

EnerSys Gender Pay Report 2025

As part of the UK Government’s commitment to tackling the gender pay gap, companies with a headcount of 250 or more are required to report and publish their gender pay information annually.

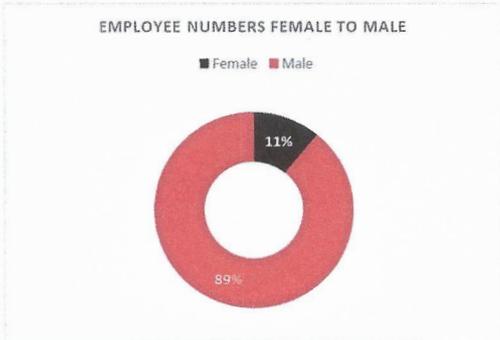
The gender pay gap is the difference in the average pay between all men and all women in the workforce. This is distinct from “equal pay”, which is the pay difference between women and men who carry out the same or similar jobs or work of equal value.

EnerSys is required to report and publish the following information:

- Gender pay gap (mean and median)
- Gender bonus gap (mean and median)
- Proportion of women and men receiving bonuses
- Proportion of women and men in each quartile of our pay structure.

The gender pay gap is calculated as the difference between average hourly earnings (excluding overtime) of men and women as a proportion of men's average hourly earnings (excluding overtime).

It is a measure across all jobs in the organisation, not of the difference in pay between men and women for doing the same job. In April 2025, 89% of our employees were male 11% were female, this is a 1% decrease in female representation.



As with all organisations in the UK, EnerSys is required to publish the difference in average hourly pay for all women and all men in our organisation.

Gender Pay Gap by quartile hourly rate	Mean	Median
	-17.82%	-11.61%

From ONS (Office of National Statistics):

The UK gender pay gap among full-time employees was 6.9% in April 2025, down from 7.1% in April 2024. The gender pay gap in April 2024 was 7.1% in the revised ASHE 2024, up from 7% in the provisional ASHE 2024 data we published in October 2024.

Among all UK employees, the gender pay gap decreased to 12.8% in April 2025, down from 13.1% in April 2024. For part-time employees, the gender pay gap was negative 2.9% in April 2025, meaning that women in part-time employee jobs earned more than men in part-time employee jobs.

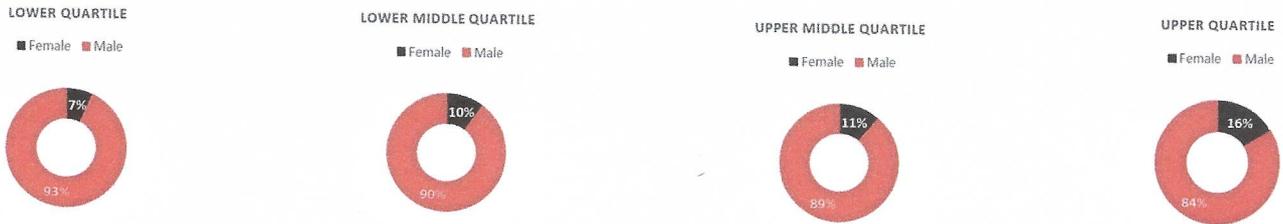
There is a difference in the average bonus value paid due to the difference in roles and salaries. In EnerSys the Bonus Pay Gap is shown below:



Women’s Bonus Pay (lower than men’s).	Mean	Median
	-79.77%	0%

Pay Quartiles

EnerSys is also required to show our workforce gender mix in four pay quartiles. In April 2025 11% of our workforce were female and 89% were male. The table below shows the gender distribution across EnerSys UK.



Proportion of Females and Males in each Quartile Band

Our gender pay gap is not a reflection of “equal pay” it is indicative of an industry that has historically employed more men than women. EnerSys continues to work to improve gender balance at every level.

Authorised Signatory

I confirm that the data reported is accurate

Timothy Gibbons

Plant Manger & Director EnerSys Ltd

Note: all figures are for EnerSys Ltd employees only as at the “snapshot” date of 5th April 2025.