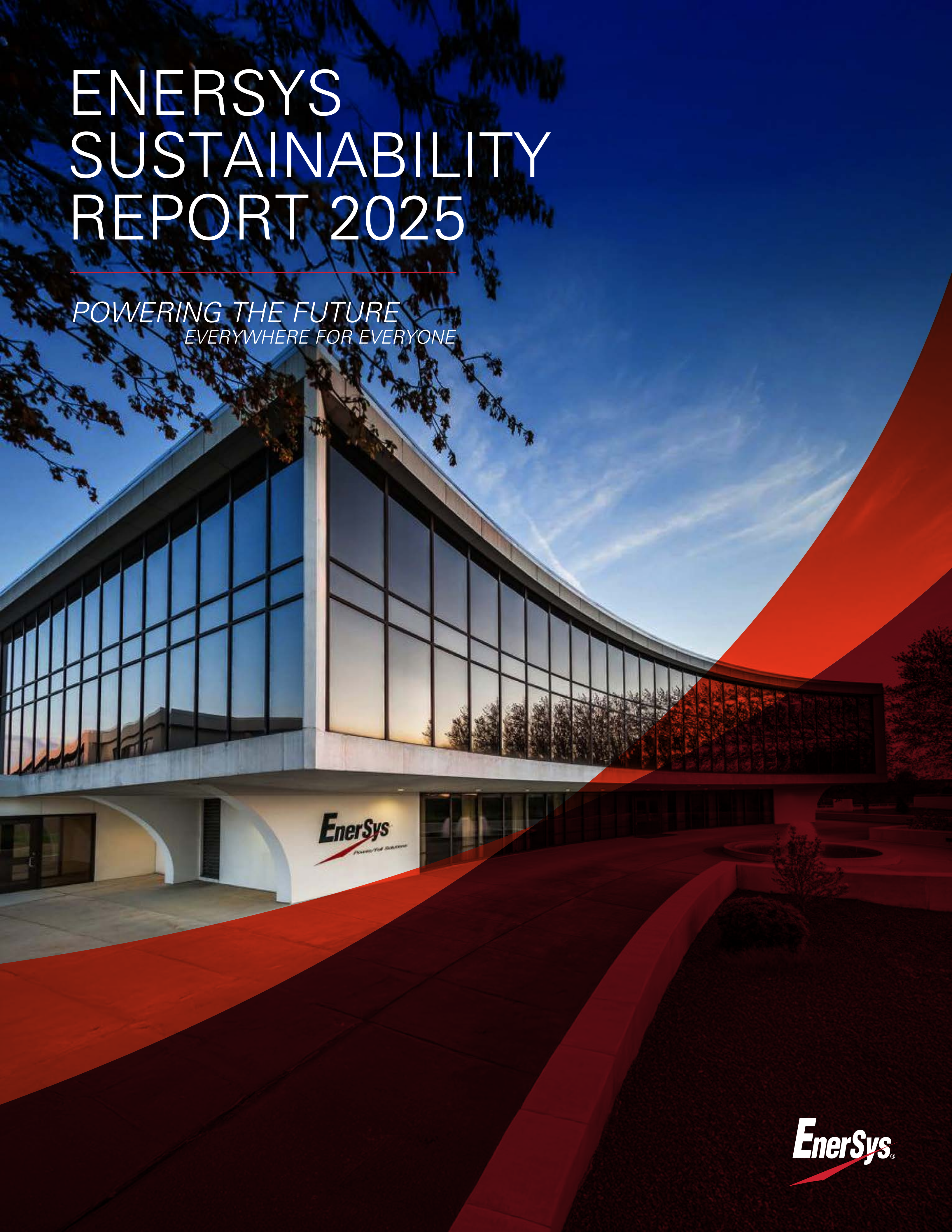
ENERSYS SUSTAINABILITY REPORT 2025

POWERING THE FUTURE
EVERYWHERE FOR EVERYONE



EnerSys

A Word From Our CEO[1]

As I begin my journey as CEO of EnerSys, I am honored to lead an organization with a critical mission and a proud legacy of powering the world's most essential systems. This moment marks both a continuation of our success and an opportunity to elevate our ambitions. I am energized by the chance to embed sustainability and efficiency more deeply into our operations – cornerstones that will define both my leadership and our path forward.

EnerSys is more than a battery manufacturer, we are the largest supplier of batteries to the U.S. Department of Defense. Our energy storage technologies power mission-critical systems across air, land, sea, and space, from military aircraft and submarines to secure communications and unmanned systems. These applications form the backbone of U.S. defense infrastructure, and EnerSys is proud to help keep them running.

Within our operations, we've taken significant steps to establish Centers of Excellence across the business. These hubs of expertise are streamlining processes, driving standardization, and accelerating continuous improvement, ensuring we operate with precision, agility, and focus.

Looking ahead, my vision for EnerSys is clear: embed sustainability, resilience, and operational excellence into every part of our enterprise. These values are not just strategic, they are foundational to delivering long-term value to our customers, communities, and shareholders.

Thank you for reading our FY25 Sustainability Report and for your continued partnership with EnerSys.

Sincerely,

Shawn O'Connell
President & CEO

[1] GRI 2-22 Statement on sustainable development strategy

A Word from the Chair of the EnerSys Nominating and Corporate Governance Board Committee

Over the past year, EnerSys has demonstrated remarkable adaptability and strategic foresight – attributes made possible by our long-standing commitment to governance and sustainability. From the acquisition of Bren-Tronics to a leadership transition, our strong governance framework has guided every decision, ensuring continuity and resilience in times of change.

Amid shifting external dynamics, including evolving regulatory and policy environments, our commitment to efficiency and long-term value remains constant. For us, sustainability is not a trend – it's a proven business strategy. It enhances our operational performance, reduces risk, and drives cost savings. Most importantly, it positions EnerSys to lead with resilience and reliability, no matter the broader landscape.

The Board's Nominating and Corporate Governance Committee remains actively engaged in shaping and overseeing these efforts. We are proud of the tangible progress our teams continue to deliver – progress that drives operational excellence and reinforces EnerSys' role as a vital contributor to the domestic energy supply chain.

As we move forward, we do so with clarity of purpose and strategic discipline. I am confident that our shared commitment to sound governance and a pragmatic, results-driven sustainability strategy will continue to power EnerSys into the future.

Sincerely,

Rudolph Wynter

Chair of the EnerSys Nominating & Corporate Governance Committee

About this Report[2]

SUSTAINABILITY FRAMEWORKS

The disclosures in this report are aligned to the following frameworks, with specific disclosures indicated throughout the report:

European Sustainability Reporting Standards (ESRS) as required by the Corporate Sustainability Reporting Directive (CSRD)

Global Reporting Initiative (GRI) and International Sustainability Standards Board (ISSB) disclosures

International Financial Reporting Standards Foundation (IFRS) Sustainability Accounting Standards Board (SASB) Renewable Resources and Alternative Energy (RR-FC) Fuel Cells & Industrial Batteries Sustainability Accounting Standard

United Nations Sustainable Development Goals (SDGs)

REPORTING PERIOD[2]

In response to evolving global sustainability reporting standards, including the European Sustainability Reporting Standards (ESRS), EnerSys is transitioning from a calendar year to a fiscal year reporting cycle. To maintain transparency during this transition, EnerSys shared CY24 data in June 2024 to bridge the gap between reporting cycles. This Sustainability Report covers EnerSys operations from April 1, 2024 through March 31, 2025, unless otherwise noted. See our Policies and Reports page for FY25 ESRS disclosures.

This report also addresses data and other disclosures adhering to the Greenhouse Gas Protocol, ISO 14000, and Task Force on Climate-Related Financial Disclosures (TCFD) guidance. See Appendices for details on where to find specific disclosures in this report.

CONTACT INFORMATION

Samuel Shiroff, Senior Director,
Global Sustainability
Samuel.Shiroff@enersys.com

[2] GRI 2-3 Reporting period and point of contact

About EnerSys

01

About EnerSys[3]

EnerSys has been a global leader in stored energy solutions for industrial applications for over 100 years. EnerSys is a publicly traded company with nearly 11,000 employees across four continents. Headquartered in Reading, PA, with additional regional headquarters in Europe, Middle East and Africa, and Asia, our manufacturing and operations serve over 10,000 customers worldwide and bring stored energy solutions and systems to over 100 countries.

At EnerSys, our purpose is more than simply building batteries and energy systems. We are driven by a passion to keep the world working by developing and delivering power systems and solutions that keep people connected across their communities and the globe. We are dedicated to building a world where everyone can count on reliable power to allow them to work and live better.

OUR TECHNOLOGY POWERS A MORE RESILIENT FUTURE[4]

EnerSys technologies are essential in building a more energy-resilient future – by enabling operational independence and enhancing system-wide efficiency. We define resilient, climate technology not only as a solution that reduces more carbon than it emits over its lifecycle, but also as one that strengthens energy security through smarter infrastructure. Many of our offerings meet this standard, helping customers optimize power use and reduce dependency on volatile energy markets.

Our batteries and integrated energy systems enhance grid flexibility and stability by bridging the gap between intermittent renewable sources, like wind and solar, and consistent power demand – ensuring energy is reliably available when and where it's needed. By enabling the use of lower-cost, lower-carbon energy sources, our solutions help stabilize the grid, reduce energy costs, and support customers in meeting reliability targets and advancing long-term energy strategies.

In fiscal year 2025, EnerSys delivered over 12 gigawatt hours of energy storage capacity – enough to support sustainable, secure power for numerous communities and industries. Our technology enables broader integration of renewables, enhancing energy reliability and building resilience against power disruptions in an increasingly complex energy landscape.

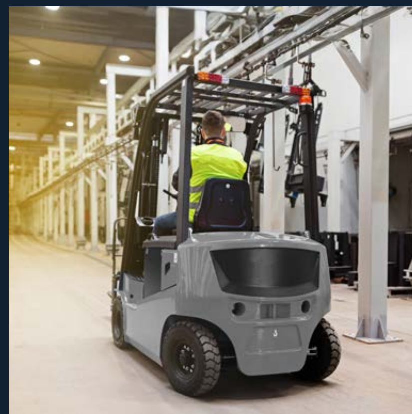
We prioritize innovation and safety, dedicating extensive resources to research, testing, and compliance. To uphold the highest standards, we maintain rigorous certifications across sectors, including AS9100 for aerospace, ISO 13485 for medical, ISO 26262 for Lithium-ion motive power, and TL9000 for telecom. See all of our certifications here.

[3] GRI 2-1 Organizational details, GRI 2-2 Entities included in reporting, GRI 2-7 Employees
[4] GRI 2-6 Activities, value chain and other business relationships

OUR BUSINESS

1 ENERGY SYSTEMS

EnerSys delivers uninterruptible power systems applications for computer and computer-controlled systems, as well as telecoms, switchgear and electrical control systems used in industrial facilities and electric utilities, large-scale energy storage and energy pipelines. It also includes highly integrated power solutions for broadband, telecom, renewable and industrial customers, and thermally managed enclosures for electronic equipment and batteries.



2 MOTIVE POWER

EnerSys delivers power for electric industrial forklifts, AGVs, other material handling equipment used in manufacturing and warehouse operations, as well as equipment used in floor care, mining, rail and air ground support applications.

3 SPECIALTY

EnerSys delivers premium starting, lighting and ignition applications in transportation, energy solutions for satellites, spacecraft, commercial aircraft, military aircraft, submarines, ships and other tactical vehicles, defense applications and portable power solutions for soldiers in the field, as well as medical devices and equipment.

TRADE ASSOCIATIONS[5]

abnee

Battery Council International

Consortium for Battery Innovation

CBA Canadian Battery Association Representing the Industry Since 1970

EUROBAT

NAATBatt International

The Rechargeable PRBA Battery Association

SPIAB Stowarzyszenie Producentów i Importerów Akumulatorów i Baterii w Polsce

[5] GRI 2-28 Membership associations

OUR MANUFACTURING AND DISTRIBUTION LOCATIONS

With a global network of advanced manufacturing facilities, EnerSys delivers resilient, efficient, and sustainable energy solutions that power industries, communities, and innovation across more than 100 countries.

OUR PORTFOLIO OF SOLUTIONS

ENERGY SYSTEMS

alpha® cordex ALPHACELL™ Purcell SYSTEMS an EnerSys® company PowerSafe® data safe® genesis®

MOTIVE POWER

IRONCLAD® NexSys HAWKER® Express IMPAQ™ EnSite PRO SERIES

SPECIALITY

Cyclon® ODYSSEY® BATTERY HAWKER® ABSL™ data safe® genesis® QUALLION™ Bren-Tronics® an EnerSys company REBEL

01

From outages to emergencies, EnerSys replaces diesel with clean, reliable backup power.

ENERGY SYSTEMS: INTEGRATED SOLUTIONS FOR A SMARTER GRID

Our Energy Systems business delivers reliable, integrated power solutions that support critical infrastructure – from data centers and telecommunications networks to industrial facilities and electric utilities. With a portfolio that includes uninterruptible power systems (UPS), large-scale energy storage, and thermally managed enclosures, EnerSys ensures seamless power for broadband, telecom, renewable energy, and industrial applications – wherever and whenever it's needed. By enhancing grid resilience and scaling domestic energy storage capabilities, EnerSys helps drive energy independence and leadership in the global energy transition.

SPOTLIGHT

From Diesel to Data: Greener Energy in Every Neighborhood

In FY25, EnerSys Energy Systems played a pivotal role in modernizing telecommunications infrastructure by replacing traditional diesel generators with advanced lithium battery solutions – cutting emissions in neighborhoods across multiple regions.

Pilot programs with leading telecommunications providers have proven the value of our 48V lithium systems, which offer longer runtime, greater battery life, and dramatically reduced reliance on fossil fuels. These systems also reduce operating costs by minimizing the need for routine generator maintenance.

At the same time, our 72-hour lithium backup solution has continued to gain momentum, meeting stringent regulatory requirements and replacing diesel generators with cleaner, more resilient power across California. As top communications brands scale adoption, EnerSys is delivering proven solutions that advance sustainability, reliability, and cost-efficiency in critical network infrastructure.

> "We're proud to partner with leading telecom providers to build a more resilient, low-emissions network infrastructure. Our lithium solutions don't just replace generators – they enable a smarter, more sustainable future for critical power."
>
> **Keith Fisher**
> *President, Energy Systems Global*

Every forklift that converts to electric keeps over 10 metric tonnes of CO2 and CO out of the atmosphere and saves around $6,300 (€5,750) in fuel every year.

MOTIVE POWER: ACCELERATING SUSTAINABILITY ACROSS INDUSTRIAL SECTORS

Our Motive Power business delivers advanced energy storage solutions that power electric industrial vehicles such as forklifts, automated guided vehicles (AGVs), mining equipment, and rail systems. By enabling the shift from internal combustion to electric power, we help customers reduce emissions, improve air quality, and achieve sustainability goals across manufacturing, warehousing, logistics, and transportation sectors. As one of the world's largest manufacturers of industrial batteries and chargers, EnerSys provides reliable, efficient, and environmentally responsible energy systems.

SPOTLIGHT

Grounds for Change: Powering Greener Coffee Distribution

A global coffee company turned to EnerSys Motive Power in FY25 to modernize one of its busiest 24/7 distribution centers. Faced with rising demand and sustainability goals – including a 50% cut in CO_2, water use, waste, and energy – the facility replaced 110 lead acid forklift batteries with maintenance-free NexSys® TPPL batteries and high-efficiency chargers. The result: a projected annual savings of over 330,000 gallons of water, 17.3% less electricity use, and a 10% cut in CO_2 emissions. With 99% recyclability and no required maintenance, the new system frees up time for more efficient operations while supporting long-term environmental goals.

> "Our mission in Motive Power is to deliver smart, sustainable solutions that drive real-world impact. Converting thousands of forklifts to electric power isn't just about productivity – it's about helping our customers achieve their sustainability goals while cutting costs and emissions."
>
> **Chad Uplinger**
> *President, Motive Power Global*

EnerSys batteries have accumulated **over 6.8 billion operational cell hours in space**, all without a single mission failure, proving out of this world reliability.

01

SPECIALTY SYSTEMS FOR COMPLEX CHALLENGES

Our Specialty line of business delivers mission-critical energy storage solutions for the world's most demanding applications. From premium batteries powering starting, lighting, and ignition systems in high-performance automotive and over-the-road trucks, to advanced energy storage technologies used in satellites, spacecraft, and commercial aircraft, EnerSys ensures exceptional reliability and performance. Our specialized batteries are trusted across defense platforms – supporting military land vehicles, submarines, ships, and tactical aircraft, and powering soldiers in the field – and play a vital role in powering medical devices and equipment where precision and dependability are paramount. With a legacy of innovation and a commitment to safety and quality, our Specialty solutions are engineered to perform when failure is not an option.

CRITICAL POWER FOR A CRITICAL MISSION

With deployment in over 300 missions, EnerSys ABSL™ batteries continue to set the standard for reliability in space exploration. In October 2024, the EnerSys ABSL™ lithium-ion battery was successfully launched onboard NASA's Europa Clipper spacecraft to support the search for life on Jupiter's moon. Powering key flight and scientific systems, the 540 ampere-hour, 28-volt battery was engineered to minimize magnetic interference.

SPOTLIGHT

Powering the Future of Defense

At the start of FY25, EnerSys acquired Bren-Tronics, a global leading manufacturer in portable power systems for military and tactical applications. This acquisition strengthens our Specialty line's capabilities in defense and government markets, adding advanced lithium battery systems and expanding our suite of mission-critical power solutions. Together with our EnerSys ABSL batteries and legacy military systems, the addition of Bren-Tronics enhances our position as a premier provider of high-performance energy solutions for the most demanding environments.

"At EnerSys, our mission is to deliver power solutions where failure is not an option. From space exploration to battlefield readiness, our Specialty technologies are built to perform in the world's most extreme environments. With the addition of Bren-Tronics, we're expanding that legacy – bringing even more innovation and reliability to the customers who depend on us most."

Mark Matthews
Chief Technology Officer and President, Specialty Global, EnerSys

Our Approach to Sustainability

02

Our Approach to Sustainability

GUIDED BY VALUES, POWERED BY PURPOSE

At EnerSys, sustainability isn't a separate initiative, it's a mindset that powers every decision we make. Our core values of environment, continuous improvement, and accountability shape how we operate, how we serve our customers, and how we contribute to a more sustainable world. Every battery we produce, every system we engineer, and every solution we deploy is designed with the future in mind.

From climate change and decarbonization to supply chain efficiency and energy resilience, our technologies address today's most pressing global challenges. As a leader in stored energy solutions, we help power critical industries, enable renewable integration, and ensure communities remain connected – even when the grid goes dark.

POLICY-DRIVEN. ACTION-ORIENTED. ACCOUNTABILITY AT EVERY LEVEL.

Our comprehensive sustainability policies[6] are the backbone of our sustainability strategy." These policies extend beyond our factory floors and corporate offices to encompass our entire value chain – every employee, contractor, partner, and supplier. Overseen by our Board of Directors and senior leadership team, our governance framework ensures that environmental and social responsibility is embedded into our operations decision-making process.

We don't just set goals, we set standards. Each year, our policies undergo rigorous review by subject matter experts to ensure they remain both relevant and ambitious. This continuous improvement cycle helps us not only stay compliant but lead by example in a fast-moving global landscape.

At EnerSys, sustainability isn't just a goal, it's how we power the future, everywhere, for everyone.

OUR SUSTAINABILITY GOALS & COMMITMENTS

ENERGY

Reduce energy intensity per kWh of storage produced by 25% by 2030.*

WATER

Reduce water intensity per kWh of storage produced by 25% by 2030.*

WASTE

We are working to establish a measurable waste goal aligned with stakeholders expectations.

[6] GRI 2-23 Policy commitments, GRI 2-24 Embedding policy commitments

*Compared to 2020

United Nations Global Compact

The United Nations Global Compact (UNGC) is a call to companies to align their business strategies and operations with ten universal principles on human rights, labor, the environment and more, and to take actions to advance societal goals. More than 20,000 companies in 160 countries participate in the Compact, including EnerSys. Our corporate policies adhere to the UNGC. Our corporate policies and actions adhere to the UNGC's 10 Principles.

HUMAN RIGHTS PRINCIPLES 1-2

LABOUR PRINCIPLES 3-6

ENVIRONMENT PRINCIPLES 7-9

ANTI-CORRUPTION PRINCIPLE 10

SUSTAINABLE DEVELOPMENT GOALS

The 2030 Agenda for Sustainable Development, embraced by United Nations (UN) member states in 2015, outlines a global plan for peace, prosperity, and sustainability for current and future generations. Central to this agenda are the 17 SDGs, urging global action across developed and developing nations to address climate change, eliminate poverty, enhance health and education, reduce inequalities, and promote economic growth.

EnerSys is dedicated to advancing the SDGs, aiming to make a positive impact through our products, operations, community involvement, and workplace. We are focused on contributing significantly to the top three SDGs where we believe our impact is most substantial:

SDG 7: Affordable and Clean Energy
SDG 10: Reduced Inequalities
SDG 13: Climate Action

We aim to leverage the UNGC and the SDGs to further the transition to a low-carbon, clean energy future everywhere, for everyone.

7 AFFORDABLE AND CLEAN ENERGY

10 REDUCED INEQUALITIES

13 CLIMATE ACTION

CEO Water Mandate is a CEO-led commitment platform for business leaders and learners to advance water stewardship and reduce water stress worldwide by 2050. Committed companies identify and reduce critical water risks to their businesses, seize water-related opportunities and contribute to water security and the SDGs. As of 2022, the Mandate has been endorsed by more than 200 companies from various industry sectors and regions worldwide. Endorsing companies commit to action across **six key elements** and report annually on progress:

1. Direct Operations
2. Supply Chain & Watershed Management
3. Collective Action
4. Public Policy
5. Community Engagement
6. Transparency

The U.S. Department of Energy's Better Plants Program partners with top manufacturers to enhance energy efficiency, resilience, and economic performance. As a participant, EnerSys has pledged to reduce its energy intensity by 25% over the next decade, using CY2020 as the baseline year.

In FY25, EnerSys received two top honors from the U.S. Department of Energy's Better Plants Program:

1. Better Project Award – for implementing an advanced controls upgrade at the Warrensburg, Missouri facility, which significantly reduced electricity and natural gas usage, cutting costs by around $250,000 annually and avoiding approximately 1,900 metric tons of CO_2e emissions per year.
2. Better Practice Award – for the innovative Green Revolving Fund, a $20 million internal financing mechanism tied to an internal carbon price, which funds facility decarbonization projects.

EnerSys received the prestigious German ESG Transparency Award for its outstanding commitment to environmental, social, and governance (ESG) transparency. With an impressive score of 86%, EnerSys was placed in the "Excellence" class, reflecting the company's leadership in ESG disclosure and adherence to the highest standards in responsible and transparent business practices.

OUR SUSTAINABILITY JOURNEY

This report builds on our commitment to labor and human rights, sound governance and accountability, environmental stewardship, and social responsibility. The timeline below illustrates the steps we have taken since the launch of our sustainability program, and our adherence to internationally recognized frameworks, and demonstrates our commitment to rigorous and transparent disclosures.

DEC 2020 EnerSys launched its formal sustainability program, and hires Senior Director.

JUL 2021 Initial Sustainability Update published, and baseline established for measuring progress on goals and key metrics.

AUG 2021 Social and environmental goals set.

APR 2022 Inaugural Sustainability Report published covering calendar year 2021 and aligned to Global Reporting Initiative (GRI) and Sustainability Accounting Standards Board (SASB) standards.

JUL 2022 Climate goals established aligned with Paris Climate Accord 1.5-degree °C commitments.

JUL 2022 EnerSys submitted the Carbon Disclosure Project (CDP) questionnaire.

DEC 2022 EnerSys published its first Task Force on Climate-Related Financial Disclosures (TCFD) Report and was named by Newsweek as one of America's Most Responsible Companies.

APR 2023 EnerSys wins the Department of Energy's Better Practice Award for EOS.

APR 2023 The sustainability update published aligned with SDGs, GRI and SASB standards.

JUL 2023 EnerSys submitted its second CDP questionnaire and included its Scope 3 greenhouse gas (GHG) footprint.

JAN 2024 EnerSys published its second TCFD report building on the prior year and incorporating climate scenarios, including a 1.5-degree °C scenario.

APR 2024 EnerSys wins the Department of Energy's Better Project Award for cube cutting technology.

MAY 2024 EnerSys published its third sustainability report and first European Sustainability Reporting Standards (ESRS) aligned report, meeting European Union (EU) standards ahead of the required compliance schedule.

JUL 2024 EnerSys acquires Bren-Tronics, enhancing capabilities in defense-related energy storage, aligning with sustainability goals through mission-critical, durable battery technologies.

SEPT 2024 EnerSys published its Climate Action Plan Roadmap detailing the pathway for achieving net-zero greenhouse gas emissions.

DEC 2024 EnerSys is recognized as a 2025 Military Friendly® Employer.

APR 2025 The Department of Energy (DOE) recognizes EnerSys with both the 2025 Better Project Award for energy optimization at our Warrensburg factory and the Better Practice Award for its innovative $20M Green Revolving Fund supporting decarbonization projects.

OCT 2025 EnerSys publishes fourth sustainability report.

OUR STAKEHOLDERS[7]

CUSTOMERS & PARTNERS

EnerSys supports more than 10,000 customers globally across industries like telecommunications, logistics, aerospace, and defense. As sustainability expectations rise, EnerSys helps customers meet their environmental goals by providing products that reduce emissions and enable the use of renewable energy.

INVESTORS

EnerSys' investors are increasingly focused on sustainability performance. The company aligns its sustainability strategy with long-term financial resilience, recognizing that strong sustainability practices are correlated with better risk man-agement and operational excellence.

REGULATORS

As a publicly traded company on the NYSE, EnerSys complies with U.S. SEC and international reporting standards. The company proactively aligns with evolving global regulations, such as the EU's Corporate Sustainability Reporting Directive, to ensure transparency and readiness for future compliance.

EMPLOYEES

With nearly 11,000 employees worldwide, EnerSys sees its workforce as central to operational success and sustainability. Initiatives like business resource groups and employee training opportunities foster engagement and align workplace culture with corporate values.

SUPPLIERS

EnerSys works with over 8,000 suppliers, incorporating sustainability into supplier evaluations. Our first sustainability supplier survey launched in 2023, marking a shift toward responsible sourcing and greater transparency across the supply chain.

COMMUNITIES

EnerSys actively engages with the communities where it operates through volunteering, local partnerships, and support for veterans and educational programs. These efforts reflect the company's broader commitment to social impact and ethical business practices.

[7] ESRS 2 – SBM 2 – Interests and views of Stakeholders
GRI 2-29 Approach to stakeholder engagement

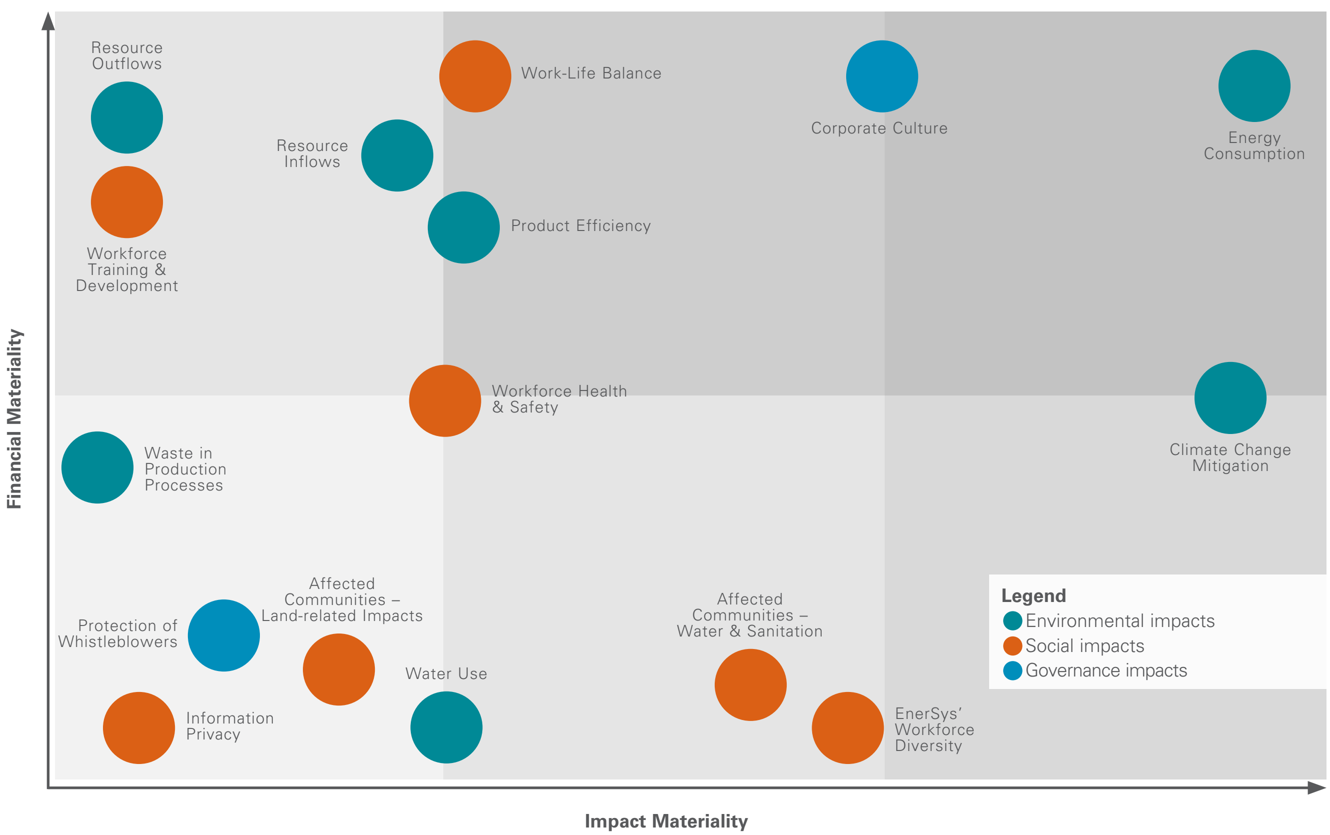
DOUBLE MATERIALITY ASSESSMENT

EnerSys engaged a third-party (Tracera) to conduct its Double Materiality Assessment using a structured six-step methodology aligned with the European Sustainability Reporting Standards (ESRS). Aligned with recognized best-practice, the process began with topic identification, informed by leading sustainability frameworks such as the ESRS topical standards, UN Sustainable Development Goals (SDGs), SASB, and ALLUVE*.

Stakeholder engagement played a central role, with 63 participants contributing to the impact materiality survey and 11 to the financial materiality survey. These stakeholders, drawn from across the value chain included employees, customers, investors, NGOs, governments, and suppliers. These stakeholders helped assess impacts based on severity (scale, scope, and irremediability), likelihood for impact materiality, magnitude (across financial, operational, reputational, and regulatory dimensions) and likelihood for financial materiality.[8]

The assessment encompassed the company's full value chain, from upstream tier 1 suppliers to downstream customers, ensuring both direct and indirect impacts were captured. Internal validation through interviews and expert input reinforced the rigor and alignment of the assessment with ESRS principles. Topics were deemed material if they exceeded predefined thresholds, supporting strategic prioritization and sustainable decision-making.

EnerSys Double Materiality Matrix[9]



* The ALLUVE framework is a sector-specific assessment tool that provides quantitative metrics for evaluating ESG aspects in capital goods industries, including manufacturing.

[8] GRI 3-1 Process to determine material topics
[9] GRI 3-2 List of material topics

Environment

Stewardship of Planet & Resources

03

Environment: *Stewardship of Planet and Resources*

As a top energy storage manufacturer, we understand our operational impact on the environment and climate. We take our responsibility seriously, striving to minimize our ecological footprint while assisting our customers in reaching their climate objectives through high-quality energy storage products and services. To that end, we are committed to improving the efficiency of our operations, reducing waste, managing water responsibly, and investigating the use of renewable energy as we strive to reduce our environmental impact and protect valuable natural resources.

CLIMATE & GREENHOUSE GAS EMISSIONS[10]

We are driving down our direct and indirect GHG emissions by advancing operational efficiency and evaluating alternative energy strategies at our facilities. In FY25, we continued tracking and disclosing our energy usage and corresponding Scope 1 and 2 emissions.

In FY25, we decreased our Scope 1 emissions by 2% from FY24, showing a 25% reduction since FY20. Reducing our Scope 1 emissions has been achieved through both efficiency and electrification. Despite this switch to electricity, our Scope 2 emissions decreased by 5% from FY24, showing a 2% decrease from FY20 and a 12% decrease from FY22.

We expect our Scope 2 emissions to continue to decrease, even as we electrify, as the grid decarbonizes with support from renewables and energy storage. Additionally, we completed our first fiscal year Scope 3 emissions inventory calculations, allowing for additional transparence into our supply chain and overall carbon footprint.

GOALS & PROGRESS

GHG EMISSIONS SCOPE 1

CO2 neutral by 2040

Emissions down 25% in FY25 since FY20.

GHG EMISSIONS SCOPE 2

CO2 neutral by 2050

Emissions down 2% in FY25 since FY20, and down 12% since FY22.

GHG EMISSIONS SCOPE 3

Develop full scope 3 GHG inventory and disclose in CDP, TCFD, ESRS and beyond

We have disclosed FY24 and FY25 Scope 3 emissions.

> "At EnerSys, energy efficiency drives both what we deliver and how we operate. Our products can help customers reduce power use, and our operations are designed to do the same – improving performance, cutting waste, and creating long-term value."
>
> **Troy Baxter**
> *VP Operations Global Motive Power and Transportation*

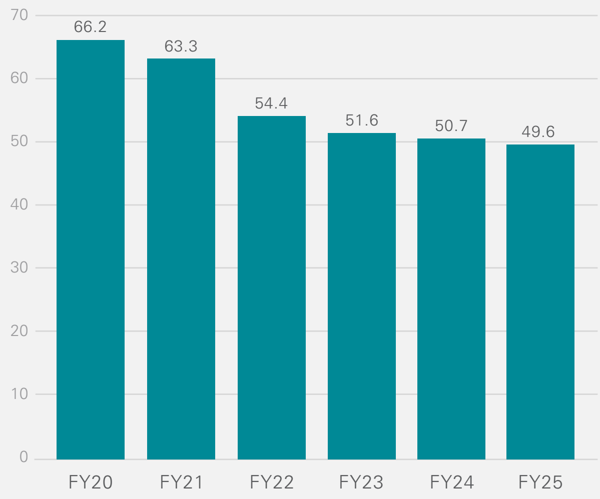
[10] GRI 305-1 Direct (Scope 1) GHG emissions, GRI 305-2 Energy indirect (Scope 2) GHG emissions, GRI 305-3 Other indirect (Scope 3) GHG emissions, GRI 305-4 GHG emissions intensity, GRI 305-5 Reduction of GHG emissions

SPOTLIGHT

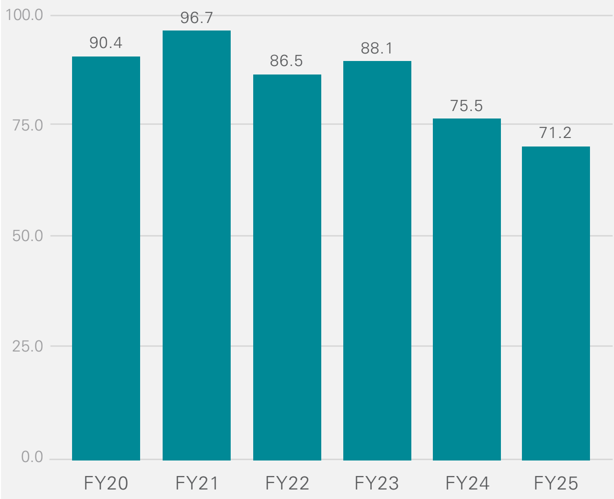
Advancing Energy Resilience with Onsite Solar

At our global headquarters in Reading, Pennsylvania, EnerSys has commissioned a 6.1-acre solar array comprising 9,568 panels and sized at 4 MW AC / 5 MW DC. As one of the largest corporate solar arrays in the state of Pennsylvania, this system will generate approximately 7.3 GWh of energy annually. The project reflects our continued commitment to energy security, cost management, and operational resilience, and supports our broader strategy to enhance facility performance while reducing exposure to energy risk.

SCOPE 1 GHG EMISSIONS (MTCO2E)*



TOTAL SCOPE 1 & 2 GHG EMISSIONS (MTCO2E) PER MILLION USD REVENUE*



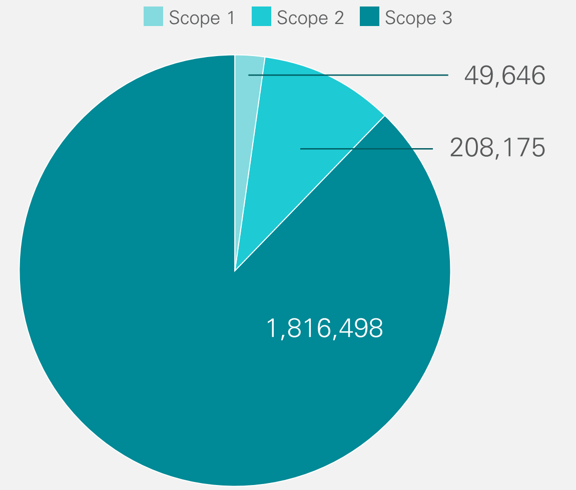
* *Please note: Our reported numbers have been updated to reflect more complete and accurate data than disclosed in prior years.*

SPOTLIGHT

Charting a Course Toward Energy Excellence: Our Climate Action Plan Roadmap

In FY25, EnerSys published a Climate Action Plan Roadmap outlining our strategic approach to improving operational efficiency and reducing emissions across our global footprint. Anchored by our net-zero targets – Scope 1 by 2040 and Scope 2 by 2050 – this roadmap prioritizes high-impact initiatives such as facility electrification, energy intensity reduction, and strategic capital investments in renewable and resilient energy infrastructure. Developed by a cross-functional Climate Action Plan Committee, the Roadmap guides our decarbonization efforts, integrates sustainability into core business operations, and ensures accountability through executive oversight and performance-linked incentives. The plan so far has supported measurable emissions reductions, reinforcing our position as an operational leader in energy strategy and manufacturing resilience.

FY25 EMISSIONS (MTCO2E)



In FY25, EnerSys completed our first fiscal-year-aligned Scope 3 greenhouse gas inventory, leveraging a refined methodology developed in collaboration with Tracera. Scope 3 emissions represent the impacts of activities not directly under our control – such as sourcing raw materials, product transport, business travel, employee commuting, and the use-phase of our batteries, which depends on the cleanliness of local electricity grids. Like many manufacturers, Scope 3 emissions significantly outweigh our direct Scope 1 and 2 emissions. As we refine our data and processes, we will continue to identify cost-effective and strategic ways to improve supply chain performance and support long-term value creation across our operations.

* *Please note: Our reported numbers have been updated to reflect more complete and accurate data than disclosed in prior years.*

ENERGY[11]

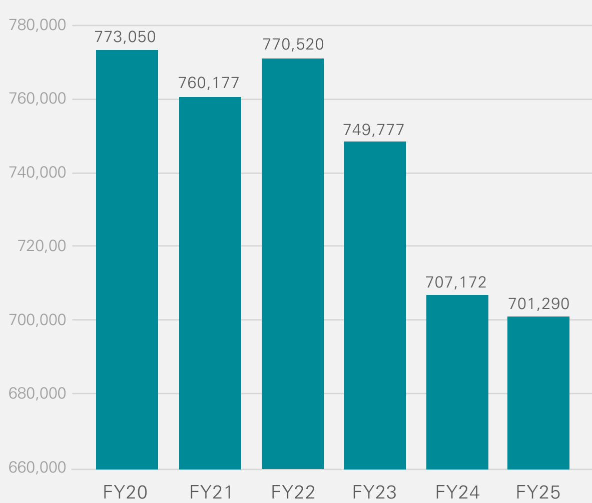
Energy is essential to our operations, and we are continuously pursuing ways to operate more efficiently and reduce consumption. Improving energy performance not only minimizes our operational impact but also drives cost savings and performance gains. Across our manufacturing network and supply chain, we prioritize energy-efficient technologies and actively seek innovative methods to optimize usage and maximize value.

SPOTLIGHT

Boosting Efficiency Through Smart Facility Upgrades[12]

At our Warrensburg, Missouri manufacturing plant, EnerSys implemented an advanced HVAC controls upgrade that significantly improved energy performance. This project – recognized with a 2025 U.S. Department of Energy Better Project Award – is reducing annual electricity use by approximately 2.7 million kWh and natural gas consumption by 13,800 MMBtu. The improvements translated to annual cost savings of roughly $250,000 in utility incentives, and is avoiding an estimated 1,900 metric tons of CO_2e emissions per year. By optimizing temperature control systems and integrating intelligent automation, this upgrade demonstrates our focus on enhancing operational excellence and building a more resilient, cost-effective manufacturing infrastructure.

ANNUAL ENERGY CONSUMPTION (MWH)*



2030 ENERGY GOAL & PROGRESS

We are committed to reducing our energy intensity per kWh produced by 25% by FY30 compared to FY21.*

We have achieved an 19% improvement since FY21.

* Per U.S. Department of Energy guidelines, this goal is focused on 5 U.S. plants: Richmond, Warrensburg, Hays, Springfield 1 and Springfield 2. It does not include all EnerSys sites.

[11] GRI 302-1 Energy consumption within the organization, GRI 302-4 Reduction of energy consumption
[12] GRI 302-5 Reductions of products and services

WATER[13]

We use water in a variety of our processes and throughout our operations and EnerSys is committed to responsible water management across all facilities. From preparing electrolytes to battery formation and equipment cleaning, water supports key manufacturing processes. We are focused on improving process efficiency, reducing freshwater consumption, and expanding water reuse to minimize operational risk and protect this essential resource.

In FY25, total water usage at EnerSys increased to 952 megaliters – a moderate rise from the previous year – driven by higher overall production volumes and a shift in the types of batteries manufactured. Our facilities produced a more diverse mix of battery chemistries, each with different water intensity requirements, and changes in production ratios were a key contributor to the uptick in consumption. While we recognize the importance of water conservation across all operations, we place particular emphasis on reducing our footprint in regions facing water stress or other critical constraints. Despite the modest increase, our commitment to water stewardship remains strong: through expanded reuse and recycling systems at key facilities, we reused and recycled over 17% more gallons of water between FY24 and FY25. These efforts underscore our ongoing focus on efficient and responsible resource management.

SPOTLIGHT

Sustainable Water Management in Action

In April 2024, the EnerSys Chongqing, China facility – situated in a region identified as high-risk for water stress – launched a water optimization initiative aligned with our commitment to the UN CEO Water Mandate. The project repurposes reverse osmosis (RO) reject water, previously discarded, for use in toilet flushing and cooling towers, conserving 15 to 20 cubic meters daily. The initiative not only addresses regional water scarcity but also delivers a positive return on investment, exemplifying how operational efficiency can align with environmental stewardship. The success of this project has prompted exploration of additional water reuse opportunities at the facility.

2030 WATER GOAL & PROGRESS

We are committed to reducing our water intensity per kWh of storage produced by 25% by FY30.

We have achieved a 6% improvement since FY21.

[13] GRI 303-1 Interactions with water as a shared resource, GRI 303-3 Water withdrawal, GRI 303-4 Water discharge, GRI 303-5 Water consumption

WASTE[14]

At EnerSys, waste is viewed as a performance improvement opportunity rather than an inevitable byproduct. Across our global operations, we are advancing initiatives to minimize waste generation, recover valuable materials, and align with circular economy principles.

Through our award-winning EnerSys Operating System (EOS), employees are empowered to identify and implement improvements that reduce packaging waste, increase reuse, and optimize materials handling. We've also expanded our waste characterization efforts to better understand the composition and volume of waste across our facilities – an essential step toward setting measurable reduction targets.

Building on this foundation, in FY26 we are launching a company-wide initiative to establish a robust baseline and develop jurisdiction-specific insights, which will inform the creation of a global waste reduction goal aligned with regional and local needs. These actions reflect our broader commitment to resource efficiency, cost control, and environmental stewardship.

LEAD BATTERIES

99% SAFELY RECYCLED

Lead batteries are safely recycled in an established, coast-to-coast network of advanced recycling facilities

#1 MOST RECYCLED PRODUCT

Lead batteries are the #1 most recycled consumer product in the United States

160+ RECYCLED ANNUALLY

Lead batteries are recycled annually

100% RECYCLABLE PARTS

Lead battery's three main components are recyclable[15]

END OF USE MANAGEMENT

At EnerSys, we view end-of-life batteries not as items to be disposed of, but rather as valuable resources for future production. Our global end-of-use management program is designed to recover and recycle the materials in the batteries we sell – reducing the need for virgin raw materials and supporting a circular supply chain. With 100% of lead battery three main components being recyclable – lead, steal and plastic – our collection and recycling processes are engineered for both environmental compliance and operational efficiency. We also promote broadening consumer awareness by participating in certified take-back programs. These efforts reduce landfill impact, lower embedded material costs, and help our customers meet their own sustainability goals – all while reinforcing our commitment to responsible product lifecycle management.

[14] GRI 306-1 Waste generation and significant waste-related impacts, GRI 306-2 Management and significant waste-related impacts
[15] Statistics from Battery Council International

BIODIVERSITY[16]

EnerSys is committed to responsible growth that respects and preserves the natural ecosystems surrounding our global operations. We recognize that biodiversity is essential to the health of our environment and the resilience of the communities we serve. As we expand and modernize our facilities, we carefully assess potential impacts on local habitats and integrate land-use considerations into project planning. Across our organization, we work to avoid disruption to high-value ecological areas and seek opportunities to reduce land and resource intensity wherever possible. By aligning environmental awareness with operational planning, EnerSys ensures that our progress supports – not compromises – the ecosystems that sustain us. Our commitment to safeguarding land and biodiversity is outlined in our Biodiversity and Critical Habitats Policy.

[16] GRI 304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas, GRI 304-2 Significant impacts of activities, products and services on biodiversity.

Social

Our People Our Communities

04

Social: *Our People Our Communities*

EnerSys employees are the foundation of our operational success. Their technical expertise, reliability, and focus on performance drive the consistent delivery of high-quality energy storage solutions. Across the company, we work to invest in the development of every team member, fostering a collaborative environment that supports continuous improvement and reinforces our commitment to operational excellence.

BELONGING, COLLABORATION AND OPPORTUNITY

At EnerSys, we believe in creating a workplace that values the unique contributions of each individual. We are committed to offering equal opportunities for growth and advancement based on merit, performance, and potential. By fostering an environment where all team members feel respected, supported, and empowered to contribute fully, we strengthen collaboration, spark innovation, and enhance our ability to serve customers around the world. Our ongoing focus is to ensure that every employee has the tools, opportunities, and encouragement to thrive and succeed.

SOCIAL GOVERNANCE[17]

At EnerSys, fostering a collaborative and performance -driven workplace begins at the top. Our governance structure reflects a commitment to equal opportunity, beginning with our Board of Directors and extending throughout the leadership team. A cross-functional Steering Committee – comprising senior business leaders and influential experts from across the company – guides our efforts to build a culture that prioritizes opportunity, collaboration, and respect. Meeting semi-annually, the committee provides strategic oversight on initiatives that enhance our workplace.

Accountability for progress doesn't rest solely with leadership. Every level of our organization is engaged in shaping the future of our workplace – supporting practices that ensure fair access to growth and advancement, encouraging dialogue, and fostering continuous improvement.

[17] GRI 405-1 Diversity of governance bodies and employees

EMPLOYEE ENGAGEMENT

We view employee engagement as a vital component of our business performance and workplace culture. At the start of CY25, we conducted company-wide surveys using the Great Place to Work® Trust Index model, focusing on key indicators of employee sentiment, workplace experience, and sense of belonging.

In Q4 FY25, overall company-wide belonging scored at 67%, with particularly strong ratings in statements such as "I am treated as a full member here regardless of my position" (76%) and "I can be myself around here" (75%). These insights reflect areas of strength and provide valuable guidance for continuing to enhance our employee experience and workplace culture.

Employee feedback has helped leaders target key areas for enhancement and further align our workplace practices with what matters most to our team members. Notably, participation levels and employee responses show a consistent trend: employees involved in Business Resource Groups (BRGs) report a higher sense of belonging, averaging 74% on the Belonging Index – 8% higher than non-BRG participants.

These insights reinforce our focus on cultivating a respectful, inclusive, and high-performing environment where employees feel valued and supported. As we move forward, we remain committed to listening, acting on feedback, and enhancing the employee experience across all levels of the organization.

> "At EnerSys, we view Human Resources as a service organization – our purpose is to support, enable, and empower our people. Listening to employees, responding to their needs, and helping remove barriers to their success is not just our responsibility – it's how we create a workplace where everyone can do their best work."
>
> **Joe Lewis**
> *Chief Legal and Compliance Officer*

SURVEY HIGHLIGHTS

82%
82% of our employees worldwide participated.

67%
Our scores were positive overall (67% or higher).

ENERSYS BUSINESS RESOURCE GROUPS

EnerSys supports a series of employee-led Business Resource Groups (BRGs) that cultivate collaboration, promote peer learning, and enhance the overall employee experience. These groups are open to all employees and are designed to align with our values of performance, collaboration, and shared success. Each BRG has executive sponsorship and serves as a platform for engagement, development, and community-building across the organization.

Overview of our BRGs and their focus areas:

Asian Heritage Association: Focused on engaging and supporting employees of Asian heritage, this group offers community events, cultural programming, and networking to encourage professional excellence and cross-cultural understanding.

Black Unity in Leadership Development (BUiLD): BUiLD is focused on fostering peer support and empowerment through community involvement and career growth initiatives.

Green Leadership Opportunities Working Group (GLOW Group): GLOW promotes sustainability and environmental awareness by driving green initiatives, educational outreach, and cross-functional collaboration to support EnerSys' long-term environmental goals and innovation agenda.

Hispanic/Latinx Organization for Leadership in Action (HOLA): HOLA highlights the contributions of Hispanic and Latinx employees while promoting leadership growth, cultural recognition, and professional development.

Military Veterans Group: Dedicated to supporting veterans and active service members, this group champions veteran engagement internally and externally by promoting leadership, organizing community outreach, and bridging the transition from military to civilian careers.

PRIDE: PRIDE aims to foster a workplace of mutual respect and support, particularly for employees who identify as LGBTQ+ and their allies. The group encourages open dialogue, educational programs, and community-building to reinforce a culture of collaboration.

Women in Leadership: This group supports the advancement and visibility of women throughout EnerSys by offering development programs, mentorship, and networking opportunities focused on leadership readiness and impact.

EnerSys is honored to be recognized as a gold-level Military Friendly® Employer, a designation that reflects our deep, sustained commitment to supporting veterans, active-duty service members, and their families. This recognition underscores our ongoing efforts to provide meaningful career pathways, resources, and a workplace culture where members of the military community can thrive.

SAFETY & HEALTH[18]

At EnerSys, protecting the health and safety of our workforce is foundational to our operational discipline and the highest priority. We take a proactive, structured approach to risk management – combining regular hazard assessments, exposure monitoring, and site-specific safeguards to ensure safe and productive workplaces. Employees receive role-specific safety training, and our facilities are equipped with appropriate protective equipment and processes designed to minimize both immediate and long-term health risks.

We adhere to, and in many cases exceed, all relevant health and safety regulations across our global operations. Facility leaders are accountable for maintaining high standards, working closely with employees to uphold a culture of safety. Our corporate Environmental, Health, and Safety (EHS) team provides centralized oversight, guidance, and internal audits to ensure consistency and effectiveness.

SPOTLIGHT

Redesigning for Safety and Efficiency: Bielsko-Biała Facility Improvements

At our Bielsko-Biała facility in Poland, EnerSys proactively addressed a safety concern involving employees walking through areas shared with internal traffic and freight vehicles. To mitigate this risk, the facility underwent a targeted redesign aimed at fully separating pedestrian and vehicle movement. The employee parking lot was expanded to support a growing workforce and enhanced with new greenery to improve both functionality and environmental quality. A dedicated pedestrian pathway now provides a direct, safe route from the lot to the main entrance, eliminating unnecessary interactions with vehicular traffic. To further streamline movement, a secondary vehicle entrance was added at the rear of the facility, allowing employee cars to bypass high-traffic operational zones. These improvements have significantly reduced congestion and enhanced safety for both pedestrians and drivers. Employees now experience a smoother and more secure transition from arrival to entry. The redesign has also contributed to improved traffic flow and site efficiency. This initiative is a strong example of our commitment to workplace safety, sustainability, and operational excellence.

[18] GRI 403-1 Occupational health and safety management system,
GRI 403-2 Hazard identification, risk assessment, and incident investigation,
GRI 403-3 Occupational health services,
GRI 403-4 Worker participation, consultation, and communication on occupational health

TRAINING & DEVELOPMENT[19]

At EnerSys, employee training is a key component of maintaining operational discipline, regulatory compliance, and workplace safety. Our approach is rooted in delivering role-relevant, practical training that supports day-to-day performance across our global operations. All employees are assigned mandatory health, safety, and compliance courses – such as Anti-Bribery, General Data Protection Regulation, and workplace safety protocols – based on their job role, location, and responsibilities. Other training is assigned based on a variety of factors including role, geography, and if the employee has supervisory or managerial responsibility.

Through our internal training platform, employees have access to more than 4,000 courses in multiple languages, covering a broad range of technical, functional, and compliance-related topics. Most required training is scheduled on a recurring basis – annually, biannually, or every third year – to ensure continual knowledge reinforcement. Course assignments are tailored to an employee's position level and job function, with supervisors and managers receiving additional training aligned to their responsibilities.

> "Our focus is on delivering training that's practical, relevant, and directly supports performance on the floor and in the field. Whether it's safety, compliance, or job-specific skills, we're committed to making sure every employee has the tools and knowledge to excel in their role."
>
> **Todd Sechrist**
> *Chief Human Resources Officer*

EMPLOYEE TRAINING

- Antitrust and Fair Competition Training
- Bribery and Corruption Red Flags Training
- Management Information System / Legal Information Security Breach Training
- Health and Safety
- Code of Business Conduct and Ethics Training
- Discrimination and Harassment Training
- Intro to Sustainability Training
- Climate Risk Training

04

[19] GRI 404-2 Programs for upgrading employee skills and transition assistance programs;
GRI 403-5 Worker training on occupational health and safety

COMMUNITY ENGAGEMENT[20]

At EnerSys, we recognize that our operations are embedded within a larger social and geographic context. We strive to be responsible corporate citizens by building strong, mutually beneficial relationships in the communities where we operate. Our employees are encouraged to contribute through local volunteerism, board membership and community initiatives, reinforcing our commitment to creating positive impact beyond our core business.

We are attentive to the unique needs of each community and engage in open, respectful dialogue wherever possible. This includes listening to and considering the perspectives of historically underrepresented or at-risk groups. Through this approach, EnerSys seeks to strengthen trust, create long-term value, and support the well-being of the communities that support our business.

SPOTLIGHT

Community Impact through Executive Leadership

Andi Funk, Executive Vice President and Chief Financial Officer at EnerSys, exemplifies how EnerSys is more than just a company – it's a force for positive impact in the communities we serve. In addition to her leadership role at EnerSys, Andi is deeply involved in multiple local organizations, including chairing the Safe Berks "PeaceTrust", being a Trustee at Caron Treatment Centers, serving on various committees for the Berks County United Way, and sitting on the Boards of Berks Business Education Coalition and the Greater Reading Chamber Alliance. Andi is also a frequent chair and speaker at nonprofit events, universities, and local school districts, and meets with and mentors young adults in the community. At EnerSys, she was a co-founder and remains a strong supporter for the company's Women in Leadership network, reinforcing a culture of empowerment and service. Through leaders like Andi, EnerSys demonstrates a sustained commitment to creating long-term value both inside and outside the organization.

> "As a large and growing company, we need to be engaged in the communities where we live and work. We're revamping our Corporate Giving program to better support needs of our communities – aligning resources, partnerships, and employee involvement to make an even more meaningful and consistent impact."
>
> **Sam Shiroff**
> *Head of Global Sustainability and Corporate Giving*

[20] GRI 413-1 Operations with local community engagement, impact assessments, and development programs

Governance
Leadership

05

Governance: *Leadership*

With over a century of leadership in energy storage and power systems, EnerSys has earned its reputation through strong corporate governance. Our Board of Directors guides long-term strategy, ensures accountability, and oversees risk and operational integrity. Each member brings real-world experience and a shared commitment to the values that propel EnerSys forward. This governance framework underpins our mission to deliver lasting value to shareholders, customers, employees, and communities.

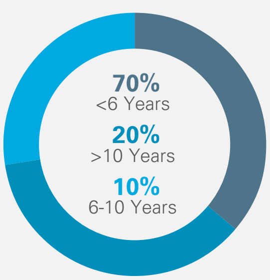
The EnerSys Board of Directors provides high-level strategic oversight and accountability. All directors, except the President and CEO, are independent, with an independent non-executive serving as Chair.[21] The Board follows Corporate Governance Guidelines that support effective decision-making and uphold transparent, ethical leadership.[22]

ENERSYS BOARD OF DIRECTORS[23]

PAUL J. TUFANO *Independent Non-Executive Chair*	SHAWN O'CONNELL *Director, President & Chief Executive Officer*	CAROLINE CHAN *Director*	STEVEN M. FLUDDER *Director*
DAVID C. HABIGER *Director*	HOWARD I. HOFFEN *Director*	LAUREN KNAUSENBERGER *Director*	TAMARA (TAMMI) MORYTKO *Director*
	RONALD P. VARGO *Director*	RUDOLPH (RUDY) WYNTER *Director*	

BOARD EXPERIENCE[24]

TENURE*



BOARD DIVERSITY

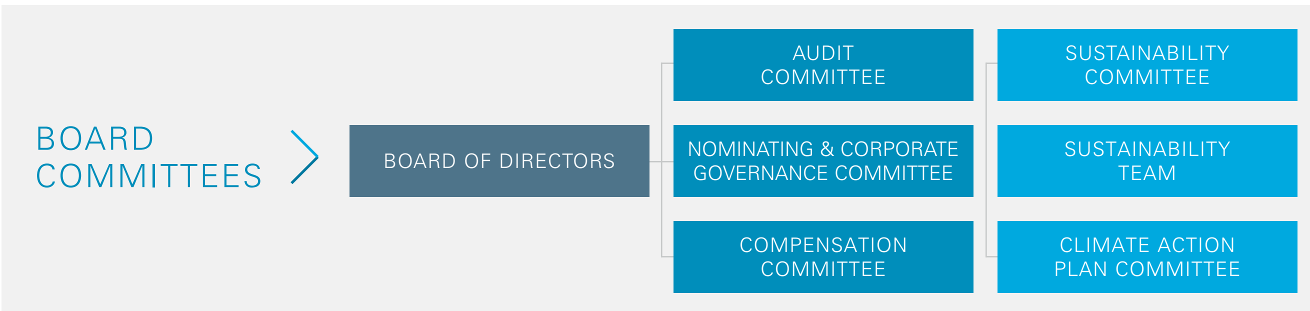
GENDER
RACE
ETHNICITY*

Data sourced from 2025 Proxy Statement.

[21] GRI 2-10 Nomination and selection of the highest governance body
[22] GRI 2-9 Governance structure and composition
[23] GRI 2-11 Chair of the highest governance body
[24] GRI 405-1 Diversity of governance bodies and employees

SUSTAINABILITY OVERSIGHT[25]

At EnerSys, operational excellence begins with governance at the highest level. Our Board of Directors, in collaboration with the CEO, provides strategic oversight of our sustainability framework. Each quarter, the full Board reviews energy and resource management issues as part of our broader focus on resilience and long-term value creation. Three standing Board committees – Audit, Compensation, and Nominating and Corporate Governance – support this oversight. Each operates under a formal charter that defines its scope and responsibilities, reinforcing disciplined risk management and accountability across the organization.



The EnerSys Board ensures policy oversight and compliance through its designated committees, which monitor adherence across a range of critical areas. These include sustainability practices, responsible sourcing of minerals, environmental stewardship, workforce and supplier inclusion, anti-slavery and anti-trafficking measures, end-of-life product recovery, and lifecycle management of energy systems. This structured governance reinforces accountability and mitigates risk across our global operations.

BOARD COMMITTEE	AUDIT COMMITTEE	NOMINATING & CORPORATE GOVERNANCE COMMITTEE	COMPENSATION COMMITTEE
Environmental, Social and Governance Responsibilities	Risks related to: • Climate • Legal • Ethics • Compliance • Environmental • Health & Safety • Cyber Security	Oversees Sustainability strategy, initiatives and policies. Reviews belonging, collaboration and opportunity efforts and human capital management.	• Compensation • Management succession • Talent development • Belonging, collaboration and opportunity

05

[25] GRI 2-12 Role of the highest governance body in overseeing the management of impacts

To strengthen our sustainability strategy, EnerSys has established dedicated committees that work alongside our sustainability department to reinforce environmental responsibility, ethical conduct, and social awareness.[26] These cross-functional groups drive alignment across the organization, creating an integrated approach that enhances execution of our energy strategies and supports long-term business resilience.

SUSTAINABILITY OVERSIGHT	SUSTAINABILITY COMMITTEE	SUSTAINABILITY TEAM	CLIMATE ACTION PLAN COMMITTEE
Engagement	Senior management and subject matter experts	Sustainability professionals and partnerships with consultants	Senior management and subject matter experts
Sustainability Responsibilities	Risks related to: • Climate • Legal • Ethics • Compliance • Environmental • Health & Safety • Cyber Security	• Climate change management • Product sustainability Sustainable operations: • Supply chain management • Workforce health and safety • Belonging, collaboration and opportunity • Community engagement	Develops the plan to achieve our publicly announced climate goals

RISK OVERSIGHT[26]

The EnerSys enterprise risk management program is foundational to our operational resilience and strategic planning. It integrates risk identification, evaluation, and mitigation across all business units and functions. Our Executive Risk Management Committee – comprised of senior leaders, including our sustainability lead – convenes quarterly to assess priority risks, share insights, and coordinate enterprise-wide responses. Material risks are escalated to the Audit Committee for ongoing oversight and accountability.

Prioritized risks are escalated to the relevant Board committee or the full Board for targeted oversight. Directors routinely evaluate matters related to credit, liquidity, market conditions, legal and regulatory developments, compliance, operational performance, sustainability initiatives, technology, and cybersecurity. These reviews ensure strategic alignment and informed decision-making. For additional detail on our risk oversight and exposure, refer to our Annual Report on Form 10-K and the FY25 ESRS disclosure report which can be found on our Policies and Reports page.

[26] GRI 2-13 Delegation of responsibility for managing impacts

BUSINESS ETHICS[27]

EnerSys is committed to conducting business with integrity, guided by rigorous corporate governance and ethical standards. This commitment shapes our relationships with customers, suppliers, employees, and investors. Our Code of Business Conduct and Ethics serves as the foundation for ensuring compliance with all applicable laws and reinforces our dedication to responsible, principled operations worldwide.

The newly updated EnerSys Code of Business Conduct and Ethics is the foundation for ethical decision-making across our global operations. It applies to all employees, officers, and directors, outlining essential policies that support responsible conduct and reinforce our sustainability commitments. By upholding these principles, we strengthen organizational integrity, foster trust with stakeholders, and drive the long-term sustainability and success of our business.

CODE OF CONDUCT

WORKPLACE SAFETY	BELONGING, COLLABORATION & OPPORTUNITY	ENVIRONMENTAL SUSTAINABILITY	REPORTING & COMPLIANCE PROCEDURES
Ensuring the well-being and security of our employees in all operational environments.	Promoting a workplace culture that values and embraces belonging, collaboration and opportunity.	Committing to responsible environmental stewardship and sustainable practices.	Establishing clear channels for reporting unethical behavior and ensuring adherence to all applicable laws and regulations.

ACCURATE BOOKS & RECORDS	ANTI-BRIBERY & ANTI-CORRUPTION	HUMAN RIGHTS & FAIR LABOR
Upholding integrity and transparency in financial reporting and record-keeping practices.	Prohibiting any form of bribery, corruption or unethical influence in business dealings.	Respecting and upholding the fundamental rights and dignity of all individuals within our sphere of influence.

[27] GRI 2-27 Compliance with laws and regulations

SUPPLY CHAIN MANAGEMENT[28]

At EnerSys, responsible sourcing is foundational to the reliability and integrity of our products. With a global supply chain of over 8,000 active suppliers, we recognize that strong supplier relationships are critical to delivering long-term value and operational resilience. From initial onboarding through ongoing engagement, we evaluate suppliers not only on performance and quality, but also on their alignment with our sustainability priorities.

RESPONSIBLE SOURCING

All suppliers are expected to adhere to the EnerSys Code of Business Conduct and Ethics, which outlines standards on environmental responsibility, labor rights, business ethics, and more. In 2023, we advanced our commitment to supply chain transparency by launching our first supplier sustainability and climate survey. This initiative collects detailed supplier data on emissions reporting, resource use, workplace well-being, anti-trafficking compliance, and product stewardship. Insights from this survey will guide future collaboration, help us identify risks, and align our supply base with our enterprise-wide sustainability goals.

Together, these efforts strengthen our supplier partnerships while reinforcing our shared commitment to operational excellence, responsible sourcing, and long-term resilience.

CONFLICT MINERALS

EnerSys is committed to ethical sourcing and supply chain transparency. In line with Section 1502 of the Dodd -Frank Act, we assess the use of tin, tungsten, tantalum, and gold (3TG) in our products and disclose this annually through our Conflict Minerals Report filed with the SEC.

We also participate in the Responsible Minerals Initiative and encourage all smelters in our supply chain to obtain RMAP certification, reinforcing our commitment to responsible mineral sourcing and risk mitigation.

COBALT

EnerSys actively monitors its cobalt and mica supply chains to ensure alignment with environmental and human rights standards. We require our suppliers to follow the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas, reinforcing our commitment to ethical sourcing and risk management.

SPOTLIGHT

Supplier Partnerships

EnerSys evaluates suppliers not only on their capabilities and quality, but also on their alignment with our values and expectations. As outlined in our Code of Supplier Conduct, we require our suppliers to adhere to principles that promote human rights, fair labor, and ethical business practices throughout the supply chain. EnerSys policies also require that minority- and woman-owned business enterprises (MWBEs) receive equal opportunity to participate in all supplier contracting activities. As detailed in our Climate Action Plan, we intend to identify and engage suppliers through our Supplier Innovation Council and internal sourcing strategies that prioritize equitable access. In fiscal year 2025 (FY25), EnerSys was honored to be ranked among the Top 10 for Military Supplier Diversity, reflecting our continued efforts to promote supplier inclusion across the defense industry. This recognition reinforces our commitment to building long-term, mutually beneficial relationships with diverse suppliers that support our innovation, sustainability, and growth objectives.

[28] GRI 414-1 New suppliers that were screened using social criteria

Appendices

06

Environmental Data

Since establishing our Sustainability Team in 2020, EnerSys has published annual calendar year data as part of our commitment to transparency, accountability, and continuous improvement for our customers, employees, investors, and other stakeholders. These disclosures also demonstrate the positive steps we have taken on our journey to achieve net carbon neutrality – by 2040 for Scope 1 greenhouse gas emissions and by 2050 for Scope 2 emissions.

In response to evolving global sustainability reporting standards, including the European Sustainability Reporting Standards (ESRS), EnerSys transitioned from a calendar year to a fiscal year reporting cycle. In summer of 2025 we published our CY2024 data to bridge the gap between reporting cycles.

This data below contains FY25 sustainability data in bold, aligned with the European Union's Corporate Sustainability Reporting Directive's ESRS and internationally recognized reporting standards. The table below is intended to provide quantitative information covering the fiscal year 2025, and previous calendar years where fiscal year data is unavailable. This table presents key environmental data covering EnerSys globally. The scope includes manufacturing, warehouse, service and distribution centers, offices and other facilities, both owned and leased, totaling around 180 locations.

The data was gathered by the EnerSys Sustainability Team using the Tracera platform. Greenhouse gas data covers Scope 1, 2 and 3 emissions. Scope 1 and 2 emission are based on measured utility data. Where utility data was not available, estimates were made in alignment with Greenhouse Gas Protocol standards. Global warming potential and emissions factor conversations are based on the latest guidance from:

- International Energy Agency (IEA)
- The Climate Registry-DEFRA
- IPCC Fourth Assessment Report (AR4-100 year)

*FY25 Environmental Data**

METRIC[1]	UNIT	FY2020	FY2021	FY2022	FY2023	FY2024	FY2025
Total Energy Consumed[2]	Thousand GJ	**2,783**	**2,737**	**2,774**	**2,699**	**2,546**	**2,526**
Non-renewable Energy Consumed[3]	Thousand GJ	2,779	2,721	2,762	2,720	2,572	**2,512**
% of Total Non-renewable Energy[3]	%	99.5%	99.5%	99.4%	99.3%	99.5%	**99.4%**
Renewable Energy Consumed	GJ	15,215	14,377	16,949	18,158	13,361	**12.561**
% of Energy from the Grid	%	**>99.9%**	**>99.9%**	**>99.9%**	**>99.9%**	**>99.9%**	**>99.9%**
% of Total Renewable Energy	%	0.5%	0.5%	0.6%	0.7%	0.5%	**0.6%**
Solar	GJ	462	592	836	174	448	**1,628**
Wind	GJ	8,739	8,282	10,423	n/a	2,152	**2,266**
Biofuel / Biomass	GJ	3,157	2,875	2,890	n/a	717	**0**
Other[4]	GJ	2,856	2,628	2,890	17,984	10,043	**8,666**

FY25 Environmental Data continued*

METRIC[1]	UNIT	FY2020	FY2021	FY2022	FY2023	FY2024	FY2025
Electric Power Consumed (non-renewable)	Thousand GJ	1,556	1,578	1.756	1,761	1,611	**1,624**
Scope 1 (Direct)	Tonnes CO_2e	**66,229**	**63,311**	**54,395**	**51,628**	**50,688**	**49,646**
Scope 2 (Indirect) Location-based[5]	Tonnes CO_2e	**212,070**	**224,844**	**236,089**	**227,585**	**219,492**	**208,175**
Scope 3	Tonnes CO_2e	n/a	n/a	n/a	1,694,800	1,652,209	**1,816,498**
GHG Scope 1 & 2 Emissions per Million USD$ Net Sales	Tonnes CO_2e	**90**	**97**	**86**	**88**	**75**	**71**
GHG Scope 1 & 2 Emissions per MWh of Energy Storage Produced	Tonnes CO_2e	**n/a**	**25**	**22**	**21**	**22**	**21**
Hazardous Air Pollutant Emissions[6]	Tons	1.38	0.939	0.917	0.942	0.825	**1.06**
Hazardous Waste Generated[7]	Tons	3,886	3,370	5,013	2,386	2,473	**3,226**
Water Use	Megaliters	**970.9**	**951.3**	**1,089.9**	**1,011.4**	**932.3**	**952.2**
Wastewater Discharge[8-9]	Megaliters	n/a	299.5	283.8	262.2	224.3	**229.1**
Water Reuse Total[9]	Megaliters	n/a	n/a	25.59	849.69	802.74	**1,127.6**
Water Recycled Total[9]	Megaliters	n/a	n/a	n/a	130.94	108.82	**118.0**
Water Reuse / Recycled Total[9]	Megaliters	n/a	633.8	1071.6	980.6	911.6	**1,245.6**
Water Reuse / Recycled Percentage[9]	%	n/a	212%	378%	374%	406%	**543%**

* Data presented in bold correspond to the EnerSys fiscal year (April 1–March 31). Where fiscal year data are unavailable, non-bolded figures reflect the preceding calendar year. For example, FY20 references calendar year 2019 in such instances.

1 Figures in the table below have been rounded and may therefore not fully align
2 Includes electricity, natural gas, propane, coal and other petroleum fuels.
3 EnerSys does not specifically contract renewable electricity, so this figure does not account for the of renewable electricity that is de facto part of the total electricity consumed across various geographies as part of the grid. It is, however, accounted for in the total Scope 2 greenhouse gas emissions.
4 Certified as Hydroelectric power in Brazil.
5 Scope 3 emissions will be calculated and reported in the FY2025 Sustainability Report which will be published in October 2025.
6 Pb emitted to the atmosphere per year.
7 Shipped for disposal.
8 Water is consumed in products as well as through evaporation.
9 As a percentage of discharged water. Note that a significant percentage of water recycling takes place in our Chongqing, China plant which includes cycling water in cooling towers.

SASB Disclosure Index

FUEL CELLS AND INDUSTRIAL BATTERIES SUSTAINABILITY ACCOUNTING STANDARD

SASB CODE		SASB TOPIC	FY2025 DATA
SASB ACTIVITY METRICS	RR-FC-000.A	Number of units sold	10,794,987
	RR-FC-000.B	Total storage capacity of batteries sold	12,279 MWh
	RR-FC-000.C	Total energy production capacity of fuel cells sold	
ENERGY MANAGEMENT	RR-FC-130a.1	(1) Total energy consumed	2,524,586 GJ
		(2) Percentage grid electricity	99.999%
		(3) Percentage renewable	0.001%
WORKFORCE HEALTH & SAFETY	RR-FC-320a.1	(1) Total recordable incident rate (TRIR)	The global recordable incident rate for EnerSys in FY25 was 1.68.
		(2) Fatality rate for: (a) direct employees	0%
		(2) Fatality rate for: (b) contract employees	0%
	RR-FC-320 a.2	Description of efforts to assess, monitor, and reduce exposure of workforce to human health hazards	**Efforts to assess, monitor and reduce exposure:** Our workforce health and safety management system is embedded in the EnerSys Operating System, and especially in the Managing for Daily Improvement process. All employees are required to take safety and health training regularly based on their location and job function. We provide the necessary resources to prevent injuries and illness on the job, conduct regular safety evaluations and develop safeguards for our manufacturing processes. Our management team oversees the implementation of all necessary safeguards to protect the safety and health of our employees. Each location is responsible for ensuring these safeguards are in place and for working with employees to protect them from injury and illness. Our corporate Environmental, Health and Safety team is responsible for providing counsel and guidance to management in establishing and auditing their safety and health programs. **Management approach:** Our management approach to short-term (acute) and long-term (chronic) risks is detailed in our 2024 TCFD Report. **Exposure safety practices:** The health of our employees is our highest priority, and our management of safety risks includes efforts to monitor and reduce acute and chronic exposures in the workplace. We conduct regular risk assessments, participate in long-term health studies, provide workers with essential personal protective equipment, and consider alternative materials wherever possible. **Risk-monitoring policies**: EnerSys has an internal Blood Lead Reporting & Compliance Policy that is the responsibility of our Environmental Health and Safety team. When lead is present, we have a stringent program to monitor our employees' lead exposure levels and take immediate action if they ever exceed our internal policy, which is much more stringent than regulatory requirements at our facilities globally. This program involves blood lead tests for employees and is required to be updated quarterly with data reflecting the recent blood lead data for employees who were tested in the month for the quarter being audited. This is reported globally, and it uses individual numbers, not employees' names, to track blood lead levels across the business. We also employ medical staff to monitor our health program. **Scope of workforce:** The Contractor Environmental, Health & Safety Policy is intended to ensure that all contractors and subcontractors that are engaged by the company are operating in a manner that is compliant with all federal, state, and local laws and is consistent with EnerSys policies and procedures aimed at maintaining a safe, secure and hygienic facility. Contractors are covered by the Contractor Environmental Health & Safety Policy. All regions and/or locations covered under that policy are required to develop a written policy relating to contractor safety. In some regions of the world, EnerSys has existing regional level contractor safety policies. If there are no regulatory requirements regarding contractor safety, it is the local management's responsibility to develop and institute a local policy that will achieve this policy's objective. Plant management is responsible for ensuring that they comply with all local, regional and country specific regulations in addition to this global Contractor Environmental, Health & Safety Policy. **Policies regarding maximum workforce BLL:** When lead is present, we have a stringent program to monitor our employees' lead exposure levels and take immediate action if they ever exceed our internal policies (including our Contractor Policy, Baghouse Policy and Workers Compensation Policy), which are much more stringent than regulatory requirements at our facilities globally. Our health policies differ throughout our regions globally, but our requirements meet or exceed global regulation. EnerSys has no violations of our blood lead level thresholds.

PRODUCT EFFICIENCY	RR-FC-410a.0	Average storage capacity of batteries, by product application and technology Average battery efficiency as coulombic efficiency, by product application and type	Wh/kg
	RR-FC-410a.2	Average energy efficiency of fuel cells as (1) electrical efficiency and (2) thermal efficiency, by product application and technology type	%
	RR-FC-410a.3	Technology type	%
	RR-FC-410a.4	Average operating lifetime of fuel cells, by product application and technology type	Hours
	RR-FC-410a.5	Average operating lifetime of batteries, by product application and technology type	
PRODUCT END-OF-LIFE MANAGEMENT	RR-FC-410b.1	Percentage of products sold that are recyclable or reusable	%
	RR-FC-410b.2	(1) Weight of end-of-life material recovered, (2) percentage recycled	t
	RR-FC-410B.3	Description of approach to manage use, reclamation, and disposal of hazardous materials	**Regulatory Compliance:** We adhere to all applicable regulatory requirements for waste generation, handling, and disposal at our facilities. This includes tracking waste materials with the necessary paperwork to ensure proper accounting of our environmental impact. **Third-Party Expertise:** Where appropriate, we engage expert third-party contractors to manage our waste responsibly, ensuring compliance and effective waste management practices. **Lead Battery Manufacturing:** Our lead battery manufacturing facilities produce a significant volume of waste materials, including scrap and hazardous materials. However, we prioritize recycling and reuse initiatives, with most materials being recovered and reused in our products as recycled raw materials. For instance, we utilize filter presses to collect excess lead, which is then recycled for battery manufacturing, reducing the amount of hazardous waste generated. **Circular Economy Actions:** Our approach emphasizes resource efficiency and circular economy principles. Recoverable scrap materials are reintegrated into our processes to minimize waste, contributing to a recycling rate for lead batteries that exceeds 99%.
MATERIALS SOURCING	RR-FC-440A.1	Description of the management of risks associated with the use of critical materials	Approximately 1–2% of global cobalt supplies (a mineral used in lithium-ion batteries) come from artisanal and small-scale mining practices in the Democratic Republic of Congo, which pose serious human rights and environmental concerns. To ensure we are sourcing responsibly, we only work with suppliers committed to adopting the Organisation for Economic Co-operation and Development Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas. Our strategy to reduce supply risks to our value chain from critical minerals, like cobalt, includes investing in recycling, advancing the realization of a circular economy, and transitioning to cobalt-free chemistries.

GRI Disclosure Index

		CODE	DISCLOSURE	REPORT SECTION OR RESPONSE	PG #
GRI 2: GENERAL DISCLOSURES	The Organization and Its Updating Practices	2-1	Organizational details	About EnerSys	7
		2-2	Entities included	About EnerSys	7
		2-3	Updating period, frequency and contact point	About this Report: Reporting Period	4
		2-4	Restatements of information	FY25 ESRS Disclosures Section BP-2 (page 3) (FY25 ESRS Disclosures is linked from our Policies and Reports page)	n/a
		2-5	External assurance	FY25 ESRS Disclosures Section BP-2 (page 5) (FY25 ESRS Disclosures is linked from our Policies and Reports page)	n/a
	Activities and Workers	2-6	Activities, value chain and other business relationships	Our Technology Powers a More Resilient Future	7
		2-7	Employees	FY25 ESRS Disclosures Section S1-6 (page 86) (FY25 ESRS Disclosures is linked from our Policies and Reports page)	
	Governance	2-9	Governance structure and composition	Governance: Leadership	40
		2-10	Nomination and selection of the highest governance body	Governance: Leadership	40
		2-11	Chair of the highest governance body	Governance: Leadership	40
		2-12	Role of the highest governance body in overseeing the management of impacts	Sustainability Oversight	42
		2-13	Delegation of responsibility for managing impacts	Risk Oversight	n/a
		2-14	Role of the highest governance body in sustainability updating	FY25 ESRS Disclosures Section S1-6 (page 87) (FY25 ESRS Disclosures is linked from our Policies and Reports page)	n/a
		2-15	Conflicts of interest	EnerSys Corporate Governance Guidelines (page 3)	n/a
		2-16	Communication of critical concerns	FY25 ESRS Disclosures Section G1-1 (page 102) (FY25 ESRS Disclosures is linked from our Policies and Reports page)	n/a
		2-17	Collective knowledge of the highest governance body	EnerSys Corporate Governance Guidelines (page 4)	n/a

		2-18	Evaluation of the performance of the highest governance body	EnerSys Corporate Governance Guidelines (page 4)	n/a
		2-19	Remuneration policies	Proxy Statement 2025 (pages 24-25, 31-49)	n/a
		2-20	Process to determine remuneration	Proxy Statement 2025 (pages 31-49)	n/a
		2-21	Annual total compensation ratio	Proxy Statement 2025 (pages 51-52)	n/a
	Strategies, Policies and Practices	2-22	Statement on sustainable development strategy	CEO Letter	2
		2-23	Policy commitments	Our Approach to Sustainability	15
		2-24	Embedding policy commitments	Our Approach to Sustainability	15
		2-25	Process to remediate negative impacts	FY25 ESRS Disclosures Section S1-6 (pages 79, 99) (FY25 ESRS Disclosures is linked from our Policies and Reports page)	n/a
		2-26	Mechanisms for seeking advice and raising concerns	FY25 ESRS Disclosures Section S1-6 (page 79) (FY25 ESRS Disclosures is linked from our Policies and Reports page)	n/a
		2-28	Membership associations	Trade Associations	8
	Stakeholder Engagement	2-29	Approach to stakeholder engagement	Our Stakeholders	19
GRI 3: MATERIAL TOPICS	Material Topics	3-1	Process to determine material topics	Materiality Assessment	2.6
		3-2	List of material topics	Materiality Assessment	2.6
		3-3	Management of material topics	FY25 ESRS Disclosures Section S1-6 (pages 60, 64, 82, 84, 100) (FY25 ESRS Disclosures is linked from our Policies and Reports page)	n/a

GRI 200: ECONOMIC	Economic Performance	201-2	Financial implications and other risks and opportunities due to climate change	2024 TCFD Report	n/a
	Anti-corruption	205-2	Communication and training about anti-corruption policies and procedures	Code of Business Conduct and Ethics (page 25)	n/a
GRI 300: ENVIRONMENT	Energy	302-1	Energy consumption within the organization	FY25 ESRS Disclosures Section S1-6 (page 45) (FY25 ESRS Disclosures is linked from our Policies and Reports page)	n/a
		302-3	Energy intensity	FY25 ESRS Disclosures Section E1-5 (page 47) (FY25 ESRS Disclosures is linked from our Policies and Reports page)	n/a
		302-4	Reduction of energy consumption	FY25 ESRS Disclosures Section E1-5 (page 45) (FY25 ESRS Disclosures is linked from our Policies and Reports page)	n/a
		302-5	Reductions in energy requirements of products and services	Energy	25
	Water and Effluents	303-1	Interactions with water as a shared resource	Water	26
		303-2	Management of water discharge-related impacts	FY25 ESRS Disclosures Section E3-1 (page 59) (FY25 ESRS Disclosures is linked from our Policies and Reports page)	n/a
		303-3	Water withdrawal	Water	26
		303-4	Water discharge	Water	26
		303-5	Water consumption	Water	26
	Biodiversity	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Waste: Biodiversity	30
		304-2	Significant impacts of activities, products and services on biodiversity	Waste: Biodiversity	30
	Emissions	305-1	Direct (Scope 1) GHG emissions	FY25 ESRS Disclosures Section E1-6 (page 48) (FY25 ESRS Disclosures is linked from our Policies and Reports page)	n/a
		305-2	Energy indirect (Scope 2) GHG emissions	FY25 ESRS Disclosures Section E1-6 (page 48) (FY25 ESRS Disclosures is linked from our Policies and Reports page)	n/a

GRI 300: ENVIRONMENT	Emissions	305-3	Other indirect (Scope 3) GHG emissions	FY25 ESRS Disclosures Section E1-6 (page 49) (FY25 ESRS Disclosures is linked from our Policies and Reports page)	n/a
		305-4	GHG emissions intensity	FY25 ESRS Disclosures Section E1-6 (page 51) (FY25 ESRS Disclosures is linked from our Policies and Reports page)	n/a
		305-5	Reduction of GHG emissions	FY25 ESRS Disclosures Section E1-6 (page 48) (FY25 ESRS Disclosures is linked from our Policies and Reports page)	n/a
		305-6	Emissions of ozone-depleting substances (ODS)	EnerSys facilities do not emit ozone-depleting substances (ODS)	n/a
		305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	EnerSys facilities do not emit a significant amount of nitrogen oxides (NOx), sulfur oxides (Sox), or other significant air emissions	n/a
	Waste	306-1	Waste generation and significant waste-related impacts	FY25 ESRS Disclosures Section E5-3 and E5-5 (pages 67, 68) (FY25 ESRS Disclosures is linked from our Policies and Reports page)	n/a
		306-2	Management of significant waste-related impacts	FY25 ESRS Disclosures Section E5-3 and E5-5 (pages 67, 68) (FY25 ESRS Disclosures is linked from our Policies and Reports page)	n/a
	Supplier Environmental Assessment	308-1	New suppliers that were screened using environmental criteria	EnerSys Suppliers Page	n/a
GRI 400: SOCIAL	Employment	401-1	New employee hires and employee turnover	FY25 ESRS Disclosures Section S1-6 (page 87) (FY25 ESRS Disclosures is linked from our Policies and Reports page)	n/a
	Occupational Health and Safety	403-1	Occupational health and safety management system	FY25 ESRS Disclosures Section S1-14 (page 92) (FY25 ESRS Disclosures is linked from our Policies and Reports page)	n/a
		403-2	Hazard identification, risk assessment, and incident investigation	Safety and Health	36
		403-3	Occupational health services	Safety and Health	36
		403-4	Worker participation, consultation, and communication on occupational health and safety	Safety and Health	36

GRI 400: SOCIAL	Occupational Health and Safety	403-5	Worker training on occupational health and safety	Training and Development	37
		403-8	Workers covered by an occupational health and safety management system	FY25 ESRS Disclosures Section S1-14 (page 92) (FY25 ESRS Disclosures is linked from our Policies and Reports page)	n/a
		403-9	Work-related injuries	FY25 ESRS Disclosures Section S1-14 (page 92) (FY25 ESRS Disclosures is linked from our Policies and Reports page)	n/a
		403-10	Work-related ill health	FY25 ESRS Disclosures Section S1-14 (page 92) (FY25 ESRS Disclosures is linked from our Policies and Reports page)	n/a
	Training and Education	404-1	Average hours of training per year per employee	FY25 ESRS Disclosures Section S1-13 (page 91) (FY25 ESRS Disclosures is linked from our Policies and Reports page)	n/a
		404-2	Programs for upgrading employee skills and transition assistance programs	FY25 ESRS Disclosures Section S1-1 (page 75) (FY25 ESRS Disclosures is linked from our Policies and Reports page)	n/a
		404-3	Percentage of employees receiving regular performance and career development reviews	FY25 ESRS Disclosures Section S1-13 (page 90) (FY25 ESRS Disclosures is linked from our Policies and Reports page)	n/a
	Diversity and Equal Opportunity	405-1	Diversity of governance bodies and employees	FY25 ESRS Disclosures Section S1-9 and GOV-1 (pages 90 and 8) (FY25 ESRS Disclosures is linked from our Policies and Reports page)	n/a
	Freedom of Association and Collective	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Our Workforce Labor Rights Policy applies to all our operations across geographic locations, including suppliers, and supports principle CO87 of the ILO conventions, "Freedom of Association and Protection of the Right to Organise Convention."	n/a
	Child Labor	408-1	Operations and suppliers at significant risk for incidents of child labor	FY25 ESRS Disclosures Section S1-1 (page 70) (FY25 ESRS Disclosures is linked from our Policies and Reports page)	n/a
	Forced or Compulsory Labor	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	FY25 ESRS Disclosures Section S1-1 (page 70) (FY25 ESRS Disclosures is linked from our Policies and Reports page)	n/a
	Local Communities	413-1	Operations with local community engagement, impact assessments, and development programs	Community Engagement	37
	Supplier Social Assessment	414-1	New suppliers that were screened using social criteria	Supply Chain Management	44

CAUTION CONCERNING FORWARD LOOKING STATEMENTS

Important Notes: Important Notes: This document includes non-financial metrics that are subject to measurement uncertainties resulting from limitations inherent in the nature and the methods used for determining such data. The selection of different but acceptable measurement techniques can result in materially different measurements. The precision of different measurement techniques may also vary. The information set forth herein is expressed as of the date hereof and EnerSys reserves the right to update its measurement techniques and methodologies in the future. The information provided herein is based in part on information from third-party sources that EnerSys believes to be reliable, but which has not been independently verified. EnerSys does not represent that the information is accurate or complete. The inclusion of information contained in this report should not be construed as a characterization regarding the materiality or financial impact of that information.

This report, and oral statements made regarding the subjects of this report, contains forward-looking statements, within the meaning of the Private Securities Litigation Reform Act of 1995, or the Reform Act, which may include, but are not limited to, statements regarding EnerSys' projections, plans, objectives, expectations and intentions to reduce emissions and emissions intensity, ability to influence, control and change the environmental impact of its business activities, the development of future technologies, business plans, and other statements contained in this report that are not historical facts, including statements identified by words such as "believe," "plan," "seek," "expect," "intend," "estimate," "anticipate," "will," and similar expressions. All statements addressing operating performance, events, or developments that EnerSys expects or anticipates will occur in the future, including statements relating to the Company's goals of achieving Scope 1 greenhouse gas neutrality by 2040 and Scope 2 neutrality by 2050 and ability to influence emissions related to its activities, as well as statements expressing optimism or pessimism about such plans are forward-looking statements within the meaning of the Reform Act. The forward-looking statements are based on management's current views and assumptions regarding future events and operating performance, and are inherently subject to significant business, economic, and competitive uncertainties and contingencies and changes in circumstances, many of which are beyond the Company's control. The statements in this report are made as of the date of this report, even if subsequently made available by EnerSys on its website or otherwise. EnerSys does not undertake any obligation to update or revise these statements to reflect events or circumstances occurring after the date of this report.

Although EnerSys does not make forward-looking statements unless it believes it has a reasonable basis for doing so, EnerSys cannot guarantee their accuracy. The foregoing factors, among others, could cause actual results to differ materially from those described in these forward-looking statements. For a list of other factors which could affect EnerSys' results, including earnings estimates, see EnerSys' filings with the Securities and Exchange Commission, including "Item 7. Management's Discussion and Analysis of Financial Condition and Results of Operations," and "Forward-Looking Statements," set forth in EnerSys' Annual Report on Form 10-K for the fiscal year ended March 31, 2025. No undue reliance should be placed on any forward-looking statements.