



2026 BENEFITS AT A GLANCE

You power the future. Benefits that power you.

A recruiting snapshot of health, protection, well-being and future-focused benefits.

At EnerSys, benefits are built to help employees and their families stay healthy, plan ahead, and feel supported at work and at home.

Eligibility: Full-time U.S. employees regularly working more than 30 hours/week.

Enrollment: New hires/newly eligible employees enroll within 45 days; coverage begins on day 31.

Dependents: Spouses/domestic partners and eligible children generally up to age 26 may enroll.

HEALTH COVERAGE

MEDICAL + RX

- Choose from two Highmark Blue Shield options: PPO or HDP.
- Express Scripts prescription coverage is included with medical enrollment.

DENTAL + VISION

- Delta Dental Basic, Elite and Elite Plus options diagnostic/preventive care is covered at 100%.
- VSP Basic and Plus options include exam copays and frame/contact allowances.

TAX-QUALIFIED ACCOUNTS

- HDP participants may use an HSA with EnerSys matching up to \$300 Employee Only / \$600 family.
- Healthcare and dependent care FSAs help pay eligible expenses with pre-tax dollars.

TOP PROVIDER SAVINGS

- Garner can reimburse qualified costs when care is received from an in-network Top Provider.
- Annual reimbursement up to \$1,000 individual or \$2,000 family.

PROTECTION

LIFE + AD&D

- Company-paid Life and AD&D through Prudential equals 1.5x base annual salary, up to plan limits.
- Supplemental options are available.

DISABILITY + LEAVE

- Company-paid Short-Term Disability may replace income for up to 26 weeks.
- Optional Long-Term Disability and four weeks of Paid Parental Leave at 100% are available.

VOLUNTARY BENEFITS

- Voya Critical Illness, Accident and Hospital Indemnity plans pay cash benefits for covered events.
- Critical Illness and Accident include a \$50 wellness benefit opportunity.

IDENTITY PROTECTION

- ID Watchdog helps monitor, detect and restore identity theft issues.
- Employee coverage is provided at no additional cost; family coverage is available.



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Well-being resources and future-focused benefits.

WELL-BEING

PREVENTIVE INCENTIVE

- Medical plan participants and covered spouses/domestic partners can earn a premium credit.
- Credit is \$300 each when annual preventive exam requirements are met.

EAP + MENTAL HEALTH

- Spring Health is available at no cost to employees and immediate family members.
- Includes fast access to care, up to six employer-sponsored therapy sessions, coaching and work-life support.

VIRTUAL + CONDITION SUPPORT

- Well360 virtual care, Teladoc condition management, 24/7 Nurseline and maternity support help make care easier.
- Sword Health provides virtual physical therapy and pelvic health support at no cost for medical participants.

PERKS + DISCOUNTS

- PerkSpot offers savings across 25+ categories including apparel, electronics, travel, tickets, pets and more.
- Blue365 offers additional health and wellness discounts.

SAVINGS + FUTURE

401(K) RETIREMENT SAVINGS PLAN

- Contribute up to 75% of eligible pay on a pre-tax, after-tax and/or Roth basis, up to IRS limits.
- New hires are auto-enrolled at 6%; EnerSys match can reach 6%, with immediate vesting.

EDUCATION SUPPORT

- Tuition reimbursement supports continued learning and career growth.
- Refer to company policy for eligibility, covered expenses and annual limits.

PAID TIME OFF

- PTO supports vacation, illness and personal needs.
- Includes cultural appreciation days employees can choose.

HELPFUL RESOURCES

- Benefitsolver is the enrollment hub; company key: enersys.
- HR Shared Services and carrier contacts are listed in the full benefits guide.