ENERSYS DELAWARE, INC. 401(K) PLAN HIGHLIGHTS

AUTOMATIC ENROLLMENT

You will be automatically enrolled in the plan at a pretax contribution rate of 6% of eligible compensation unless you choose to opt out of the plan or elect to contribute at a contribution percentage other than the automatic 6%.

PLAN ELIGIBITLITY

You will be eligible for the plan on the first of the month following 60 days of employment.

*For rehires: if you have previously met the eligibility conditions and are rehired within 5 years, you are immediately eligible upon your rehire date.

YOUR CONTRIBUTIONS

- You can contribute to the plan on a pretax, after-tax and/or Roth basis up to 75% of your eligible compensation up to the IRS limit. The IRS limit for 2026 is $24,500.
- If you are age 50 or older, you may be able to make "catch-up" contributions to your account. The IRS limit for 2026 is $8,000. If you are or (or will be) ages 60-63 in 2026, you may qualify for increased catch-up contributions of up to $11,250.
- Pretax contributions are deducted before you pay current income taxes. Earnings on your entire account, along with your pretax contributions, are taxed only when you take a distribution from the plan.
- Regular after-tax contributions are deducted after you pay income tax. The earnings on your regular after-tax contributions are subject to tax when you receive a distribution.
- Roth contributions are after-tax contributions and are deducted after you pay current income taxes. Unlike regular after-tax contributions, you can receive the earnings in your Roth account tax-free if you have a qualified distribution.
  *Earnings on Roth contributions will be taxed unless withdrawals are a qualified distribution as defined by the IRS

EMPLOYER CONTRIBUTIONS

EnerSys is proud to also invest in your retirement by matching your deferral contributions. A matching contribution equal to the specified rate for the corresponding level of each of your elective deferral percentage listed below:

Employee Contribution	EnerSys Match Contribution	Total Contribution
1%	2%	3%
2%	3%	5%
3%	4%	7%
4%	5%	9%
5%	5.5%	10.5%
6%	6%	12%

VESTING

You are 100% vested in your own contributions and EnerSys' matching contributions. This means the value of your contributions, company-matching contributions and any earnings are yours when you leave the company regardless of your years of service.

INVESTMENT CHOICES

- The plan allows you to choose from an array of funds to build a diversified account.
- For more information about the funds in the plan, log on to empowermyretirement.com. Click on your plan name and select *Investment lineup* under *Investments*.

If you have questions about your account call Empower at **844-465-4455**

Representatives are available weekdays from 8 a.m. to 10 p.m. and Saturdays from 9 a.m. to 5:30 p.m. Eastern time.You can access your account online at **empowermyretirement.com**

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