards, message boards and speed display trailers to direct traffic, share critical information and keep drivers safe. Another vehicle battery distributor incorporates our wire and cable products in its emergency response vehicle-focused offerings. And an automotive electronics manufacturer makes steering column switches for trucks, vehicles and other equipment with East Penn wire and cable.

A PRODUCT FOR EVERY PURPOSE

LITHIUM-ION TECHNOLOGY

Navitas Systems is a wholly-owned subsidiary of East Penn, based in Ann Arbor, Michigan, that is helping to grow our presence in the lithium-ion market. The company is a leader in comprehensive energy storage solutions and researches, designs, develops and manufactures advanced lithium cells and energy storage products and systems for both commercial and U.S. government and military customers. Military applications include confidential advanced systems for use on land, undersea, on aircraft or in space. These batteries also help power military vehicles, providing an efficient alternative to lead batteries, due to a longer lifespan and need to swap out batteries during combat or other critical operations.



Refining Sonar Technology

Sonar technology is essential for U.S. Navy operations and research, allowing for detection of submarine noise, marine life or other underwater activities. Navitas Systems is helping the U.S. Navy evolve its use of sonar capabilities — particularly of sonobuoy applications, which combine the functions of sonar and a buoy.

After several years of development and prototype testing, Navitas began producing a lithium-ion battery to power sonobuoys that are significantly more powerful than what is currently on the market. These advancements will allow the U.S. Navy to use fewer sonobuoys while improving the accuracy of the data they collect, which helps bolster anti-submarine warfare, maritime security and scientific research.

INVESTING IN INNOVATION

Reliable, high-quality battery solutions are increasingly important as demand for energy increases around the world. From the uptick in use of AI to the adoption of hybrid and EVs, energy demand is soaring, and battery technology is rapidly evolving to meet it.
East Penn has long-prioritized research and development (R&D) alongside day-to-day manufacturing operations. In 2024, we achieved over $3.6 billion in total sales and spent $21.7 million on R&D.

HOW WE APPROACH R&D

We consistently work alongside customers to better understand their needs and how we can best meet them in a shifting energy-storage landscape. In all R&D efforts, we aim to invest in new or improved technology to address customers' changing needs. East Penn's approach to R&D centers on the following:

Customization

We act as an extension of customers' teams, developing solutions that work best for their industry or application, whether through lead or lithium-ion technologies.

Collaboration

We are an original equipment manufacturer for many customers and, through these relationships, get to know their products and services and evolve our battery technology to fit advancements in their offerings.

Optimization

We prioritize reliability and durability of products, ensuring functionality for safe operation of critical operations such as backup power systems and extending battery life cycles.

This approach has allowed us to introduce new products such as Deka Fahrenheit technology, a heat-tolerant VRLA (valve-regulated lead acid) monobloc battery, designed to withstand high-temperature environments typically found in telecommunications applications. We've learned from the needs of our customers and worked to optimize battery life and maintenance.

$21.7 million research & development investments

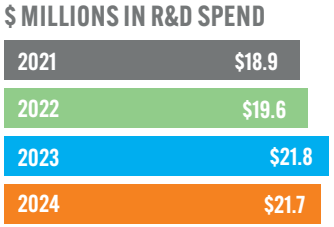
INVESTING IN INNOVATION

Creating Spaces to Innovate

East Penn's commitment to R&D includes dedicated physical space. Near company headquarters in Kutztown, Pennsylvania, we operate a 42,000-square-foot facility dedicated to R&D and continuous process improvement. The Breidegam Miksiewicz Innovation Center focuses on advanced lead battery development, process automation, robotics, lithium-ion battery development and alternative battery technologies.

Meanwhile, in Ann Arbor, Michigan, Navitas operations include three facilities that house over 200,000 square feet of R&D, Engineering, Product Testing and Manufacturing. Both Navitas' R&D team and colleagues at the Breidegam Miksiewicz Innovation Center work to improve lithium-ion battery performance through life cycle enhancements, safety upgrades and optimization of lithium-ion battery materials.

2021-2024 R&D Spend and Annual Sales



PARTNERING TO ACCELERATE R&D

Partnerships are key to the success of East Penn's R&D work. We partner with national laboratories, academic institutions, industry associations and others to both inform and scale the investments in innovation. In 2024, we maintained several key partnerships with the U.S. Department of Energy (DOE), Consortium for Battery Innovation (CBI), Battery Council International (BCI), ArcActive and others aimed at enhancing the performance of lead batteries.

Under an agreement with the DOE's Argonne National Laboratory (ANL), we continued working with 14 peer members of the CBI on a collaborative project to explore new ways to enhance the performance of lead and other materials in lead batteries. In partnership with four other battery companies, we sponsored another lead battery performance project run by the DOE and ANL, along with the University of Toledo. This effort focuses on developing and evolving expanders, which are additives that help optimize performance and extend the battery's life cycle.

As a member of BCI, we also supported a joint effort of CBI and BCI to identify ways the lead battery industry can help further American leadership in energy storage. With increasing energy demands, the DOE has committed to strengthening battery technology to support the U.S. grid. CBI and BCI are continuing to develop and publish innovation roadmaps denoting key areas within the lead battery industry to focus their research. These topics offer the greatest opportunity to improve lead battery performance and reinforce the U.S. grid. The groups published their first innovation roadmap in 2021, and East Penn is continuing to support this program through 2025 to explore emerging research areas.

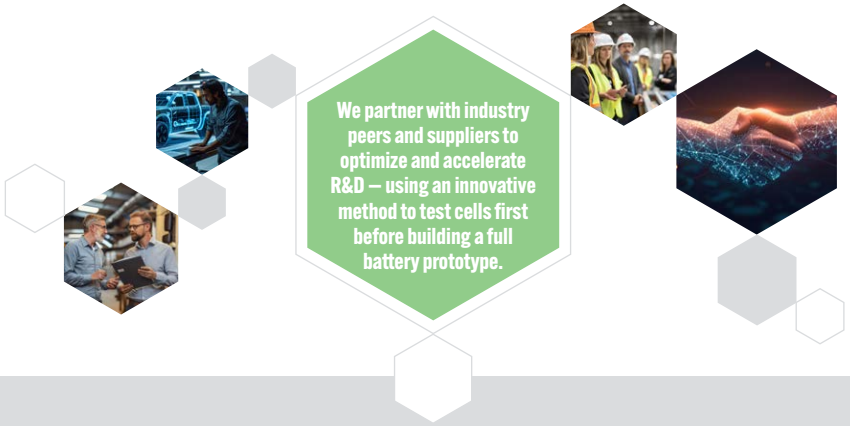
In 2024, we also furthered our partnership with ArcActive, a New Zealand-based battery manufacturer that has developed a unique substrate for grids that delivers world-leading levels of dynamic charge acceptance for lead batteries. Through this collaboration, we're working to bring ArcActive's innovative electrode technology to market for lead vehicle batteries. This feature would allow greater cycling capabilities for a robust, durable product required for today's vehicle applications.

INVESTING IN INNOVATION

PRODUCTS PROCESSES PEOPLE PRACTICES

COLLABORATING ACROSS INDUSTRIES

East Penn actively engages in multiple industry associations that further our work and support our key industry segments. Through these groups, we support efforts to improve lead battery manufacturing and performance; legislative and regulatory advocacy; advancing best practices in safety, health and recycling; and better understanding market segments. These memberships include:



- 7x24 Exchange International
- The American Boat & Yacht Council
- American Clean Power Association
- American Industrial Hygiene Association
- The American Society of Mechanical Engineers
- American Society of Safety Engineers
- American Trucking Associations
- Association of Battery Recyclers
- Autocare Association
- Battery Council International
- California Automotive Wholesale Association
- California Energy Storage Alliance
- Center for Resource, Recovery, and Recycling
- Consortium for Battery Innovation
- Defense Industrial Base Consortium
- The Electrochemical Society
- Industrial Truck Association
- Institute of Electrical & Electronic Engineers Power & Energy Society
- International Lead Association
- Material Handling Equipment Distributors Association
- Material Handling Industry
- MEMA Aftermarket Suppliers
- Military Power Sources Consortium
- NAATBatt
- National Advanced Mobility Consortium
- National Defense Industry Association
- National Marine Manufacturers Association
- National RV Dealers Association
- North American Board of Certified Energy Practitioners
- Outdoor Power Equipment Institute
- Pennsylvania Chamber of Business and Industry
- Portable Rechargeable Battery Association
- Rehabilitation Engineering and Assistive Technology Society of North America
- Society of Automotive Engineers
- Suppliers Partnership for the Environment
- Technology & Maintenance Council
- U.S. Chamber of Commerce

PURPOSEFUL PROCESSES

From day one, our work has been sustainable. Indeed, we were circular before circular was recognized as a foundational driver of a sustainable economy. East Penn got its start manufacturing batteries from recycled materials, and we continue to do so to this day. As we've developed new products and expanded operations, we've maintained the efficiency and material stewardship that is intrinsic to the circular process. We use purposeful processes to deliver for customers, reduce environmental impacts and keep employees safe and healthy at work.

FULL CIRCLE: WHAT MAKES EAST PENN BATTERIES SUSTAINABLE

Lead batteries are the most sustainable battery technology on the planet today. The three main components of a lead battery — lead, plastic and sulfuric acid — are all recyclable. A lead battery's composition makes it easy to separate each of these components and recycle them in bulk. Manufacturers can use reclaimed lead to build new batteries and reclaimed plastic to make new battery casing, and at East Penn we clean reclaimed sulfuric acid to use in new batteries.

ManuCycling™

East Penn operates a recycling site alongside our main manufacturing facilities in Lyon Station, Pennsylvania. We've become the industry leader for efficiently turning used batteries into new ones through an integrated process we call ManuCycling. Our exclusive process brings maximum efficiency to the closed-loop system of recycling batteries. Because the three main components of lead batteries are virtually 100 percent recyclable, we can collect, reprocess and reuse the material in the new products created at our co-located manufacturing plants. In turn, any battery components within the manufacturing process that need to be reprocessed can be recycled efficiently and brought back into the system expediently, which supports our high standards for quality excellence. This process includes a state-of-the-art system that enables us to safely recycle sulfuric acid for use in new batteries. Through ManuCycling, we remove impurities from reclaimed sulfuric acid and convert the solution into a new electrolyte, allowing reuse into new batteries and avoiding disposal of any hazardous waste. Our closed-loop system also has an extensive infrastructure to safely return batteries. Distribution trucks delivering new batteries return with a full load of spent batteries to recycle either on site in Lyon Station or in partnership with a regional recycling facility. This optimization of our logistical system further supports reductions in carbon emissions and footprint. The ManuCycling approach to production is one of the many reasons East Penn is globally recognized as an industry leader in supporting a closed loop process with maximum efficiency, natural resource conservation and innovative environmental stewardship.

LEAD BATTERY INDUSTRY BY THE NUMBERS

1 Battery Council International, Lead Batteries: America's Most Recycled Consumer Product, 2023

FULL CIRCLE: WHAT MAKES EAST PENN BATTERIES SUSTAINABLE

Collection

- Pick up spent lead batteries from customers after delivering new batteries
- Transport to recycling facility, either to a regional partner or to Lyon Station campus
- Minimize distance to recycling facility to cut transport-related costs and emissions

Recycling

- Process batteries in smelter, separating lead, sulfuric acid and polypropylene (plastic)
- Extract and refine lead in a smelting furnace
- Add right alloy for best performance in application
- Pour into bar-shaped molds called ingots
- Use an extruder to create polypropylene pellets
- Treat sulfuric acid at acid reclamation facility, removing impurities and converting into a new electrolyte (at Lyon Station)

Reuse

- Re-melt lead ingots to develop new lead plates and other parts for batteries
- Mold polypropylene pellets into new battery cases and covers
- Fill new batteries with recycled sulfuric acid (at Lyon Station)
- Ensure industrial water meets clean standards and reuse in manufacturing process
- Sodium sulfate, a byproduct of the water treatment process, is sold for use in glass/textile manufacturing
- Sulfur oxide, a byproduct of the recycling process, is captured and turned into a liquid nitrogen sulfur solution and is sold to agricultural fertilizer manufacturers for use as a raw material

FULL CIRCLE: WHAT MAKES EAST PENN BATTERIES SUSTAINABLE

REUSING MATERIALS IN MANUFACTURING

East Penn batteries are even more sustainable than industry competitors' products. A large portion of the lead, acid and plastic we use in batteries across our product lines comes from recycled materials. We use a state-of-the-art sulfuric acid recycling process on-site at our Lyon Station facility to enable us to recycle and reuse sulfuric acid from spent batteries. Here's how we reused materials in manufacturing during 2024:

Lead

- 90% lead from recycled sources
- 187 million pounds of lead recycled at Lyon Station smelter

Plastic

- 87% plastic from recycled sources
- 11 million pounds of plastic from sources recycled at smelter

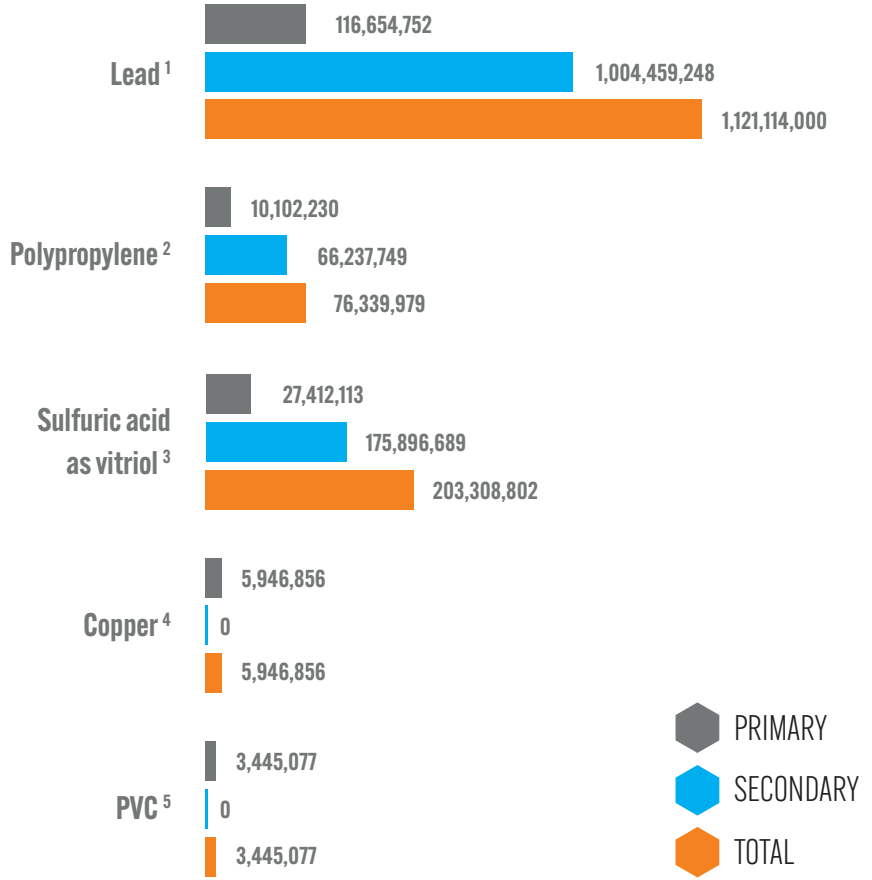
Sulfuric acid

- 87% recycled sulfuric acid
- 11 million pounds of sulfuric acid retrieved from battery recycling process.

Over the last few years, East Penn has begun using nano-filtration technology for our battery acid reclamation process. In July 2024, our recycling center also began reclaiming acid using this modern method. Our investment in this technology has lowered power consumption and reduced our reliance on chemicals.

2024 Raw Material Inputs

Scope: Manufacturing Plants in Lyon Station, Kutztown, and Lancaster, PA; Temple, TX; and Corydon and Oelwein, IA. **Statistics shown in pounds.**



1 Primary lead is from mined sources. Secondary lead includes lead recycled from previous usage, for example, at the Lyon Station smelter, plus lead recycled at other facilities and transported to Lyon Station. Secondary lead comes mainly from spent batteries collected from customers; a much smaller portion comes from factory scrap material from battery manufacturing that we recycle at smelters.

2 This data does not include polypropylene in purchased cases and covers. Primary refers to virgin polypropylene, while secondary is recycled from previous usage.

3 In the U.S., East Penn purchases sulfuric acid for its two manufacturing sites and finishing distribution centers in Pennsylvania, Texas and Iowa (primary sulfuric acid). In Lyon Station, a portion is recycled from spent batteries (secondary sulfuric acid).

4 We purchase Copper to manufacture wires and cables at Kutztown. All copper is virgin (primary) material.

5 We purchase PVC to manufacture wires and cables at Kutztown. All PVC is virgin (primary) material.

FULL CIRCLE: WHAT MAKES EAST PENN BATTERIES SUSTAINABLE

Power2Recycle

Giving Everyone the Power2Recycle

After launching its Power2Recycle public awareness campaign to over 1.6 million people in 2023, East Penn continued its outreach in 2024. Interviews with the local news station and newspaper prompted consumers to inquire about how best to recycle their used lead batteries.

The campaign, which highlights the importance of partnerships between the lead battery industry and the public for proper battery recycling, will reach a new audience in 2025. Children will interact with a recycling-themed display built by East Penn at the local science center. The company also plans to participate in other events throughout the year to educate students and the community about their Power2Recycle and offer incentives to those who properly recycle batteries. Check out eastpennmanufacturing.com/power2recycle to learn more.

UL Solutions, a leader in global safety science, validated East Penn's transportation battery line for an allocation of 98 percent recycled material – the highest UL Recycled Content Validation for batteries in the world.

UL

VALIDATED

- "AUTOMOTIVE LEAD BATTERIES" PRODUCT FAMILY HAS BEEN ALLOCATED 98% RECYCLED MATERIAL USING A MASS BALANCE SYSTEM

UL.COM/ECV

DECARBONIZATION AND EMISSIONS MANAGEMENT

Operating with purposeful processes means we look for ways to best manage and reduce greenhouse gas (GHG) emissions. We've gained a clear understanding of where GHG intensity lies across the business and have worked to optimize operations to minimize these impacts, aligning measurements with the GHG Protocol Corporate Standard. East Penn set a target to reduce absolute Scope 1 and 2 GHG emissions by 10 percent by 2030 from a 2021 baseline. Since we established this goal in 2023, we've seen a nearly seven percent reduction in Scope 1 and 2 GHG emissions.

We've also worked to gain a comprehensive picture of Scope 3 GHG emissions associated with our value chain. In 2024 we zeroed in on better measuring these emissions and determining how best to address them moving forward. We have identified the 10 categories most pertinent to East Penn's business out of the 15 categories the GHG Protocol outlines under Scope 3 activities. These include:

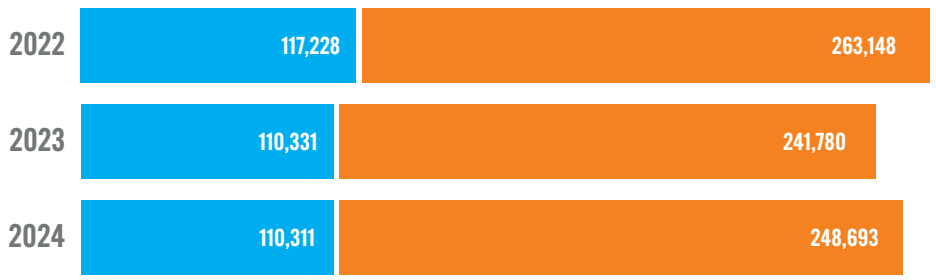
- Business Travel
- Capital Goods
- Downstream Transportation and Distribution
- Employee Commuting
- End-of-Life Treatment of Sold Products
- Fuel- and Energy-Related Activities
- Purchased Goods and Services
- Upstream Leased Assets
- Upstream Transportation and Distribution
- Waste Generated in Operations

PUTTING DECARBONIZATION STRATEGY INTO PRACTICE

With Scope 1 and 2 targets in place, we improved processes and advanced projects toward this target throughout 2024. This included continuing to optimize plate curing and automate plate formation processes.

In the plate curing process, we use technology to both reduce the amount of time plates need to cure in an oven and to enhance their ability to receive a charge. We also continue to automate plate formation for motive and reserve power batteries, allowing us to form the entire battery after assembly while maintaining the same exceptional quality and performance. Since implementing these process improvements in 2021, they have combined to save a total of 64,650 megawatt-hours (MWh) and cut over 17,500 metric tons of carbon dioxide equivalent ($MTCO_2e$).

2022-2024 GHG Emissions ($MTCO_2e$)[1]



1 East Penn has defined its organizational boundary for reporting GHG emissions using the operational control approach. This includes emissions associated with East Penn operations where East Penn has authority to introduce and implement operating policies.

DECARBONIZATION AND EMISSIONS MANAGEMENT

Disclosing Our Carbon Footprint

Decarbonization is a core priority for many East Penn customers. We support them in reaching their own goals by increasing the transparency of our own carbon footprint through external reporting programs.

In 2024, we continued to report GHG emissions and reduction targets and projects through CDP, EcoVadis, Project Gigaton, and Manufacture 2030.

INCREASING ENERGY EFFICIENCY

Battery manufacturing is an energy-intensive process. Each year, East Penn uses about 600 million kilowatt-hours of energy at our Lyon Station facility. This accounts for 80.6 percent of energy use across the business. We continuously look for ways we can improve energy efficiency and optimize energy use in production. Through the U.S. Department of Energy's Better Plants Program, we've committed to a 20 percent reduction in energy use per unit of production by 2028 against a 2018 baseline. As of 2024, we've seen a reduction of about 7500 MWh equating to a nearly eight percent decrease from 2018.

Approximately 44 percent of East Penn's annual energy use at Lyon Station goes toward charging batteries. Process improvements, such as automating plate formation, have allowed us to cut down on the amount of energy associated with charging. While charging is a significant contributor to East Penn's Scope 2 GHG emissions, we recognize that this practice optimizes battery performance and, ultimately, helps reduce customers' energy use.

Other operational changes have contributed to improving energy efficiency. In 2024 this included replacing chillers with more efficient models that better regulate facility and machinery temperatures in manufacturing facilities.

Advancing Renewable Energy Use

We continue to invest in renewable energy. Under a power purchase agreement (PPA), we have contracted for 15MW of solar power over 15 years, enabling new renewable energy in our community. The 2024 calendar year marked the first full year we had the opportunity to source the renewable electricity for East Penn's Lyon Station campus from a new solar farm. Over the year, the solar farm generated over 26,000 MWh of solar renewable energy, which is equivalent to approximately 4.4 percent of East Penn's Lyon Station electricity consumption. As we move forward in our carbon reduction journey, East Penn will have the option to consider whether to utilize the renewable energy certificates generated by the project to directly reduce its own carbon footprint, sell the credits on the open market, purchase replacement certificates to match the impact from the solar farm, or any combination thereof. East Penn will continue to assess opportunities to power its operations with renewable energy and explore the addition of new PPAs and renewable energy sources.

DECARBONIZATION AND EMISSIONS MANAGEMENT

LOWERING EMISSIONS ON THE ROAD

East Penn distributes to and collects products from customers across the U.S., relying primarily on truck transportation. We've taken several steps to reduce truck transport-related emissions.

Fuel efficiency remains a primary focus for East Penn's truck fleet. We progressed toward our goal of reaching a national truck fleet gas mileage of seven miles per gallon, on average, by the end of 2025. Compared to a baseline of 6.1 miles per gallon in 2021, we recorded an average of 6.75 miles per gallon for the fleet in 2024. This equates to a reduction of nearly 18,000 Metric Tons of Carbon Dioxide Equivalent ($MTCO_2e$) since 2021. Coaching and vehicle maintenance have helped East Penn drivers make minor adjustments in their driving habits that have added up to notable carbon and cost savings for the company.

We also continue to leverage Electronic Logging Devices (ELDs) to capture driver and truck performance data that helps optimize truck routes and implement cross-dock solutions. Since we began using ELDs in 2018, we've seen a 67 percent reduction in idle time across the company's truck fleet. Based on our 2018 benchmark of 25.6 percent idle time, this reduction is equivalent to about 64,500 gallons of fuel saved and 654 fewer $MTCO_2e$ emitted. The support of East Penn drivers has been critical to this initiative's success, with sustainability becoming a key priority alongside safety and efficiency in their work.

Rail deliveries also help us reduce truck traffic and related emissions. In 2024, we received 1,859 railcars at East Penn's transload facility — carrying the equivalent of 7,436 truckloads of raw material. On a daily basis, this marks a decrease of 30 trucks on the road.

ELDs
Helped reduce 654 $MTCO_2e$ since 2018

Rail Siding
Helped replace 30 trucks daily in 2024

Fuel Efficiency
Helped reduce nearly 18,000 $MTCO_2e$ since 2021

DECARBONIZATION AND EMISSIONS MANAGEMENT

MANAGING LEAD AND AIR EMISSIONS

East Penn's business calls for comprehensive management of lead and other air emissions. Our lead emissions operate in controlled environments with elaborate networks of ventilation and negative air pressure systems to capture any lead particles that might otherwise escape to the outside environment. We use fine particle air filters to capture these particles and properly recycle them in our Lyon Station, Pennsylvania, and Corydon, Iowa, facilities to ensure healthy air quality in the surrounding communities where employees often live.

At Lyon Station, we deployed High-Efficiency Particulate Air (HEPA) filters more than 25 years ago to filter air that circulates in the plant before we release it into the external environment. Today, the state-of-the-art secondary HEPA filtration units in use at this facility are 99.997% efficient at 0.3 microns. These systems produce air quality that is cleaner than that found in the surrounding atmosphere. We have maintained HEPA filters at our Iowa facility since shortly after its opening in 2006, recording lead emissions below the highly stringent 2008 National Ambient Air Quality Standard for lead of 0.15 micrograms per cubic meter.

East Penn continuously monitors air quality from testing stations installed on site at Lyon Station and in the adjoining community. Even as battery production has increased over time, highly effective emission control technology has made possible reductions in ambient air lead concentration readings. These measures have consistently remained below government-mandated standards, including the 2008 National Ambient Air Quality Standard for lead of 0.15 micrograms per cubic meter.

As a result, permitted lead emissions for battery manufacturing in Lyon Station and Corydon are four times lower than allowable by U.S. Environmental Protection Agency (EPA) and state environmental standards. At East Penn's manufacturing facility in China, lead air emissions have been less than two pounds in each of the last four years.

Lead In Air Concentration

Scope: Lyon Station, PA manufacturing plant

(Micrograms per Cubic Meter of Air -µg/m3)**

2021	0.02	0.15*
2022	0.02	
2023	0.02	
2024	0.02	

*2008 National Ambient Air Quality Standard for lead of 0.15 micrograms per cubic meter.
**Majority of this data includes lead in air concentration at or below the analytical level of detection.

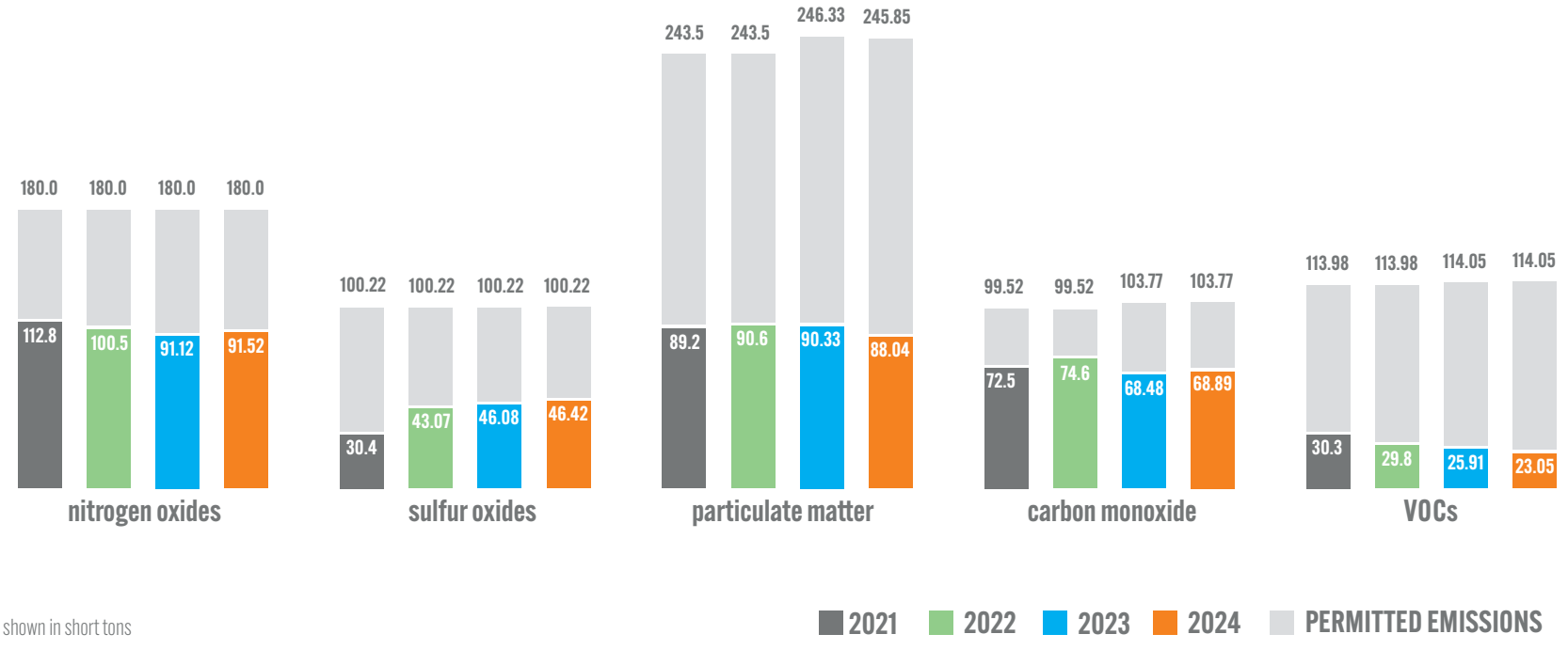
Our HEPA Filtration systems produce air quality that is cleaner than that found in the surrounding atmosphere.

DECARBONIZATION AND EMISSIONS MANAGEMENT

Battery manufacturing also results in the release of air emissions that include nitrogen oxides, sulfur oxides, particulate matter, carbon monoxide and volatile organic compounds (VOCs). East Penn measures and monitors these emissions using advanced air pollution control equipment to ensure levels are well below those permitted by government regulations.

Air Emissions Data

Scope: Lyon Station, PA



Statistics shown in short tons

RESPONSIBLE RESOURCE CONSERVATION

East Penn's closed-loop business model supports responsible management of resources in all that we do. We approach waste management and water use with the same circular mindset that we apply to production. Throughout 2024, we continued to employ innovative systems to recycle materials generated and water used in manufacturing and other company operations.

REDUCING HAZARDOUS AND NON-HAZARDOUS WASTE

Most of the waste we generate, both hazardous and non-hazardous, is recycled on site or through local recycling facilities. In 2024, we recycled 95 percent of hazardous and non-hazardous waste.

The hazardous waste we recycle includes spent lead batteries collected from third parties and factory scrap material, such as batteries that do not pass quality checks, dross and lead wastes. At the Lyon Station campus, we generate landfilled hazardous waste. This waste includes slag, refractory waste, wastewater treatment plant sludge and remediation waste (not including concrete and blacktop). We send these waste streams to landfills in accordance with all regulatory requirements.

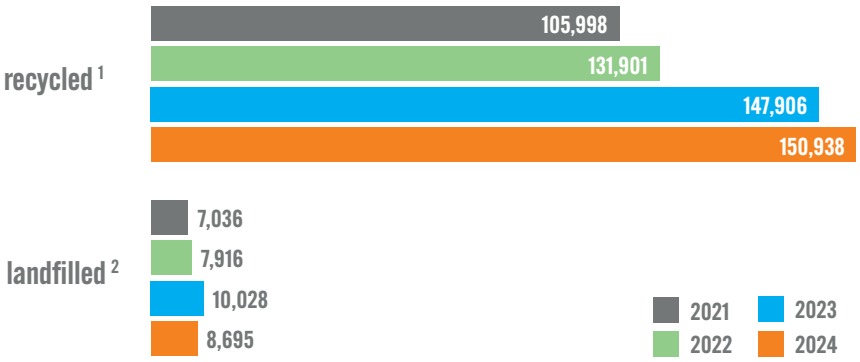
Recycled non-hazardous waste includes scrap metal, copper wire, wood pallets, cardboard, plastic wrap, universal waste (such as mercury-containing light bulbs), office paper and commingled waste (plastic and glass bottles, aluminum cans). We send municipal solid waste and out-of-specification wastewater treatment plant salt to landfill.

Hazardous Waste

Scope: Lyon Station, PA

Statistics shown in short tons

Note: East Penn attempts to minimize hazardous waste generation within our operations. At our Pennsylvania recycling facilities, total hazardous waste increased by less than one percent from 2023 to 2024. During this time, the amount of hazardous waste landfilled decreased by over 13 percent. Any hazardous waste that is generated is managed in accordance with EPA regulatory requirements.

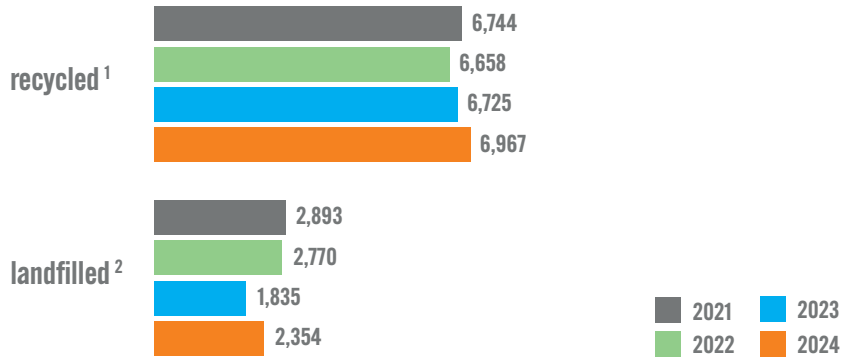


1 Recycled hazardous waste consists of spent lead batteries collected from third parties and factory scrap material, which we recycle at the Lyon Station recycling facility to make new batteries. This facility generates factory scrap material and includes batteries that do not pass quality checks, dross and lead wastes.
2 Hazardous waste landfilled includes slag, refractory waste, wastewater treatment plant sludge and remediation waste (not including concrete and blacktop). We dispose of hazardous wastes in accordance with all regulatory requirements.

Non-Hazardous Waste

Scope: Lyon Station Campus/Kutztown Wire and Cable Mfg. (PA)

Statistics shown in short tons



1 Recycled non-hazardous waste includes scrap metal, copper wire, wood pallets, cardboard, plastic wrap, universal waste (such as used oil and mercury-containing light bulbs), office paper and commingled waste (plastic and glass bottles, aluminum cans).
2 Landfilled non-hazardous waste includes municipal solid waste and wastewater treatment plant salt.

RESPONSIBLE RESOURCE CONSERVATION

STEWARDING WATER USE

Water use throughout the business is a circular process. East Penn operates a wastewater treatment system that is unique to the battery industry. We process industrial wastewater through an ultramodern wastewater distillation and treatment plant that allows us to recycle this water for use in manufacturing. The innovative closed-loop facility recovers distilled water as well as a commercial anhydrous sodium sulfate byproduct from process wastewater, which we sell to a national chemical distributor for use in manufacturing glass/textile products.

We separate all lead-containing residues from treated water and recycle them in our on-site secondary lead smelter. East Penn uses the treated recovered water in product manufacturing. In 2024, we reused nearly 42 million gallons of water. As a result of this extensive wastewater treatment, we minimize the amount of groundwater we withdraw from the aquifer. All water we withdraw at Lyon Station is from ground sources and does not come from nearby lakes or rivers.

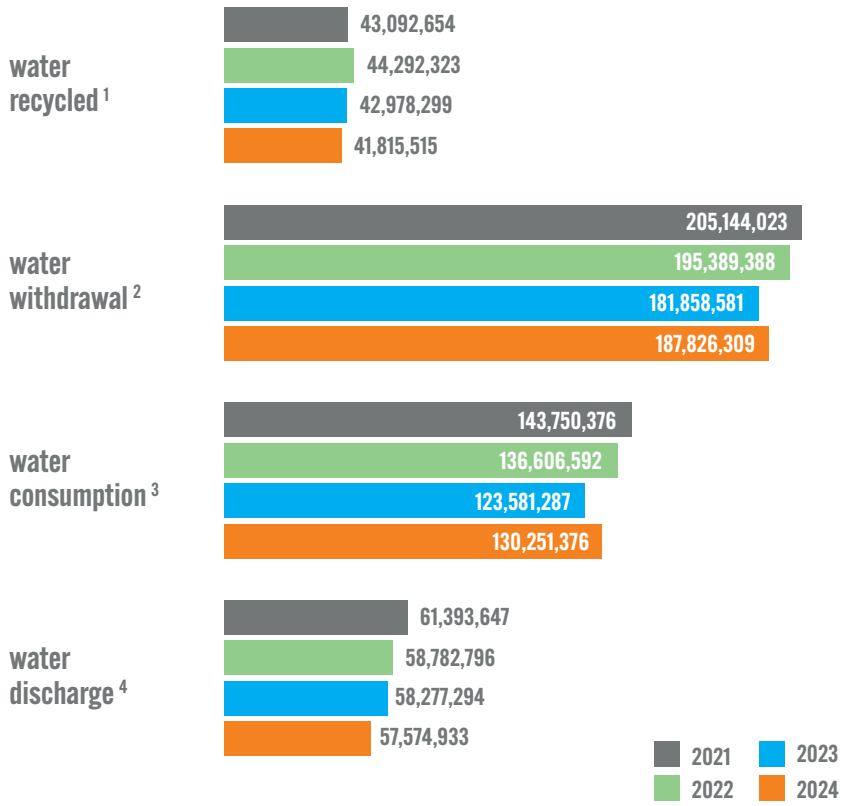
In addition, we continue to capture rainwater on the roofs of several East Penn buildings to use in manufacturing and operations. Between the roofs of the industrial building and an automotive facility, we have about 250,000 square feet available to collect rainwater. Based on average annual rainfall, this square footage will allow us to capture over 6.4 million gallons of rainwater per year. We look forward to expanding this system to other East Penn buildings — including the wastewater treatment plant, which would add 10,000 square feet of available rainwater capture space.

Water Data

Note: Between 2021 and 2024, water withdrawal decreased by 8.4 percent.

Scope: Lyon Station, PA

Statistics shown in gallons



1 We continuously treat and reuse the water recycled at Lyon Station, which allows us to withdraw less volume from groundwater sources.
2 Water withdrawn at the Lyon Station campus is from groundwater sources.
3 Water consumed includes both evaporated water and water in the product.
4 The Lyon Station campus is zero discharge for process water and discharges only sanitary wastewater. We treat and discharge non-processed wastewater such as sanitary wastewater to the local publicly owned treatment facility.

RESPONSIBLE RESOURCE CONSERVATION

COMPLYING WITH ENVIRONMENTAL REGULATIONS

East Penn conducts regular self-assessments to maintain compliance with various environmental regulations. Our lead batteries comply with the provisions of the following European Union Directives:

- Battery and Accumulators Directive (Directive 2006/66/EC)
- Waste from Electrical and Electronic Equipment (WEEE Directive 2002/96/EC)
- End of Life Vehicles Directive (Directive 2000/53/EC)

Our lead batteries are exempt from the Restriction of Hazardous Substances (RoHS) 2 Directive (EU 2011/65/EU). However, given that they contain lead, which is listed by Registration, Evaluation, Authorization and Restriction of Chemicals, Directive EC 1907/2006 (REACH) on the Candidate List of substances of very high concern (SVHCs), we comply with all applicable REACH requirements.

Environmental Penalties

Scope: East Penn Manufacturing plants in the U.S. and China

HEALTH AND SAFETY

We work diligently to ensure East Penn employees go home safe and well at the end of the workday. As a family-owned business, we recognize that employees have important responsibilities that extend beyond where we work. East Penn aims to improve quality of life for all employees – keeping them safe on the job so they can take care of what matters most off the job.

Safety is a cornerstone of company culture. We operate with the mindset that no task is so important that it cannot be done safely and reinforce this mindset through safety training, daily meetings and other regular communications with employees. This cadence has helped us achieve consistently low levels of recordable incidents and safety and health violations. Employees are also key to this success. We support colleagues in maintaining safe work habits and proactively identifying ways to protect themselves and their colleagues.

183
members of safety committees

no task is so important that it cannot be done safely

3,211
safety audits in plants annually

53,247
hours of health & safety training in 2024

OVERSEEING HEALTH AND SAFETY

To build and maintain a strong safety culture, we rely on our global health and safety management system (HSMS). The HSMS includes comprehensive procedures to help prevent injury and reduce exposure to workplace hazards along with extensive training, frequent safety audits and regular health-monitoring programs. This system covers all employees, including temporary workers, at East Penn global manufacturing locations. We also require contractors to comply with all applicable regulatory requirements, as well as East Penn's safety practices and procedures while working on site.

Each year, as part of the HSMS, East Penn corporate and plant safety staff review the health and safety incident log, identify jobs with the highest safety incidence and severity rates, and develop targeted strategies to reduce risks. In addition, we have safety committees at each plant that meet once a month to assess risks and recommend facility and process improvements. An East Penn employee chairs each committee, which includes representatives from all operating shifts at that plant. They also include representation from management and the corporate Environment, Health and Safety (EHS) team. The committees publish minutes from each meeting for all employees to review and share them with the facility management, as well as our Chairman of the Board, President and Chief Executive Officer, Chief Operations Officer and Chief Manufacturing Officer.

East Penn's Global HSMS is consistent with the International Organization for Standardization (ISO) 45001 international standard.

HEALTH AND SAFETY

MEASURING SAFETY PERFORMANCE

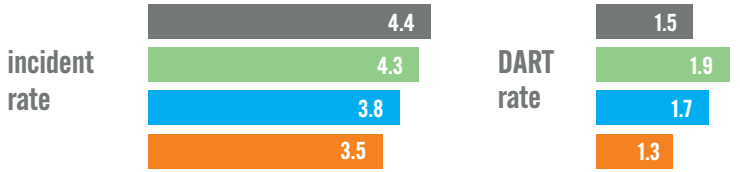
We continuously monitor safety performance at East Penn plants. In 2024, we remained consistently below the industry average and improved across a number of safety markers. East Penn's Incident Rate, which includes several industrial classifications for the battery industry, was 3.5 in 2024, a greater-than 20 percent reduction compared to 2021. The company's Days Away Restricted or Transferred (DART) rate was 1.3 in 2024, compared to 1.7 in 2023.

Consistent review of safety goals and proactive reporting have helped us maintain this performance. Corporate and plant leadership set annual safety goals, as part of broader EHS targets, and measure progress against these on a monthly basis. East Penn publishes a monthly report on each plant's safety performance that is accessible to all employees.

In addition, plant leadership covers safety performance in daily management meetings with staff. These meetings center around a daily management board, which lists day-to-day goals like safety, operating efficiencies and product quality for workforce visibility. At these meetings, East Penn employees have the opportunity to raise any safety concerns. Plant leadership will add these concerns to the board and ensure they're assigned to management or other relevant team members to address. If employees are not comfortable raising concerns in front of management, they also have the option to report anonymously via a third-party-run hotline.

Recordable Incidents [1,2]

Scope: East Penn Manufacturing plants in the U.S. and China and U.S. warehouses



Safety and Health Violations

Scope: East Penn employees, U.S. sites

Fatalities

Scope: East Penn Manufacturing plants in the U.S. and China and U.S. warehouses

1 The safety data reported above represents several industry classifications, which include Battery Manufacturing, Secondary Lead Smelter, Injection Molding Operations, Warehouse/Distribution, Fleet Maintenance, Service Trades: (Electricians, Plumbers, Sheet Metal Workers and Construction).

2 The DART rate is designed to track any Occupational Safety and Health Administration (OSHA)-recordable workplace injury or illness that results in time away from work, restricted job roles or an employee's permanent transfer to a new position. The DART rate is calculated using the following formula: (Number of OSHA-recordable injuries and illnesses that resulted in Days Away; Restricted; Transferred X 200,000)/Employee hours worked = DART rate.

HEALTH AND SAFETY

PREVENTING INJURY

We take a proactive approach to health and safety, prioritizing measures to prevent injuries. In 2024, this included bringing an ergonomist on staff at our manufacturing facilities. The ergonomist assessed operations and employee habits to determine where we can make improvements that will help stop injuries and stave off any long-term health impacts. In assessing manufacturing operations, we also examined where we could invest in automation to reduce strain on employees.

East Penn's safety and plant management teams also teamed up in 2024 to help socialize safety best practices among new employees. During introductory periods for employees new to the company or entering new roles, which typically last three to six months, these teams visited job sites to hold mini job safety analyses. We conducted three of these visits over employees' introductory periods, identifying key risk factors in their jobs and best practices to protect their safety.

Reporting and Treating Injury or Illness

In the case of injury or illness, East Penn encourages employees to report as early as possible so we can administer proper care and make any necessary job adjustments. Early reporting also reduces the likelihood of employees developing a more serious medical condition. Employees can access treatment during scheduled work hours at an on-site medical facility on the Lyon Station campus, which includes physical therapy. This approach reduces the severity associated with injuries and illnesses, the likelihood of any surgical intervention and added stress on employees' family lives.

HEALTH AND SAFETY

TRAINING EMPLOYEES

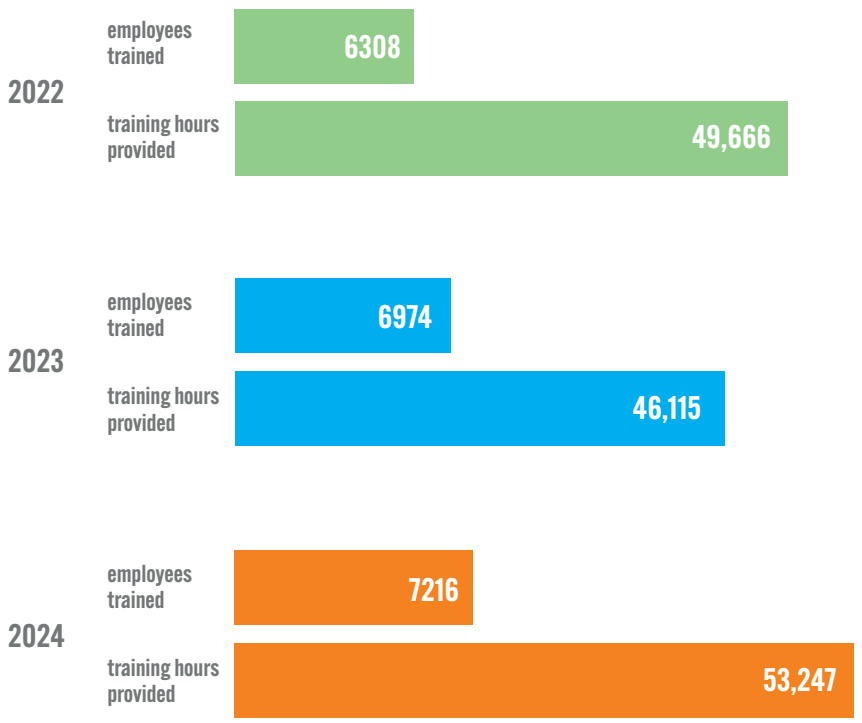
We sustain a strong safety culture through consistent employee training and peer-to-peer mentorship. In 2024, we piloted a peer mentorship program at the lead smelter in Lyon Station. This program paired new employees with a peer mentor who, in addition to a manager, could answer any safety-related questions or address any concerns while adjusting to their role.

In addition to this pilot, we continued to invest in EHS training alongside other professional development opportunities. All employees receive EHS training, which covers core safety and health practices, at their time of hire. Production employees repeat this training annually for a refresh on emergency procedures, injury prevention, vehicle and pedestrian safety, hearing conservation, ergonomics, confined space awareness, hazardous materials transportation and use of personal protective equipment (PPE), among other topics.

We also provide training specific to lead exposure, given the nature of East Penn's business. From day one, we equip manufacturing employees with the knowledge they need to limit lead exposure. This includes extensive training on proper hygiene habits, safe handling procedures and other techniques to limit exposure. All employees who handle lead repeat this safety training annually.

A Snapshot of EHS Training

Scope: East Penn employees, U.S. manufacturing plants



HEALTH AND SAFETY

WORKING WITH LEAD SAFELY

Most of East Penn's manufacturing workforce works in areas of the business with lead exposure. As such, we invest in processes and equipment to protect their health and well-being. These include fundamental protections like safety glasses, respirators and freshly laundered uniforms daily. We also offer on-site showers and separate work and street-clothes lockers to ensure employees do not leave the manufacturing site with any remaining lead residue.

East Penn maintains internal lead health standards more stringent than those set by OSHA, with lead exposure readings well below OSHA standards. Employees complete monthly consultations with the on-site health facility in Lyon Station to help them manage their blood lead levels.

If an employee records a blood lead level above our threshold, we collaborate to review their work practices and hygiene habits to identify shifts they can make to lower their blood lead level. This may include providing employees with a particulate air monitor to help minimize any dust generated on the job.

We also participate in a voluntary industry effort to reduce all employee blood lead levels to a measure that is significantly below federal standards. The effort is led by battery manufacturer trade associations, including the Battery Council International, the Association of Battery Recyclers, the International Lead Association and Eurobat. Even though our employee blood lead levels are well below the current OSHA standard, we continue to proactively find opportunities to lower them to better prepare for any potential future regulatory changes.

Socializing Lead Safety Best Practices

Employees themselves help us reinforce best practices around lead exposure. Through Gateway, our internal communications app, we shared a series of video testimonials in 2024 with employees sharing how they keep their blood levels low. These videos covered a range of methods employees use, including:

- Workspace Cleanliness
- Personal Hygiene Habits
- Diet and Hydration
- Proper Use of PPE

We released this series in the summer, an especially pertinent time to raise awareness of these practices due to increased risk of dehydration and discomfort from warmer weather.

In addition to Gateway, we released these videos on the screens in facility lunchrooms to reach as much of our workforce as possible.

HEALTH AND SAFETY

Accessing Care On Site

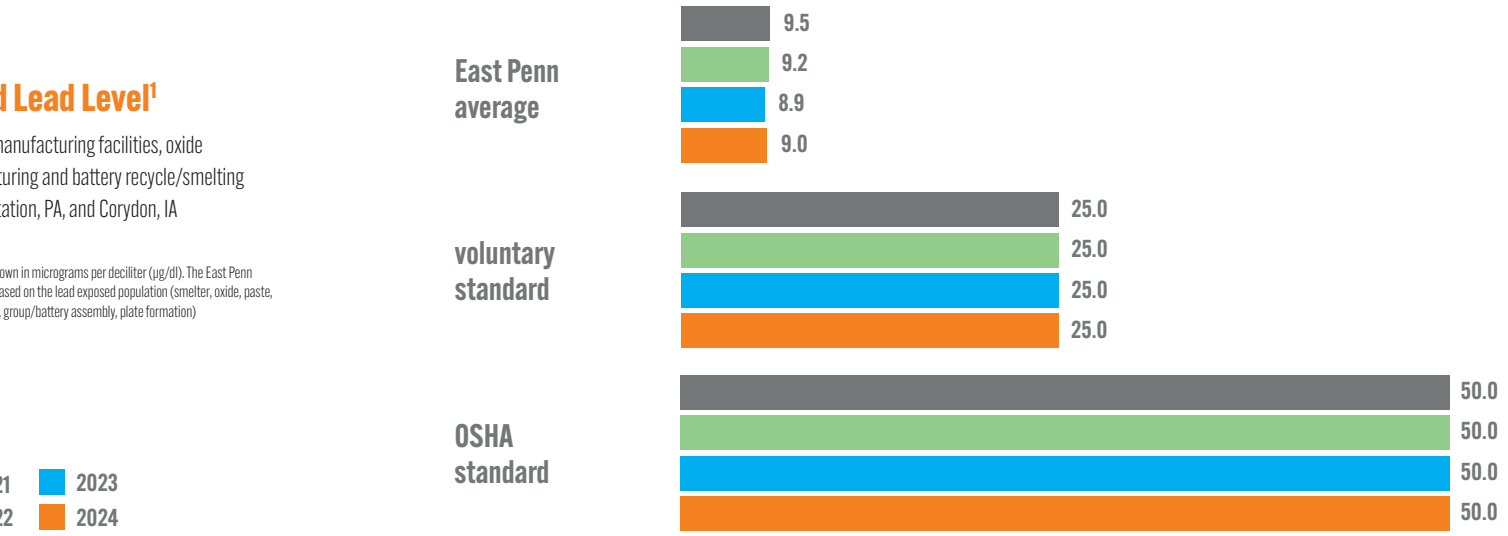
East Penn's Lyon Station campus is home to an on-site health and safety facility staffed by doctors and registered nurses. Comprehensive screening and preventive services available to employees on site include:

- Monthly blood lead tests
- Annual hearing tests
- Blood pressure tests
- Flu shots
- Occupational physicals with chest x-rays and bloodwork for employees with lead exposure
- Physical therapy for occupational injury or illness

Blood Lead Level[1]

Scope: manufacturing facilities, oxide manufacturing and battery recycle/smelting at Lyon Station, PA, and Corydon, IA

1 Statistics shown in micrograms per deciliter (µg/dl). The East Penn average is based on the lead exposed population (smelter, oxide, paste, grid making, group/battery assembly, plate formation)



PURPOSEFUL PEOPLE

East Penn employees recognize that what they do on a daily basis keeps the world moving, connected and protected while advancing sustainability worldwide. They bring a sense of purpose to their work. We help them build on this, investing in developing the skills they need to succeed and supporting them along the way. A job at East Penn is an opportunity to build a career. With the right support and an eye to giving back to the communities where we live and work, we're committed to cultivating purposeful people.

EMPLOYEE SATISFACTION

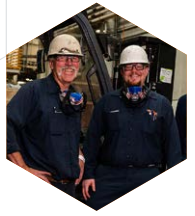
The U.S. lead battery industry accounts for 121,000 jobs[1]. We aim to ensure that the 10,321 ones across East Penn are good industry jobs, where employees can find purpose in their work. In 2024, we invested in programs to improve employee-supervisor relationships and help employees better understand the importance of their roles. And the impact of these initiatives was clear across our workforce. A majority of employees reported feeling engaged in their work, understanding how it relates to East Penn's mission and experiencing respect in their working relationships with supervisors.

Jobs with Purpose

143,319 total hours of training

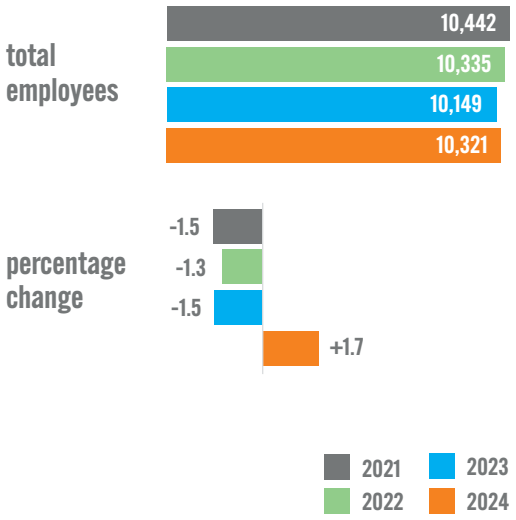
10,321 East Penn employees

39% with tenure over 10 years



Total Employees

Scope: U.S., Europe, Canada, and China



1 Battery Council International, Economic Contribution of the U.S. Lead Battery Industry, 2023

EMPLOYEE SATISFACTION

TAKING THE WORKFORCE'S PULSE

Our participation in the Best Places to Work in PA program involves an annual employee satisfaction survey. This survey measures how employees feel about their roles, East Penn culture, the future of the company and more. In 2024, 563 of the randomly selected employees responded out of 900 surveyed. The survey results reinforced the sense of purpose and gratification we strive to instill across our workforce. Impressively, 93 percent of our employees have a clear understanding of their job role and 90 percent like the work they do every day. In addition, 87 percent agreed that quality is a top priority for the company — an increase of six percent from 2023. Among respondents, 91 percent feel that their physical working conditions are good, and 88 percent feel that their supervisor treats them with respect.

Fostering productive, healthy employee-supervisor relationships was a priority for East Penn during the year. We continue to run the Strategies for Everyday Engagement (SEE) training, which provides tools for supervisors and managers to approach everyday communication, coaching and alignment with their direct reports. SEE aims to embed the same communication and alignment skills at all leadership levels across the organization to help encourage regular feedback and advance our open-door culture. In 2024, 603 supervisors and managers completed the SEE program.

Designed to establish the same skill development across the organization at all leadership levels, SEE applies East Penn's core values and provides the tools for leaders to have informal "everyday" in-the-moment conversations that coach, align and engage. Using these tools, East Penn leaders will know how to give everyday feedback such as providing immediate recognition for a job well done, while enhancing relationships with team members to support East Penn's open-door policy. Our hope is that these practices will continue to build a collaborative environment where everyone gives and receives feedback to learn and grow.

Forbes 2024 AMERICA'S BEST-IN-STATE EMPLOYERS POWERED BY STATISTA

BEST PLACES to work in PA 2024

EMPLOYEE SATISFACTION

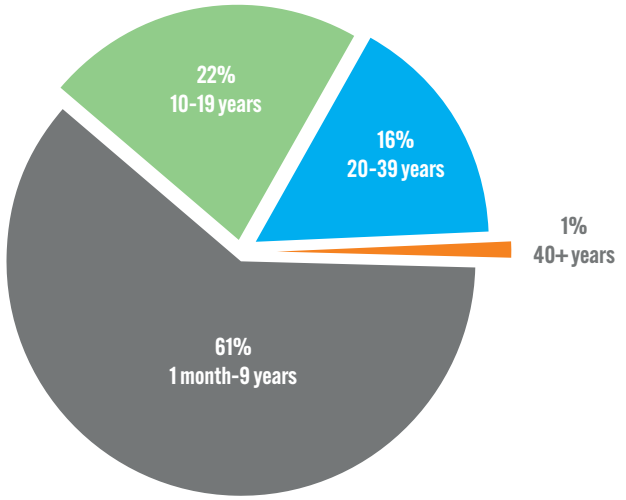
BUILDING LONG-LASTING CAREERS

Maintaining employee satisfaction helps us maintain above-average tenure levels among employees. In 2024, 39 percent of East Penn's workforce had been with the company for at least 10 years, and the average employee tenure was nine years. Voluntary turnover remained low, coming in at 7.3 percent across the company.

In 2024 we expanded our employee recognition program, honoring employees for every five years of service. The Breidegam Miksiewicz family presented these 1,207 employees with a gift in honor of their contributions to the company in 2024.

2024 Company Service

Scope: U.S. only



Keeping Employees Connected

We aim to meet employees where they are when it comes to communicating company-wide updates. The Gateway app helps us do just that — providing a convenient way for employees to receive company alerts and messages from leadership on-the-go while accessing benefits and other internal documents.

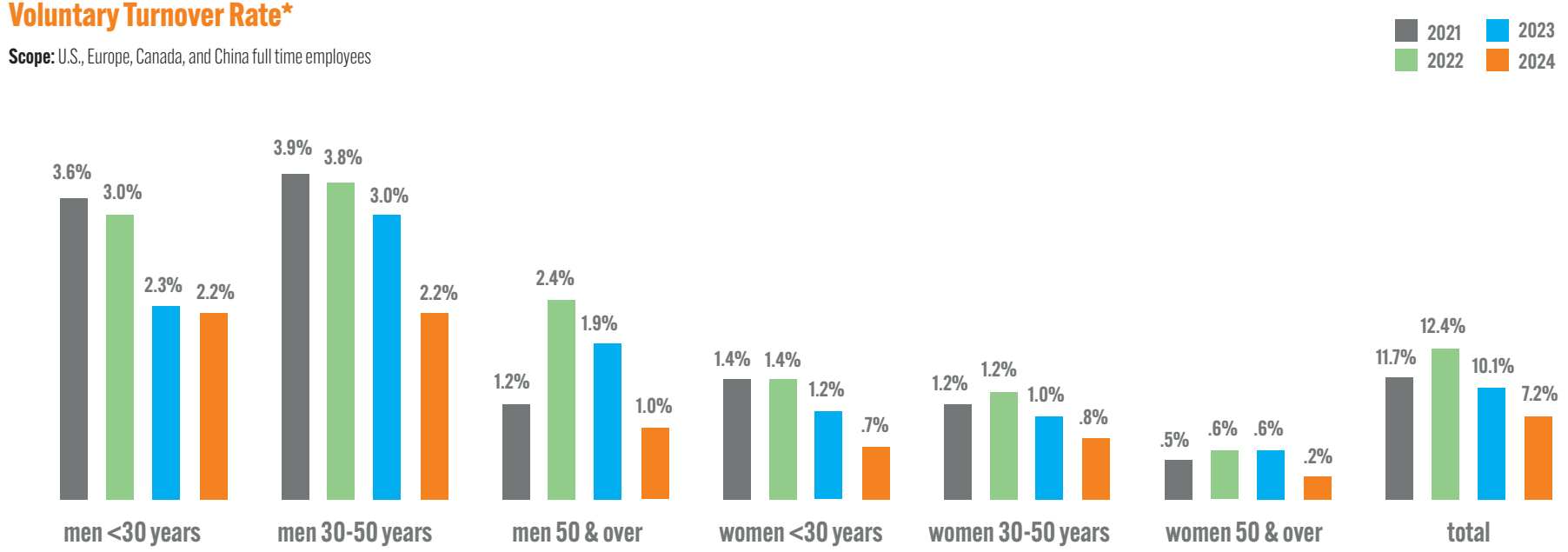
In 2024, East Penn executive leaders leveraged Gateway to connect directly with employees on why their jobs matter to East Penn's and its customers' success. We shared monthly videos from company leaders on how employees drive operational success, in addition to quarterly business updates. Executives also shared a 2024 corporate update video covering progress towards company goals, positive achievements and upcoming initiatives through the app.

Employee use of Gateway remains high, with 96 percent of employees using it in 2024, an average of 4,850 active users per month.

EMPLOYEE SATISFACTION

Voluntary Turnover Rate*

Scope: U.S., Europe, Canada, and China full time employees



* Voluntary turnover numbers do not include retired, deceased, or seasonal employees.

OFFERING VALUABLE BENEFITS

To help ensure employees stay with East Penn over the long term, we continually evolve our benefits. In 2024, we added and enhanced several benefits aimed at helping employees better care for their physical, mental and financial health. We added paid parental bonding time, now providing two weeks off with pay for full-time employees with the addition of a new child in their family. We also extended long-term disability benefits to employees at all levels of the organization and increased weekly short-term disability pay to help employees better care for themselves and their families.

Support for employees' mental health has also been an increasing focus. We added several new mental health resources for employees in 2024, including an array of behavioral health services from Capital Blue Cross and Aetna. Our Employee Assistance Program via Quest provides six free counseling sessions per year for each person covered under our benefits plan. Sessions can be done face to face or virtually and are offered throughout our US locations.

TRAINING AND DEVELOPMENT

We support all employees in building fulfilling and purposeful careers. East Penn employees have access to a range of flexible learning opportunities that help them reach their goals in ways that work best for them. Throughout 2024, we encouraged employees to enhance their skills, develop new areas of expertise and learn from each other.

TAILORING TRAINING FOR MANUFACTURING ROLES

We continued to run the Manufacturing Skills Training Program, which focuses on foundational skills for manufacturing roles, and expanded this offering to different departments. Employee trainers work one-on-one with employees to help them upskill and monitor their progress on the job. Since launching, we've seen retention among this group increase by more than 15 percentage points.

INVESTING IN LEADERS

We prioritize both sharpening leadership skills for employees in high-level roles and preparing others for entry into them. Our Lean training program covers foundational Lean principles and tools, which we integrate into both manufacturing and general company operations, as well as Lean leadership skills and problem solving. Participants include forepersons, superintendents, plant management, manufacturing operations Vice Presidents, quality and continuous improvement colleagues, and other leaders. In 2024, 69 employees completed this training.

For employees in leadership roles, we offer Leadership Excellence and Development (LEAD) training. These workshops help employees identify their personal leadership and communication styles and develop leadership-critical skills like communication, coaching, self-awareness, decision-making and strategic thinking. LEAD workshops also focus on how employees can better manage, motivate, delegate and develop people. In 2024, a total of 185 employees trained for 7,572 hours through LEAD.

Training Program	Type of Employee Trained	Total Training Hours Provided	Total Number of Employees Trained
Manufacturing Skills Program	Production	132,379	577
Lean Leadership Development Programming	Supervisors and above, Quality (All)	414	69
LEAD Programming	Leaders, Forepersons, Superintendents, Plant Managers, VPs	7,572	185
SEE Training	Leaders, Forepersons, Superintendents, Plant Managers, VPs	2,954	603
ESL Program	Production	1,063	73

TRAINING AND DEVELOPMENT

DEVELOPING NEW LANGUAGE SKILLS

We continued to see growth in the Hispanic/Latino employee population at East Penn in 2024. For many of these employees, English proficiency can help them better navigate their jobs. Hispanic/Latino employees located near East Penn's headquarters in Berks County, Pennsylvania, can access our English as a Second Language (ESL) program. The year marked our first cohort of Level 1 English proficiency students, with 30 total Level 1 students completing the ESL program. Since we first introduced the ESL program in 2022, 143 students have graduated. Retention among these employees remains high with 80 percent of graduates remaining with the company after completing the ESL program.

The Literacy Council of Reading-Berks is our partner in developing and teaching appropriate curriculum for students at a Level 1 and 2 English proficiency. Students spend part of their paid work time in ESL class during the week and the remainder of their time learning on the job from assigned trainers within their departments.

TRAINING AND DEVELOPMENT

PARTNERING WITH HIGHER EDUCATION INSTITUTIONS

To help employees access expertise and further resources to grow and develop their skills, we also collaborate with a number of higher education institutions. We partner, for example, with Lehigh University to offer an Innovation and Technology series. In this series, a cross-functional group of participants delve into three overarching areas:

– Technology Management: Identifying Innovation

– Intrapreneurship: Developing Innovation

– Innovation Management: Implementing Innovation

The series culminates with each participant presenting their own innovation. Since we first introduced it in 2023, a total of 42 employees have completed it, including 21 in 2024 alone.

We also support students in pursuing technical careers. Together with Reading Area Community College (RACC), we offer the Advanced Manufacturing Technology Scholarship to fully fund students' paths to an associate degree in Mechatronic Engineering Technology from RACC while they work part time at the company. In addition to funding their education, we provide scholarship awardees with a guaranteed job with East Penn in their field of study upon graduation. We've granted 21 total students with this scholarship since first introducing it in 2023.

We also have an ongoing relationship with Iowa State University. Through this partnership we developed a virtual reality training module for one of our specialized positions. We continue to look for mutually beneficial projects with Iowa State that can potentially be used within our industry.

Tuition Reimbursement and Scholarship Spend

	2022	2023	2024
No. of Employees Receiving Tuition Reimbursement for a Year	22	25	22
No. of Employees Receiving a RACC Scholarship for a Year	NA	9	9
Gross Tuition Reimbursement for a Year	$139,418	$150,759	$247,894

In 2024 we expanded our tuition reimbursement benefit, now allowing all full-time employees 75 percent reimbursement depending on education needs.

INCLUSION AND EQUAL OPPORTUNITY

When we can integrate a variety of experiences, perspectives and skills into our work, we can better innovate to meet the needs of customers today and tomorrow. Through internal programs and external partnerships, we prioritize making East Penn an environment that welcomes and supports employees of all backgrounds.

SUPPORTING WOMEN ACROSS OPERATIONS

East Penn aims to be an employer of choice among battery manufacturers. The market for talent remains tight, however, and we continue to invest in expanding our recruitment and retention efforts to maintain a competitive workforce. That includes supporting skill-building opportunities for women.

In the U.S. alone, women comprised 26 percent of the energy workforce in 2024[1]. Helping women develop right-fit skills and access career resources enables us to broaden the available pool of talent and ensure we offer a place for them to build long-term careers. For women in our workforce, the Women's Leadership Initiative provides a platform to connect with one another and build their networks alongside their skills. In 2024 this program hosted a group of female leaders and supervisors for monthly meetings to offer support and encouragement. These meetings are held in the style of Lean In Circles and give participants the opportunity to share challenges and brainstorm solutions.

To widen our recruitment efforts, East Penn offers a sales trainee program for women and partners with local engineering programs and technical colleges.

1 U.S. Department of Energy, United States Energy & Employment Report, 2024

Additional initiatives we offer for women include:

- **Exploring Leadership Women's Preview** is a woman supervisor-led internal workshop that helps participants identify opportunities for leadership and market their skillset beyond their current roles. This workshop is open to women who have expressed interest in supervisory roles and have received endorsement from senior management.
- **Lean In Circles** offer peer-to-peer networking and support groups for women currently in management or professional roles.

women2women GROW · CONNECT · LEAD

WGBI Women in the Global Battery Industry SUSTAINING SPONSOR

We also partner with external organizations to help women in our workforce access the tools and resources they need to succeed. East Penn is a Platinum sponsor of Women2Women (W2W), a program of the Greater Reading Chamber Alliance. W2W helps develop women leaders by providing a forum where they can learn, share ideas and mentor each other. We counted 83 East Penn employees who attended W2W programming in 2024.

Within the battery sector, we sponsor memberships for 36 employees in Women in the Global Battery Industry (WGBI). WBGI is an organization of professionals founded to promote and develop the growth of women in the battery industry. Members have access to a range of networking events, continuous learning opportunities, mentorships and other workshops.

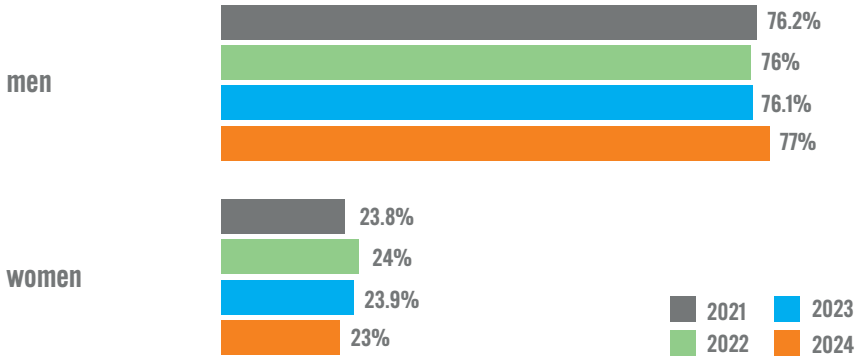
INCLUSION AND EQUAL OPPORTUNITY

Women Joining East Penn's Workforce

Scope: U.S., Europe, Canada and China

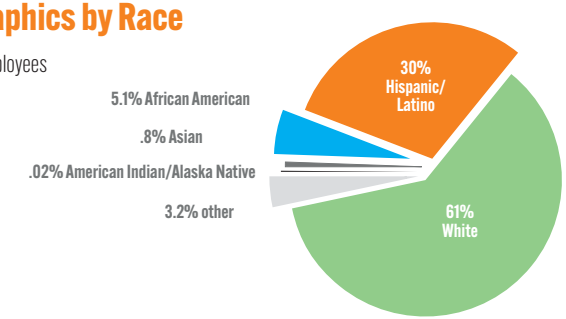
Workforce Demographics by Gender

Scope: U.S., full-time employees



Workforce Demographics by Race

Scope: U.S. and China, full-time employees



INCLUSION AND EQUAL OPPORTUNITY

Finding Inspiration on the Job

Saundra Caldwell wasn't sure what to expect when she joined East Penn in 2013.

After a bad experience working at another manufacturer, she was hesitant to reenter the field. Saundra took the chance and over a decade later, she's grateful she did. "You think of a factory job as a man's job, but there are a lot of women in the plant, and they are inspiring. We can put on a hard hat and jump on the flatbed and get the job done," she said.

She credits her colleagues and bosses, who encouraged her to continue learning and advancing, with helping her build confidence in herself as a leader. "It's what you make of it — and they are willing to train you — and you don't have to pay to be trained," she said.

Saundra is not alone in finding that support and inspiration from colleagues. As a single parent, Magdelyn Santos Urena had one goal in mind when she came to the U.S. — to provide a good future for her daughter. After starting at East Penn, she enrolled in the ESL program, which opened up doors to other opportunities at the company.

After graduating from her ESL program, Magdelyn was encouraged by Brenda Rosado, an East Penn colleague, to take a women's leadership class. She says Brenda is the one who showed her that women can be leaders, too. In her words, Magdelyn is "thankful for a stable job, great benefits for my family and the opportunity to be a better employee."

SUPPORTING VETERANS

To ensure we have a wide applicant pool for open roles, we also partner with the veteran community. East Penn has historically recruited U.S. military veterans, partnering with PA Career Link and Neil McNulty of MMG Leaders. In 2024, we continued to work with these groups to broaden our recruitment to include veterans transitioning into the workforce. We also developed new relationships with partners like Cohen Partners to bolster our veteran hiring efforts and improve reach within this community. We brought on 72 new veterans in 2024, an increase of seven percent from 2023, with veterans making up a total of five percent of East Penn's workforce.

COMMUNITY IMPACT

East Penn invests in the communities where we do business. We have been a staple of Berks County since our founding and maintained a dedication to giving back to local organizations in the area for nearly 80 years.

In 2024, we donated nearly $1 million to charitable organizations including United Way, Friend, Inc. and others. Our engagement with these organizations goes beyond financial contributions. East Penn employees also give their time and talents to support organizations that help build stronger communities. These volunteer efforts also include serving on the board of directors of several nonprofits, including United Way of Berks County, Friend, Inc., and Court Appointed Special Advocates (CASA) of Berks County.

Investing in our community from the start.

Corporate Giving (U.S.) 2021-2024

	2021	2022	2023	2024
United Way	$82,561	$91,252	$90,602	$95,000
Educational Improvement Organizations	$320,000	$346,400	$345,555	$314,444
In-Kind Products	$8,838	$30,418	$33,966	$12,691
All Other Donations	$605,427	$358,034	$585,090	$498,290
Total	**$1,016,826**	**$828,126**	**$1,055,213**	**$920,245**

Employee Giving (U.S.) 2021-2024

	2021	2022	2023	2024
United Way	$767,370	$687,101	$708,338	$830,740

COMMUNITY IMPACT

Community Outreach

With every organization we support, we aim to develop a long-term relationship and engage employees to see lasting impact. We've seen this most clearly in the community outreach partnerships we've formed. These organizations provide essential services and resources to individuals and families, and we're proud to help them further their reach.

Strengthening Centro Hispano's Mission

Centro Hispano is an anchor for many in the Latino community in Greater Reading, Pennsylvania. The organization, which aims to support the Latino population in the area, runs several programs to improve quality of life for individuals and families. These include social services referrals, senior living, medical interpretation, scholarships, job search assistance and other fundamental resources that help in day-to-day lives.

East Penn provides financial support for Centro Hispano's work, recognizing that our engagement helps strengthen the local workforce and our own talent pool. While East Penn is a 30-year-long supporter of Centro Hispano, the relationship is mutually beneficial. As part of its job assistance services, Centro Hispano refers individuals to East Penn. Centro Hispano has also played a role in helping refer people to East Penn's ESL program, working in partnership with the Literacy Council of Reading-Berks.

In addition, East Penn employees volunteer and attend Centro Hispano events, including the Holiday Breakfast of Thanks and Sing-Along. East Penn also sponsors the organization's annual Amigo Awards Gala, which honors individuals in the Reading area who have helped advance Centro Hispano's mission, and its Latino Golf Classic, raising funds for its services through a golf tournament.

Recognizing One Employee's Impact

Brenda Rosado, East Penn's Director of Diversity and Community Engagement, is known as an advocate among her coworkers. Whether through leading the ESL program or running Lean In Circles, Brenda consistently looks for ways to uplift her colleagues and give back to her community. This commitment earned her the Community Impact Award at the 2024 De Mujer a Mujer Awards presented by W2W.

The Community Impact Award honors a woman who has shown leadership and dedication to the Reading and Berks County communities. Brenda is instrumental in developing leaders across the company and organizes events and workshops through W2W for women in the Reading area. Brenda's impact embodies the spirit of giving back that we've worked to instill in East Penn's culture.

COMMUNITY IMPACT

Doubling Down on Community Partnerships

We continued working with established community partners in 2024, furthering their impact and reach. These organizations include:

- **United Way of Berks County.** Employees led an annual United Way of Berks County campaign, fundraising from their colleagues to support the organization's grants to local nonprofits. The 2024 campaign raised a total of $830,740. East Penn's United Way Committee organizes this campaign as well as an annual employee volunteer effort through the United Way Day of Caring, which 23 employees joined. Over 40 employees volunteered to help at the Big Cheese event to pack meals for families in need. East Penn employees also joined the organization's Blueprint for Leadership and Leadership Berks programs, which help train individuals in nonprofit board service. East Penn remains a Top 10 supporter of United Way of Berks County.

- **Friend, Inc. Community Services.** Every holiday season, East Penn employees support Friend, Inc.'s mission to alleviate food insecurity and other household economic strain throughout Northeast Berks County. Through Friend, Inc.'s Christmas Cheer program, employees donate toys and gifts to families in need. East Penn has a longstanding tradition of gifting each employee a turkey around the holiday season, which many choose to donate to Friend, Inc. to help feed families. We've supported Friend, Inc.'s critical work for over 30 years.

- **Miller-Keystone Blood Center.** We hosted monthly on-site blood drives at our Lyon Station facilities in partnership with the Miller-Keystone Blood Center (MKBC) throughout 2024. Employees donated blood on site and at MKBC locations, contributing 771 units of blood overall. MKBC recognized East Penn as a Local Leader in 2024 for its over 25-year-long partnership in support of MKBC's lifesaving mission. Several East Penn employees also received the MKBC Challenge Coin through the Center's Veterans Still Serving program, honoring veteran blood donors.

COMMUNITY IMPACT

Awarding East Penn's Community Engagement

East Penn has partnered with community organizations to create real and lasting impact. In 2024, several of these partners recognized our contributions and engagement and the difference they've made in empowering them to achieve their missions. These recognitions included:

- **The Red Triangle Award from the YMCA of Reading and Berks County.** This award honors the company's support of the YMCA and its programs and services that directly serve individuals and families in communities where we're headquartered.
- **Corporate Champions for Children Award from CASA of Berks County.** East Penn's partnership with CASA of Berks County has allowed the organization to grow its volunteer base and support more children through the family court and/or child welfare systems.
- **Rockin' Rookie Award from the United Way of Central Texas.** East Penn employees at our Temple, Texas facilities accepted this award in recognition of outstanding employee participation during their first year of fundraising for the United Way.

MK Battery proudly sponsors the United States Power Soccer Association and Team USA National Power Soccer Team – supporting the first competitive team sport designed for power wheelchair users.

COMMUNITY IMPACT

Continuing the Breidegam Family Legacy

DeLight and Helen Breidegam believed strongly in giving back to the communities where they lived and where East Penn employees worked. They created the Breidegam Family Foundation in that vein, to support charitable, scientific, literary and educational activities.

Breidegam Family Foundation Mission

The Breidegam family follows several guiding principles in the Foundation's work:

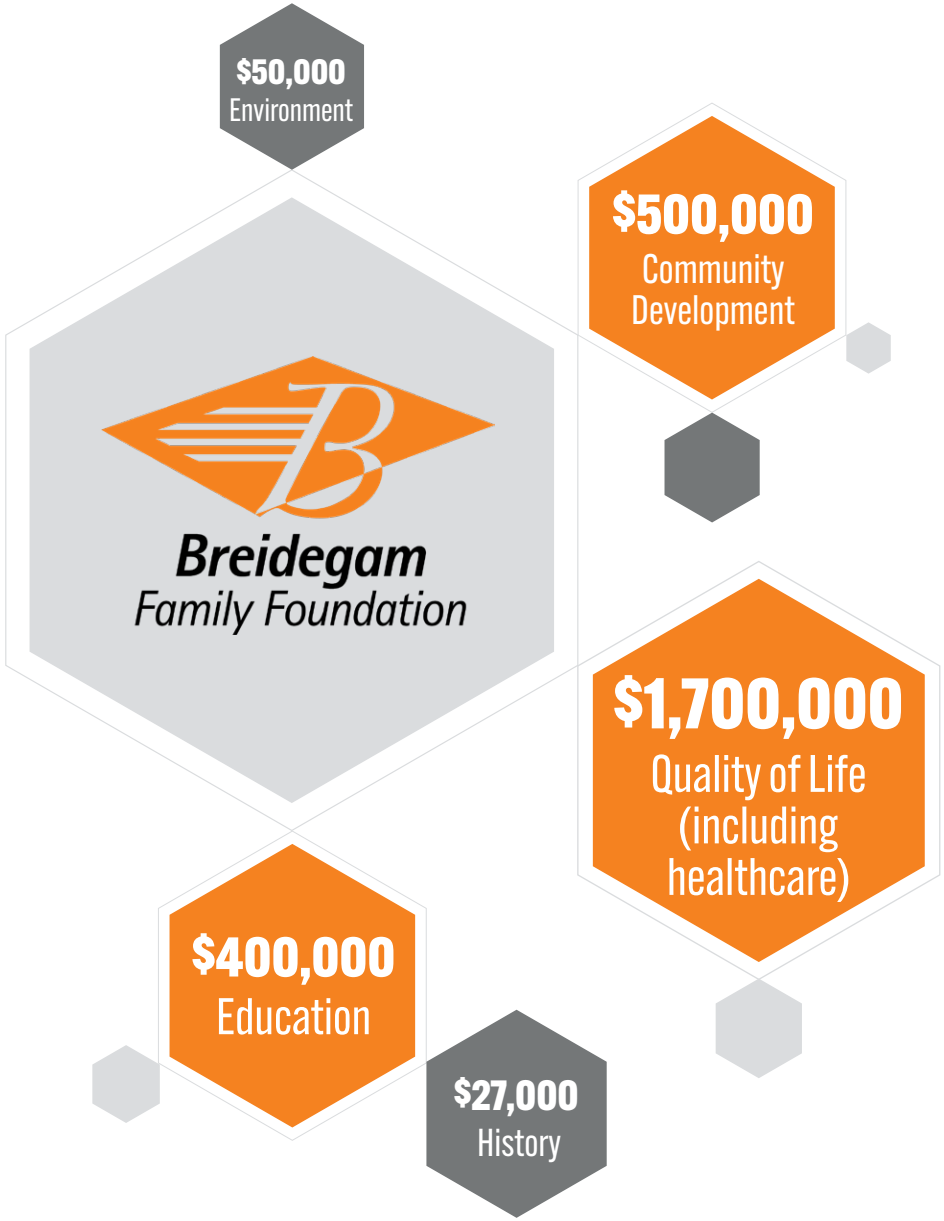
- Preserve nature and natural resources
- Preserve the past for the future
- Support the development and well-being of others
- Give back to the communities in which we live and work

The Foundation's leadership focuses on supporting five key pillars, which align directly with the Breidegam family's guiding principles. These five pillars are: Education, Quality of Life, History, Environment and Community Development. Whenever possible, the Foundation uses its resources to help empower individuals and organizations to create transformative, systemic changes that they can sustain beyond the Foundation's support.

2024 Results

In 2024, the Foundation's leadership was pleased to support 145 organizations with over $2.7 million in grants. The Foundation provided $500,000 in annual support and $2.2 million in multi-year commitments.

The Foundation is proud of the investments it made in local and regional hospitals, which will improve the quality of care in communities as well as enhance access to care. It also committed to participating in a number of projects that will assist in providing food to community members in need. The Foundation is continuing the legacy of its founders by enhancing the communities where we live and work.



PRODUCTS PROCESSES PEOPLE PRACTICES

PURPOSEFUL PRACTICES

From our earliest days, East Penn has operated its business with a sense of responsibility that prioritizes the needs of its customers, employees and communities. We've worked to maintain this stewardship through purposeful practices that have endured over generations of company and family leadership. Whether it's overseeing sustainability efforts or supply chain strategy, we build on a strong tradition of integrity to secure a resilient and future-fit business.

EAST PENN CULTURE

When employees thrive, so can our business. From the beginning, we have treated employees like family – supporting their goals, awarding their accomplishments and protecting their well-being on a day-to-day basis. A long history of putting people first has allowed us to create a workplace that drives respect for each other and innovation on behalf of our customers. East Penn's culture and success reflect that.

GUIDING PRINCIPLES

Cultural Values

Respect. We respect people, their diverse ideas and individual roles. We respect our co-workers, customers, suppliers, partners, competitors, community and the world.

Value. We value each other as coworkers and show mutual respect. We will continue to have the deepest gratitude for everyone's contributions to our company and its successes.

Integrity. We operate with ethics and honesty in everything that we do to uphold our integrity.

Quality. We never lose sight of the importance of quality. The success of the company and its products was built on quality.

Safety. We protect each other and ourselves through our continuous commitment to safety awareness, education, process improvement and implementation. No task is so important that it cannot be done safely.

Family. We care for each other through camaraderie, teamwork, mentorship and mutual support.

Dedication. We dedicate ourselves to our jobs, ability to exceed customer expectations and world-class quality reputation in order to remain the leader in our industry.

Change. We accept change and adapt to it together to move the company forward. Our past challenges have only made us stronger.

Stewardship. We take pride in environmental protection, innovative recycling, fiscal responsibility and cultural sustainment.

Innovation. We research and develop new technologies, opportunities and operational efficiencies. Innovation remains a part of our DNA.

EAST PENN CULTURE

Core Beliefs

PEOPLE

- The heart of the company will always be our people.
- We support each other, which supports our common purpose.
- The personal growth, mentorship and development of our people will remain our legacy and heritage.
- Everyone's contributions are valuable, and they play a respected role in growing our organization.

PLACES

- A safe, clean and healthy workplace is imperative for all operations.
- The company protects its environment and supports its community.
- Reinvestment in equipment, capabilities and expansion is key to our continued growth.

PRINCIPLES

- Work should be rewarding, enjoyable and gratifying.
- Integrity is the basis for everything we do.
- Quality, innovation and continuous improvement are essential to our model of success.

Continuing Mission

- To be a global leader in providing the highest-quality, fully sustainable and fully supported energy storage, transfer and power system solutions that enhance lives and promote strategic growth.
- To be a forward-thinking and financially secure privately held company that supports our family of employees, customers, suppliers and all of our partners for future generations to come.
- To remain true to the core beliefs and cultural values that have successfully shaped our unique culture and that will continue to sustain our company.

Our Social Accountability Policy covers topics like forced labor, safety and non-discrimination. Learn how it helps us uphold the dignity, respect and integrity of employees, customers, suppliers and other stakeholders.

FAMILY-BUILT PURPOSE

East Penn began with a problem to solve. In a post-World War II economy in the U.S., battery material remained scarce, and many returning GIs came home to dead vehicle batteries and no immediate way to replace them. A young Air Force veteran himself, DeLight Breidegam Jr. saw an opportunity. In 1946, DeLight Jr. and his father, DeLight Sr., started a battery business, East Penn, committed to selling rebuilt batteries.

From their small, one-room shop, the Breidegams turned old batteries into new ones. Long before sustainability was on Corporate America's radar, our founders knew how to operate a sustainable business. And the Breidegams knew that to make the business thrive they needed to invest in their workforce and create an environment where everyone would feel part of the family.

Today, East Penn is one of the world's leading lead battery manufacturers. The legacy DeLight Jr. and Sr. started continues with members of the Breidegam Miksiewicz family serving in leadership and other roles across the business. Four generations later, purpose remains strong in all that East Penn does — from innovating to create essential products to empowering employees to pursue their goals.

RECOGNIZING THE BREIDEGAM MIKSIEWICZ FAMILY'S SERVICE

Following in their father's footsteps, DeLight Jr.'s children, Dan Breidegam and Sally Miksiewicz, joined East Penn, with Sally stepping into the role of CEO in 2009 until her untimely passing in 2014. Today, Sally's children continue her legacy alongside Dan.

Dan Breidegam, Chairman
Joined East Penn in 1974, later assuming the role of Chairman in 2015, retired in May 2025.

Dan Miksiewicz, Operations Analyst
Joined East Penn in 2014 after graduating Moravian College with a degree in Economics.

Tim Miksiewicz, Board Member
Joined East Penn in 2015 after graduating from the University of Scranton with a degree in Business Administration.

Katelyn Kline (Miksiewicz), Family Council Member
2016 graduate of Moravian College with a degree in Business Management/Organizational Leadership.

Matt Miksiewicz, Manufacturing Technology Specialist
Joined East Penn in 2018 after graduating from Moravian College with a degree in Business Management.

CORPORATE GOVERNANCE

East Penn is a privately-held company. A seven-member Board of Directors oversees the business, with three members from East Penn and five from external organizations with backgrounds in logistics, manufacturing, consulting and the public sector. The Board oversees East Penn's sustainability efforts and evaluates how well we manage our impact on people and the environment, with an eye to how this affects overall business performance.

A six-person executive team is responsible for the company's overall business strategy. A senior management team reports to East Penn's executive team.

Executive Team

Dan Breidegam,
Chairman

Chris Pruitt,
President and Chief
Executive Officer

Christy Weeber,
Executive Vice President
and Chief Financial Officer

Pete Stanislawczyk,
Executive Vice President and
Chief Commercial Officer

Norbert Maleschitz,
Executive Vice President and
Chief Operating Officer

Larry Miksiewicz,
Chief Manufacturing Officer

CORPORATE GOVERNANCE

How We Manage Risk

East Penn continuously evaluates risks and opportunities in all business decisions and interactions related to overall business ventures, system designs, and product and process requirements. Following these evaluations, East Penn develops updates and evaluates business continuity plans to identify, mitigate and prepare for potential disruptions to operations. Through a process of assessment and continuity planning, East Penn is better prepared to address risks and disruptions that could impact customer needs or social and environmental concerns.

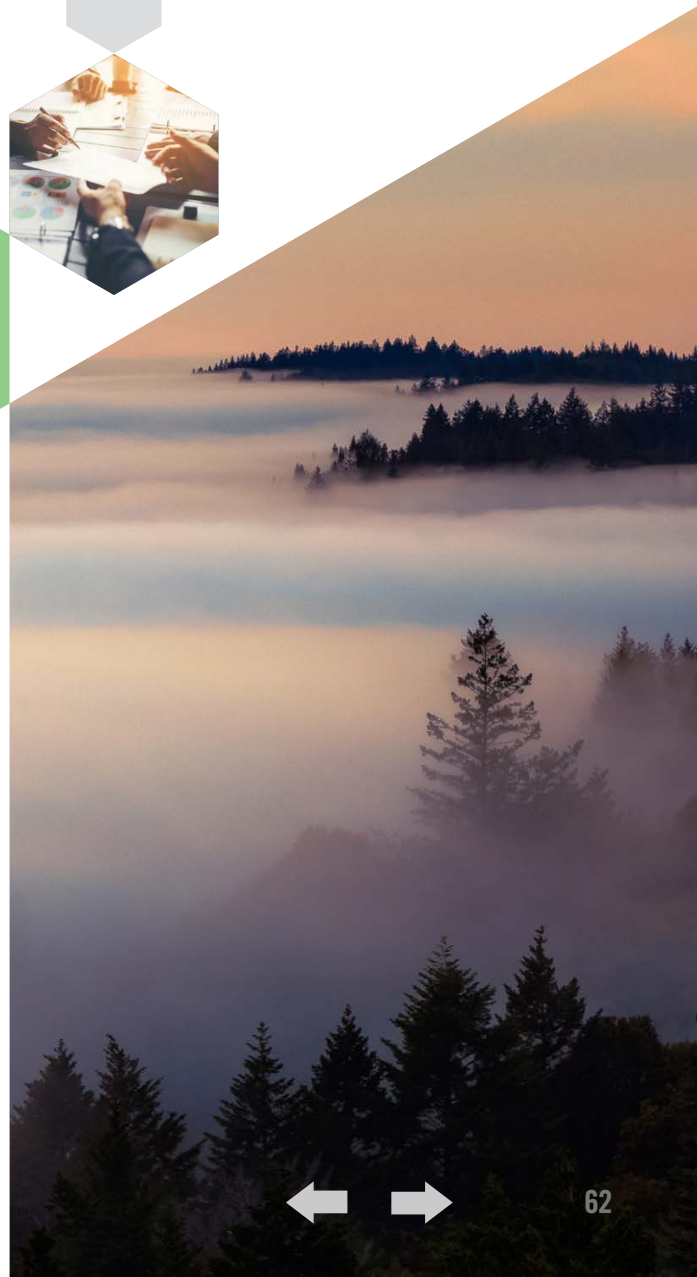
How We Approach Sustainability

Sustainability is a shared responsibility across East Penn's business functions. For example, the environmental, health and safety team manages lead levels, and the human resources team is responsible for compliance with appropriate federal, state and local employment regulations. The executive team identifies and manages environmental and social impacts at the highest level, delegating to departments as appropriate.

East Penn's Sustainability Reporting Committee, a multi-department internal body, manages sustainability materiality assessments; develops, reviews and approves this report; and communicates internally and externally about sustainability achievements and challenges. In 2024, East Penn conducted a refreshed environmental, social and governance (ESG) materiality assessment with support from a third-party consultant to perform a double materiality assessment aligned with the Global Reporting Initiative framework. The primary objective was to ensure that we remain focused on the ESG issues most relevant to our business and our stakeholders. This assessment highlighted several key areas where our actions can drive significant value and align with our commitment to responsible growth.

Explore the results of this assessment and read more about how we conducted it in the Appendix.

Sustainability is a shared responsibility



ETHICS AND INTEGRITY

East Penn's Business Ethics Policy delineates the standards of behavior we expect from employees in the workplace and maintains ethical and impartial practices across our business. We prohibit employees from using their position at East Penn to secure special advantage in business or personal gain. Employees must avoid any relationship or activity that might impair, or even appear to impair, our ability to make objective and fair decisions on the job.

We established a Code of Conduct to guide and protect employees and to create a positive workplace in which all employees treat each other with respect. Every employee receives a copy of the Code of Conduct when hired. The Code is also available electronically in English and Mandarin. We adjust the Code and other policies to comply with local laws when necessary. East Penn deals firmly with willful, inexcusable violations of the Code's rules under a uniform Code of Conduct Policy.

Finally, we value and respect the basic human rights of all people. East Penn's Human Trafficking Policy prohibits human trafficking and the use of illegal child labor or any form of forced labor at any time, in any part of the business. Our Social Accountability Policy also reinforces our position against the use of illegal child labor, forced or compulsory labor and human trafficking.

East Penn provides employees with several avenues of communication to report unethical or illegal behavior. These include talking to their supervisor, reporting to their Personnel representative, an internal helpline, and contacting the WeTip hotline. An independent organization manages the hotline and anonymously forwards information to East Penn management.

SUPPLY CHAIN MANAGEMENT

The manufacturing and delivering of East Penn batteries relies on an extensive network of suppliers that consists of more than 338 companies. These businesses supply lead, separators, sulfuric acid, battery cases and covers, as well as other materials. We spend the most on lead among these categories and the majority of it from recycled batteries collected in North America. When necessary, we source virgin lead from outside the U.S.

Each of our subsidiaries manages its own supply chain. For Navitas, this consists of nearly 300 companies located across three continents. Navitas sources electronics, sheet metal, cable, printed circuit board assembly, lithium cells, electrode, electrolyte, separator, pouch, tabs, copper/aluminum foil, graphite, resin, anode and cathode electrode roll, and other materials from these suppliers. The company also relies on these suppliers for machined, stamped and molded parts to support cell and pack manufacturing for its three plants in Ann Arbor, Michigan.

Managing Supply Chain Risk

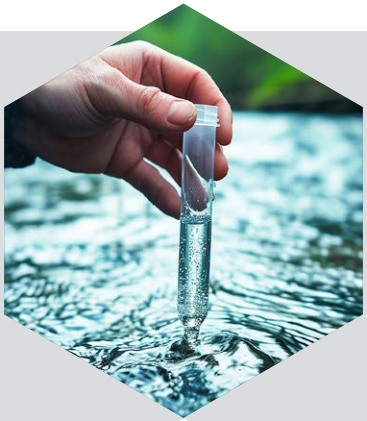
Addressing risk throughout East Penn's supply chain is a real-time priority. To better monitor and manage risk, we introduced a new tool in 2024. This digital platform allows companies to map their value chain, gain a comprehensive look at connections across their suppliers and monitor specific issues or areas of interest. Using an extensive network of public and private sector data — the largest, organized body of supply chain data in the world — the platform has helped East Penn stay abreast of critical issues in our supply chain and confirm that suppliers remain compliant with company policies and regulations.

This tool is helping to supplement East Penn's supplier auditing process. We continue to conduct annual supplier audits, assessing a total of four suppliers in 2024. Depending on a supplier's risk level, we may conduct a desk audit with a questionnaire and corresponding documents to confirm policies or practices or conduct an on-site audit. Both approaches include questions about sustainability practices and environmental impact management. We also employ multi-sourcing in our procurement strategy to help ensure we can quickly adapt to changing global conditions and reduce any supply chain disruptions.

East Penn is committed to transparency in our sustainability journey. As part of this commitment, we actively engage with EcoVadis, a globally recognized platform for evaluating sustainability performance across environmental, social, and ethical practices.

At Navitas, auditing also is a primary means of supplier risk management. The company conducts annual audits focused on quality, delivery and service, assessing eight suppliers over the year. Navitas also uses scorecards and risk assessments to help determine any necessary on-site visits. Part of Navitas's audit process also includes examining suppliers' sustainability performance, with many suppliers noting programs designed to reduce their carbon footprint, commitments to improving energy efficiency and more.

SUPPLY CHAIN MANAGEMENT



Setting Expectations for Suppliers

2024 marked the first full year of enforcement of the East Penn Manufacturing Supplier Code of Conduct. This Code helps us maintain compliance with local and federal laws and meet international expectations. For Tier 1 suppliers, we require adherence to the Code among their suppliers as well.

All suppliers to our U.S. manufacturing facilities have agreed to these guidelines or demonstrate they maintain an equivalent standard of their own. The Code covers issues including:

- Anti-Corruption and Bribery
- Child Labor and Young Workers Rights of Minorities, Indigenous Peoples and Women's Rights
- Conflict Minerals
- Discrimination and Harassment
- Energy Efficiency
- Forced Labor
- Freedom of Association
- General Business Activity
- Health and Safety
- Inclusion and Equal Opportunity
- Noise Emissions
- Renewable Energy
- Responsible Chemicals Management
- Soil Quality
- Sustainable Resources Management
- Wages and Benefits
- Waste Reduction
- Water Consumption
- Whistleblowing and Protection Against Retaliation

Broadening Supplier Engagement

East Penn's business model means that much of our procurement spend goes toward large companies capable of making intense capital investments. We also work to ensure spending with small businesses, recognizing the transformative impact these relationships can have on communities.

For example, Navitas representatives attended a Stellantis-hosted event in 2024 to connect with diverse suppliers. The event gave Navitas the opportunity to meet over twelve Michigan-based small businesses and explore partnership potential. Another initiative works to educate our buyers through a training program that includes best practices for sourcing from suppliers of all backgrounds. As of 2024, small businesses made up 40 percent and diverse-owned businesses made up 15 percent of Navitas's total procurement spend, broadening the company's economic opportunity.

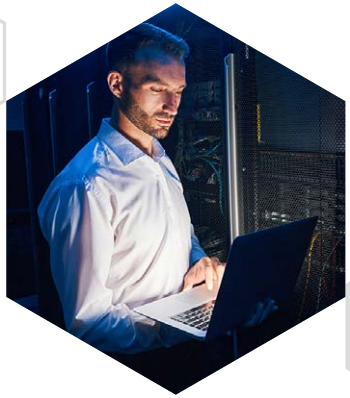
East Penn has a zero-tolerance policy for conflict minerals — requiring tin suppliers to confirm they don't source from "conflict countries" and taking business elsewhere if they can't provide assurance.

NETWORK AND DATA SECURITY

East Penn maintains robust data security and privacy across its global operations. In 2024, we worked toward obtaining the International Organization for Standardization (ISO) 27001:2022 certification, the world's best-known standard for Information Security Management Systems (ISMS). This certification will help us mitigate risk and build trust with customers, suppliers and vendors. We completed a compliance project as the first step toward certification in 2024 and received certification in the first quarter of 2025.

East Penn has established a dedicated cross-departmental team, led by our Chief Financial Officer, that regularly addresses information governance practices and network management. This dedicated network security department is responsible for safe harboring East Penn's ISMS. Network security engineers plan, design, implement, audit and troubleshoot our ISMS. We also run a 24x7x365 Security Operations Center, which monitors all security activity. East Penn's Security team meets regularly with local, state and national agencies (FBI, CISA, DHS, State Department) for debriefs, potential threats, training and policy updates.

As part of ongoing due diligence, we conduct regular reviews of processes and systems to address changing legal, regulatory and policy requirements across operations. We continue to mature our overall data privacy and information security posture to meet industry standards and evolving technological environments, and to support objectives set by East Penn executive leadership.



Security is a priority across East Penn's workforce. We run monthly security training and testing for all administrative employees.

APPENDIX

ABOUT THIS REPORT

The 2025 East Penn Sustainability Report contains information from East Penn Manufacturing Company, ("East Penn") locations and subsidiaries under the company's consolidated financial control. This includes locations and subsidiaries in the U.S. as well as international locations including East Penn Canada, East Penn International and MK Battery. Where data or information differ in scope, we have clearly noted the scope.

The reporting period for this report is January 1, 2024, to December 31, 2024. All data is presented on a calendar year basis, with the exception of financial and community-giving data, both of which are reported on a fiscal year basis (June 1 to May 31). We have included a Global Reporting Initiative (GRI) Index in accordance with the Core option and are responding to select Sustainability Accounting Standards Board (SASB) metrics for the Industrial Batteries Standard.

This report is East Penn's seventh sustainability report. We published our first report in 2011. No restatements are being made in this report. East Penn plans to issue a sustainability report every year. Our Executive Team reviews and approves this report.

Contact:
East Penn Manufacturing Company,
Deka Road, Lyon Station, Pennsylvania 19536
contactus@eastpenn-deka.com
www.eastpennmanufacturing.com/contact

APPENDIX

MATERIALITY ASSESSMENT

In 2024, East Penn underwent a comprehensive sustainability materiality assessment to refresh our priority sustainability issues with support from a third-party consultant. We complete this process every two to four years, with our last assessment completed in 2021.

Our materiality assessment process, aligned with GRI standards, identified and prioritized the most relevant environmental, social and governance (ESG) topics for East Penn by considering global, sectoral, industry and regulatory issues. We conducted a comprehensive review of these topics, refining them to identify those with the highest significance for our business and stakeholders. Through targeted surveys and in-depth interviews, we gathered valuable insights that helped distill these areas of focus, ensuring our ESG strategy addresses where we can make the most meaningful impact across our operations and value chain.

The double materiality assessment highlighted several topics of importance for our business. Ultimately, 11 topics were identified as highly material for East Penn: (1) Air Pollution, (2) Anti-Corruption / Business Ethics, (3) Climate Change, (4) Inclusion and Equal Opportunity (5) Employee Development, (6) Employee Health and Safety, (7) Energy Management, (8) Human Rights and Forced Labor, (9) Supply Chain Management, (10) Waste Management and (11) Water Management.

These topics are highly material due to their significant influence on our operational resilience, regulatory compliance, stakeholder trust and employee well-being. For instance, effectively managing Air Pollution, Climate Change, Water, and Waste is integral to achieving our environmental goals and meeting regulatory requirements. Likewise, prioritizing Employee Health & Safety; Inclusion and Equal Opportunity; and Human Rights initiatives is essential for fostering a safe, inclusive and respectful workplace. By focusing on these areas, East Penn is well-positioned to mitigate risks, enhance operational efficiency and generate positive impacts across our value chain.

East Penn's Material Topics (2024)

Air Pollution	Minimizing and mitigating the impact of pollution on the environment and human health.
Anti-Corruption/Business Ethics	By fostering a culture of accountability and ethical responsibility, East Penn strives to build trust and create long-term value for stakeholders while adhering to the highest standards of business ethics.
Climate Change	Mitigating climate change and its associated risks by actively reducing our carbon footprint and enhancing the sustainability of our operations.
Inclusion and Equal Opportunity	Building a workforce reflective of the greater population's diversity and supported by practices, policies and programs to ensure all employees feel a sense of belonging and inclusion in the workplace, and are treated equitably, including in regard to pay.
Employee Development	Implementing programs and initiatives to enhance the skills, knowledge, capabilities and well-being of our employees, encompassing various aspects related to professional growth, career advancement and learning opportunities.
Employee Health and Safety	Building a safety-first culture and environment that supports accident and injury prevention and reduces exposure to workplace hazards.
Energy Management	Effective management of our energy consumption, reduction and efficiency across our operations.
Human Rights and Forced Labor	Our commitment to respecting, protecting and promoting the human rights of its employees, stakeholders, communities and supply chain partners. This also includes ensuring the prevention of child and forced labor, human trafficking and all other forms of abuse.
Supply Chain Management	Fostering supplier social and environmental responsibility throughout our supply chain.
Water Management	Reducing the use and maximizing the reuse of water in East Penn's operations, particularly in water-stressed regions, through a zero-discharge system.
Waste Management	Minimizing waste generation by means of responsible production, consumption and reuse/recycle/recovery of byproducts, packaging and materials.

APPENDIX

Stakeholder Engagement

Stakeholder insights and engagement are a critical part of East Penn's sustainability strategy. We regularly engage with key stakeholders, including through our sustainability materiality assessment process, to better understand the issues that matter most to them and how we can advance our efforts to tackle them.

East Penn Key Stakeholders

Stakeholder Group	Definition	Key Interests/Concerns
Employees	Full-time, part-time and temporary workers	Employment opportunities, benefits, job security, training, safety and health
Local Community Members and Groups	Includes the Chambers of Commerce, Economic Development Offices, healthcare providers, local schools, nonprofits and other neighbors of our facilities	Local jobs, water and air emissions, support of community initiatives (e.g. United Way fundraising campaign)
Customers	Those who purchase our products, such as automotive aftermarket retailers; manufacturers of cars, trucks, buses and other vehicles; users of lift trucks; data centers; telecommunications; utilities; various government and defense agencies and their suppliers; etc.	Environmental and human safety performance, human rights practices, quality, manufacturing domestication, hazardous waste reduction, scrap reduction
Government Agencies	Includes local, state and federal regulatory agencies such as U.S. Environmental Protection Agency, Pennsylvania Department of Environmental Protection and Department of Energy, as well as its research bodies, such as Argonne National Laboratory	Environmental, health and safety performance; economic impacts; battery efficiency; research and development (R&D)
Suppliers	Raw material suppliers of lead, plastic and other goods	Quality, procurement practices
Industry Associations	Various industry groups and associations (see full list on pg. 21)	Economic impact, safety, environmental performance
Financial Institutions	Lending institutions, investment partners	Sales, business excellence
Academic Institutions	Leading higher education institutions such as Lehigh University, Penn State University, Moravian University, Alvernia University, Reading Area Community College, Kutztown University, Cornell University, University of Toledo, University of North Texas, Villanova University, Worcester Polytechnic Institute, University of Michigan, Michigan State University, Lawrence Technological University, Eastern Michigan University and Kettering University	R&D, job/internship opportunities, product development engineering, operations, corporate functions

APPENDIX

SUSTAINABILITY DATA CENTER

Metric	2023	2024
PRODUCTS		
Net Sales	$3.5B	$3.6B
R&D Spend	$21.8M	$21.7M
PROCESSES		
Recycling and Reuse in Manufacturing		
Lead Recycled at Lyon Station Smelter (pounds)	175M	187M
Sulfuric Acid Retrieved from Battery Recycling (pounds)	6.3M	6.4M
Lead Used From Recycled Sources	90%	89.6%
Plastic Used From Recycled Sources	84.4%	86.8%
Energy and Emissions		
CO2 Emissions (metric tons)	352,111	359,004
Reduction in Energy Use Per Unit of Production (against 2018 baseline)	7500 MWh	7500 MWh
Lead-in-Air Concentration (micrograms per cubic meter of air)	.02	.02
Air Emissions (in short tons)		
Nitrogen Oxides	91.12	91.52
Sulfur Oxides	46.08	46.42
Particulate Matter	44.2	88.04
Carbon Monoxide	68.48	68.89
Volatile Organic Compounds	25.91	23.05

APPENDIX

SUSTAINABILITY DATA CENTER (CONTINUED)

Metric	2023	2024
Waste (in short tons)		
Hazardous Waste Recycled	147,906	150,938
Hazardous Waste Landfilled	10,028	8,695
Non-Hazardous Waste Recycled	6,725	6,967
Non-Hazardous Waste Landfilled	1,835	2,354
Water (in gallons)		
Water Recycled	42,978,299	41,815,515
Water Withdrawal	181,858,581	187,826,309
Water Consumption	123,581,287	130,251,376
Water Discharge	58,277,294	57,574,933
Environmental Penalties		
Fines	$0	$6,558
Notices of Violation	0	1
Health & Safety		
Incident Rate	3.8	3.5
DART Rate	1.7	1.3
Health and Safety Violations	0	0
Health and Safety Penalties	$0	$0
Fatalities	0	0
Average Employee Blood Lead Level (in micrograms per deciliter)	8.9	9.0
Environment, Health and Safety Training		
Employees Trained	6,974	7,216
Hours of Training Provided	46,155	53,247

APPENDIX

SUSTAINABILITY DATA CENTER (CONTINUED)

Metric	2023	2024
PEOPLE		
Total Employees	10,149	10,321
Percentage of Employees Using East Penn's Health Insurance Benefit	>90%	>90%
Voluntary Turnover Rate		
Total	10%	7%
Men Under 30 Years Old	2%	2%
Men 30-50 Years Old	3%	2%
Men 50 Years Old and Over	2%	1%
Women Under 30 Years Old	1%	.7%
Women 30-50 Years Old	1%	.8%
Women 50 Years Old and Over	.6%	.2%
Company Service		
1 Month-9 Years	61%	61%
10-19 Years	22%	22%
20-39 Years	15%	16%
40+ Years	2%	1%
Training and Development		
Total Training Hours Provided	140,104	143,319
Total Employees Trained	1,055	1,434
Tuition Reimbursement and Scholarships		
Total Employees Receiving Tuition Reimbursement	25	22
Total Employees Receiving Scholarship	9	9
Gross Annual Tuition Reimbursement and Scholarship	$150,759	$247,894

APPENDIX

SUSTAINABILITY DATA CENTER (CONTINUED)

Metric	2023	2024
Workforce Demographics		
Percentage of Women New Hires	28%	26%
Men in U.S. Workforce	76%	77%
Women in U.S. Workforce	24%	23%
U.S. and China Workforce by Race		
American Indian/Alaska Native	.07%	.02%
Asian	1.8%	.8%
Black/African American	6.1%	5.1%
Hispanic/Latino	26.8%	30%
White	62.8%	61%
Other	2.5%	3.2%
Community Impact		
Total Corporate Giving	$1,055,213	$920,425
Total Employee Giving	$708,338	$830,740
PRACTICES		
Supply Chain Management		
Total Companies in Supply Chain	340	338
Total Supplier Audits Completed	34	4

APPENDIX

GRI CONTENT INDEX

GRI Standard/ Other Source	Disclosure	Location/Response
General Disclosures		
GRI 2: General Disclosures 2021		
The organization and its reporting		
2-1	Organizational details: Legal name and location of headquarters.	East Penn Manufacturing Company, Lyon Station, PA
2-2	Entities included in the organization's sustainability reporting: List all its entities discussed in sustainability reporting.	East Penn Manufacturing Company
2-3	Reporting period, frequency and contact point: Specify the reporting period for its financial reporting, if it does not align with the period explain reason and add a point of contact.	Annually December 31, 2024 contactus@eastpenn-deka.com
2-4	Restatements of information: Reason and effect of restatements, restatement of information when it has learned that the previously reported information needs to be revised.	None
2-5	External assurance: Describe its policy and practice for seeking external assurance, including whether and how the highest governance body and senior executives are involved.	To verify East Penn's effectiveness and commitment to Social Accountability, a third-party SMETA (Sedex Members Ethical Trade Audit) audit was conducted
Activities and workers		
2-6	Activities, value chain and other business relationships: Describe value chain.	2025 Sustainability Report> Introduction> About East Penn
2-7	Employees: Total number of employees, and a breakdown of this total by gender and by region.	2025 Sustainability Report> Purposeful People> Employee Satisfaction
2-8	Workers who are not employees: Total number of workers who are not employees and whose work is controlled by the organization.	While we use contract employees to meet production demand and unique business needs, this labor type is not formally tracked as a part of our ESG Data.

APPENDIX

GRI CONTENT INDEX (CONTINUED)

GRI Standard/ Other Source	Disclosure	Location/Response
Governance		
2-9	Governance structure and composition: Describe the governance structure, list the committees of the highest governance body that are responsible for decision-making on and overseeing the management of the organization's impacts on the economy, environment, and people.	2025 Sustainability Report> Purposeful Practices> Corporate Governance
2-10	Nomination and selection of the highest governance body: Describe the criteria used for nominating and selecting highest governance body members, views of stakeholders, diversity, independence and competencies relevant to the impacts of the organization.	East Penn is a privately-held firm guided by a eight-member Board of Directors, three internal employees and five external. Our Board of Directors is comprised of family members, senior management and external, independent members who bring expertise to a variety of areas.
2-11	Chair of the highest governance body: Report whether the chair of the highest governance body is also a senior executive in the organization, explain their function within the organization's management, the reasons for this arrangement, and how conflicts of interest are prevented and mitigated.	The positions of board chair and president and chief executive officer are two separate positions. The president and CEO is a board member. We believe this structure provides a balanced approach to the effective governance and operations of the business.
2-12	Role of the highest governance body in overseeing the management of impacts: Describe the role of the highest governance body and of senior executives in developing, approving, and updating the organization's purpose, value or mission statements, strategies, policies, and goals related to sustainable development.	2025 Sustainability Report> Purposeful Practices> Corporate Governance
2-13	Delegation of responsibility for managing impacts: Describe how the highest governance body delegates responsibility for managing the organization's impacts on the economy, environment, and people.	2025 Sustainability Report> Purposeful Practices> Corporate Governance
2-14	Role of the highest governance body in sustainability reporting: Responsible for reviewing and approving the reported information, including the organization's material topics. Describe the process for reviewing and approving.	2025 Sustainability Report> Purposeful Practices> Corporate Governance
2-15	Conflicts of interest: Processes to ensure that conflicts of interest are prevented and mitigated.	2025 Sustainability Report> Purposeful practices> Ethics & Integrity
2-16	Communication of critical concerns: How concerns are communicated to the highest governance body, report the total number and the nature of critical concerns during the reporting period.	Our Board of Directors receives regular updates from senior management, three of whom are also board members. These updates include any significant concerns expressed by employees, regulators, customers and other key stakeholders.

APPENDIX

GRI CONTENT INDEX (CONTINUED)

GRI Standard/ Other Source	Disclosure	Location/Response
Governance (continued)		
2-17	Collective knowledge of the highest governance body: Measures taken to advance collective knowledge and skills for the highest governance body on sustainable development.	The Board of Directors includes eight board members with extensive experience in a variety of industries including logistics, manufacturing, consulting, and the public sector. These directors bring expertise in areas such as strategic planning, asset management, marketing, regulatory affairs, and supply chain management. The Board often consults with outside experts and stays abreast of industry trends and customer priorities including environmental stewardship and social responsibility.
2-18	Evaluation of the performance of the highest governance body: Overseeing the management of the organization's impacts on the economy, environment, and people.	The Board evaluates its effectiveness based on the financial performance of the Company. That performance is, in part, dependent on how well the Company manages its impact on people and the environment. As an example, the Company must strive to be a workplace of choice in order to attract and retain the required talent to compete and satisfy customers.
2-19	Remuneration policies: Describe how the remuneration policies for members of the highest governance body and senior executives relate to their objectives and performance in relation to the management of the organization's impacts on the economy, environment, and people.	Our senior management team is compensated based, in part, on overall company performance and effective management of all functional areas that include many aspects of environmental and people such as safety, EHS and human resources.
2-20	Process to determine remuneration: Process for designing its remuneration policies and for determining remuneration.	We respect the principle of equal pay for work of equal value. We strive to offer a competitive employment package for all employees, including senior management. Our Wage and Compensation Team evaluates every position for which we hire and ensures all compensation packages are competitive with market offerings.
2-21	Annual total compensation ratio: Ratio of the annual total compensation for the organization's highest-paid individual to the median annual total compensation for all employees, ratio of the percentage increase.	As a private company, we do not disclose this information publicly.
Strategy, policies and practices		
2-22	Statement on sustainable development strategy: CEO Letter or message.	2025 Sustainability Report> Introduction> A Message From East Penn Leadership
2-23	Policy commitments: List of all policy commitments for business conduct.	Business Ethics Policy Code of Conduct Human Trafficking Policy Supplier Code of Conduct Social Accountability Policy

APPENDIX

GRI CONTENT INDEX (CONTINUED)

GRI Standard/ Other Source	Disclosure	Location/Response
Strategy, policies and practices (continued)		
2-24	Embedding policy commitments: How is it allocated or integrated responsibility to the commitments across different levels within the organization.	2025 Sustainability Report> Purposeful practices> Ethics & Integrity; Supply Chain Management; Purposeful People> East Penn Culture
2-25	Processes to remediate negative impacts: Identify and address grievances.	2025 Sustainability Report> Purposeful practices> Ethics & Integrity
2-26	Mechanisms for seeking advice and raising concerns: Process in raising concerns about the organization's code of conduct.	2025 Sustainability Report> Purposeful practices> Ethics & Integrity
2-27	Compliance with laws and regulations: Report the total number of non-compliance instances with laws and regulations.	In 2024, we had 0 environmental or safety violations
2-28	Membership associations: List of membership associations.	2025 Sustainability Report> Purposeful Products> Investing in Innovation> Collaborating Across Industries
2-29	Approach to stakeholder engagement: Describe how to engage and identify stakeholders.	2025 Sustainability Report> Appendix> Materiality Assessment
2-30	Collective bargaining agreements: How the organization engages in collective bargaining with its employees.	East Penn is proud of our strong working relationship with employees, who are not represented by any collective bargaining agreements.
Material Topics		
GRI 3: Material Topics 2021		
3-1	Process to determine material topics: Process in how to determine material topics.	2025 Sustainability Report> Appendix> Materiality Assessment
3-2	List of material topics: List of organizations material topics, i.e. Materiality Matrix.	2025 Sustainability Report> Appendix> Materiality Assessment

APPENDIX

GRI CONTENT INDEX (CONTINUED)

GRI Standard/ Other Source	Disclosure	Location/Response
GRI 200: Economic		
GRI 205: Anti-corruption		
3-3	Management of material topic	2025 Sustainability Report> Purposeful practices> Ethics & Integrity
205-1	Operations assessed for risks related to corruption: Measures the extent of the risk assessment's implementation across an organization.	2025 Sustainability Report> Purposeful practices> Ethics & Integrity
205-2	Communication and training about anti-corruption policies and procedures: Total number and percentage of anticorruption training.	2025 Sustainability Report> Purposeful practices> Ethics & Integrity
205-3	Confirmed incidents of corruption and actions taken: Total number and nature of confirmed incidents of corruption.	2025 Sustainability Report> Purposeful practices> Ethics & Integrity
GRI 300: Environmental		
GRI 301: Materials		
3-3	Management of material topic	2025 Sustainability Report> Purposeful Processes> Full Circle: What Makes East Penn Batteries Sustainable
301-1	Materials used by weight or volume: Total weight or volume of non-renewable materials and renewable materials used.	2025 Sustainability Report> Purposeful Processes> Full Circle: What Makes East Penn Batteries Sustainable
301-2	Recycled input materials used: Percentage of recycled input materials used for products and services.	2025 Sustainability Report> Purposeful Processes> Full Circle: What Makes East Penn Batteries Sustainable
301-3	Reclaimed products and their packaging materials: Percentage of reclaimed products and their packaging materials.	2025 Sustainability Report> Purposeful Processes> Full Circle: What Makes East Penn Batteries Sustainable

APPENDIX

GRI CONTENT INDEX (CONTINUED)

GRI Standard/ Other Source	Disclosure	Location/Response
GRI 302: Energy		
3-3	Management of material topic	2025 Sustainability Report> Purposeful Processes> Decarbonization and Emissions Management> Increasing Energy Efficiency
302-1	Energy consumption within the organization: Total fuel consumption within the organization from non-renewable and renewable sources.	2025 Sustainability Report> Purposeful Processes> Decarbonization and Emissions Management> Increasing Energy Efficiency
302-4	Reduction of energy consumption: Reductions in energy consumption achieved as a direct result of conservation and efficiency initiatives.	2025 Sustainability Report> Purposeful Processes> Decarbonization and Emissions Management> Increasing Energy Efficiency
GRI 303: Water and Effluents		
3-3	Management of material topic	2025 Sustainability Report> Purposeful Processes> Responsible Resource Conservation> Stewarding Water Use
303-1	Interactions with water as a shared resource: Interactions with water, how and where water is withdrawn, consumed, and discharged, and the water-related impacts.	2025 Sustainability Report> Purposeful Processes> Responsible Resource Conservation> Stewarding Water Use
303-2	Management of water discharge-related impacts: Controlling the quality of effluent discharge refers to the physical, chemical, biological, and taste-related characteristics of water.	2025 Sustainability Report> Purposeful Processes> Responsible Resource Conservation> Stewarding Water Use
303-3	Water withdrawal: Surface water; Groundwater; Seawater; Produced water; Third-party water.	2025 Sustainability Report> Purposeful Processes> Responsible Resource Conservation> Stewarding Water Use
303-4	Water discharge: Surface water; Groundwater; Seawater; Produced water; Third-party water.	2025 Sustainability Report> Purposeful Processes> Responsible Resource Conservation> Stewarding Water Use
303-5	Water consumption: Water consumption measures water used by an organization such that it is no longer available for use by the ecosystem or local community.	2025 Sustainability Report> Purposeful Processes> Responsible Resource Conservation> Stewarding Water Use

APPENDIX

GRI CONTENT INDEX (CONTINUED)

GRI Standard/ Other Source	Disclosure	Location/Response
GRI 305: Emissions		
3-3	Management of material topic.	2025 Sustainability Report> Purposeful Processes> Decarbonization and Emissions Management
305-1	Direct (Scope 1) GHG emissions.	2025 Sustainability Report> Purposeful Processes> Decarbonization and Emissions Management
305-2	Energy indirect (Scope 2) GHG emissions	2025 Sustainability Report> Purposeful Processes> Decarbonization and Emissions Management
305-3	Other indirect (Scope 3) GHG emissions.	2025 Sustainability Report> Purposeful Processes> Decarbonization and Emissions Management
305-4	GHG emissions intensity: Types of GHG emissions included in the intensity ratio; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3).	2025 Sustainability Report> Purposeful Processes> Decarbonization and Emissions Management
305-5	Reduction of GHG emissions: Scopes in which reductions took place; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3).	2025 Sustainability Report> Purposeful Processes> Decarbonization and Emissions Management
305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions: Significant air emissions, Nox, Sox, POP, VOC, HAP, PM.	2025 Sustainability Report> Purposeful Processes> Decarbonization and Emissions Management > Managing Lead and Air Emissions
GRI 306: Waste		
3-3	Management of material topic.	2025 Sustainability Report> Purposeful Processes> Responsible Resource Conservation > Reducing Hazardous and Non-Hazardous Waste
306-1	Waste generation and significant waste-related impacts: Impacts relate to waste generated in the organization's own activities or to waste generated upstream or downstream in its value chain. Types of inputs and outputs can include raw materials, process and manufacturing materials, leaks and losses, waste, by-products, products, or packaging.	2025 Sustainability Report> Purposeful Processes> Responsible Resource Conservation > Reducing Hazardous and Non-Hazardous Waste
306-2	Management of significant waste-related impacts: Circularity measures, taken to prevent waste generation in the organization's own activities and upstream and downstream in its value chain.	2025 Sustainability Report> Purposeful Processes> Responsible Resource Conservation > Reducing Hazardous and Non-Hazardous Waste

APPENDIX

GRI CONTENT INDEX (CONTINUED)

GRI Standard/ Other Source	Disclosure	Location/Response
GRI 306: Waste (continued)		
306-3	Waste generated.	2025 Sustainability Report> Purposeful Processes> Responsible Resource Conservation > Reducing Hazardous and Non-Hazardous Waste
306-4	Waste diverted from disposal.	2025 Sustainability Report> Purposeful Processes> Responsible Resource Conservation > Reducing Hazardous and Non-Hazardous Waste
306-5	Waste directed to disposal.	2025 Sustainability Report> Purposeful Processes> Responsible Resource Conservation > Reducing Hazardous and Non-Hazardous Waste
GRI 308: Supplier Environmental Assessment		
3-3	Management of material topic.	2025 Sustainability Report> Purposeful Practices> Supply Chain Management
308-1	New suppliers that were screened using environmental criteria: Percentage of suppliers selected or contracted subject to due diligence processes for environmental impacts.	2025 Sustainability Report> Purposeful Practices> Supply Chain Management
308-2	Negative environmental impacts in the supply chain and actions taken: Percentage of suppliers identified as having significant actual and potential negative environmental impacts.	2025 Sustainability Report> Purposeful Practices> Supply Chain Management
GRI 400: Social		
GRI 401: Employment		
3-3	Management of material topic.	2025 Sustainability Report> Purposeful People> Employee Satisfaction
401-1	New employee hires and employee turnover.	2025 Sustainability Report> Purposeful People> Employee Satisfaction
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees.	2025 Sustainability Report> Purposeful People> Employee Satisfaction

APPENDIX

GRI CONTENT INDEX (CONTINUED)

GRI Standard/ Other Source	Disclosure	Location/Response
GRI 403: Occupational Health and Safety		
3-3	Management of material topic.	2025 Sustainability Report> Purposeful Processes> Health and Safety
403-1	Occupational health and safety management system: A description of the scope of workers, activities, and workplaces covered by the occupational health and safety management system, and an explanation of whether and, if so, why any workers, activities, or workplaces are not covered.	2025 Sustainability Report> Purposeful Processes> Health and Safety
403-2	Hazard identification, risk assessment, and incident investigation: A description of the processes for workers to report work-related hazards and hazardous situations, and an explanation of how workers are protected against reprisals.	2025 Sustainability Report> Purposeful Processes> Health and Safety
403-3	Occupational health services: A description of the occupational health services' functions that contribute to the identification and elimination of hazards and minimization of risks.	2025 Sustainability Report> Purposeful Processes> Health and Safety
403-4	Worker participation, consultation, and communication on occupational health and safety: Participation in the occupational health and safety management system.	2025 Sustainability Report> Purposeful Processes> Health and Safety
403-5	Worker training on occupational health and safety: Occupational health and safety training provided to workers.	2025 Sustainability Report> Purposeful Processes> Health and Safety
403-6	Promotion of worker health: How the organization maintains the confidentiality of workers' personal health related information.	2025 Sustainability Report> Purposeful Processes> Health and Safety
GRI 404: Training and Education		
3-3	Management of material topic.	2025 Sustainability Report> Purposeful People> Training and Development
404-1	Average hours of training per year per employee: Average hours of training gender and employee category.	2025 Sustainability Report> Purposeful People> Training and Development
404-2	Programs for upgrading employee skills and transition assistance programs: Programs implemented and assistance provided to upgrade employee skills.	2025 Sustainability Report> Purposeful People> Training and Development
404-3	Percentage of employees receiving regular performance and career development reviews: Percentage of total employees by gender and by employee category who received a regular performance and career development review during the reporting period.	2025 Sustainability Report> Purposeful People> Training and Development

APPENDIX

GRI CONTENT INDEX (CONTINUED)

GRI Standard/ Other Source	Disclosure	Location/Response
GRI 405: Diversity and Equal Opportunity		
3-3	Management of material topic.	2025 Sustainability Report> Purposeful People> Inclusion
405-1	Demographics of governance bodies and employees: Percentage of individuals within the organization, gender, age group.	2025 Sustainability Report> Purposeful People> Inclusion
405-2	Ratio of basic salary and remuneration of women to men: Average pay of each gender grouping within each employee category.	2025 Sustainability Report> Purposeful People> Inclusion
GRI 408: Child Labor		
3-3	Management of material topic.	2025 Sustainability Report> Purposeful Practices> Supply Chain Management; Purposeful Practices> Ethics & Integrity
408-1	Operations and suppliers at significant risk for incidents of child labor: Measures taken by the organization in the reporting period intended to contribute to the effective abolition of child labor.	2025 Sustainability Report> Purposeful Practices> Supply Chain Management; Purposeful Practices> Ethics & Integrity
GRI 409: Forced or Compulsory Labor		
3-3	Management of material topic.	2025 Sustainability Report> Purposeful Practices> Supply Chain Management; Purposeful Practices> Ethics & Integrity
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor: Measures taken by the organization in the reporting period intended to contribute to the elimination of all forms of forced or compulsory labor.	2025 Sustainability Report> Purposeful Practices> Supply Chain Management; Purposeful Practices> Ethics & Integrity
GRI 414: Supplier Social Assessment		
3-3	Management of material topic.	2025 Sustainability Report> Purposeful Practices> Supply Chain Management
414-1	New suppliers that were screened using social criteria: Percentage of suppliers selected or contracted subject to due diligence processes for social impacts.	2025 Sustainability Report> Purposeful Practices> Supply Chain Management
414-2	Negative social impacts in the supply chain and actions taken: Organization's awareness of significant actual and potential negative social impacts in the supply chain.	2025 Sustainability Report> Purposeful Practices> Supply Chain Management

APPENDIX

SASB INDEX

Topic	Accounting Metric	Code	Response
Energy Management	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable.	RR-FC-130a.1	2025 Sustainability Report> Purposeful Processes> Decarbonization and Emissions Management> Increasing Energy Efficiency
Workforce Health & Safety	(1) Total recordable incident rate (TRIR) and (2) fatality rate for (a) direct employees and (b) contract employees.	RR-FC-320a.1	(1) TRIR 3.5 (2) 0 fatalities For more data and information on our safety performance, see the 2025 Sustainability Report> Purposeful Processes> Health and Safety
	Description of efforts to assess, monitor, and reduce exposure of workforce to human health hazards.	RR-FC-320a.2	2025 Sustainability Report> Purposeful Processes> Health and Safety
Product End-of-life Management	Percentage of products sold that are recyclable or reusable.	RR-FC-410b.1	99% of all batteries are recycled
	(1) Weight of end-of-life material recovered, (2) percentage recycled.	RR-FC-410b.2	(1) X million pounds of plastic, X million pounds of lead, and X million pounds of sulfuric acid were recycled in 2024 (2) 86.8% of plastic and 89.6% of lead used in 2024 came from recycled sources
	Description of approach to manage use,reclamation, and disposal of hazardous materials.	RR-FC-410b.3	2025 Sustainability Report> Purposeful Processes> Full Circle: What Makes East Penn Batteries Sustainable> Reusing Materials in Manufacturing; Responsible Resource Conservation> Reducing Hazardous and Non-Hazardous Waste
Materials Sourcing	Description of the management of risks associated with the use of critical materials.	RR-FC-440a.1	2025 Sustainability Report> Purposeful Practices> Supply Chain Management

Activity Metric		Category	Response
Number of units sold		RR-FC-000.A	We manufacture more than 515 types of durable batteries with 2024 sales of over $3.6 billion.

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