



Exide Industries Limited

Artificial Intelligence (AI) Policy



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ARTIFICIAL INTELLIGENCE (AI) POLICY

1. Purpose

Exide Industries Limited (Exide) recognizes Artificial Intelligence (AI) as a technology that can support innovation, productivity, operational efficiency, quality, safety and better decision-making.

This Policy sets out Exide's commitment to the responsible, ethical, secure, transparent and sustainable use of AI while protecting privacy, confidential information, cybersecurity and stakeholder interests.

2. Scope

This Policy applies to Exide Industries Limited, and to employees, contractors, consultants, service providers and other authorized users who use AI for Exide business purposes.

It covers AI technologies and AI-enabled solutions, including generative AI, machine learning, embedded AI and automated or agentic capabilities, across their use within Exide.

3. Our Commitments

Exide is committed to using AI in a manner that:

- Creates value and supports innovation, productivity, quality, safety and sustainable business practices.
- Respects privacy, confidentiality, human rights and dignity.
- Protects the cybersecurity of systems and information.
- Promotes fairness, transparency and accountability.
- Maintains appropriate human oversight for critical decisions.
- Complies with applicable legal, regulatory and ethical requirements.

4. Responsible AI Principles

4.1 Data Privacy

AI shall be used in accordance with Exide's applicable privacy, data-protection, confidentiality and information-classification requirements. Personal, confidential and proprietary information shall be handled responsibly and protected through appropriate safeguards.

4.2 Cybersecurity

AI systems and associated information shall be protected from unauthorized access, misuse, manipulation, disclosure and cyber threats through security practices appropriate to the nature and risk of the use.

4.3 Fairness and Avoidance of Bias

AI shall not knowingly be used in a manner that results in unlawful discrimination, unfair treatment or inappropriate bias. Where AI may materially affect individuals or groups, reasonable care shall be taken to identify and address potential unfair outcomes.

4.4 Human Oversight and Intervention



AI is intended to support human capabilities and decision-making, not replace human accountability. Appropriate human oversight and the ability to intervene, modify or reject AI-supported outcomes shall be maintained for critical decisions and activities.

4.5 Transparency and Explainability

Where appropriate to the context and impact, Exide shall promote transparency regarding the use of AI and a reasonable understanding of how AI-generated results, recommendations or decisions are used.

4.6 Accountability

Exide remains accountable for the deployment and use of AI within its operations. Business and functional owners remain responsible for decisions and outcomes arising from the use of AI tools in their respective areas.

4.7 Boundaries of AI Use

AI shall operate within clearly defined business purposes, permissions and approved parameters. AI shall not be given unrestricted authority over critical systems, safety controls or material business decisions. Users shall use only AI tools authorized for Exide business purposes.

4.8 Prohibited AI Practices

Exide shall not knowingly use or deploy AI systems that:

- Manipulate individuals in a manner likely to cause harm.
- Exploit vulnerabilities of individuals or groups.
- Conduct unauthorized biometric identification or surveillance.
- Violate applicable laws, privacy, confidentiality or intellectual-property rights.
- Generate knowingly false, deceptive or misleading information for improper purposes.
- Circumvent established governance, safety, security or ethical requirements.

5. Permitted Uses of AI

Subject to applicable approvals and controls, Exide may use AI to support activities such as:

- Enterprise productivity and knowledge management.
- Data analytics, reporting and business intelligence.
- Operational efficiency and process optimization.
- Predictive maintenance, quality improvement and asset management.
- Supply-chain planning, forecasting and customer service.
- Workplace safety, research, innovation and process simulation.

All AI-generated outputs shall be reviewed and validated to an extent appropriate to their intended use before being relied upon for material business purposes.

6. Third-Party AI Solutions

Exide expects suppliers, technology partners and service providers offering AI-enabled products or services to demonstrate responsible AI practices, including appropriate attention to privacy, cybersecurity, fairness, transparency, and regulatory compliance.

7. Awareness and Capability Building

Exide shall promote awareness of responsible AI use and provide appropriate guidance to help users understand relevant opportunities and risks, including privacy, confidentiality, cybersecurity, bias, accuracy and human accountability.

8. Governance and Continuous Improvement

Exide shall maintain appropriate management oversight for the responsible adoption and use of AI. The organization shall periodically review relevant AI risks, opportunities, regulatory developments and industry practices and may enhance this Policy as Exide's AI use and governance maturity evolve.

9. Policy Endorsement

Exide's Executive Management endorses this Policy and supports the responsible, secure, ethical, transparent and sustainable use of AI in alignment with Exide's business objectives, values and stakeholder responsibilities.

This policy shall come into effect from 02 October, 2026