



SUSTAINABILITY REPORT 2023

SUSTAINABILITY – At The Core Of All We Do

As a company that got our start rebuilding used batteries from recycled materials,
our business model has always been sustainable.

That's the East Penn way.



**WHAT
WE MAKE**



**HOW
WE WORK**



**WHO
WE ARE**

ABOUT US

East Penn was founded more than 75 years ago out of a passion to deliver energy solutions by rebuilding used batteries in a process that generated minimal waste. Today, East Penn has grown into the largest, single-site lead battery manufacturing producer in the world.

We adhere to circular economy principles in the innovation and production of more than 515 battery types for cars, boats, motorcycles, forklifts and other vehicles. Our stationary backup systems provide reliable auxiliary battery power for businesses and communities. And we're expanding our lithium-ion battery expertise and technology for industrial, military and government applications.

Though our company experiences tremendous growth we remain true to our original passion: providing power to our customers – **responsibly and sustainably.**

TABLE OF CONTENTS

Introduction

- 3 About Us
- 3 Table of Contents
- 4 East Penn at a Glance
- 5 Sustainability Highlights
- 6 The Breidegam Miksiewicz Family
- 7 The Founding Family
- 8 A Message From Leadership
- 9 75 Years of Growth
- 10 Global Presence
- 10 Sustainability Priorities
- 11 Sustainability Material Assessment
- 12 Engaging Our Stakeholders
- 13 Corporate Governance

What We Make

- 15 Introduction
- 16-21 Product Segments
- 22-23 Navitas Systems Overview
- 24-26 Product Research & Development
- 27 Industry Memberships

How We Work

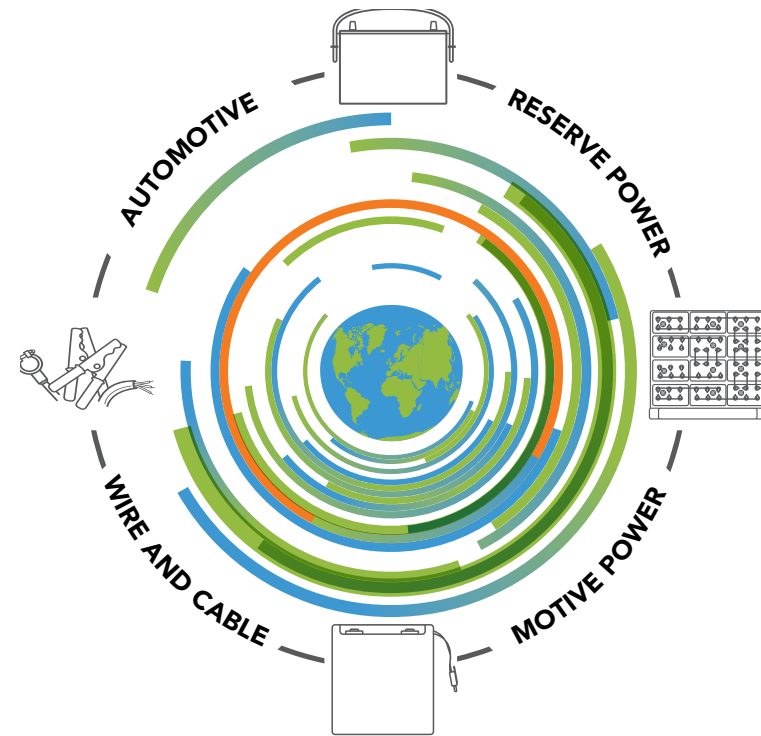
- 29-31 Building a Circular Economy
- 32 Hazardous & Non-Hazardous Waste
- 33 Energy & Emissions
- 34-35 Decarbonization Strategy
- 36 Eco-friendly Driving Program
- 37 Lead Emissions
- 38 Air Emissions
- 39 Water Stewardship
- 40 Environmental Compliance
- 40-41 Supply Chain

Who We Are

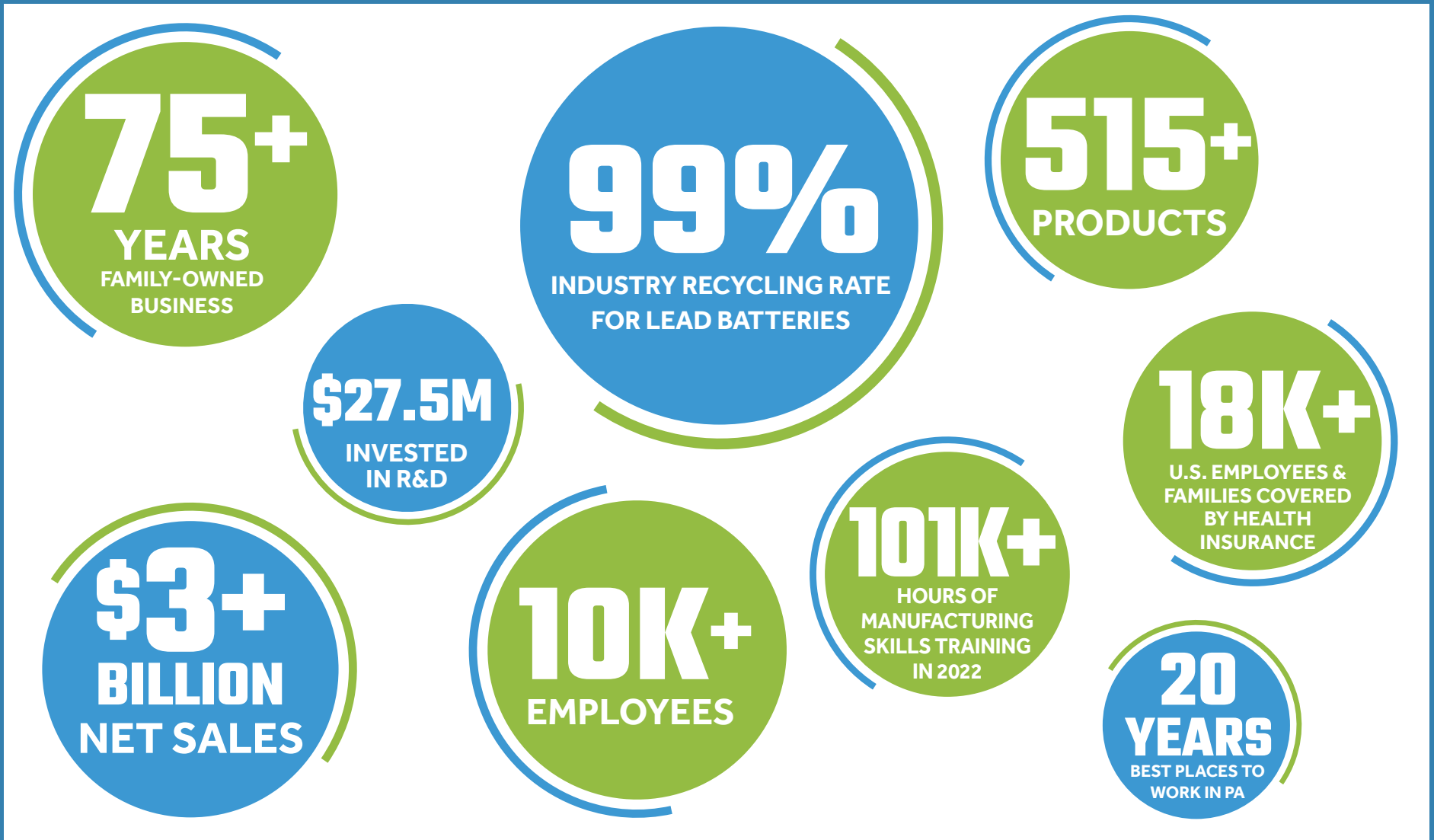
- 43 Introduction
- 44-45 ... Our Guiding Principles
- 46-47 Employee Satisfaction
- 48-49 ... Training & Development
- 50 Employee Communications
- 50-51 Diversity
- 52 Women in The Workplace
- 53-55 Safety & Health
- 56 Healthcare Heroes
- 57 Wellness
- 58-59 ... Community Impact
- 60-63 ... Community Outreach

Appendix

- 64 About This Report
- 65-72 GRI Content Index
- 73 SASB Index



EAST PENN – AT A GLANCE



SUSTAINABILITY HIGHLIGHTS

As a company that got our start rebuilding used batteries from recycled materials, our business model has always been sustainable. That's the East Penn way.

Here are just a few of the ways we embed sustainability into our business today:

We're powering a circular economy.

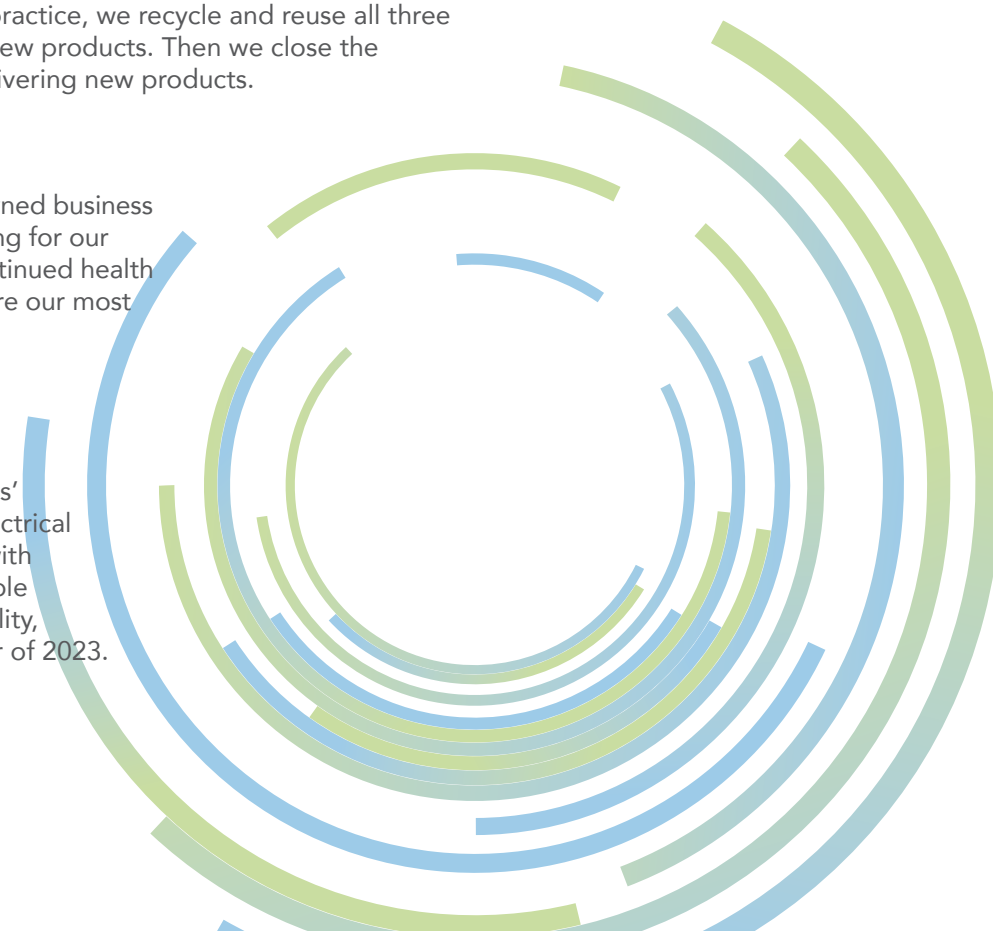
A circular economy conserves natural resources and creates value from waste, and through our lead battery business, we do just that. Lead batteries have safe, infinite recycling possibilities, resulting in a 99 percent recycling rate. In practice, we recycle and reuse all three major components of a lead battery – lead, plastic and acid – in the production of new products. Then we close the loop with our distribution system that collects used batteries for recycling when delivering new products.

We're invested in our people.

The heart of our company will always be our people. East Penn has been a family-owned business since our founding in 1946, and today, we still strive to create a sense of familial caring for our 10,300 employees. To take care of each other at the outset of the pandemic, we continued health coverage and paid healthcare premiums for all of our employees. Our people truly are our most important asset.

We're committed to a renewable energy future.

East Penn is investing in solutions for a low-carbon future. We're accelerating our expansion into lithium-ion and advanced lead battery technology to meet customers' expanding demands for electrification and serving as an essential component of electrical systems in electric vehicles. And we've entered into a power purchase agreement with a new solar energy project, in which we've committed to procure 15MW of renewable electricity over a 15 year period. This project, located near our Lyon Station, PA facility, will power about 5% of our manufacturing operations at this site in the third quarter of 2023.



THE BREIDEGAM MIKSIEWICZ FAMILY – A LEGACY OF SUSTAINABILITY

When DeLight Breidegam, Jr and his father founded East Penn in 1946, they worked hard to take care of their customers, co-workers, and community as they grew the business. Their passion has been passed down through the generations of the Breidegam Miksiewicz family. More than 75 years later, East Penn is still experiencing growth and innovation as a privately-held, family-owned company, and the Breidegam Miksiewicz family is just as dedicated as they were on day one. With their full support East Penn remains intently focused on ensuring that our actions protect the health, safety and vitality of the surrounding community.



Dan Breidegam, Chairman

Joined East Penn in 1974, later assuming the role of Chairman in 2015 following in the footsteps of his father.



Dan Miksiewicz, Personnel Analyst

Joined East Penn in 2014 after graduating Moravian College with a degree in Economics.



Tim Miksiewicz, Project Manager

Joined East Penn in 2015 after graduating from the University of Scranton with a degree in Business Administration.



Matt Miksiewicz, Financial Analyst, Navitas Systems

Joined East Penn in 2018 after graduating from Moravian College with a degree in Business Management.



Katelyn Kline (Miksiewicz), Family Council Member

A member of the East Penn Family Council and a 2016 graduate of Moravian College with a degree in Business Management/Organizational Leadership.

**To learn more
about the Legacy
and the Family**

[HTTPS://WWW.
EASTPENNMANUFACTURING.COM/
GENERATIONS/](https://www.eastpennmanufacturing.com/generations/)

THE FOUNDING FAMILY – LOOKING BACK WHILE MOVING FORWARD

1946

DeLight and his father founded East Penn after returning from serving in the Air Force during WWII.

1948

DeLight marries his wife Helen, who became East Penn's first nurse.

1978/79

DeLight serves as Battery Council International (BCI) President.

1984

Sally becomes a national accounts sales representative after graduating Moravian College.

1992

DeLight Sr. passes away at the age of 93.

1994

Dan Breidegam is promoted to VP Metals and Commodities Management.

2009

Sally Miksiewicz is named as East Penn's CEO.

2014

Sally tragically passes away at the age of 52.

2015

DeLight passes away at the age of 88.

2015

Dan Breidegam becomes East Penn Chairman.

2023

EAST PENN TODAY

The Breidegam Miksiewicz family continue to carry on the legacy of those who came before them.



DeLight Breidegam, Dan Breidegam, and Sally Miksiewicz.

A MESSAGE FROM OUR LEADERSHIP



Family has been one of our core values since East Penn was founded in 1946, rebuilding used batteries in a one-room creamery. The Founding Family has fostered this core value and many others over the years, focusing on supporting our people, customers, environment and surrounding communities. Today, the fourth generation of family leadership is determined to forge ahead into the future through our sustainable production processes, the East Penn way.

What we offer to our customers and employees is compelling. We have all created a special culture over our 76 years that is undeniably unique.

Our culture supports a mission to empower our employees so that they can help make lives better, one battery at a time. Our customers continue to serve critical power needs in our society supported by these products. We offer an open-door policy, competitive benefits, and comprehensive training and career advancement opportunities that allow employees to experience a variety of roles within the company.

A strong safety culture also pervades East Penn empowering our health and safety standards. These standards are considerably more stringent than Federal regulations, and we provide extensive lead safety training beginning on day one of employment.

East Penn's growth has always gone hand-in-hand with our commitment to sustainability. We operate a circular economy that is supported by the recyclability of our batteries, so the only way for us to grow is sustainably. In 2022, our Lyon Station facility recycled over 188 million pounds of lead, more than 10.2 million pounds of plastic, and over 6 million pounds of acid. Our advanced batteries and integrated systems help automakers improve fuel economy and reduce vehicle CO₂ emissions. Through our company Navitas Systems, we've invested in the manufacturing of lithium-ion batteries, which are paving the way for further electrification and helping to support needs within our National Defense. As we look

to bolster our leadership, promotions within our Executive team include: an Executive Vice President and Chief Commercial Officer, Pete Stanislawczyk, an Executive Vice President and Chief Operation Officer, Norbert Maleschitz, and Executive Vice President and Chief Financial Officer, Christy Weeber to provide added depth and vision to our leadership team.

Within our operations, we're also working to reduce our own environmental impacts, particularly with regard to energy use. We are a participant in the U.S. Department of Energy's Better Plants program, for which we have committed to a 20 percent reduction in non-formation energy by 2028 against a 2018 baseline. We have also set a goal to reduce our scope 1 and 2 carbon emissions by 10 percent by 2030 against a 2021 baseline.

We're excited to share our latest Sustainability Report with you and to showcase the ways in which East Penn is positioning itself for sustainable growth with a family of empowered employees long into the future.

A handwritten signature in black ink, appearing to read 'Chris Pruitt', with a stylized flourish at the end.

Chris Pruitt, President & CEO, East Penn Mfg.

75+ YEARS OF SUSTAINABLE GROWTH

We are proud of our heritage of innovation and sustainable growth that's allowed East Penn to become a global leader in providing high quality, fully sustainable energy storage, transfer and power system solutions.

1946

AUTOMOTIVE

Began rebuilding/recycling batteries for cars and trucks with a goal of 100 batteries per day.

1968

MOTIVE POWER

Released first industrial line of Deka batteries.

1974/1975

CABLE & WIRE

Company adds facilities to produce cable and then wire.

1976

1 MILLION BATTERY MILESTONE

Produced more than a million batteries in a year for the first time.

1986

AIR SCRUBBER UNITS

Installed new system for scrubbing gasses - a first of its kind in the U.S.

1992

ACID RECLAMATION

Completed construction of first acid reclaim plant in industry.

1993

RESERVE POWER

Released new reserve power line for Telecommunications, Uninterruptible Power Supply, and other Standby Power.

1993

HEALTH & SAFETY CENTER

Opened new, on-site employee health and safety center

1996

WASTEWATER

Introduced wastewater treatment plant processing 100K gallons of wastewater daily as part of our zero-discharge system.

2006

ISO 14001 CERTIFICATION

First time certified ISO 14001 by National Quality Assurance.

2006

Production Plant A5

Expanded manufacturing capabilities by adding a plant in Corydon. IA.

2017

INNOVATION CENTER

Opened new, state-of-the-art facility dedicated to research and development.

2018

Fill Form Finish Facility

Expanded fill, form and finish capabilities by opening a new facility in Oelwein, IA.

2019

LITHIUM-ION EXPANSION

Acquired Navitas Systems, a global leader in larger-format lithium battery technology and systems for motive power as well as government/defense market segments.

2022

Finishing and Distribution Center

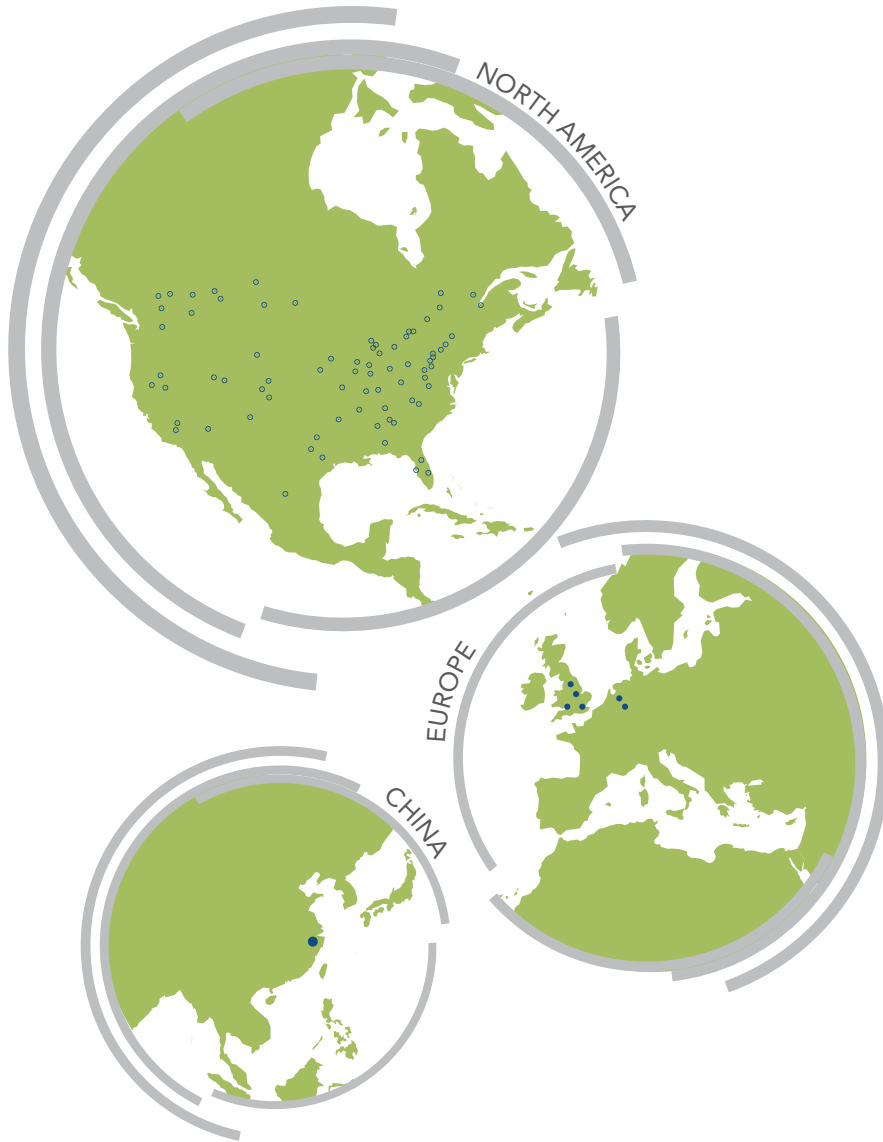
Began operations at a new state-of-the-art facility in Temple, TX.

2023

EAST PENN TODAY

Manufactures over 515 battery types and recycles over 188 million pounds of lead annually.

GLOBAL PRESENCE



OUR SUSTAINABILITY PRIORITIES

In 2021, we completed a comprehensive sustainability materiality assessment to update our priority sustainability issues and understand our impacts, a process we undertake every two to four years. In conjunction with a third-party consultancy, East Penn followed guidance provided by the Global Reporting Initiative (GRI) for identifying material topics. Our assessment used the following methodology:

IDENTIFY

Finalized a list of topics based on environmental, social and governance issues compiled from industry research, leading ESG disclosure frameworks and customer concerns.

PRIORITIZE

Surveyed internal stakeholders who rated the level of impact each topic might have on East Penn's business success over the next five years and ranked topics that present the greatest environmental and social opportunities and challenges.

VALIDATE

Synthesized results to assign topics to one of a three-tiered structure that aligned with our greatest ESG opportunities for leadership; ESG risks to monitor; and responsible business practices to manage. The final prioritization was reviewed and approved by our management team.

SUSTAINABILITY MATERIAL ASSESSMENT

Based on our 2021 material assessment, tier one material issues include:

ISSUE	DEFINITION
Responsible Sourcing	Fostering supplier social and environmental responsibility through screenings, audits and partnerships.
Occupational Health and Safety	Building a safety-first culture and environment that supports accident and injury prevention and reduces exposure to workplace hazards.
Energy & GHG Emissions	Conservation initiatives, such as the use of renewable energy, across East Penn's operations and facilities to reduce energy use and GHG emissions, including reducing the footprint associated with shipping and logistics of products.
Employee Engagement & Retention	Cultivating an engaged and satisfied workforce through retention and development practices such as training, compensation, benefits and employee engagement opportunities.
Diversity, Equity & Inclusion	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.
Product Recycling	Providing the infrastructure to recycle spent lead batteries to contribute to a closed-loop system and promoting the safe management of lithium batteries at end-of-life.
Water Stewardship	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.
Product Transparency	Disclosing information on product materials, impact, and sourcing to customers and end-users of product.

ENGAGING OUR STAKEHOLDERS

We regularly engage our key stakeholders to better understand the sustainability issues that matter most to them and our business and to leverage their insights to advance our efforts to operate responsibly.

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 all of our facilities	Local jobs; air emissions; support of community initiatives, e.g., Moravian College scholarship program, United Way fundraising
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; etc.	Environmental and safety performance, human rights practices, quality
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; R&D
Suppliers	Raw material suppliers of lead, plastics and other goods	Quality, procurement practices
Industry Associations	Various industry groups and associations (see full list on page 27)	Economic impact, safety, environmental performance
Financial Institutions	Lending institutions, investment partners	Sales, business excellence
Academic Institutions	Leading universities such as Lehigh, Penn State, Moravian, Alvernia, Reading Area Community College, and Kutztown Universities	R&D, job/internship opportunities

CORPORATE GOVERNANCE



Dan Breidegam,
Chairman



Chris Pruitt,
President and CEO



Christy Weeber,
Executive Vice President
and CFO



Norbert Maleschitz,
Executive Vice President
and COO



Pete Stanislawczyk,
Executive Vice President
and CCO



Larry Miksiewicz,
CMO

East Penn is a privately-held firm guided by a seven-member Board of Directors, four internal and three external. The company's executive team is responsible for setting the company's overall business strategy as well as identifying and managing economic, environmental and social impacts. In 2022, 9% of our 41-person senior management team were women.

Responsibility for environmental, social and governance (ESG) matters, as well as compliance issues, is distributed among the related business functions. For example, our environmental, health and safety team manages lead levels and our human resources department is responsible for compliance with appropriate Federal, State, and local employment regulations.

East Penn's Sustainability Reporting Committee, a multi-department internal body, manages our sustainability materiality assessments; develops, reviews and approves this report; and communicates internally and externally about our sustainability achievements and challenges.

Risk Analysis & Business Continuity

East Penn continuously evaluates risk and opportunities in all business decisions and interactions related to overall business ventures, system designs, and product & process requirements. In 2020 East Penn focused on creating and updating Business Continuity Plans to identify, mitigate, and prepare for potential disruptions to the business operations. Through a process of risk assessment and continuity planning East Penn is better prepared to address the risks and disruptions with the potential to impact customer demands and social/ environmental concerns.

CORPORATE GOVERNANCE

Data Security and Privacy

As a global company, East Penn maintains robust data security and privacy across its operations. East Penn has established a dedicated cross-departmental team, led by East Penn's Chief Financial Officer, that regularly addresses its information governance practices and network management. As part of its ongoing due diligence, East Penn conducts regular reviews of its process and systems to address changing legal, regulatory, and policy requirements across all of its operations. East Penn continues to mature its overall data privacy and information security posture to meet industry standards and evolving technological environments, and to support objectives set by East Penn's executive leadership.

ISO 27001

Cyber incidents are the leading risk to businesses globally for 2022, according to a recent survey among risk management experts. This includes things such as cybercrime, IT failure or outages, data breaches, and fines and penalties.

East Penn is getting ahead of the issue with its pursuit of ISO 27001 certification. ISO 27001 will help mitigate risks and build trust with customers, suppliers, and vendors. Our current security plan is already in alignment with ISO 27001. This new milestone achievement will be reached by December of 2024.

Network Security Team

We have a dedicated network security department that is responsible for safe harboring of East Penn Manufacturing systems. The purpose of a network security engineer is to plan, design, implement, audit, and troubleshoot the security systems. East Penn Manufacturing uses a 24x7x365 Security Operations Center which monitors all activity. The Security team meets regularly with local, state, and national agencies (FBI, CISA, DHS, State Department) for debriefs, potential threats, training and policy updates.

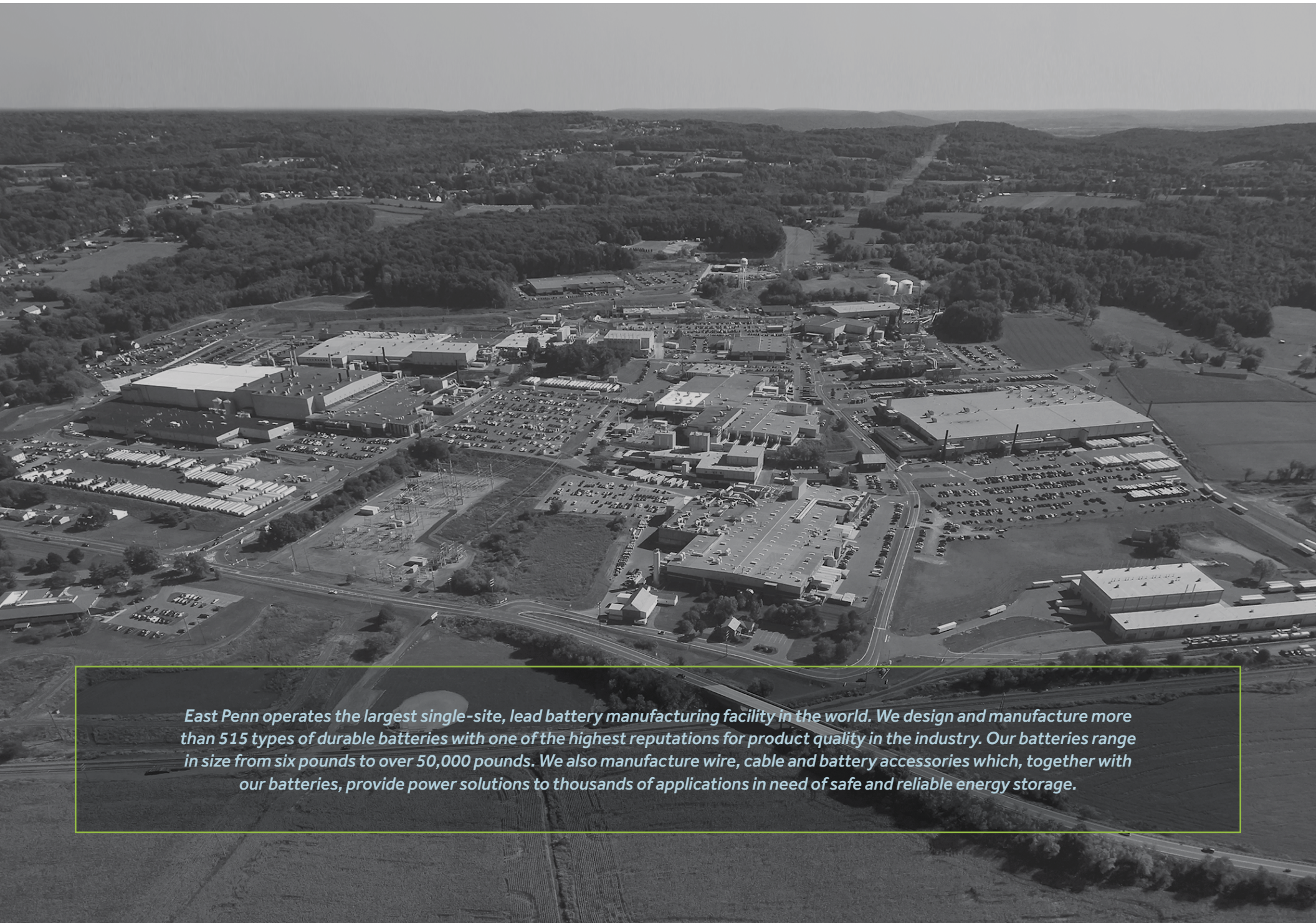
East Penn Manufacturing End Users

We perform quarterly training for all office-based personnel which includes knowledge retention testing, phishing exercises, and video content.

WHAT WE MAKE:

POWER SOLUTIONS FOR
A RANGE OF MARKETS





East Penn operates the largest single-site, lead battery manufacturing facility in the world. We design and manufacture more than 515 types of durable batteries with one of the highest reputations for product quality in the industry. Our batteries range in size from six pounds to over 50,000 pounds. We also manufacture wire, cable and battery accessories which, together with our batteries, provide power solutions to thousands of applications in need of safe and reliable energy storage.

EAST PENN PRODUCT SEGMENTS



Automotive
(cars and light trucks)



Marine



Recreational Vehicles

TRANSPORTATION/SLI
(Starting, Lighting and Ignition)

In North America we are the second-largest provider of Transportation/SLI batteries, a lead-based rechargeable battery that is mainly used in automobiles and other types of vehicles. Most of our products are sold as private label, including distribution through many of the major auto parts retailers in North America.



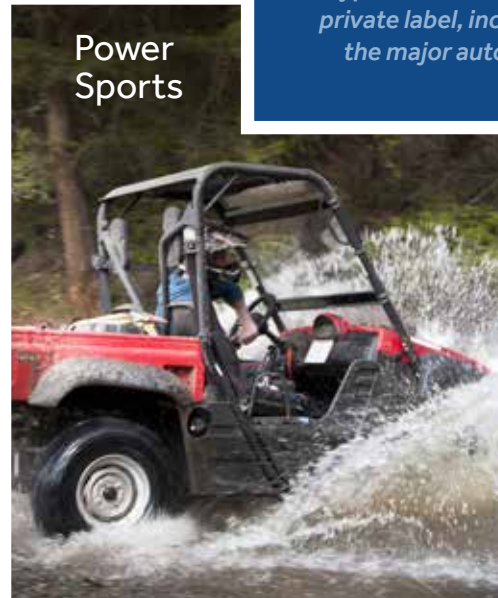
Lawn & Garden



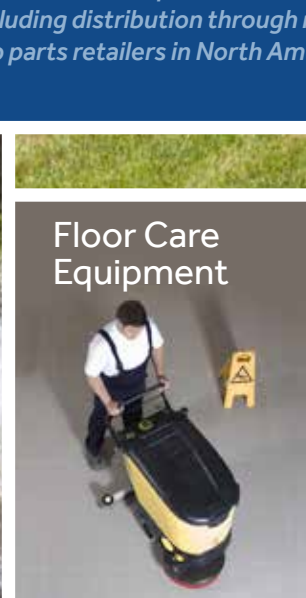
Agricultural



Trucks, Buses
and Equipment



Power
Sports



Floor Care
Equipment



Golf Cars &
Recreational
Electric Vehicles



Mobility
(through our
MK Subsidiary)

EAST PENN PRODUCT SEGMENTS

Industrial
Lift Trucks



Mining

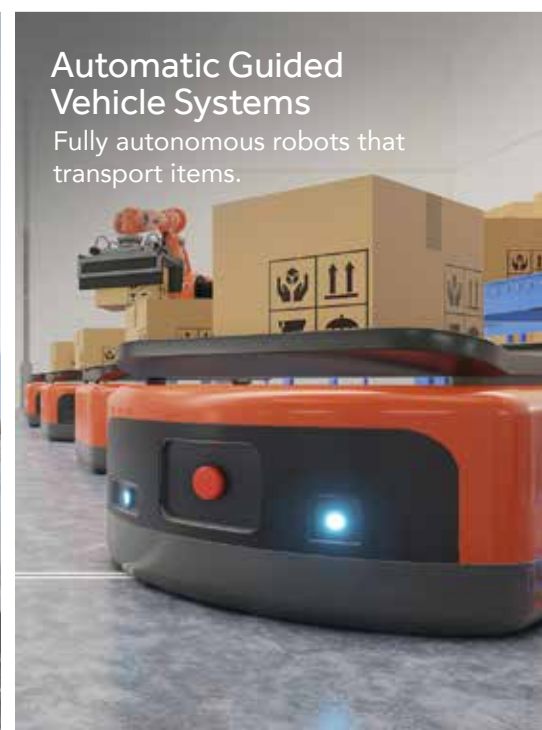


MOTIVE POWER BATTERIES

East Penn ranks second in North America for the manufacture and sale of motive power batteries, which are those used in off-road applications where the battery energy is used to produce motion. We also offer lithium-powered solutions as part of our extensive Deka portfolio. We provide the broadest range of motive power lead and lithium battery solutions over any other battery manufacturer.

Automatic Guided
Vehicle Systems

Fully autonomous robots that transport items.



Airline
Ground
Support



Rail and Locomotive



EAST PENN PRODUCT SEGMENTS



Communications (5G/Wireline/Cable)

Cellular towers and wire lines depend on a system of batteries that deliver instantaneous reserve power.




Uninterruptible Power Supply (Data Centers)

Reserve power is essential to protecting vital information or sustaining critical emergency systems.

RESERVE POWER BATTERIES

We rank second in the valve-regulated lead battery market in North America, which are typically used in the uninterruptible power supply (UPS) as a backup when the electrical power goes down.



Renewable Energy

Support for renewable energy applications like solar and wind systems.



Utility and Switchgear

The energy grid requires battery technology to function efficiently and deliver affordable, reliable service with reduced environmental impact.

EAST PENN PRODUCT SEGMENTS

Wire and Cable

For automotive, marine, commercial, lawn & garden, RV, trailers and many more applications.



Marine

Including high-quality, reliable battery accessories and wire products critical to a boat's electrical system performance.



WIRE, CABLE, AND BATTERY ACCESSORIES

East Penn is the largest provider of cable products in North America. We also largely support our battery manufacturing with accessories and parts made from this facility.

Battery Accessories

Including battery terminals, battery cables, booster cables, clamps and more.




Fleet

Including booster and cable clamps, battery terminals, lugs and battery hold-downs.



EAST PENN PRODUCT SEGMENTS – NAVITAS SYSTEMS



**Material Handling
Equipment**

Including class I, II
and III forklifts.



LITHIUM-ION BATTERIES

*Through Navitas Systems, East Penn is a leader in
large format lithium battery technology and systems.*

Military applications

Including military vehicles and confidential major advanced
battery product and system development programs for
soldier, under sea, aircraft and space applications.

NAVITAS SYSTEMS OVERVIEW

WHAT WE MAKE

A leader in comprehensive energy storage solutions, Navitas Systems engages in the research, design, development, and manufacture of advanced lithium cells and energy storage products and systems for both commercial and U.S. Government/military customers. The company produces both small and large format lithium batteries for a range of high power and high energy applications; battery management systems with custom hardware/firmware and communications; chargers and inverters; and power management systems.

Battery Leadership

Navitas Systems is a founding board member of the Military Power Sources Committee. The Committee was founded to address several critical issues for military advanced batteries including, standardization, domestic manufacturing, demand streams, research and development, and work force.



Academic and National Lab Affiliations

- University of Michigan
- University of Dayton Research Institute
 - Argonne National Laboratory
 - Oak Ridge National Laboratory
 - National Chemical Society

Research and Development

Navitas Systems is focused on innovation. The company's in-house R&D capabilities are on the forefront of designing new battery chemistries. Skilled systems engineers design these advanced cells into robust battery products and systems. The advanced research product development group consists of over 50 employees and is recognized as a cutting-edge organization managing over 13 R&D projects.

Government and Defense Initiatives for Sustainability

Additionally, the company's Government and Defense efforts include the expansion of R&D efforts to address National Security. Navitas Systems is evaluating several methods to aid our reuse and recycling efforts. The company is currently researching the reuse of oil sludge materials for battery electrode Advance Carbon Product Technology (ACPT). Additionally, the company has endeavors for recycling lithium powders, Ascend Elements and evaluating new materials from 6K Energy that will improve manufacturing efficiency and sustainability for U.S. domestic manufacturing. They are also researching new lighter, more energy dense lithium sulfur materials for the U.S. Space Force for sustainability of U.S. satellites.

Department of Energy (DOE) Partnership

Navitas Systems has three research projects with the Department of Energy (DOE). Two of these endeavors are focused on the advancement of lithium battery materials. The third program is focused on developing dry electrode for manufacturing. The main goal of our partnership with the DOE is the reduction of manufacturing time and cost while sustaining or improving materials that are critical to U.S. manufacturing.

Other programs are distributed throughout the U.S. Department of Defense, Navy, Army, Air Force, Space Force.

NAVITAS SYSTEMS OVERVIEW

WHO WE ARE

Navitas Systems is a leader in integrated design, technology development, and manufacturing of innovative energy-enabled system solutions and energy storage products for commercial, industrial, and government agency customers. Navitas Systems products range from customized energy storage solutions for motive, idle-reduction and defense related applications, along with custom renewable energy integrated power systems. The company is located in Ann Arbor Michigan, with both a 48,000 square foot R&D, Engineering, and Manufacturing Center, as well as a new 100,000 square foot Lithium Battery Systems Manufacturing Center. From advanced R&D, safe/high energy cell design, in-house custom lithium cell manufacturing to sophisticated battery pack and assembly including in-house designed battery management systems, Navitas Systems is a premier source for comprehensive energy storage solutions. Navitas Systems meets all supplier goals required by law under government contracting compliance. East Penn Manufacturing acquired Navitas Systems in 2019.

Community Involvement

In 2022 Navitas Systems participated in Ann Arbor's largest, public, and tech-inspired event. Aimed to bring new technology to the Ann Arbor area, A2 Tech Trek and Mobility Row is a free community street fair and company open house where regional technology companies showcase their innovations and culture.

Navitas Systems has provided financial support to the community-based nonprofit, SOS Community Services. The agency is dedicated to preventing and ending family homelessness in Washtenaw County through partnerships with caring individuals, local businesses and organizations, social service agencies, and professionals.

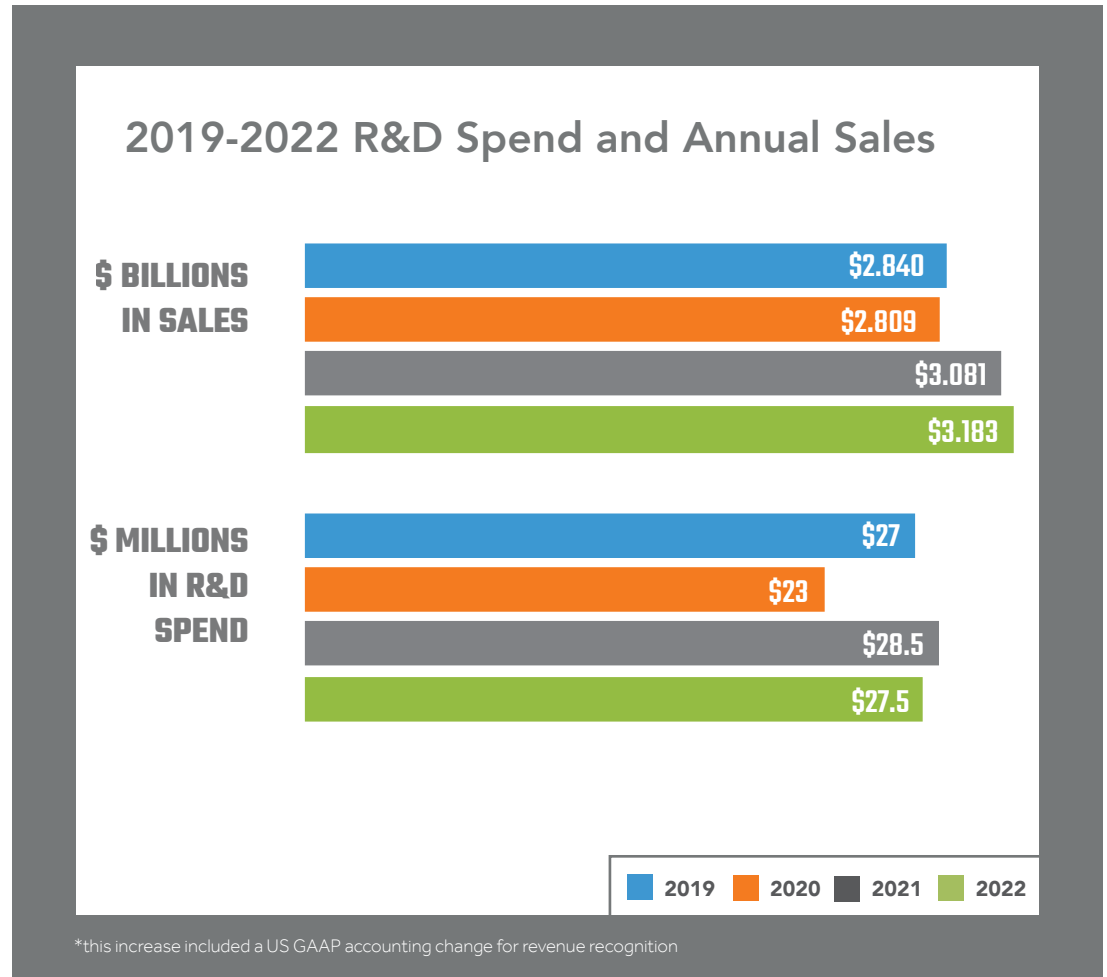


PRODUCT RESEARCH AND DEVELOPMENT

For more than 75 years, East Penn has reinvested our earnings into growth, innovated solutions for customers and developed processes that reduce waste and emissions, such as recycling technology. We focus on the long term, emphasizing investments in expanded manufacturing capacity, research and development (R&D), and emerging technologies in the changing energy-storage landscape. Many of these investments have paved the way for advancements in sustainability.

For example, we have developed new innovations in clean energy storage, and our role in advanced lead-based technology supports all five powertrain iterations from Start-stop micro-hybrids to full Electric Vehicles, serving as an essential component for 12-volt system’s safety, reliability, and redundancy. The company also developed advanced battery solutions that support smart electrical grid technology and renewable energy generation like wind and solar power.

In 2022, our sales were \$3.183 billion (on a fiscal year basis, June 1 to May 31). Our annual R&D budget for the year was \$27.5 million.



PRODUCT RESEARCH AND DEVELOPMENT

On-Site Innovation Centers

Near our headquarters in Lyon Station, Pennsylvania, East Penn operates a 42,000-square-foot facility dedicated to R&D and continuous process and product improvement. The Breidegam Miksiewicz Innovation Center focuses on the latest in advanced lead battery development, process automation and robotics, lithium-ion battery development, and the exploration of alternative battery technologies.

Lithium-ion Battery R&D/Product Engineering/Manufacturing

Our Navitas facilities in Ann Arbor, Michigan, houses world class materials science labs, cell testing, pilot scale electrode coating capabilities, a 720-square-foot R&D dry room, wet lab, prototype assembly, machine shop, and a 30,000 square-foot automated lithium cell production line which includes a 10,000 square foot production dry room that is currently making cells and packs for an underwater sonar battery for the Navy. Together with Navitas' R&D team, and in East Penn's 2,000-square-foot dry room in the Breidegam Miksiewicz Innovation Center, our scientists are working on a number of advanced cells and packs for military applications including wearable battery units for soldiers, batteries for combat vehicles and finally batteries for air and space craft. We are also evaluating the life cycle enhancements, safety improvements as well as increasing both power and energy of various lithium-ion battery materials in the development of better battery performance.

Among our various battery technology research projects are advanced silicon and lithium metal anode, Ni-rich layered oxides (NMC, NCA), lithium sulfur battery, and finally electrode coating process improvements.

Academic and Research Partnerships

East Penn understands that R&D is most effective when partners bring their respective expertise to shared vision and goals and we have a range of partners to advance technology in our industry.

Under an agreement with the U.S. Department of Energy's (DOE) Argonne National Laboratory (ANL), East Penn and 14 other members of the Consortium for Battery Innovation (CBI), have joined to explore new ways to enhance the performance of lead and other materials in lead batteries. Similarly, East Penn has joined with four other companies including three lead battery producers in sponsoring another project to develop expanders to enhance lead battery performance. This project is run by the DOE, ANL and the University of Toledo. In 2021, the CBI and Battery Council International published an innovation roadmap to demonstrate the lead battery industry's role in helping the DOE create and sustain American leadership in energy storage. The roadmap identifies key research areas which offer opportunities for the next generation of advanced lead batteries to deliver significant performance gains and to play an even greater role in the diverse energy mix that will power the nation's grid. We are extending this program for another 3 years, which will enable us to explore other research areas, such as the sulfation of batteries, which impact battery life.

The roadmap's 13 research areas identified to aid the DOE in meeting the challenge include:

LEAD INDUSTRY SUPPORT	LEAD BATTERY SCIENCE RESEARCH PROGRAM	
ADDITIVE MODELING	BIPOLAR INNOVATION	LOGISTICS
MANUFACTURING	TECHNOECONOMIC ANALYSIS	RECYCLING
PILOT MANUFACTURING	SUPPLY CHAIN ISSUES	OPERATIONAL ISSUES
BALANCE OF PLANT OPTIMIZATION	ENERGY STORAGE SYSTEM DEMONSTRATION	



PRODUCT RESEARCH AND DEVELOPMENT

We also have a cooperative R&D agreement with RSR Technologies and Argonne National Laboratories to help tap into more of a lead battery's unused potential. By identifying new ways to predict battery behavior through analysis and calculation, we can better model lead batteries without having to build prototypes. This has enabled us to innovate without disrupting production and drive cost efficiencies in the R&D process. Through Argonne, we are also engaging in a collaboration to model expander membranes, a critical component of lead batteries.

East Penn also has a partnership with ArcActive, a New Zealand-based company, to further develop ArcActive's electrode technology for lead batteries. This innovation has the potential to dramatically improve a lead battery's dynamic charge acceptance (DCA), which is its ability to store large pulses of energy.

Higher levels of DCA allow more of the available energy from regenerative braking to be stored. That means the battery can reliably service the vehicle's electrical loads while delivering greater fuel economy and reducing CO₂ emissions. Prototypes of batteries with ArcActive technology are currently being tested by prominent automotive manufacturers, with the potential of a commercial integration that would result in a very significant and affordable means toward a broader range of carbon emission savings.



Exploring the untapped potential of lead battery technology.

PARTNERSHIP TO PROMOTE PROPER RECYCLING

Promoting Safe Battery Recycling and Lead Smelting in Ghana

As a market leader in lead battery manufacturing, East Penn has a wealth of insight and expertise to share with others when it comes to managing potentially hazardous substances like lead.

East Penn participates in a Sustainable Recycling Industries (SRI) program formed by the International Lead Association (ILA), Battery Council International, EUROBAT and the Association of Battery Recyclers to improve standards in lead battery manufacturing and recycling. Informal and substandard lead battery recycling occurs in countries where little or no regulation is in place, and where often vulnerable and poor communities take part in unsafe practices to earn income, despite the risks.

Through the program, East Penn has helped establish and maintain effective air pollution controls, so there is little impact from smelting operations on the surrounding community.

INDUSTRY MEMBERSHIPS & PARTNERS

Autocare Association	The American Boat & Yacht Council	American Industrial Hygiene Association	The American Society of Mechanical Engineers
Association of Battery Recyclers	Automotive Aftermarket Suppliers Association	American Society of Safety Engineers	American Trucking Associations
The Battery Council International	California Automotive Wholesale Association	California Energy Storage Association	Consortium for Battery Innovation
The Electrochemical Society	American Clean Power Association	7x24 Exchange International	Institute of Electrical & Electronics Engineers Power & Energy Society
International Lead Association	Industrial Truck Association	Material Handling Equipment Dealers Association	Material Handling Institute
National Association of Manufacturers	National Marine Manufacturers Association	Outdoor Power Equipment Institute	Rehabilitation Engineering and Assistive Technology
Society of North America	National RV Dealers Association	Society of Automotive Engineers	Technology & Maintenance Council
NAATBatt			Military Power Sources Consortium

EAST PENN TODAY
Supports dozens of multifaceted associations internationally

HOW WE WORK:

SUSTAINABLY & RESPONSIBLY



BUILDING A CIRCULAR ECONOMY

Environmental sustainability and stewardship pervade the operational structure of East Penn’s business. From the circular nature of our lead battery manufacturing operations to the energy storage solutions that our products provide, we are focused and have put in place actions that benefit the environment.

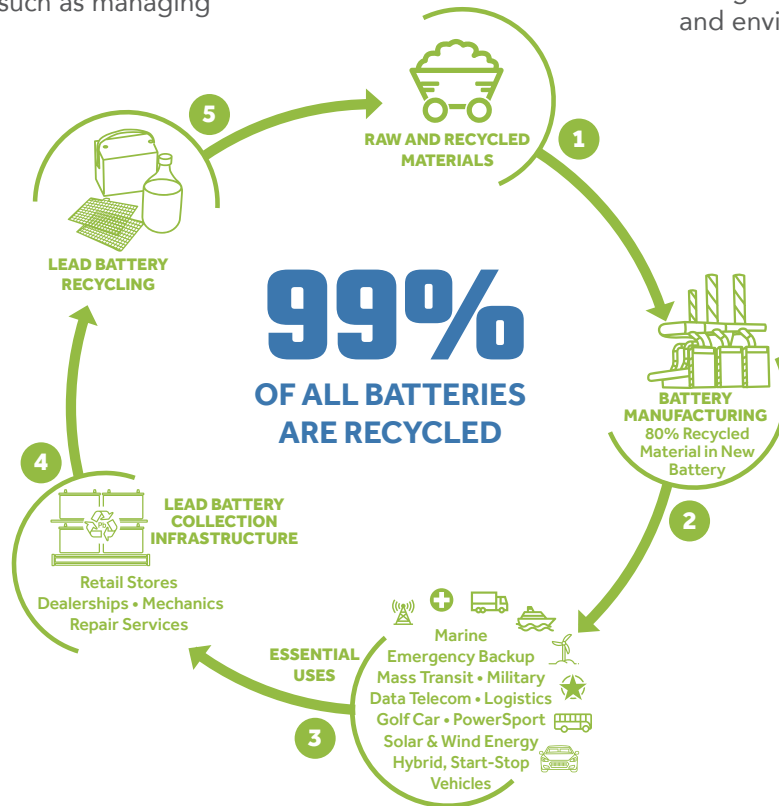
To guide these efforts, we have an environmental management system (EMS) at all of our manufacturing locations. The EMS at our lead battery manufacturing plants in Pennsylvania facilities in Lyon Station, Kutztown and Topton and our plant in China are third-party certified to ISO 14001. Each year, we train employees to help them manage environmental issues in their job functions. This training includes general awareness training of our EMS as well as topic-specific training where needed, based on job function, such as managing hazardous materials.

East Penn was founded on the practice of manufacturing batteries from recycled materials. Going on a century later, we continue to apply circular principles to our manufacturing process, helping to build a sustainable future by minimizing waste at every step - from design through production, distribution and use, before we ultimately recover end-of-life products and reuse them in new products.

EAST PENN AWARDED FOR SUSTAINABILITY

In 2023, East Penn was awarded by John Deere with the Supplier Sustainability Award. The award is given to suppliers who demonstrate business practices that promote sustainability and reduce environmental impact. East Penn was one of two suppliers to receive the honor, recognized for our state-of-the-art closed loop manufacturing processes and environmental stewardship.

Closed Loop System



BUILDING A CIRCULAR ECONOMY

PRODUCT RECYCLING, REUSE AND MANUFACTURING

Lead batteries have safe and infinite recycling possibilities. These batteries are virtually 100 percent recyclable, allowing us to reuse the materials in the manufacture of new batteries.

At our Lyon Station campus, where the majority of manufacturing takes place, we co-operate our recycling and manufacturing plants. Doing so enables us to efficiently recycle and reuse all three major components of a lead battery.

Lead

79.8 percent of the lead we used in 2022 came from recycled sources. Our lead smelter in Lyon Station recycled 188 million pounds of lead from batteries, collected from customers, as well as nonconforming material from our battery manufacturing plants.

Plastic

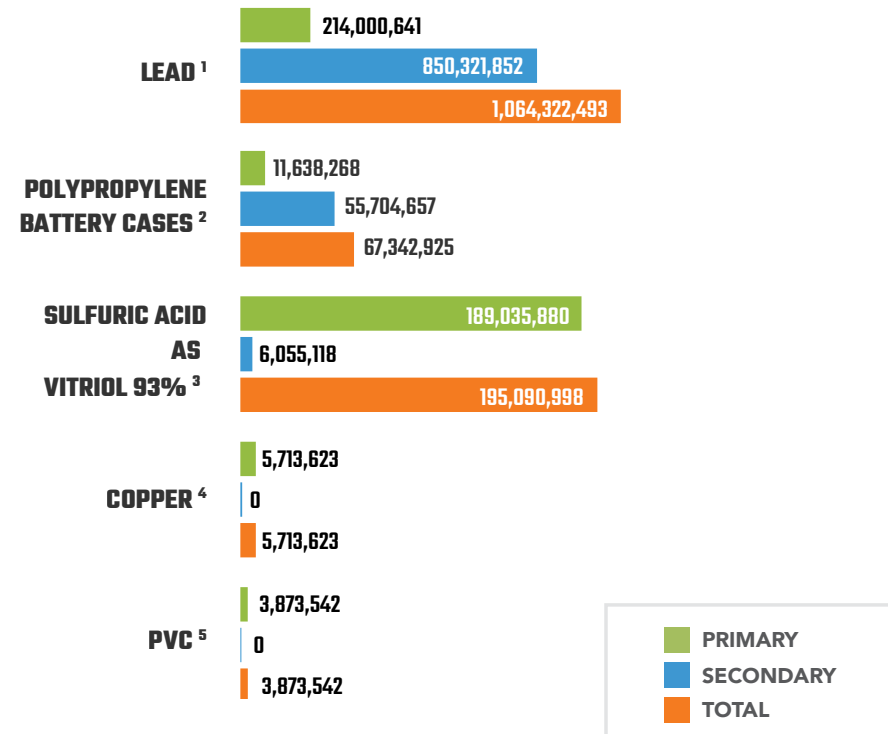
82.7 percent of the plastic we used in 2022 came from recycled sources. We use polypropylene in battery cases and covers, which we later recover, clean and extrude into polypropylene pellets. The material is then pneumatically conveyed to our on-site injection molding facility where it is molded into new cases and parts. East Penn's smelter recycled and reclaimed 10.2 million pounds of plastic in 2022.

Sulfuric acid

We used over 6 million pounds of recycled sulfuric acid in 2022. East Penn researchers developed the patented process that reclaims sulfuric acid from spent lead acid batteries (SLABs). At our acid reclamation facility in Lyon Station, this process allows us to remove impurities and convert the solution into new electrolyte while avoiding disposal of a hazardous waste. This process also reduces the use of well water, conserving a natural resource.

2022 Raw Material Inputs

SCOPE: Manufacturing Plants in Lyon Station and Kutztown, 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 is recycled at smelters.

2 Lyon Station is the only East Penn site that manufactures plastic battery cases. This data does not include polypropylene in purchased cases and covers. Primary refers to virgin polypropylene, while secondary is the recycled polypropylene from battery cases.

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

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

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

BUILDING A CIRCULAR ECONOMY

Product Use

Extending the useful life of our batteries is an important element of a sustainable product lifecycle. Doing so not only reduces material costs for the company, but also lowers the products' overall environmental impact by reducing the energy and water used to manufacture and distribute new products. East Penn invests heavily into research and development in search of opportunities to improve the performance of our batteries.

Recovery

Lead batteries have a recycling rate greater than 99 percent, making them the most recycled consumer products in the U.S. This remarkable rate is due to lead's ability to be reused infinitely in the production of new batteries without loss of performance. We ensure our distribution trucks' return trips are full of used batteries brought back to our manufacturing facility, thereby closing the loop on the products we sell.

Byproduct Reuse

The battery recycling process creates a sulfur oxide byproduct. This material cannot be reused in new batteries. East Penn's secondary lead smelter in Lyon Station, however, is designed to maximize the capture of sulfur oxides and reprocess them into a liquid nitrogen sulfur solution, which we sell to agricultural fertilizer manufacturers for use as a raw material. In 2022, we sold over 21,800 short tons of this solution.

LITHIUM-ION BATTERY RECYCLING

Given the increased demand for lithium-ion batteries worldwide, the need to develop and deploy cost-effective and energy-efficient solutions for recycling end-of-life lithium-ion batteries has never been greater. Although various solutions already exist, lithium-ion battery recycling is still in the infancy stage and further investment, policy changes and R&D are needed to bring it to scale.



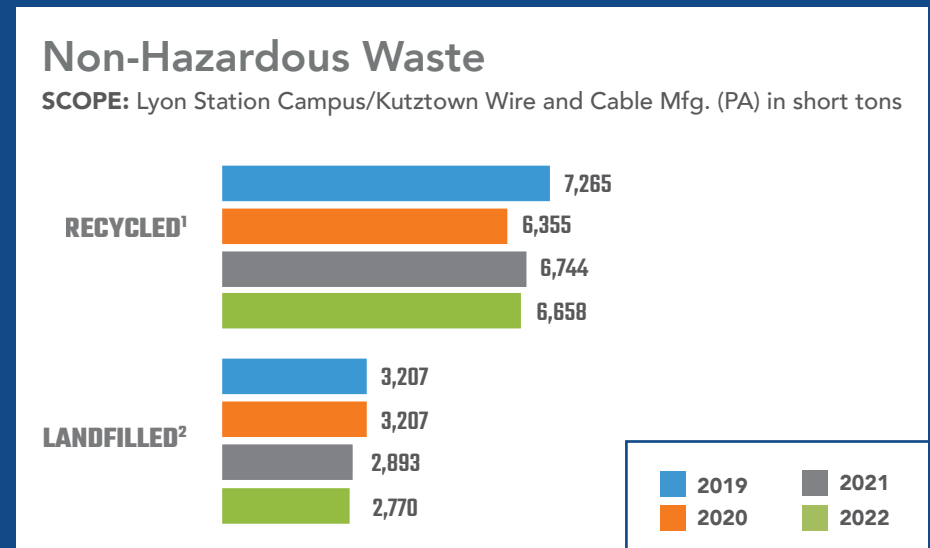
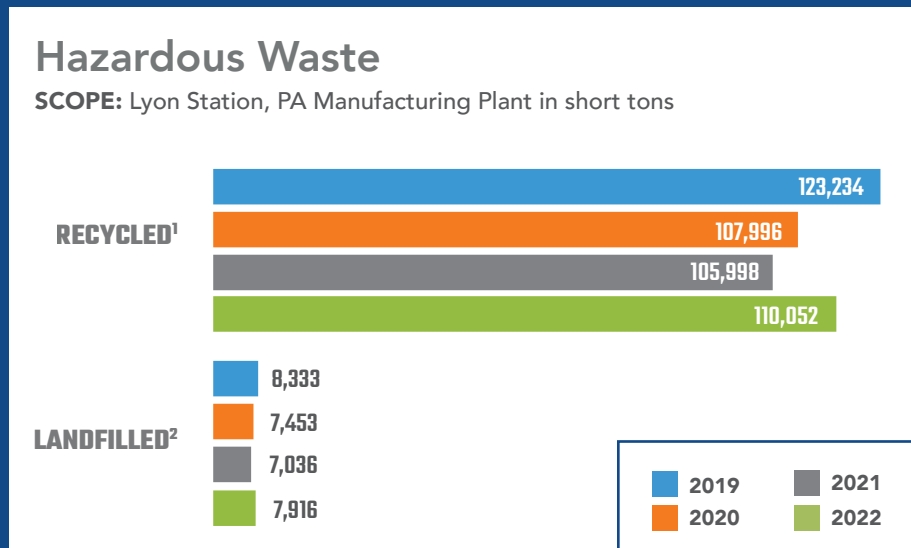
HAZARDOUS AND NON-HAZARDOUS WASTE

Given the closed-loop nature of our lead battery manufacturing process, a large proportion of the waste we create—both hazardous and non-hazardous—is recycled. In 2022, we recycled 93 percent of our waste. However, we create waste from support functions within the company as well. If we cannot recycle waste from our other support functions, we send it to be recycled by other local recycling facilities. Throughout our facilities, employees drive our efforts to recycle a full range of scrap and excess materials.



Recycled hazardous waste 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. East Penn generates landfilled hazardous waste at our Lyon Station campus. This waste includes slag, refractory waste, wastewater treatment plant sludge and remediation waste (not including concrete and blacktop). We send such wastes to landfill in accordance with all regulatory requirements.

Recycled non-hazardous waste includes scrap metal, copper wire, wood pellets, 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.



NOTE: Hazardous waste is only generated at the manufacturing facilities in Pennsylvania. Total hazardous waste decreased by 10.3 percent, 2019 to 2022. During this time, the amount of hazardous waste landfilled decreased 5 percent.

1 Recycled hazardous waste consists of spent lead batteries collected from third parties and factory scrap material, which are recycled at the Lyon Station recycling facility to make new batteries. Factory scrap material is generated at the Lyon Station campus 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). Disposal of hazardous wastes in landfills is done in accordance with all regulatory requirements.

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.

ENERGY AND EMISSIONS

Manufacturing batteries is an energy-intensive business, so we continuously look for opportunities to reduce energy use. Each year, East Penn uses 650 million kilowatt hours of energy at our Lyon Station facility, which accounts for more than 95 percent of our total energy use. Approximately 40 percent of overall energy use goes toward charging our battery products. While charging batteries prior to delivery increases our energy use and emissions, this practice optimizes battery performance and reduces our customers' energy use.



Energy Efficiency

As a participant in the U.S. Department of Energy's Better Plants program, we have committed to a 20 percent reduction in energy use per unit of production by 2028 against a 2018 baseline. To date, we have achieved a 6 percent reduction, primarily by converting to LED lighting and process improvements in all of our plants since 2018.

Renewable Energy

East Penn is investing in solutions for a low carbon future. In 2021, East Penn entered into a new power purchase agreement for renewable energy.

Under the agreement, the company will purchase approximately 15 megawatts solar power over 15 years from a new solar farm being built near Lyon Station, PA. The clean energy will account for about 5 percent of our electricity needs at this campus, resulting in a reduction of some 9,500 metric tons of carbon equivalent per year. The solar farm is slated to become operational in 2023.

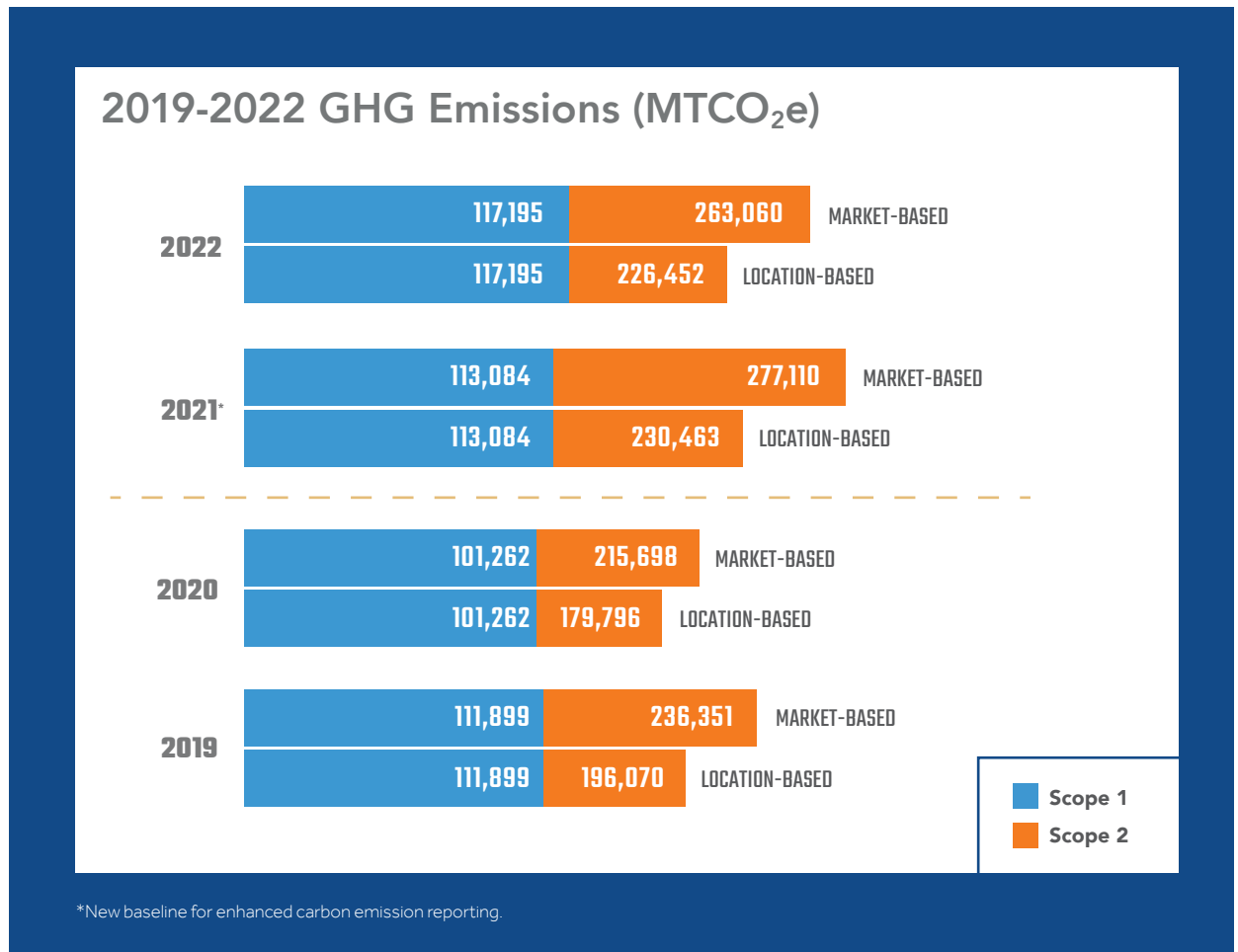
As we continue along our energy-reduction path, East Penn has identified opportunities to further reduce energy use by switching off automated equipment and robots when not in use, primarily on weekends and increasing heat-recovery practices. East Penn's new plants and new equipment are more energy efficient than previous generations, so we expect to see more efficiency gains as we bring new plants online and upgrade equipment.

20%
**REDUCTION
IN ENERGY USE
BY 2028 FROM A
2018 BASELINE**

DECARBONIZATION STRATEGY

East Penn is establishing a strategic decarbonization plan to reduce our impact on the climate. We have improved our annual greenhouse gas reporting process to reflect our complete carbon footprint more accurately, including evaluating upstream and downstream emissions impacts in line with tier one material issues, such as responsible sourcing, product recycling, and waste management. We have set our first greenhouse gas reduction target to drive accountability throughout our operations.

As we establish our first greenhouse gas reduction target, we have undertaken process improvements to our annual greenhouse gas inventory. Our reported emissions in 2021 and going forward now include emissions from all sites within our operational control and an expanded range of emissions sources in alignment with the Greenhouse Gas Protocol. As such, we are restating our 2021 emissions from what was reported last year, to better reflect base year emissions from which we will measure our success in reducing our climate impact.



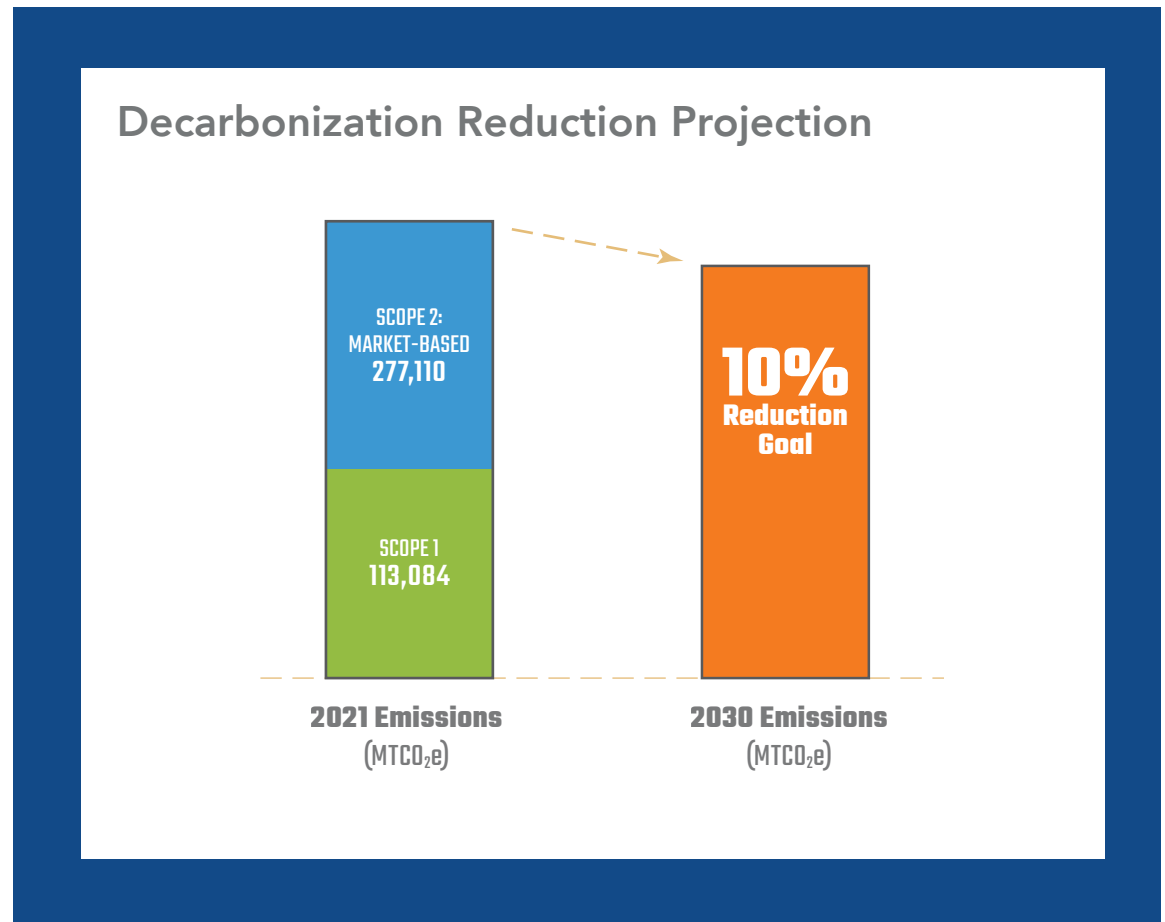
Notes

1. East Penn has defined its organizational boundary for reporting greenhouse gas emissions using the operational control approach. Emissions associated with East Penn operations are included, where East Penn has authority to introduce and implement operating policies.
2. The location-based Scope 2 method reflects the grid average emissions intensity of grids on which energy consumption occurs. The market-based method reflects emissions from electricity that companies have purposefully chosen, reflecting emission factors from contractual instruments for purchased electricity.

DECARBONIZATION STRATEGY

In continuation of our sustainability activities to date we are evolving our decarbonization strategy in partnership with Edison Energy, a leading energy and sustainability advisory firm. Our annual greenhouse gas performance is now in line with best practices from the Greenhouse Gas Protocol Corporate Standard, and better reflects our full operational emissions and allows us to target our most emissions-intensive activities. Our commitment to our partners, customers and suppliers has led us to undertake a screening exercise of our value chain (Scope 3) emissions and identify areas of opportunity in our value chain.

A key pillar for our strategy is setting our first greenhouse gas emissions reduction target. We plan to reduce our absolute Scope 1 & 2 greenhouse gas emissions by 10% across the entire East Penn operation by 2030 from a 2021 baseline. This reduction target incorporates potential opportunities for company growth. Setting this target embeds sustainability throughout our business and helps our customers meet their supply chain targets. Going forward, we will report our annual performance against this goal to ensure transparency on our progress.



EAST PENN'S ECO-FRIENDLY DRIVING PROGRAM

In partnership with East Penn's drivers, driver supervisors, fleet maintenance, and company management, initiatives were formed to facilitate investments and operational efforts to reduce the carbon emissions of the company's private fleet.

In the late 90s, East Penn received a government grant to put Auxiliary Power Units (APUs) in over a dozen of its commercial sleeper trucks to help reduce the idling that normally powers heating and cooling units. Upon success of the program, the company made a significant investment to extend APUs to all its commercial sleeper cabs helping to maximize its fleet carbon reduction efforts for those vehicles.

In 2018, the company also integrated Electronic Logging Devices (ELDs), which enabled a significant improvement in capturing driver and truck performance data. This data was used to optimize truck routes and implement cross-dock solutions. It was also used in partnership with the company's drivers, who rose to the challenge to embrace new Eco-Friendly driving techniques that would be key to the success of this initiative.

The result from the time the ELDs were implemented in 2018 were nothing short of astounding. The fleet reduced its idle by over 25% over the course of four years! These tremendous improvements were a perfect combination of the APU systems, ELD data, optimized planning, and the support of a unique culture of driving professionals who fully supported the program.

The results from these efforts continue to accelerate as there was a 10.8% idle time reduction in 2022 from the previous year. While the idle time was less, deliveries increased by over 300K batteries. It also equated to increased miles per gallon and over 5K less Metric Ton Carbons. East Penn has always had a long history of taking great pride in the tremendous safety records of our drivers and overall fleet, and now has these significant sustainability achievements to add to their accomplishments.



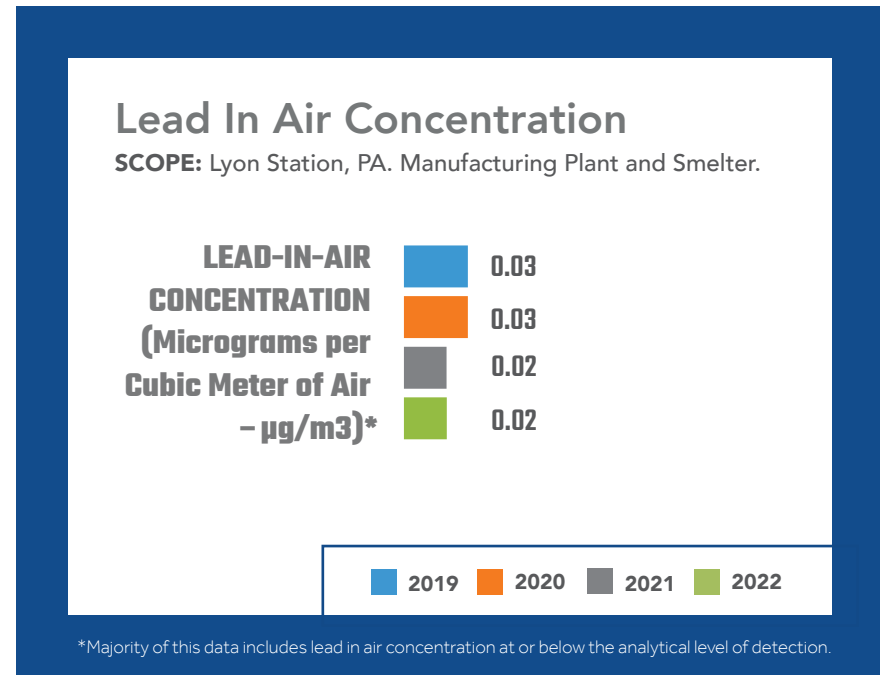
LEAD EMISSIONS

East Penn’s 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. These particles are captured in fine particle air filters where they are collected and properly recycled. These measures are applied in our Lyon Station and Corydon operations and help to ensure healthy air quality in our surrounding communities, where our employees often live.

At Lyon Station, we deployed High-Efficiency Particulate Air (HEPA) filters more than a quarter century ago to filter plant air before it is released to the environment. Today, the state-of-the-art secondary HEPA filtration units in use are 99.997 percent efficient at 0.3 microns. These systems produce air quality that is cleaner than that found in the surrounding atmosphere.

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 highly stringent 2008 National Ambient Air Quality Standard for lead of 0.15 micrograms per cubic meter.

As a result, our permitted lead emissions for battery manufacturing in Lyon Station and Corydon, Iowa, are four times lower than allowable by U.S. Environmental Protection Agency (EPA) and state environmental standards. At our manufacturing facility in China, lead air emissions have been less than 2 pounds in each of the last four years.



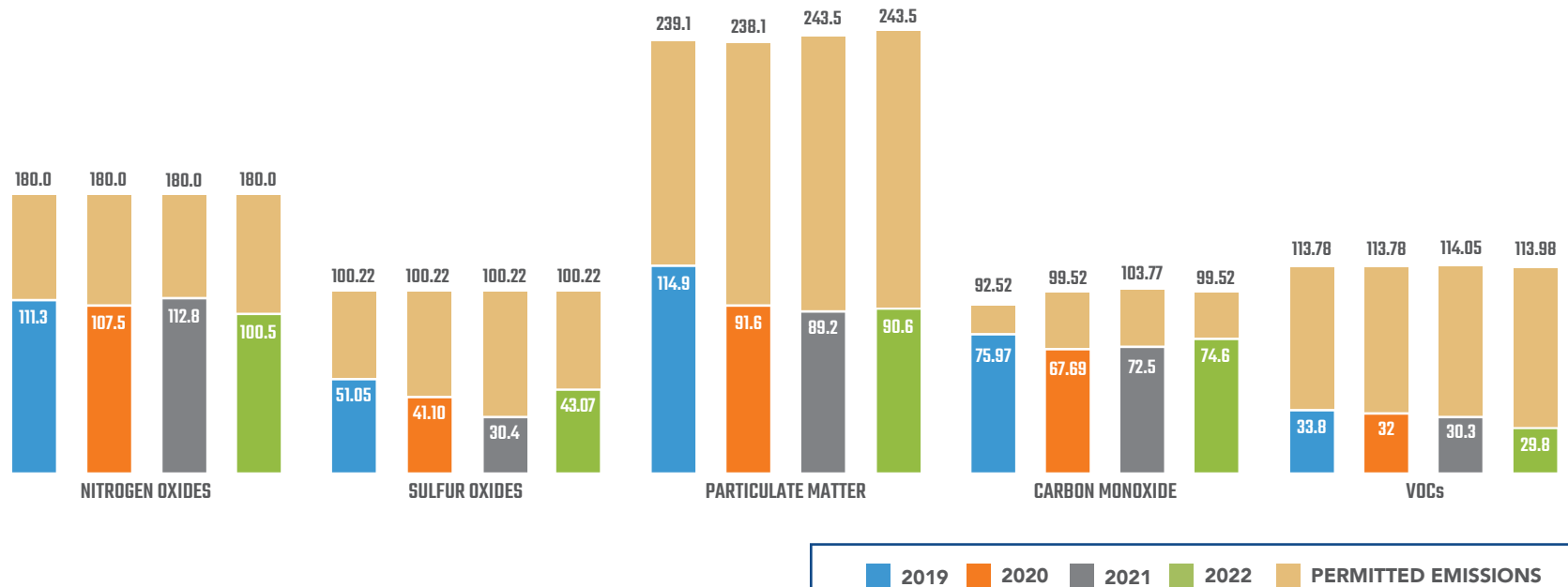
Our stringent protocols and air filtration systems produce air quality that is cleaner than that found in the surrounding atmosphere.

AIR EMISSIONS

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

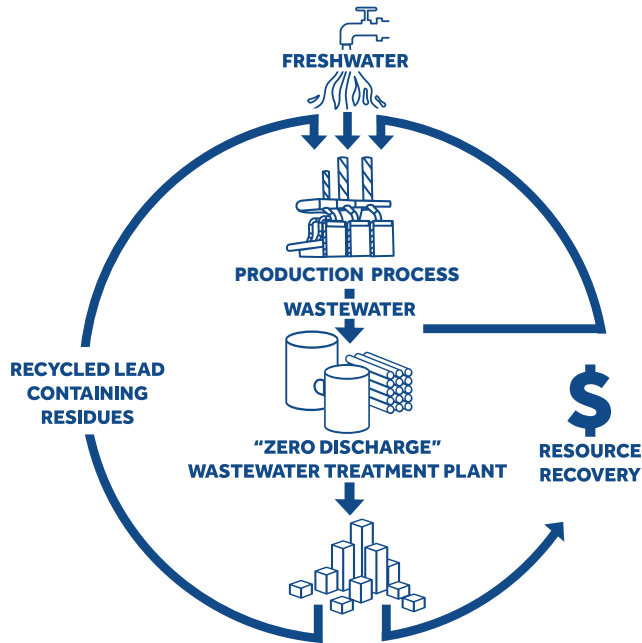
Air Emissions Data

SCOPE: East Penn's Lyon Station, PA. Manufacturing plant. Statistics shown in short tons.



East Penn Air Emissions are well below permitted standards. **NOTE:** Color bars show actual air emissions. Tan bar shows total government permitted emissions.

WATER STEWARDSHIP



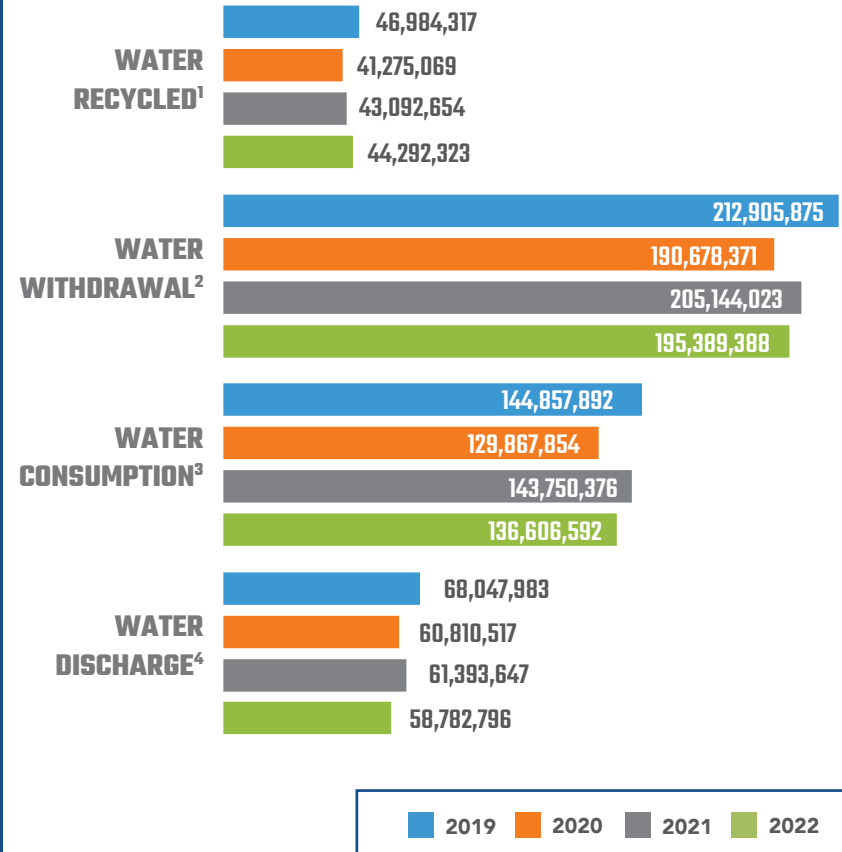
Water stewardship is a priority across our operations. At Lyon Station, wastewater treatment is done through an ultramodern wastewater distillation and treatment plant that is unique within the industry and covered under our environmental management system (EMS).

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 products.

We separate all lead-containing residues from treated water and recycle them in an on-site secondary lead smelter. The treated recovered water is then used in manufacturing. In 2022, we reused a total of 44 million gallons for the year. As a result of this extensive wastewater treatment, we minimize the amount of groundwater we withdraw from the aquifer. All water withdrawn at Lyon Station is from ground sources and does not come from lakes or rivers nearby.

Water Data

SCOPE: Plants at Lyon Station, PA. Statistics shown in gallons



NOTES: Between 2019 and 2022, water withdrawal decreased by .5%.

- 1 The Water Recycled at Lyon Station is continuously treated and reused which allows for less volume to be withdrawn from the groundwater sources.
- 2 Water Withdrawn at the Lyon Station, Pennsylvania campus is from groundwater sources.
- 3 Water Consumed includes both evaporated water and water in the product.
- 4 The Lyon Station, Pennsylvania, manufacturing campus is zero discharge for process water and is only discharging sanitary wastewater. The pretreated process wastewater and sanitary wastewater are discharged to the municipal publicly owned treatment facilities.

ENVIRONMENTAL COMPLIANCE

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 Electronics (WEEE Directive 2002/96/EC)
- End of Life Vehicles Directive (Directive 2000/53/EC)

Our lead batteries are exempt from the “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.

SUPPLY CHAIN

East Penn manages a diverse supply chain that provides goods and services to the company and our subsidiaries, each of which manages its own supply chain. Contractors providing services to our plants are managed under our environmental, health and safety (EHS) function.

For East Penn Manufacturing, which manages all our manufacturing facilities in Pennsylvania and Iowa, our supply chain consists of more than 350 companies who supply lead, separators, sulfuric acid, battery cases and covers and other materials. We spend more on lead than any other category and most of it is recycled from spent batteries collected in North America. We purchase virgin lead, when needed, from suppliers outside the U.S.

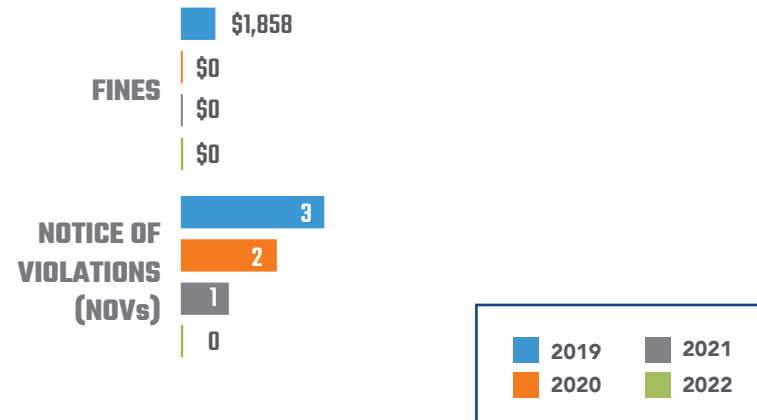
East Penn Manufacturing works hard to ethically source materials. This means not only demanding high standards of our direct global supply chain partners, but also ensuring these Tier 1 suppliers pass our expectations, detailed in our Sustainability and Corporate Responsibility Guidelines, to their suppliers. These guidelines cover fundamental areas of social and environmental responsibility that are compliant with local law and consistent with international expectations. These include:

- No tolerance for child or forced labor
- Competitive wages and benefits
- Working hours that comply with local laws
- Right to freedom of association
- Safe and healthy work environment
- No tolerance for harassment or discrimination
- Respect for all human rights
- Zero tolerance – all forms of bribery and corruption
- Honest and equitable operations
- Environmental standards for design, development, distribution, disposal and recycling

In 2022, all of our suppliers to our U.S. manufacturing facilities signed their agreement to these guidelines and/or East Penn accepts more stringent guidelines from our supply base.

Environmental Penalties

SCOPE: East Penn Manufacturing Plants In the U.S. and China.



* Fine was due to improper paperwork completed, not due to environmental issue

NOTE: Violations are presented in the year in which the penalty is paid, not in the year the violation occurred.

SUPPLY CHAIN

Supplier Audits

To ensure suppliers are true to their word about implementing our guidelines and passing them to their own suppliers, we conduct regular audits focused on quality and service. East Penn conducted 50 supplier audits in 2022. We select suppliers to audit based on risk factors including level of defects, on-time delivery and previous audit scores. Failure to pass our Sustainability and Corporate Responsibility Guidelines onto their own suppliers is considered nonconformance. In the case of an audit non-conformance, we give suppliers 30 days to respond with a corrective action plan. In the past we terminated one supplier relationship for failure to respond.

Supplier Diversity

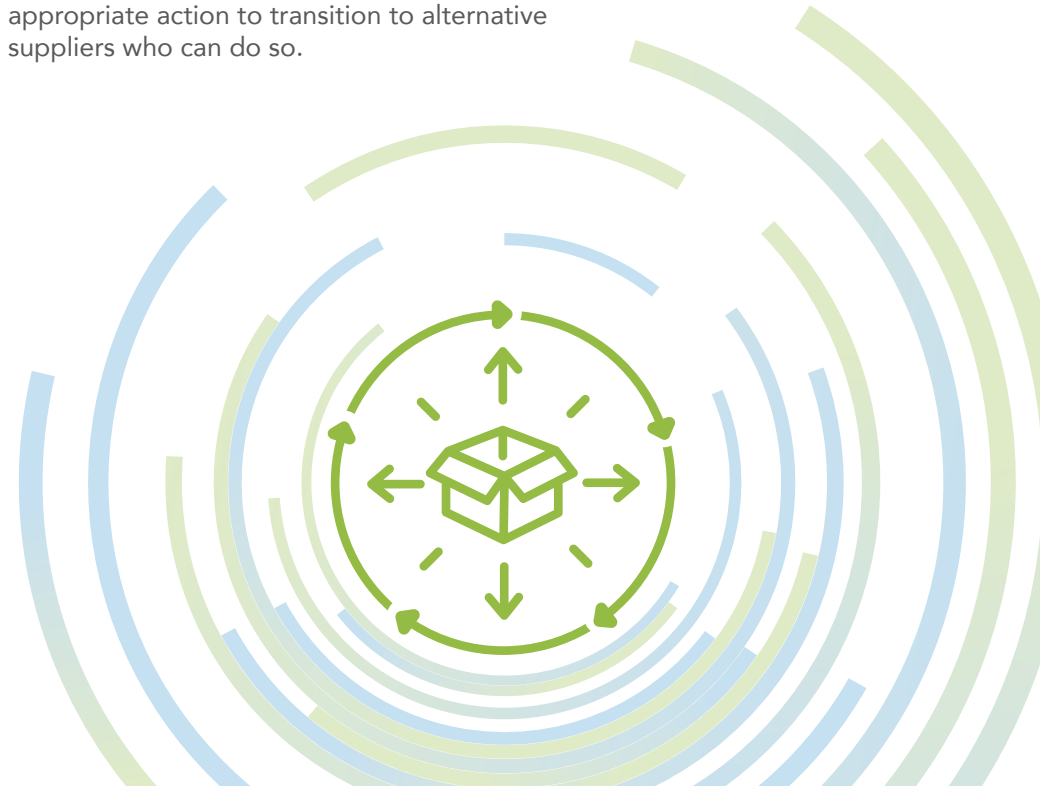
Due to the vertical integration of our operations, much of our procurement spend is directed toward large companies who are capable of making intense capital investments that can handle our needs. However, East Penn recognizes that giving small businesses, including women- and minority owned companies the opportunity to contract with us drives economic growth and stability. These small business partnerships encourage new ideas, technology enhancements and provides us with a more competitive, sustainable and flexible supply base.

We strive to improve our U.S. supplier diversity program by increasing the number of matchmaking events we attend. In 2022, we participated in the event hosted by BMW. East Penn continues to concentrate our efforts on education, through our buyer training program that includes Strategic Supplier Diversity Best Practices.

Conflict Minerals

Conflict minerals, as defined by U.S. legislation, currently includes the metals tantalum, tin, tungsten and gold. These minerals are sometimes extracted from the Democratic Republic of the Congo and adjoining countries ("Conflict Countries") and may either directly or indirectly benefit armed groups in these countries. East Penn uses tin as an alloy in our batteries and as a coating for booster cables in some of our products.

Although East Penn is not a U.S. public company and therefore not subject to the SEC Conflict Mineral disclosure rule, we take seriously our responsibility to ensure materials used in our products are sourced ethically. Each year, we ask tin suppliers for both our smelter in Pennsylvania and our Wire and Cable Division to confirm they are not supplying tin from "Conflict Countries". If a tin supplier cannot provide such assurance, we initiate appropriate action to transition to alternative suppliers who can do so.



WHO WE ARE:

A FAMILY OF
10,300+ EMPLOYEES

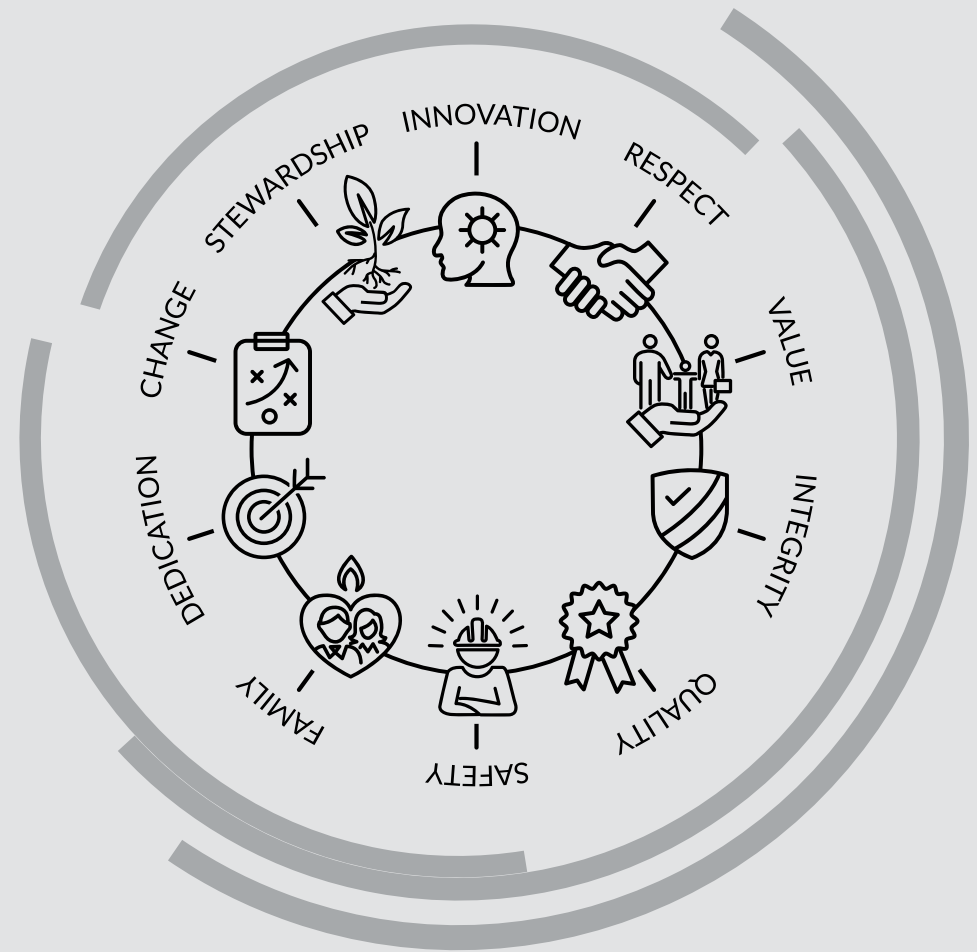


Put simply, East Penn is like a family. We are a family-owned business that considers each and every employee as an incredibly valued member of our team. The past two years have been challenging in many ways, but we have remained dedicated to our employees who have ensured we continue to produce, deliver and service the essential products our customers require.

We have leaned into our values, beliefs, and mission as a compass to help us make the right decisions for our employees and our customers. Above all, our value of "family" has helped us to take care of each other, such as extending healthcare benefits to all employees, including those who were unfortunately laid off during the early part of the pandemic.

A career at East Penn provides individuals with considerable opportunities for development, advancement, and experience in different areas of the business. Our recent focus has been on the development and promotion of women into leadership roles. Our goal is for female employees to feel as optimistic and excited about their East Penn careers as their male counterparts.

East Penn boasts a high percentage of employees with advanced tenure. One of the primary reasons behind this record is a clear commitment to provide a safe and healthy environment for all employees and the surrounding community. To work in the East Penn family is to look after ourselves and each other. Everyone is responsible for performing their job safely and for minimizing the risk of injury to themselves and fellow employees, contractors and visitors. We also expect all employees to subscribe to proper environmental, safety and health practices.



OUR GUIDING PRINCIPLES

Our 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 the 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

Our 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 promotes 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 GUIDING PRINCIPLES

Our 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.

As co-workers we value each other 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.

It is an inside job. The success of the company and its products were built on quality – we will never lose sight of its importance.

SAFETY.

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

FAMILY.

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

DEDICATION.

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

CHANGE.

Together, we accept it, adapt to it, and use it 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.

Remains a part of our DNA. We will continue to research and develop new technologies, opportunities, and operational efficiencies.

Ethics and Integrity

East Penn's Business Ethics Policy ensures ethical and impartial business practices and informs employees about the standards of behavior we expect in the workplace. Employees are prohibited from using their position at East Penn to secure special advantage in business or personal gain and must avoid any relationship or activity that might impair, or even appear to impair, our ability to make objective and fair decisions when performing our jobs.

We established our 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 and we adjust the code and our policies to conform 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, and our 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 enterprise.

Employees can report information about unethical or illegal behavior using the WeTip hotline, managed by an independent organization whose specialists answer calls and anonymously forward the information to East Penn. Employees in central Pennsylvania can also report information about unethical or illegal behavior anonymously to our Employee Helpline. In 2022, we received no reports of unethical behavior.

EMPLOYEE SATISFACTION

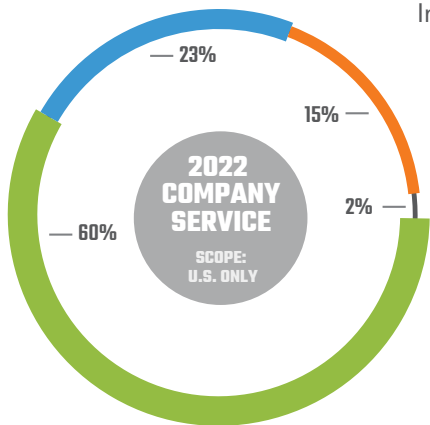
We are a family of 10,355 employees, each of whom contributes to the business in their own meaningful way. Our workforce decreased by 4 percent in 2022 over 2021. In 2022, we focused on recruiting talent to the East Penn family as general labor shortages collide with surging demand for our products. To support this effort, we revamped our recruitment website, making it easier for prospective employees to identify jobs at East Penn and to learn about our family-oriented culture.

We offer a competitive package to prospective employees that begins with our commitment to fair compensation. We also respect the principle of equal pay for work of equal value.

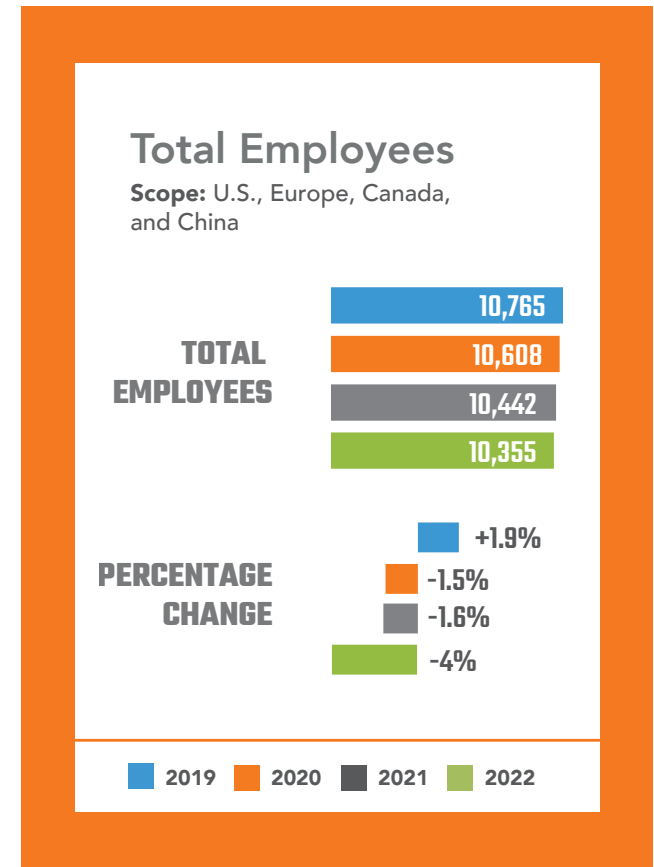
Our eligible fulltime employees in the U.S. are offered company-paid life insurance and short-term disability insurance, as well as health insurance including coverage under our medical, prescription drug, dental, and vision plans, and our employee assistance program. They are also eligible to participate in the East Penn Manufacturing Company 401(k) Savings Plan which offers a company match on employee contributions and an annual company contribution.

Our eligible fulltime employees in the U.S. receive paid vacation, paid personal days and paid company holidays.

In addition, our family-oriented way of working and commitment to sustainability and circular economy are important components of our career offering. We point to our handling of and re-emergence from the pandemic as evidence of the robustness of our business and the respect and dignity with which we treat employees.



■ 1 MOS. - 9 YEARS ■ 20 - 39 YEARS
■ 10 - 19 YEARS ■ 40+ YEARS



EMPLOYEE SATISFACTION

As evidence of the strength of our culture, we have an extremely low annual turnover rate. In 2022, our voluntary turnover rate was 12.39 percent, which significantly increased as a result of the COVID-19 pandemic and the tremendous increase of available jobs, with increasing wages, in the labor market.

We are proud of these results and that employees enjoy long, fulfilling careers at our company. About 23 percent of our co-workers have over a decade of service with us, and 15 percent of employees have over 20 years tenure. We have 153 employees with 40 or more years with East Penn, including 2 who have been part of the East Penn family for more than 50 years.

Suggestion Committee

East Penn is always striving to find more efficient processes and innovations. One of our most valuable resources for new ideas are the employees who do the job every day, with their experience and expertise providing insight and fresh perspectives. The Suggestion Committee was formed as a way to receive, evaluate and potentially implement these innovative ideas from our employees into our processes. Employees are encouraged to submit ideas for safety practices, conservation of resources and energy saving ideas which further drives participation in these critical endeavors. Some employees receive a monetary compensation.

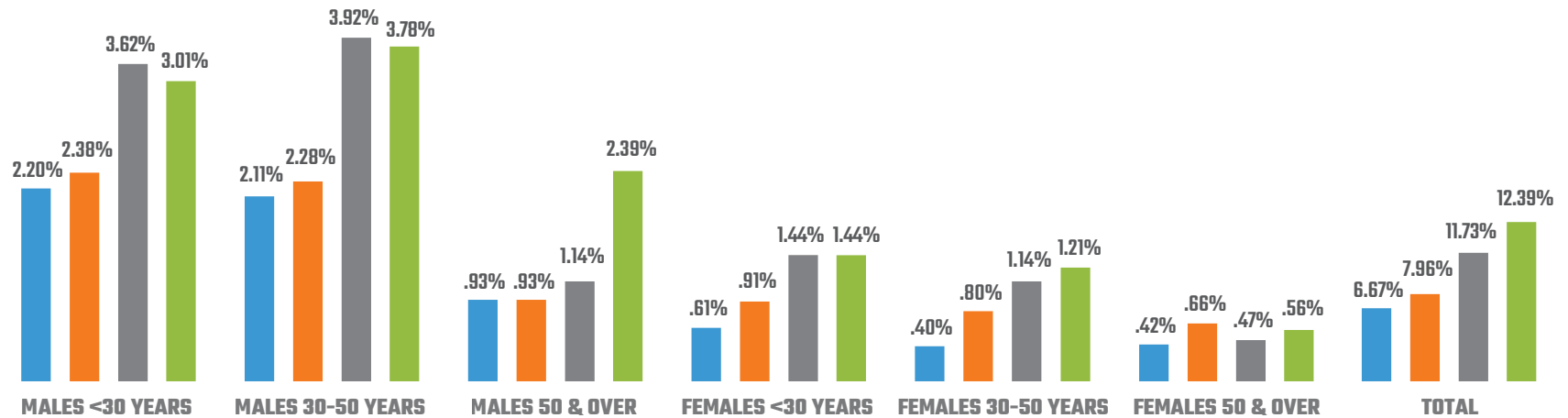
In 2022, an employee named Richard submitted a record setting idea to the Suggestion Committee. Not only was his suggestion implemented, but he received the highest amount awarded in the history of the program, \$24,500. Richard's suggestion saves on scrapped material and also gives us flexibility to make future changes which will benefit the company.



The Suggestion Committee is one of the ways we recognize the skills and talents of the people of East Penn. We believe that employees who are valued and acknowledged for their contributions to sustainability and other important areas feel more engaged and show increased satisfaction within their workplace.

Voluntary Turnover Rate*

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



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

In 2021, our voluntary turnover rate was 11.73 percent, which significantly increased as a result of the COVID-19 pandemic and the tremendous increase of available jobs, with increasing wages, in the labor market.

TRAINING AND DEVELOPMENT

We credit our training and development for helping us to improve our productivity, drive employee engagement and retention. East Penn promotes from within, offering employees the opportunity to experience multiple roles within the company. This process ensures that internal candidates are given the first opportunity to apply for job opportunities before we look externally to fill positions.

We also help employees develop their skills, such that they remain effective contributors to the company. In 2022, we continued to invest heavily in our Manufacturing Skills Training program. All new hires and many existing employees complete the program, learning a foundational skill set for their role in manufacturing. As part of this training program, we selected employees within the organization to be trainers and certified to teach the curriculum and/or learning paths.

Although the program helps all manufacturing employees, we have recently paid particular attention to women in manufacturing roles. Approximately 21 percent of trainers in the manufacturing skills training program are women, which means our female co-workers have mentors and role models within the company, which is crucial to the development process (see page 52 for more information on women in our workforce).

Integrating the Lean discipline in manufacturing and throughout other strategic areas of the company, East Penn has instituted a Lean training program to align strategic pillars, increase performance, and improve customer satisfaction. The Lean training curriculum covers the foundational Lean principles and tools as well as multiple modules that focus on aspects of Lean leadership and problem solving. The program is attended by leaders, forepersons, superintendents, plant management, manufacturing operations Vice Presidents, and members from the Quality and Continuous Improvement department.

In addition to developing manufacturing skills and Lean training, East Penn has made considerable strides in leadership development through LEAD workshops offered to people ranging from those considering a move into supervision up to senior leadership. These modules include developing and applying skills such as communication, coaching, self-awareness, decision making, strategic thinking, and many other critical leadership behaviors and practices. East Penn invests significantly in the continued growth and development of our leaders.

Employee Training Programs

Training Program	Types of Employees Trained	Total Hours of Training Provided in 2022	Total Number of Employees Trained in 2022
Manufacturing Skills Training	Production	101,788	569
Lean Leadership Development Programming	Supervisors and above Quality (All)	954	159
LEAD Programming	Leaders, Forepersons, Superintendents, Plant Managers, VP's	16,768	406

TRAINING AND DEVELOPMENT

LEAD - Leadership Excellence and Development

During 2022 under the company’s LEAD program, 16,768 hours of training were provided to 406 people. They participated in learning events that enhanced their business acumen and strategic planning skills. Participants were also provided with insights into their leadership and communication styles, and with strategies and tools to better coach, manage, motivate, delegate, and develop people, as well as manage conflict productively and increase employee engagement, commitment and motivation.

Innovation & Technology

In keeping with its future focus as well as building on current innovations East Penn, in partnership with Lehigh University, launched a customized development series titled “Innovation & Technology”. In this series, a cross-functional group of 21 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.

Tuition Reimbursement

East Penn has consistently developed its employees via our longstanding Tuition Reimbursement program. Eligible employees are allowed 75% reimbursement dependent upon the education need and requirement. East Penn encourages its employees to further their education in order to maintain or update their existing knowledge or skills. To aid our employees to develop themselves to their fullest potential, East Penn has adopted a Tuition Reimbursement Policy.

Tuition Reimbursement

	2020	2021	2022
# of Employees Receiving Tuition Reimbursement for a Year	25	23	22
Average Years of Service	4.96	7.65	6.27
Gross Tuition Reimbursement for a Year	\$201,625	\$107,022	\$139,418

ELIGIBLE:
Any full-time active employee in the following areas:

IT (Information Technology)		
MAINTENANCE	MARKETING	ENGINEERING
MANAGEMENT	OFFICE	SUPERVISION
SALES	TECHNICAL AREAS	

Consideration will be given to everyone, but the number of applicants, East Penn’s need for the education, cost, timeliness, and business climate will influence final approval.

EMPLOYEE COMMUNICATIONS



GATEWAY

NEW APP INTEGRATED TO ENHANCE EMPLOYEE COMMUNICATION

In November of 2022, East Penn officially launched a new App named Gateway that gave the company a robust system to enhance communication with employees. Gateway was designed to be a user-friendly platform for employees that provides the latest company news, important alerts, and messages from leadership.

Gateway also gives employees access to important resource documents and policy updates, open job positions and transfer opportunities, easy access to employee benefits, and the company's newsletter. There are also special features that highlight the company's sustainability efforts and continues to encourage employees in helping to conserve resources.

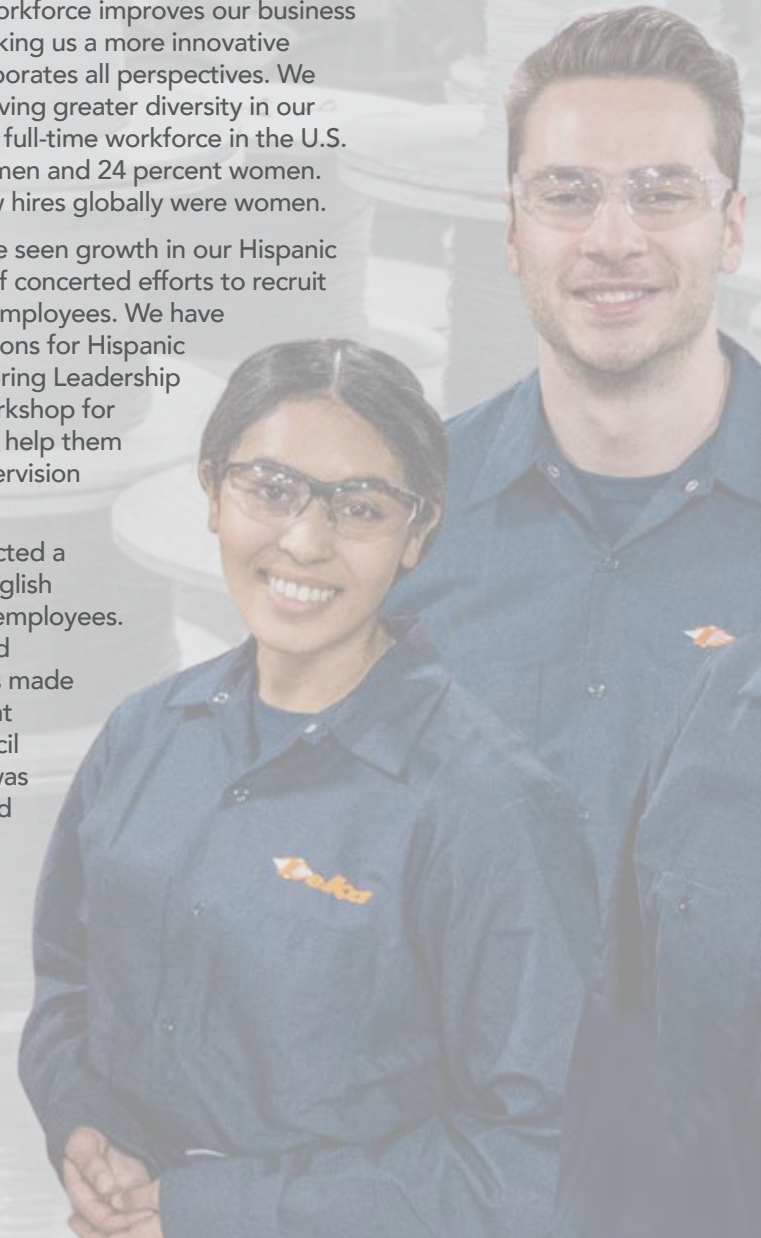
As electronic communication is steadily growing, the company continuously strives to increase its ability to communicate to everyone on the East Penn Team. Gateway is a valuable access point to keep the entire organization well informed.

DIVERSITY

We believe a diverse workforce improves our business competitiveness by making us a more innovative organization that incorporates all perspectives. We are committed to achieving greater diversity in our workforce. In 2022, our full-time workforce in the U.S. comprised 76 percent men and 24 percent women. Over 30 percent of new hires globally were women.

In recent years, we have seen growth in our Hispanic population, the result of concerted efforts to recruit and develop Hispanic employees. We have conducted special sessions for Hispanic employees in our Exploring Leadership program, which is a workshop for front-line employees to help them explore a career in supervision and leadership.

In 2022, we also conducted a program to develop English language skills among employees. This English as a Second Language Program was made possible through a grant from the Literacy Council of Reading-Berks and was available to full-time and hourly employees. We also provided English language training to others in the community as part of the program.



DIVERSITY



New Female Hire Rates

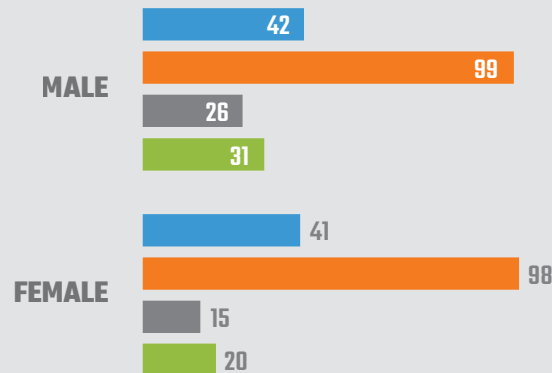
Scope: U.S., Europe, Canada, and China



■ 2019 ■ 2020 ■ 2021 ■ 2022

Diversity By Gender – Temporary Employees

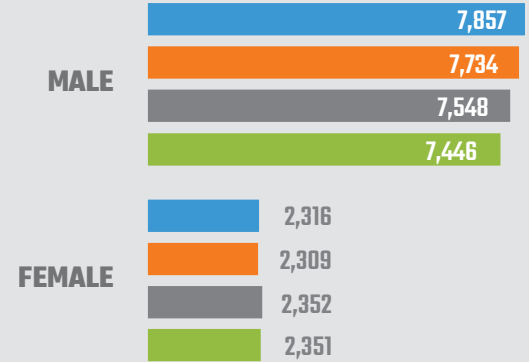
Scope: U.S., employees



■ 2019 ■ 2020 ■ 2021 ■ 2022

Diversity By Gender – Full Time Employees

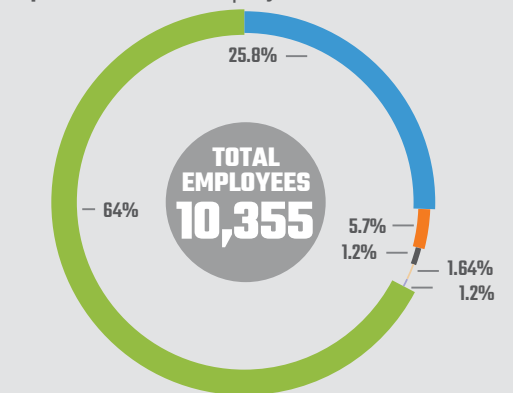
Scope: U.S., employees



■ 2019 ■ 2020 ■ 2021 ■ 2022

2022 Diversity By Race

Scope: U.S., China employees



■ Am. Indian/Alaska Native ■ African American ■ White
■ Asian ■ Hispanic/Latino ■ Other

TOTAL EMPLOYEES
10,355

EMPOWERING WOMEN IN THE WORKPLACE

East Penn prioritizes the recruitment, development, and promotion of women. Through our Women's Leadership Initiative, we seek to increase opportunities for women in the East Penn family to build their networks, increase their professional confidence, and open opportunities in engineering and production, traditionally areas with low numbers of women. In 2022, our women's initiative held monthly events with a diverse group of employees in the organization.

East Penn is a Platinum sponsor of Women2Women (W2W), a special program of the Greater Reading Chamber Alliance that encourages women to create connections, gain knowledge and build strategic alliances. In addition, two of our employees serve on the organization's Board of Directors.

The goal of the program is to develop women leaders in Berks County, PA, by providing a forum where women can learn, share ideas and mentor each other. Employees are eligible to attend if they are either endorsed by a manager or nominate themselves and receive approval. In 2022, 85 women from East Penn attended W2W workshops, conferences or webinars.

In addition, we host seasonal experiences and a sales trainee program dedicated to women, while our annual internships help us recruit women from local engineering programs and technical colleges.



In 2022, East Penn sponsored 29 women to participate in the Women in the Global Battery Industry (WGBI) organization. WGBI is a group comprised of professionals, founded to promote and develop the growth of the battery industry and enhance member's skills and experience. The group's members represent many different disciplines within the industry and open to professionals and STEM program educators and students who are seeking to develop all aspects of their career. East Penn will serve as a WGBI Supporter starting in 2023.



Women's Book Club

Available to emerging leaders. East Penn maintains a library at our Lyon Station headquarters campus, as well as access to free webinars.



Exploring Leadership Women's Preview

Internal workshop run by female supervisors that aims to open pathways to leadership opportunities and teach others how to market their skillset beyond their current roles. The workshop is open to women who have expressed interest in supervisory roles, and who are endorsed by senior management.



Lean-In Circles

An open environment to network and develop with other women. The program is open to women currently in management or professional roles. We had 40 women participate in Lean-In Circles in 2022.

SAFETY AND HEALTH

As a company and a family, the people of East Penn are our most valuable asset. Providing a healthy and safe workplace for all our employees, particularly those who work in our manufacturing facilities, is paramount. The concept of health, safety, and wellness at East Penn expands beyond physical health – East Penn has long been committed to preventing workplace illness and injury and continually improving our occupational health and safety performance – to include mental, emotional, and financial health. We believe in protecting each employee’s entire wellbeing, so they can bring their best selves to work.

Achieving a culture of health and safety requires the collaboration of co-workers and external consultants who help us ensure practices are best in class. While we can provide the guidelines and practices to keep employees safe and healthy, we also need all employees to understand and commit to upholding the ideals set forth by our health and safety programs. It’s the responsibility of each employee to practice safe work habits that protect themselves and their co-workers.

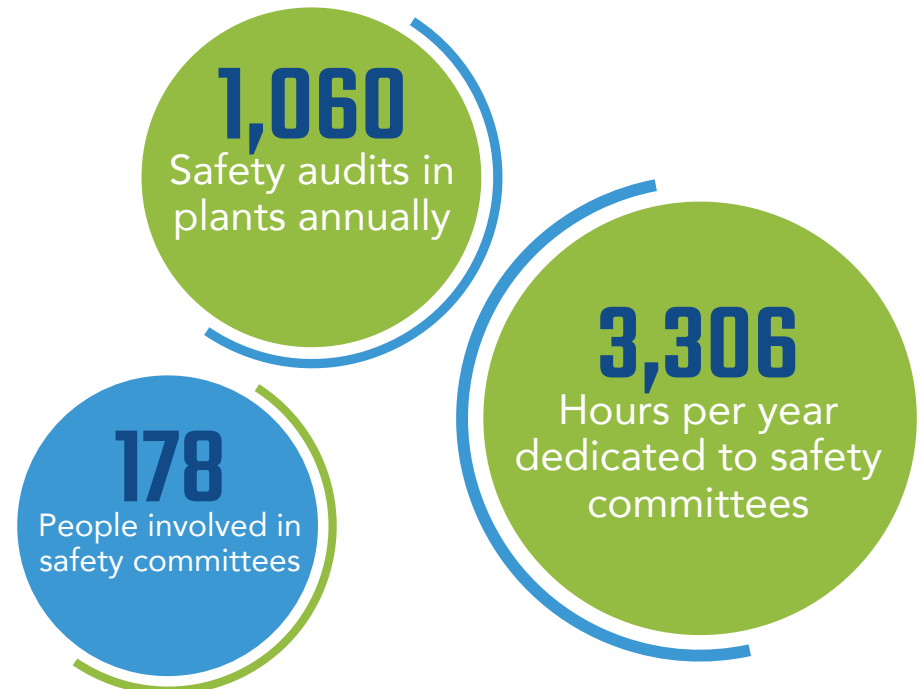
Through our training and communications, East Penn ensures this safety awareness is maintained. We live and work by the motto, “No task is so important that it cannot be done safely.” This credo emphasizes that we all devote the proper time and resources to all our tasks safely.

Managing Health and Safety

Our global health and management system (HSMS) is the lynchpin of our safety culture. The HSMS includes comprehensive procedures to prevent injury and reduce exposure to workplace hazards, along with extensive training, frequent safety audits, and regular health-monitoring programs. The system covers all employees, including temporary workers, at our global manufacturing locations. We also ask contractors to comply with all applicable regulatory requirements, as well as East Penn’s safety practices and procedures while on site.

As part of HSMS, each year our plant and corporate 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 of our plants that meet once a month to assess risks and recommend facility and process improvements. The committees are chaired by an employee and include 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 including the President/CEO, Chris Pruitt; Executive Vice President and Chief Operation Officer, Norbert Maleschitz; Chief Manufacturing Officer, Larry Miksiewicz; and Chairman of the Board, Dan Breidegam.



SAFETY AND HEALTH

2022 Safety Performance

East Penn encourages employees to report injuries and illnesses at the earliest stage so proper care can be administered as soon as possible. This practice has the potential to increase our number of recorded incidents due to the treatments typically associated with soft tissue injuries and illnesses, prescription anti-inflammatory medication, physical therapy, etc.; however, the early reporting reduces the likelihood of developing a more serious medical condition. Our on-site medical facility at Lyon Station, which includes physical therapy, allows for employee treatment during their scheduled work hours. This approach reduces the severity associated with these types of injuries and illnesses, and avoids surgical intervention, as well as reduces the added stress on family life.

East Penn’s Incident Rate includes a variety of Industrial Classifications, which includes the battery industry. Our 2022 recorded incident rate was 4.3 compared with a battery industry average of 3.9. Our early-reporting practice means our Days Away Restricted or Transferred (DART) rate – 1.9 in 2022 – is much lower than the industry average of 2.2. We also have lower worker compensation costs than the industry average.

Recordable Incidents^{1,2}

Scope: East Penn employees, U.S., and China manufacturing plants and U.S. warehouses



Safety and Health Violations

Scope: East Penn employees, U.S. sites



Fatalities³

Scope: East Penn employees, U.S., and China manufacturing plants and U.S. warehouses



NOTES:

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 Days Away, Restricted, or Transferred (DART) Rate is designed to track any 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 = Days Away Restricted Transferred (DART) Rate.

SAFETY AND HEALTH

Safety and Health Training

Developing and maintaining a culture of personal and shared health and safety requires constant training. East Penn has a tradition of investing in employee training and development and Environment, Health and Safety (EHS) training is of particular importance.

We train all employees in EHS at the time of hiring and, for production employees, annually. Training courses cover emergency procedures, injury prevention, vehicle and pedestrian safety, hearing conservation, ergonomics, confined space awareness, hazardous materials transportation and use of personal protective equipment, among others.

Lead exposure is an area of particular health and safety concern. From day one, we arm co-workers with the knowledge they need to limit lead exposure. We also provide new hires extensive training on hygiene, safe handling procedures and techniques to limit exposure. This safety curriculum is repeated annually.

EHS Training Information

Scope: East Penn employees, U.S., and China manufacturing plants and U.S. warehouses



HEALTHCARE HEROES

MEDICAL TEAM RECEIVES TWO PRESTIGIOUS LOCAL RECOGNITIONS FOR HEALTHCARE EXCELLENCE

Members of East Penn's medical team and first responders received two local awards for their courage and excellence in their life-saving response. This East Penn team was recognized in May of 2022 by the Berks County Red Cross and then in June by Lehigh Valley Business as Healthcare Heroes. They were recognized for events that took place on August 12th, 2021. East Penn's medical staff and first responders saved the lives of two co-workers within the span of only 12 hours.



During third shift, in the early morning, an emergency call rang out. Michael, an employee from one of East Penn's manufacturing plants, was experiencing a life-threatening medical emergency and needed immediate help. Springing into action, one of East Penn's registered nurses, Bryanna, and Medical Assistant, Julie, responded to the call.

When they arrived, first responders Brent and Richard, both leaders within the plant, were already on the scene helping Mike, keeping him stable until medical staff arrived. As Bryanna and Julie began their initial evaluation of Mike's needs, the situation progressed, and he lost consciousness. It became clear that he needed CPR, immediately.

Bryanna began to administer CPR on Mike as Julie began procedures for using an automated external defibrillator (AED). Another one of East Penn's incredible registered nurses, Marissa, arrived to help Bryanna continue to care for Mike. The team was able to keep Mike alive until an ambulance was able to bring him to the hospital for emergency care.

Because of their fast, life-saving actions, Bryanna, Julie, Marissa, Brent, and Richard were able to save Mike's life. Mike, who has made a full recovery and has returned to work, says that the key to his survival was the actions of the staff at East Penn. If not for them, he says he wouldn't have made it.

Later that same day, as third shift ended and first shift began, a second emergency call rang out. Another East Penn employee, who prefers to remain anonymous, was experiencing his own similar medical emergency, also losing consciousness. Much like the first incident, co-workers of the man in need acted fast to keep him alive. Richard began administering CPR with assistance from another coworker named Ben. Together the men kept the patient as stable as possible until medical staff arrived on the scene.

Enter Registered Nurse Jen with the continued help of Richard and Ben, she performed CPR while Medical Assistant Jennifer expertly set up the AED. As treatment continued, reinforcements arrived. First responder James and Registered Nurses Shelby and Brittany gave the team a much-needed break, taking over CPR duties in order to provide the highest quality care to the patient until the ambulance arrived to take him to the hospital for further care.

Another life was saved because of the quick response and courage of Jen, Jennifer, Richard, Ben, James, Shelby, and Brittany. Because of their life-saving actions, the patient survived.

On August 12th, 2021, thanks to the fast action of the Medical Team and their co-workers, both men's conditions were stabilized and expertly treated for their ailments, and both men survived because of their actions.

WELLNESS

We want our employees to spend their careers with us and retire from East Penn. This means it's important that we do our best to take care of them, which means looking after their physical, mental and financial health. As we continue to grow and develop our wellness offerings, we will build strategies that approach wellness from all three perspectives.

Our Benefits Committee reviews benefits annually to ensure we are providing a competitive package that protects our extended family. In 2022, over 90 percent of U.S. employees took advantage of East Penn's health insurance package. When counting employees and their dependents, the insurance program covers 18,946 people. The company pays for all claims under a self-insured structure so we can be sure that we take care of all employees including their families.

Health Screening and Exposure Prevention

At Lyon Station, East Penn's on-site health and safety facility is staffed by three doctors and 12 registered nurses. The facility offers comprehensive screening and prevention to our co-workers including:

- Approximately 1,500 blood lead tests per month
- Annual hearing tests for all employees in production
- Blood pressure tests
- Flu shots
- Occupational physicals that can include chest X-rays and blood chemistries for employees who might be exposed to lead
- Occupational injury or illness treatments through physical therapy.

Health Screening and Exposure Prevention

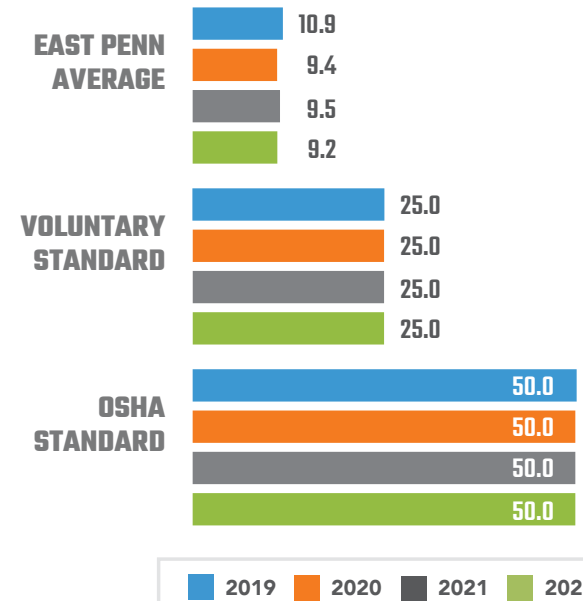
East Penn invests in processes and equipment to improve safety and reduce exposure to potentially harmful materials. We issue safety glasses and respirators to employees assigned to areas with lead exposure; we launder and supply fresh company uniforms each day, as well as fresh respirators for those working in lead areas; and we provide on-site showers and separate work and street-clothes lockers to ensure that any remaining lead residues are removed before an employee leaves the manufacturing site.

East Penn maintains internal lead health standards that are more stringent than the requirements set by the U.S. Occupational Safety and Health Administration (OSHA). Our lead exposure readings fall well below OSHA standards. We take additional steps to monitor the health and safety of our co-workers, providing individual consultations through our on-site health facility to help them manage their blood lead levels. In addition, through management projects like Six Sigma, we look for new and innovative ways to protect human health and the environment.

East Penn participates in a voluntary industry effort to record all employee blood lead levels below 20 by 2025, 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.

Blood Lead Level*

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



* 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)

COMMUNITY IMPACT

Part of our continuing mission is to remain true to the core beliefs and values that have successfully shaped our unique culture. For East Penn, a family-owned company, this means contributing to the communities where many of our hardworking employees and their families live. Our employees give us valuable time and energy to help produce and distribute our products and it is equally important that we reciprocate by providing time and resources to the community around us.

We donate more than \$1 million every year to charitable organizations. In 2022, our corporate financial contributions included sponsorship of the Reading and Berks County Centro Hispano’s annual gala. The center is an important partner to East Penn for employee recruitment, as well as our English-as-a-second-language training program. We also sponsored a Juneteenth Black History Celebration hosted by the Reading, PA branch of the NAACP. See our Community Outreach section for information about our long-term, ongoing community outreach programs.

Our community impact work isn’t just a corporate program – our employees are active participants, too. From the factory floor to our distribution centers and our executive offices, East Penn people are deeply committed to engaging with our neighbors and working to address important community needs. Each year, thousands of co-workers offer their time, talents and financial resources to support organizations and causes that build a stronger community. This includes \$737,101 in employee donations every year to key East Penn charitable initiatives.



East Penn employees provide their expertise and skills at a strategic level to many nonprofit organizations by serving on their boards of directors. Nonprofits with East Penn employees in board positions include:

Automotive Aftermarket Suppliers Association (AASA)	Association of Battery Recyclers (ABR)	Battery Council International (BCI)	Ben Franklin Technology Partners Advisory Board
Berks Business Education Coalition	Berks County Community Foundation	Berks ENCORE	Friend, Inc. Community Services
Girl Scouts	International Lead Association (ILA)	John Paul II Center	Olivet Boys and Girls Club
Penn State Advisory Council	United Way of Berks County (Pennsylvania)	University of the Aftermarket Foundation	Women 2 Women Advisory Council
	Wyomissing Foundation	YMCA of Reading & Berks County	

\$1 Million+
Employee & Company
Charity Contributions

Celebrating Community Involvement

East Penn participated in the Relay for Life cancer walk, raising \$7,750 for the charity.

COMMUNITY IMPACT

Corporate Giving (U.S.)

2019-2022

	2019	2020	2021	2022
United Way	\$78,000	\$115,000	\$82,561	\$91,252
Breidegam Family Foundation	\$282,000	\$242,122	\$275,000	\$293,483
Educational Improvement Organizations*	\$200,000	\$200,000	\$320,000	\$346,400
In Kind Products	\$10,953	\$12,151	\$8,838	\$30,418
All Other Donations	\$703,212	\$596,602	\$605,427	\$358,034
Total	\$1,274,165	\$1,165,875	\$1,291,826	\$1,121,609

Employee Giving (U.S. Employees)

2019-2022

	2019	2020	2021	2022
United Way	\$864,861	\$862,108	\$767,370	\$687,101
Moravian College Scholarship	\$14,418	\$10,623	\$13,782	\$50,000
Total	\$879,279	\$872,731	\$781,152	\$737,101

Note: As part of the Educational Improvement Tax Credit (EITC) program, East Penn receives a state tax credit in Pennsylvania for making contributions to an Educational Improvement Organization.



COMMUNITY OUTREACH

United Way

East Penn is among the top 10 supporters of United Way in Berks County. Since 2011, we have made a corporate and employee financial contribution. Every year, we host a United Way of Berks County campaign to raise money from employees. In 2022, corporate and employee contributions to United Way totaled \$778,353 which went to support 80 programs. These programs include Ready, Set, Read, which aims to increase literacy among elementary students.

TOP 10
Supporter in
Berks County

As part of our annual fundraising campaign, we have a United Way Committee that supports the effort and which organizes our annual employee volunteering for the United Way Day of Caring, a community-wide volunteer event that takes place at various nonprofits and other locations throughout Berks County. The Day of Caring brings together large and small groups, along with individuals, to create lasting change in our community by helping others. In 2022, 17 employees participated in the Day of Caring.

We also participate in the United Way of Berks County's Blueprint for Leadership program. Each year, one of our co-workers from a minority background participates in training to help them become involved in local community boards of directors.

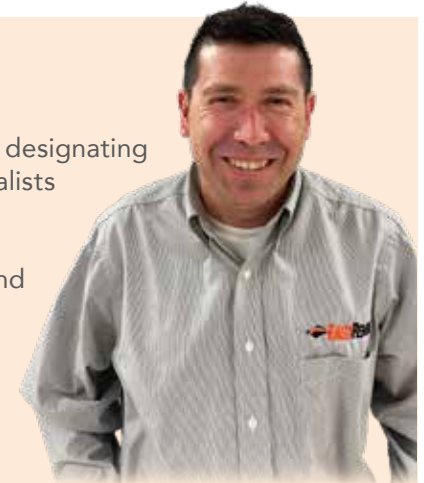
Paying it Forward

Another way we support our United Way campaign is by designating Loan Campaign Specialists. In this role, Campaign Specialists serve as the primary point of contact for their coworkers and are responsible for assisting in the design and implementation of fundraising plans, customer service and volunteer management. Our Loan Campaign Specialists are employees who are passionate about the work the United Way supports, and many have had their own personal stories with the organization.

Benito was inspired to serve as the Loan Campaign Specialist by his own family's story. When his daughter

was sick and needed physical therapy, Benito turned to the Easterseals, one of the many programs supported through the United Way. The program reaches those in need through life-changing disability and community services. He views the loan specialist role as a way to pay it forward and help those who need it, just like he did.

As a child, our Loan Specialist Marcus grew up going to his local Olivet Boys Club, a program supported by the United Way that provides a safe, fun and positive environment for youths to thrive in. The group kept him focused on school and out of trouble. Marcus says his role as the Loan Specialist has put life into perspective and allowed him to see the world in a different way.



COMMUNITY OUTREACH

U.S. Power Soccer Association

East Penn's subsidiary, MK Battery, has the number-one mobility battery brand, MK Powered, among all major wheelchair manufacturers and leading rehab equipment suppliers. As an extension of our mobility battery excellence, MK is a proud sponsor of the United States Power Soccer Association (USPSA) and TEAM USA National Power Soccer Team.

The USPSA is the governing body for power soccer in the United States. Power soccer is the first competitive team sport designed for power wheelchair users. Athletes' disabilities include quadriplegia, multiple sclerosis, muscular dystrophy, cerebral palsy and many others. The game is played in a gymnasium on a regulation basketball court. Two teams of four players attack, defend and spin-kick a 13-inch soccer ball in a skilled and challenging game similar to traditional soccer.

The USPSA continues to work diligently toward promoting the sport for those who depend on power mobility equipment.

MK sponsors the annual MK Battery Conference Cup Championship Tournament, held every year in June, as well as a number of other national and international tournaments.

**PROUD
USPSA
SPONSOR**



COMMUNITY OUTREACH



30+ Year
Supporter in
Berks County

Friend, Inc.

Each year around the holiday season, East Penn employees generously contribute to the Friend, Inc. Community Services. Friend, Inc. is a multi-services social agency that supports the well-being of those in need and is committed to strengthening the lives of families and individuals living in Northeastern Berks County, where East Penn's main campus is located.

Through Friend, Inc.'s Christmas Cheer program, the East Penn family comes together to donate toys and gift wrap, providing gifts for children in need. Because of this generosity, Friend, Inc. is able to provide many children with Christmas gifts during the holiday season.

In addition to the Toy Drive, East Penn and our employees donate turkeys to the Friend, Inc. Food Pantry. It is a long-standing tradition for East Penn to provide a turkey to each employee as a way to support family and fellowship over the holidays, and we are thankful to be able to provide the same to those in need. In addition to the company's contribution, many of our generous employees also donate the turkeys they were given, which will help to feed additional families.

COMMUNITY OUTREACH



223
Scholarship
Recipients
since 2004

Breidegam Family Scholarship Fund

In 1978, DeLight (founder of East Penn) and Helen Breidegam's son, Timothy, passed away in an unfortunate accident. Nearly 30 years later, in June 2014, their daughter, Sally Miksiewicz, who served as East Penn's CEO from 2009 until her death, also tragically lost her life in an accident.

Both Timothy and Sally had a deep connection to Moravian College in Bethlehem, Pennsylvania: at the time of his death, Timothy was a student at Moravian, and Sally was a graduate of the college. To give other qualified young men and women the opportunity to attend higher education, DeLight and Helen established two scholarship funds at Moravian, one in Timothy's name in 1978, and another in Sally's name in 2014. These funds have helped many students pay a portion of their tuition to the university and many recipients have been the children and grandchildren of East Penn employees.

Breidegam Family Foundation

The Breidegam Miksiewicz family established the Breidegam Family Foundation as a way to positively impact the communities where employees and their families live and work. The group focuses on supporting local charities and programs that focus on key areas including the preservation of nature and natural resources, preserving the past for the future, and supporting the development and wellbeing of others.

ABOUT THIS REPORT

The 2022 East Penn Sustainability Report contains information from East Penn Manufacturing Company, ("East Penn") locations under the company's consolidated financial control. This includes locations 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, the scope is clearly noted.

In August 2019 East Penn acquired 75 percent ownership of Navitas Systems, and the remaining 25 percent in 2021. Our intent is to include Navitas data in subsequent reports.

The reporting period for this report is January 1, 2022 to December 31, 2022. All data is presented on a calendar year basis, with the exception of financial data, which is reported on a fiscal year basis (June 1 to May 31). We have included a GRI Index in accordance with the Core option and are responding to select SASB metrics for the Industrial Batteries Standard.

This report is East Penn's fifth sustainability report. Our first report was published in 2011. No restatements are being made in this report. East Penn plans to issue a sustainability report every year. Our President and Chief Executive Officer, Chief Financial Officer, Chief Manufacturing Officer, Chief Technology Officer, and Chairman of the Board review and approve this report.

Contact

East Penn Manufacturing Company, Deka Road, Lyon Station, PA 19536

Email: contactus@eastpenn-deka.com
www.eastpennmanufacturing.com/contact

METRIC	2021	2022
OUR BUSINESS		
Net sales	\$3B	\$3B
R&D spend	\$28.5M	\$27.5M
Number of employees	10.4K	10.3K
ENVIRONMENT		
Pounds of lead recycled from spent batteries	182.3M	188M
Lead from recycled sources	78.6%	79.8%
Plastic from recycled sources	85.6%	82.7%
Gallons of water recycled	43M	44M
Gallons of water withdrawn	205.1M	195.4M
Non-hazardous waste recycled	69.9%	71%
Hazardous waste recycled	93.7%	94.3%
Percent reduction in energy use per unit of production, compared to 2018 baseline	6%	6%
Metric tons of CO ₂ emissions	390,194	380,255
Lead-in-air concentration	0.02	0.02
WORKFORCE		
Voluntary turnover rate	11.73%	12.39%
Female representation in full time U.S. workforce	24%	24%
New female hire rate	30.0%	30.2%
Minority representation	35.45%	35.77%
Recordable incident rate	4.4	4.3
Percent of employees taking advantage of East Penn's health insurance package	>90%	>90%
COMMUNITY		
Total corporate giving	\$1,291,826	\$1,121,609
Total employee giving	\$781,152	\$737,101

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	East Penn Manufacturing Company, Lyons Station, PA
2-2	Entities included in the organization's sustainability reporting	East Penn Manufacturing Company
2-3	Reporting period, frequency and contact point	Annually December 31, 2022 contactus@eastpenn-deka.com
2-4	Restatements of information	In continuation of our sustainability activities to date we are evolving our decarbonization strategy in partnership with Edison Energy, a leading energy and sustainability advisory firm. Our annual greenhouse gas performance is now in line with best practices from the Greenhouse Gas Protocol Corporate Standard, and better reflects our full operational emissions and allows us to target our most emissions-intensive activities.
2-5	External assurance	An audit of our carbon emissions data (Scope 1, 2 & 3 reporting) was conducted in 2023 by Edison Energy.
ACTIVITIES AND WORKERS		
2-6	Activities, value chain and other business relationships	2023 Sustainability Report> What We Make
2-7	Employees	2023 Sustainability Report> Appendix> About This Report
2-8	Workers who are not employees	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.

GRI CONTENT INDEX

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION/RESPONSE
GOVERNANCE		
2-9	Governance structure and composition	2023 Sustainability Report> Introduction> Corporate Governance
2-10	Nomination and selection of the highest governance body	East Penn recognizes the value of having internal and external industry expertise and perspectives. As a privately held, family-owned company, 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	The positions of board chair, president and chief operating officer and chief operating officer are three separate positions. The president and CEO and COO also are board members. 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	2023 Sustainability Report> Introduction> Corporate Governance
2-13	Delegation of responsibility for managing impacts	2023 Sustainability Report> Introduction> Corporate Governance
2-14	Role of the highest governance body in sustainability reporting	2023 Sustainability Report> Introduction> Corporate Governance
2-15	Conflicts of interest	2023 sustainability Report> Who We Are> Ethics and Integrity
2-16	Communication of critical concerns	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.
2-17	Collective knowledge of the highest governance body	The Board of Directors includes seven 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.

GRI CONTENT INDEX

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION/RESPONSE
GOVERNANCE (CONTINUED)		
2-18	Evaluation of the performance of the highest governance body	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	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	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.
STRATEGY, POLICIES AND PRACTICES		
2-22	Statement on sustainable development strategy	2023 Sustainability Report> Introduction> Final Letter from Leadership
2-23	Policy commitments	2023 sustainability Report> Who We Are> Our Guiding Principles
2-24	Embedding policy commitments	2023 sustainability Report> Who We Are> Our Guiding Principles; Ethics and Integrity
2-25	Processes to remediate negative impacts	2023 sustainability Report> Who We Are> Our Guiding Principles; Ethics and Integrity Employees in central Pennsylvania can report information about unethical or illegal behavior anonymously to our Employee Helpline. Employees elsewhere can use the WeTip hotline, an independent organization whose specialists answer calls and anonymously forward the information to East Penn.
2-26	Mechanisms for seeking advice and raising concerns	2023 sustainability Report> Who We Are> Ethics and Integrity

GRI CONTENT INDEX

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION/RESPONSE
STRATEGY, POLICIES AND PRACTICES (CONTINUED)		
2-27	Compliance with laws and regulations	In 2022 we had 5 safety violations totaling fines of \$6,244.
2-28	Membership associations	2023 Sustainability Report> What We Make> Industry Memberships and Partners
STAKEHOLDER ENGAGEMENT		
2-29	Approach to stakeholder engagement	2023 Sustainability Report> Introduction> Engaging Our Stakeholders
2-30	Collective bargaining agreements	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	2023 Sustainability Report> Introduction> Our Sustainability Priorities
3-2	List of material topics	2023 Sustainability Report> Introduction> Sustainability Material Assessment
GRI 200: ECONOMIC		
GRI 205: Anti-corruption		
3-3	Management of material topic	2023 Sustainability Report> How We Work
205-1	Operations assessed for risks related to corruption	2023 Sustainability Report> How We Work > Corporate Governance > Ethics and Integrity
205-2	Communication and training about anti-corruption policies and procedures	2023 Sustainability Report> How We Work > Corporate Governance > Ethics and Integrity
205-3	Confirmed incidents of corruption and actions taken	2023 Sustainability Report> How We Work > Corporate Governance > Ethics and Integrity

GRI CONTENT INDEX

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION/RESPONSE
GRI 300: ENVIRONMENTAL		
GRI 301: Materials		
3-3	Management of material topic	2023 Sustainability Report> How We Work> Building a Circular Economy > Product Recycling, Reuse and Manufacturing
301-1	Materials used by weight or volume	2023 Sustainability Report> How We Work> Building a Circular Economy > Product Recycling, Reuse and Manufacturing
301-2	Recycled input materials used	2023 Sustainability Report> How We Work> Building a Circular Economy > Product Recycling, Reuse and Manufacturing
301-3	Reclaimed products and their packaging materials	2023 Sustainability Report> How We Work> Building a Circular Economy > Product Recycling, Reuse and Manufacturing
GRI 302: Energy		
3-3	Management of material topic	2023 Sustainability Report> How We Work> Energy and Emissions
302-1	Energy consumption within the organization	2023 Sustainability Report> How We Work> Energy and Emissions
302-4	Reduction of energy consumption	2023 Sustainability Report> How We Work> Energy and Emissions
GRI 303: Water and Effluents		
3-3	Management of material topic	2023 Sustainability Report> How We Work> Water Stewardship
303-1	Interactions with water as a shared resource	2023 Sustainability Report> How We Work> Water Stewardship
303-2	Management of water discharge-related impacts	2023 Sustainability Report> How We Work> Water Stewardship
303-3	Water withdrawal	2023 Sustainability Report> How We Work> Water Stewardship
303-4	Water discharge	2023 Sustainability Report> How We Work> Water Stewardship
303-5	Water consumption	2023 Sustainability Report> How We Work> Water Stewardship

GRI CONTENT INDEX

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION/RESPONSE
GRI 305: Emissions		
3-3	Management of material topic	2023 Sustainability Report> How We Work> Greenhouse Gas Emissions
305-1	Direct (Scope 1) GHG emissions	2023 Sustainability Report> How We Work> Greenhouse Gas Emissions
305-2	Energy indirect (Scope 2) GHG emissions	2023 Sustainability Report> How We Work> Greenhouse Gas Emissions
305-4	GHG emissions intensity	2023 Sustainability Report> How We Work> Greenhouse Gas Emissions
305-5	Reduction of GHG emissions	2023 Sustainability Report> How We Work> Greenhouse Gas Emissions
GRI 306: Waste		
3-3	Management of material topic	2023 Sustainability Report> How We Work> Hazardous and Nonhazardous Waste
306-1	Waste generation and significant waste-related impacts	2023 Sustainability Report> How We Work> Hazardous and Nonhazardous Waste
306-2	Management of significant waste-related impacts	2023 Sustainability Report> How We Work> Hazardous and Nonhazardous Waste
306-3	Waste generated	2023 Sustainability Report> How We Work> Hazardous and Nonhazardous Waste
306-4	Waste diverted from disposal	2023 Sustainability Report> How We Work> Hazardous and Nonhazardous Waste
306-5	Waste directed to disposal	2023 Sustainability Report> How We Work> Hazardous and Nonhazardous Waste
GRI 308: Supplier Environmental Assessment		
3-3	Management of material topic	2023 Sustainability Report> How We Work> Supply Chain
308-1	New suppliers that were screened using environmental criteria	2023 Sustainability Report> How We Work> Supply Chain
308-2	Negative environmental impacts in the supply chain and actions taken	2023 Sustainability Report> How We Work> Supply Chain

GRI CONTENT INDEX

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION/RESPONSE
GRI 400: SOCIAL		
GRI 401: Employment		
3-3	Management of material topic	2023 Sustainability Report> Who We Are> Employee Satisfaction
401-1	New employee hires and employee turnover	2023 Sustainability Report> Who We Are> Employee Satisfaction
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	2023 Sustainability Report> Who We Are> Employee Satisfaction
401-3	Parental leave	2023 Sustainability Report> Who We Are> Employee Satisfaction
GRI 403: Occupational Health and Safety		
3-3	Management of material topic	2023 Sustainability Report> Who We Are> Safety and Health
403-1	Occupational health and safety management system	2023 Sustainability Report> Who We Are> Safety and Health
403-2	Hazard identification, risk assessment, and incident investigation	2023 Sustainability Report> Who We Are> Safety and Health
403-3	Occupational health services	2023 Sustainability Report> Who We Are> Safety and Health
403-4	Worker participation, consultation, and communication on occupational health and safety	2023 Sustainability Report> Who We Are> Safety and Health
403-5	Worker training on occupational health and safety	2023 Sustainability Report> Who We Are> Safety and Health
403-6	Promotion of worker health	2023 Sustainability Report> Who We Are> Safety and Health
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	2023 Sustainability Report> Who We Are> Safety and Health
403-8	Workers covered by an occupational health and safety management system	2023 Sustainability Report> Who We Are> Safety and Health

GRI CONTENT INDEX

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION/RESPONSE
GRI 403: Occupational Health and Safety (CONTINUED)		
403-9	Work-related injuries	2023 Sustainability Report> Who We Are> Safety and Health
403-10	Work-related ill health	2023 Sustainability Report> Who We Are> Safety and Health
GRI 404: Training and Education		
3-3	Management of material topic	2023 Sustainability Report> Who We Are> Training and Development
404-1	Average hours of training per year per employee	2023 Sustainability Report> Who We Are> Training and Development
404-2	Programs for upgrading employee skills and transition assistance programs	2023 Sustainability Report> Who We Are> Training and Development
404-3	Percentage of employees receiving regular performance and career development reviews	2023 Sustainability Report> Who We Are> Training and Development
GRI 405: Diversity and Equal Opportunity		
3-3	Management of material topic	2023 Sustainability Report> Who We Are> Diversity
405-1	Diversity of governance bodies and employees	2023 Sustainability Report> Who We Are> Diversity
405-2	Ratio of basic salary and remuneration of women to men	2023 Sustainability Report> Who We Are> Diversity
GRI 414: Supplier Social Assessment		
3-3	Management of material topic	2023 Sustainability Report> How We Work > Supply Chain
414-1	New suppliers that were screened using social criteria	2023 Sustainability Report> How We Work > Supply Chain > Supplier Audits
414-2	Negative social impacts in the supply chain and actions taken	2023 Sustainability Report> How We Work > Supply Chain

SASB INDEX

TOPIC	ACCOUNTING METRIC	CODE	RESPONSE
Energy Management	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	RR-FC-130a.1	How We Work > Energy and Emissions
Workforce Health & Safety	(1) Total recordable incident rate (TRIR) and (2) fatality rate	RR-FC-320a.1	Who We Are > Safety and Health > 2022 Safety Performance
	Description of efforts to assess, monitor, and reduce exposure of workforce to human health hazards	RR-FC-320a.2	Who We Are > Safety and Health
Product End-of-life Management	Percentage of products sold that are recyclable or reusable	RR-FC-410b.1	Building a Circular Economy > Product Recycling, Reuse and Manufacturing
	Weight of end-of-life material recovered, percentage recycled	RR-FC-410b.2	Building a Circular Economy > Product Recycling, Reuse and Manufacturing; Recovery; Byproduct Reuse
	Description of approach to manage use, reclamation, and disposal of hazardous materials	RR-FC-410b.3	How We Work > Hazardous and Non-Hazardous Waste
Materials Sourcing	Description of the management of risks associated with the use of critical materials	RR-FC-440a.1	How We Work > Supply Chain
ACTIVITY METRIC		CATEGORY	RESPONSE
Number of units sold		RR-FC-000.A	We manufacture more than 515 types of durable batteries with 2022 sales of \$3.183 billion.

NOTE:

East Penn is responding to the Sustainability Accounting Standards Board's Fuel Cells & Industrial Batteries Standard.



East Penn Manufacturing Co.
Lyon Station, Pennsylvania 19536-0147
www.eastpenmanufacturing.com