

# EnerSys FY25 Corporate Sustainability Reporting Directive, European Sustainability Reporting Standards

## BP-1 General basis for preparation of sustainability statements

### 5a (BP-1\_01) Basis for preparation of sustainability statement

- The sustainability statements in this document have been prepared as a consolidated document. All subsidiaries are included in the consolidated annual sustainability reporting.

### 5bi (BP-1\_02) Scope of consolidation of consolidated sustainability statement is same as for financial statements

- This report is in alignment with the EnerSys fiscal year, which runs from April 1-March 31. This past fiscal year, FY25, ran from April 1, 2024 through March 31, 2025.

### 5bii (BP-1\_03) Indication of subsidiary undertakings included in consolidation that are exempted from individual or consolidated sustainability reporting

- All subsidiaries are included in the consolidated annual sustainability reporting unless otherwise stated.

### 5c (BP-1\_04) Disclosure of extent to which sustainability statement covers upstream and downstream value chain

- EnerSys reports sustainability information related to the entire upstream and downstream value chain unless otherwise stated.

### 5d (BP-1\_05) Option to omit specific piece of information corresponding to intellectual property, know-how or results of innovation has been used

- EnerSys has not omitted information corresponding to intellectual property, unless otherwise indicated. However, the option to omit specific pieces of information related to intellectual property, know-how, or results of innovation has been used where necessary to protect the company's legitimate interests. Any such omissions are explicitly noted in the relevant sections of this report.

### 5e (BP-1\_06) Option allowed by Member State to omit disclosure of impending developments or matters in course of negotiation has been used

- EnerSys has not exercised the option provided by the Member State to omit disclosure of impending developments or matters in the course of negotiation. All relevant disclosures have been provided in accordance with the European Sustainability Reporting Standards (ESRS) and the applicable legal framework.

## BP-2 Disclosures in relation to specific circumstances

### 9a (BP-2\_01) Disclosure of definitions of medium- or long-term time horizons

Time Horizon	Time Frame	Reason
Short-term	1-2 years	Acute next fiscal cycle impacts
Medium-term	3-5 years	Typical financial evaluation modeling
Long-term	More than 5 years	Part of long-term strategy and thinking

### 9b (BP-2\_02) Disclosure of reasons for applying different definitions of time horizons

- EnerSys has defined short-, medium-, and long-term time horizons based on the expected variability and materiality of climate-related risks and opportunities across different temperature scenarios (1.5°C, 2°C, and ~3°C). These timeframes were selected to align with both business planning cycles and the anticipated divergence in climate impacts over time. The short-term horizon (1-2 years) and medium-term horizon (3-5 years) reflect near-term business operations, where climate-related impacts are projected to be relatively stable across all scenarios. However, long-term impacts (5+ years) exhibit increasing divergence across scenarios, necessitating a broader assessment of potential risks and opportunities. This approach ensures that our scenario analysis remains relevant to decision-making, balancing short-term operational continuity with long-term strategic planning.

### 10a (BP-2\_03) Disclosure of metrics that include value chain data estimated using indirect sources

- EnerSys discloses value chain data estimated using indirect sources, particularly in its Scope 3 emissions reporting. The methodologies used for estimating value chain emissions include:
  - **Spend-based method:** Applied for purchased goods and services, capital goods, and other relevant Scope 3 categories.
  - **Distance-based method:** Used for upstream and downstream transportation and distribution.
  - **Average data method:** Utilized for fuel-and-energy-related activities, waste generated in operations, and employee commuting.
  - **Other methodologies:** Used for emissions related to the use of sold products, leveraging product type, quantities, and life cycle assessments (LCAs). These indirect estimations allow EnerSys to assess its full value chain impact while addressing potential data gaps where direct supplier or partner information is unavailable. The company engages with suppliers to collect greenhouse gas emissions data at least annually and is actively working on refining its life cycle emissions evaluation.

### 10b (BP-2\_04) Description of basis for preparation of metrics that include value chain data estimated using indirect sources

- EnerSys prepares metrics that include value chain data estimated using indirect sources by following GHG Protocol and ISO 14000 standards. When direct data is unavailable, EnerSys relies on spend-based, distance-based, and average data methods to estimate emissions across its Scope 3 categories. For purchased goods, capital goods, and waste, spend-based and average data methods are applied, while transportation emissions are estimated using a distance-based approach. Use of sold products emissions are modeled using Life Cycle Assessments (LCAs) based on product type, quantity, and energy consumption. Reporting boundaries align with the GHG Protocol Scope 3 Guidance, covering full upstream and downstream emissions with annual supplier engagement to improve data accuracy. Some estimates use extrapolated data from prior years due to data gaps, and historical emissions

are updated to reflect the latest IEA and EPA factors. To enhance accuracy, EnerSys is expanding supplier engagement and refining its Scope 3 assessments as part of its broader sustainability commitments.

**10c (BP-2\_05) Description of resulting level of accuracy of metrics that include value chain data estimated using indirect sources**

- EnerSys estimates value chain data using indirect sources, leading to a moderate to high level of accuracy depending on the data source. Categories relying on supplier-provided data or Life Cycle Assessments (LCAs), such as use of sold products, have higher accuracy, while estimates based on spend-based or average data methods (e.g., purchased goods, transportation, and waste) introduce some uncertainty. Accuracy improves with annual supplier engagement, updated emissions factors from IEA and EPA, and refinements in Scope 3 assessments.

**10d (BP-2\_06) Description of planned actions to improve accuracy in future of metrics that include value chain data estimated using indirect sources**

- EnerSys is exploring ways to enhance the accuracy of value chain metrics estimated using indirect sources by engaging with suppliers, refining Life Cycle Assessments (LCAs), and expanding data collection efforts for Scope 3 emissions. The company is looking at opportunities to improve estimation methods, such as incorporating more detailed supplier emissions data and leveraging updated emissions factors from industry sources like IEA and EPA. Additionally, EnerSys is assessing potential improvements in data validation processes and reporting technologies to refine indirect estimations over time.

**11a (BP-2\_07) Disclosure of quantitative metrics and monetary amounts disclosed that are subject to high level of measurement uncertainty**

- EnerSys discloses Scope 3 emissions as a quantitative metric that involves a high level of measurement uncertainty, particularly for categories estimated using spend-based and average data methods, such as purchased goods, transportation, and waste. Additionally, monetary amounts related to indirect emissions impacts, such as carbon pricing scenarios and energy transition costs, are subject to uncertainty due to fluctuating market conditions, supplier data variability, and evolving regulatory frameworks.

**11bi (BP-2\_08) Disclosure of sources of measurement uncertainty**

- For some EnerSys data, such as facilities, estimations of electric, gas, district heat, and water usage were used. These values are only estimated when actual natural gas, water, district heat, and electricity use data are unavailable, often for small office sites. Estimates comprise approximately <3% of water and gas district heat and electric usage. Estimates of electricity use, natural gas use, and district heat use were made using data from the 2018 Commercial Buildings Energy Consumption Survey provided by the Energy Information Administration (EIA). Water use estimations were made using data from the 2012 Commercial Buildings Energy Consumption Survey provided by the EIA. All greenhouse gas (GHG) estimations were made in alignment with the GHG protocol and ISO 14000.

**11bii (BP-2\_09) Disclosure of assumptions, approximations and judgements made in measurement**

- EnerSys applies assumptions, approximations, and judgments in measuring value chain emissions, particularly in Scope 3 categories where direct supplier data is unavailable. The company uses spend-based, distance-based, and average data methods to estimate emissions, with approximations based on industry averages, prior year data, and emission factors from sources like IEA and EPA. Judgments are made when selecting the most relevant estimation method, ensuring alignment with GHG Protocol guidelines while continuously refining data accuracy.

13a (BP-2\_10) Explanation of changes in preparation and presentation of sustainability information and reasons for them

- EnerSys has made refinements in the preparation and presentation of sustainability information to enhance accuracy, transparency, and alignment with industry standards. Recent changes include expanding Scope 3 emissions reporting, incorporating updated emissions factors from IEA and EPA, and refining estimation methodologies for value chain data. Minor changes in our historical data are related to a change in reporting systems, which now allows for calculations using the most recent emissions factors, accounting for updates in historical data. Additionally, historical data previously unreported have now been included, improving completeness and comparability over time.

13b (BP-2\_11) Adjustment of comparative information for one or more prior periods is impracticable

- EnerSys has updated all historical data where feasible.

13b,13c (BP-2\_12) Disclosure of difference between figures disclosed in preceding period and revised comparative figures

- The difference between figures disclosed in the preceding period and revised comparative figures is due to minor changes in historical data resulting from a change in reporting systems. The new system enables calculations using the most recent emissions factors, improving accuracy and alignment with current standards. Additionally, previously unreported data, such as Canadian fleet fuel usage, has been incorporated, enhancing completeness and consistency in emissions reporting.

14a (BP-2\_13) Disclosure of nature of prior period material errors

- EnerSys has not identified any material errors in prior period data; however, minor adjustments were made due to a change in reporting systems, updated emissions factors, and the inclusion of previously unreported data, such as Canadian maintenance fleet fuel usage.

14b (BP-2\_14) Disclosure of corrections for prior periods included in sustainability statement

- Minor adjustments were made for prior periods due to a change in reporting systems, updated emissions factors, and the inclusion of previously unreported data, such as Canadian fleet fuel usage.

14c (BP-2\_15) Disclosure of why correction of prior period errors is not practicable

- Correction of prior period errors is practical and has been completed.

15Pt.1 (BP-2\_16) Disclosure of other legislation or generally accepted sustainability reporting standards and frameworks based on which information has been included in sustainability statement

- EnerSys discloses sustainability information in alignment with globally recognized reporting standards and frameworks, including the GHG Protocol, ISO 14000, Task Force on Climate-Related Financial Disclosures (TCFD), Global Reporting Initiative (GRI), Sustainability Accounting Standards Board (SASB), and European Sustainability Reporting Standards (ESRS). These frameworks guide EnerSys in measuring, reporting, and improving environmental, social, and governance (ESG) performance.

15Pt.2 (BP-2\_17) Disclosure of reference to paragraphs of standard or framework applied

- EnerSys aligns its sustainability disclosures with globally recognized frameworks, ensuring transparency and comparability. Emissions reporting is conducted in accordance with the GHG Protocol and is detailed in the 2024 Sustainability Report, which also includes GRI and

SASB disclosure tables. Climate-related financial risks and governance disclosures follow TCFD and CDP guidelines, both of which are available on the EnerSys sustainability website.

AR2Pt.1 (BP-2\_18) European standards approved by European Standardisation System (ISO/IEC or CEN/CENELEC standards) have been relied on

- EnerSys adheres to the standards as defined by the GHG Protocol and ISO 14064-1:2018 for measuring Scope 1, 2 & 3 greenhouse gas emissions.

AR2Pt.2 (BP-2\_19) Disclosure of extent to which data and processes that are used for sustainability reporting purposes have been verified by external assurance provider and found to conform to corresponding ISO/IEC or CEN/CENELEC standard

- EnerSys does not currently obtain third-party verification or external assurance for its Scope 1, Scope 2, or Scope 3 emissions data. While external assurance has not yet been conducted, EnerSys continues to refine its reporting processes to align with best practices and international standards.

16 (BP-2\_20) List of DRs or DPs incorporated by reference

- EnerSys will be listing all Disclosure Requirements (DRs) and Data Points (DPs) directly within the report where ESRS questions will be answered. Any references to other reports or documents, such as the TCFD Report, CDP Climate Change Questionnaire, Sustainability Report, and Corporate Governance Guidelines, will be clearly indicated within the respective ESRS responses to ensure transparency and alignment with reporting standards. This approach ensures that all required disclosures are easily accessible within a single document while maintaining references to relevant supporting information where applicable.

17 (BP-2\_21) Topics (E4, S1, S2, S3, S4) have been assessed to be material

Topic	Materiality
E4: Biodiversity and Ecosystems	Not Material
S1: Own Workforce	Material
S2: Workers in the Value Chain	Not Material
S3: Affected Communities	Not Material
S4: Consumers and End Users	Material

17aPt.1 (BP-2\_22) List of sustainability matters assessed to be material (phase-in)

- Through our double materiality assessment conducted by a third-party, the following topics have been assessed to be material:
  - E1: Climate Change
  - E3: Water and Marine Resources
  - E5: Resource Use and Circular Economy
  - S1: Own Workforce
  - G1: Business Conduct

17aPt.2 (BP-2\_23) Disclosure of how business model and strategy take account of impacts related to sustainability matters assessed to be material (phase-in)

- EnerSys integrates material sustainability impacts into its business model by aligning strategic priorities with environmental, social, and governance objectives. Our Climate Action Plan informs decarbonization targets, operational efficiencies, and product innovation, including advancements in lithium-ion and TPPL technologies. Material sustainability topics such as climate, water resources, and our own workforce directly influence capital allocation, facility planning, and supplier engagement. Sustainability risks and opportunities are embedded into enterprise risk management and strategic planning.

These efforts support EnerSys' transition to a low-carbon, resource-efficient, and inclusive growth model.

17b (BP-2\_24) Description of any time-bound targets set related to sustainability matters assessed to be material (phase-in) and progress made towards achieving those targets

- EnerSys has set time-bound sustainability targets including achieving Scope 1 carbon neutrality by 2040 and Scope 2 neutrality by 2050. Additional targets include reducing energy and water intensity per kWh of storage produced by 25% by 2030.

17c (BP-2\_25) Description of policies related to sustainability matters assessed to be material (phase-in)

- EnerSys has adopted a suite of policies addressing material sustainability matters, including its Climate Change Policy, Environmental Policy, ESG and Human Rights Policy, and Workforce Labor Rights Policy. These policies guide the Company's approach to emissions reduction, resource efficiency, ethical labor practices, and supply chain responsibility. They are reviewed regularly and integrated into operations, risk management, and governance frameworks.

17d (BP-2\_26) Description of actions taken to identify, monitor, prevent, mitigate, remediate or bring end to actual or potential adverse impacts related to sustainability matters assessed to be material (phase-in) and result of such actions

- EnerSys identifies and monitors actual and potential adverse sustainability impacts through its enterprise risk management program, materiality assessments, and climate scenario analyses. Actions taken include implementing a Climate Action Plan, conducting supply chain due diligence, maintaining a global battery recycling program, and enforcing workplace health, safety, and labor rights policies. These measures have led to measurable outcomes such as a 25% reduction in Scope 1 emissions since FY20 and increased supplier compliance with ethical sourcing standards. Progress is reviewed quarterly by senior leadership and the Board to ensure accountability and continuous improvement.

17e (BP-2\_27) Disclosure of metrics related to sustainability matters assessed to be material (phase-in)

- EnerSys discloses key sustainability metrics aligned with its material topics, including Scope 1, 2, and 3 GHG emissions, energy and water intensity per kWh of storage produced, and total water usage (E1, E3). For circularity (E5), EnerSys tracks hazardous waste generation and battery recycling through our takeback programs. On workforce (S1), metrics include health and safety incident rates and employee engagement scores. Business conduct (G1) metrics include employee training completion rates on ethics and compliance.

## GOV-1 The role of the administrative, management and supervisory bodies

21aPt.1 (GOV-1\_01) Number of executive members

- At the close of FY25, EnerSys had 11 executive members:
  1. Andrea Funk, Executive Vice President and Chief Financial Officer
  2. Chad Uplinger, President, Motive Power, Global
  3. David M. Shaffer, Director and Chief Executive Officer
  4. Jamie Gebbia, Vice President, Corporate and Business Development
  5. Joseph Lewis, Chief Legal and Compliance Officer
  6. Keith Fisher, President, Energy Systems, Global
  7. Mark Matthews, President, Specialty, Global

8. Patrice Baumann, Chief Integrated Supply Chain Officer
  9. Philipp Michalsky, Chief Information Officer
  10. Shannon Thomas, Chief Human Resources Officer
  11. Shawn M. O'Connell, President and Chief Operating Officer
- At the publication of this report in October 2025, EnerSys had 9 executive members:
    1. Andrea Funk, Executive Vice President and Chief Financial Officer
    2. Chad Uplinger, President, Motive Power, Global
    3. Jamie Gebbia, Vice President, Corporate and Business Development
    4. Joseph Lewis, Chief Legal and Compliance Officer
    5. Keith Fisher, President, Energy Systems, Global
    6. Mark Matthews, President, Specialty, Global & Chief Technology Officer
    7. Philipp Michalsky, Chief Information Officer
    8. Shawn O'Connell, President and Chief Executive Officer
    9. Todd Sechrist, Chief Human Resources Officer

#### 21aPt.2 (GOV-1\_02) Number of non-executive members

- As of the publication of the 2025 Proxy, EnerSys had 10 non-executive members:
  1. Caroline Chan, Director and Member of the Compensation Committee, Nominating & Corporate Governance Committee, and Technology Advisory Committee
  2. David C. Habiger, Director and Member of the Compensation Committee, Nominating & Corporate Governance Committee, and Technology Advisory Committee
  3. Howard I. Hoffen, Director and Member of the Nominating & Corporate Governance Committee
  4. Lauren Knausenberger, Director and Member of the Audit Committee and Technology Advisory Committee
  5. Paul J. Tufano, Independent Non-Executive Chair of the Board of Directors
  6. Ronald P. Vargo, Director, Chair of the Audit Committee, and Member of the Compensation Committee
  7. Rudolph (Rudy) Wynter, Director, Chair of the Nominating & Corporate Governance Committee, and Member of the Audit Committee and Technology Advisory Committee.
  8. Shawn M. O'Connell, Director, President and Chief Executive Officer
  9. Steven M. Fludder, Director, Chair of the Compensation Committee, and Member of the Audit Committee, Nominating & Corporate Governance Committee, and Technology Advisory Committee
  10. Tamara (Tammi) Morytko, Director and Member of the Audit Committee and Compensation Committee

#### 21b (GOV-1\_03) Information about representation of employees and other workers

- EnerSys does not currently include employee or worker representatives on its Board of Directors or formal governance committees. However, the company actively engages employees through structured channels such as its annual global employee survey and local safety programs, which are used to gather input and guide improvements across operations. These mechanisms ensure that employee perspectives are regularly communicated to senior leadership and considered in decision-making processes, particularly in areas related to workplace culture, safety, and sustainability.

#### 21c (GOV-1\_04) Information about member's experience relevant to sectors, products and geographic locations of undertaking



- Our directors and director nominees collectively possess the expertise, leadership skills, and diversity of experiences and backgrounds to oversee the execution of the company's growth strategy and protect long-term stockholder value, which qualifications are summarized in the table below. More detailed information, including the experience relevant to our operations' sectors, products, and geographic locations, can be found under each director and director nominees' respective biographies in our 2025 Proxy Statement.

Name	Executive Leadership	Character/ Integrity	Industry/Manufacturing	Scientific/Technology	Global/International	Accounting/ Financial	Cyber	Environmental
Caroline Chan	X	X		X	X			
Steven M. Fludder	X	X	X	X	X	X		X
David C. Habiger	X	X		X	X	X	X	
Howard I. Hoffen	X	X				X		
Lauren Knausenberger	X	X		X		X	X	
Tamara Morytko	X	X	X		X	X		
Shawn M. O'Connell	X	X	X		X	X		
Paul J. Tufano	X	X	X	X	X	X		
Ronald P. Vargo	X	X	X	X	X	X		
Ruldoph Wynter	X	X	X		X	X		X

#### 21dPt.1 (GOV-1\_05) Percentage of members of administrative, management and supervisory bodies by gender and other aspects of diversity

- As of the close of FY25, 30% of executive members (Leadership), and non-executive members (Board of Directors) are either female and/or ethnically diverse.
- At the publication of this report in October 2025, 28% of executive members (Leadership), and non-executive members (Board of Directors) are either female and/or ethnically diverse.

#### 21dPt.2 (GOV-1\_06) Board's gender diversity ratio

- The diversity of the Board of Directors (Board) as represented through an average ratio of female to male board members is 3:7.

#### 21e (GOV-1\_07) Percentage of independent board members

- Our Board of Directors determined that all directors and director nominees, with the exception of Mr. O'Connell, are independent from EnerSys and our management under the listing standards of The New York Stock Exchange. 90% of the board is independent.

#### 22a (GOV-1\_08) Information about identity of administrative, management and supervisory bodies or individual(s) within body responsible for oversight of impacts, risks and opportunities

- The Audit Committee, Compensation Committee, and Nominating and Corporate Governance Committee (NCGC) each adhere to a written charter approved by the Board and are responsible for oversight of impacts, risks and opportunities. These charters delineate the duties and responsibilities of each Committee, clarifying the areas of impact, risks, and opportunities for which they are accountable. At EnerSys, the Audit Committee oversees financial reporting, internal controls, and ESG-related risks; the Compensation Committee manages executive and director compensation, incentive plans, and talent-related risks; and the Nominating and Corporate Governance Committee (NCGC) oversees board composition, succession planning, and the company's sustainability strategies. The Committees and individuals below are responsible for oversight of impacts, risks and opportunities associated with EnerSys operations.



<b>Audit Committee</b>	<b>Compensation Committee</b>	<b>Nominating and Corporate Governance Committee</b>	<b>Technology Advisory Committee</b>
Steven M. Fludder	Caroline Chan	Caroline Chan	Caroline Chan
Lauren Knausenberger	Steven M. Fludder (Chair)	Steven M. Fludder	Steven M. Fludder
Tamara Morytko	David C. Habiger	David C. Habiger	David C. Habiger
Ronald P. Vargo (Chair)	Tamara Morytko	Howard I. Hoffen	Lauren Knausenberger
Rudolph Wynter	Ronald P. Vargo	Rudolph Wynter (Chair)	Rudolph Wynter

**22b (GOV-1\_09) Disclosure of how body's or individuals within body responsibilities for impacts, risks and opportunities are reflected in undertaking's terms of reference, board mandates and other related policies**

- The Board oversees various risks potentially affecting EnerSys both directly and indirectly through its independent Committees (Audit, Compensation, and NCGC). EnerSys has a risk management program that, among other things, is designed to identify risks across EnerSys with input from each business unit and function. The Executive Risk Management Committee is composed of senior managers across the organization and meets quarterly to identify significant risks, coordinate information sharing, and coordinate mitigation efforts for all types of risk. Management personnel from all EnerSys business units and functions have input into our enterprise risk management program and are responsible for identifying and prioritizing risks. Material risks are identified and prioritized by management and its Risk Committee, which reports to the Audit Committee, and each prioritized risk is referred to the appropriate Committee of the Board or the full Board for oversight. On a minimum of a quarterly basis, information regarding risks, including climate-related risks, flows from Senior Management to the Board as follows:

<b>Board of Directors</b>	<b>Audit Committee + Nominating and Corporate Governance Committee</b>	<b>Sustainability Steering Committee + Executive Risk Management Committee</b>
Strategic decision and policy	Reviewing and discussing policies with respect to risk assessment and risk management	Employee feedback, location-based assessment of risk, materiality of risk

<b>Parties Responsible for Oversight</b>	<b>Key Leadership</b>
Sustainability Steering Committee	CEO
Executive Risk Management Committee	Chief Legal and Compliance Officer
Sustainability Department	Senior Director of Sustainability

**22c (GOV-1\_10) Description of management's role in governance processes, controls and procedures used to monitor, manage and oversee impacts, risks and opportunities**

- Robust sustainability disclosure and targets are essential for ensuring accountability and maintaining and reinforcing our corporate reputation. Each quarter throughout the year, the Board and each Committee spend a portion of their time reviewing and discussing specific risk topics. The Board is kept informed of each Committee's risk oversight and related activities through regular attendance by all directors at all Committee meetings. Strategic, operational and competitive risks also are presented and discussed at the Board's quarterly meetings and more often as needed. On at least an annual basis, the Board reviews our long-term strategic plans and members of senior management report on our top risks and the steps management has taken or will take to mitigate these risks. At each quarterly meeting, or more often as necessary, our senior management team and the CEO provide written and/or oral reports to the Board on the critical issues we face, and each officer

reports on recent developments in their respective reporting area. These reports include a discussion of business risks as well as a discussion regarding enterprise risk. In addition, at each quarterly meeting, or more often as necessary, the Chief Legal & Compliance Officer and Secretary (CLO) updates the Board on material legal, risk, regulatory and sustainability matters. This governance structure ensures that targets related to material impacts, risks, and opportunities are carefully considered, monitored, and adjusted as needed to drive progress and uphold accountability.

Our Sustainability Steering Committee (Sustainability Committee) consists of senior management and subject matter experts (SMEs) and meets quarterly. We also maintain a talented sustainability team, which leads our significant efforts concerning climate change management, product sustainability, operations, supply chain management, workforce health and safety, belonging, collaboration, opportunity, and community engagement. The Sustainability team reports quarterly to the Sustainability Committee which consists of the CEO, Chief Financial Officer, other C-Suite members, as well as subject matter experts (SMEs). The Sustainability Committee reports to the NCGC, which is responsible for environmental, social and governance issues.

The Board, including our CEO, oversees the administration of our sustainability program and considers sustainability issues quarterly. The NCGC has specific responsibilities to assist the Board in fulfilling its oversight responsibilities relating to the company's policies and practices regarding sustainability matters – including climate change – that are significant to the company. The Audit Committee and the entire Board are also directly engaged with sustainability risk areas through our comprehensive enterprise risk management program. The Board and our CEO administer our sustainability program, through which EnerSys communicates and monitors our information regarding compliance with our various policies, including those for climate change. The Corporate Risk Committee meets quarterly and assesses all material risk to the company, including short, medium and long-term climate risk.

#### 22ci (GOV-1\_11) Description of how oversight is exercised over management-level position or committee to which management's role is delegated to

- The Board, including our CEO, oversees the administration of our sustainability program and considers sustainability issues quarterly. The NCGC has specific responsibilities to assist the Board in fulfilling its oversight responsibilities relating to the company's policies and practices regarding sustainability matters – including climate change – that are significant to the company. The Audit Committee and the entire Board are also directly engaged with sustainability risk areas through our comprehensive enterprise risk management program. The Board and our CEO administer our sustainability program, through which EnerSys communicates and monitors our information regarding compliance with our various policies, including those for climate change. The Corporate Risk Committee meets quarterly and assesses all material risk to the company, including short, medium and long-term climate risk.

#### 22cii (GOV-1\_12) Information about reporting lines to administrative, management and supervisory bodies

- All team members are required to promote the highest ethical principles through honest, fair and transparent behavior. We demonstrate our integrity daily by being personally accountable for our actions. Complying with all legal and company policies and procedures is non-negotiable. Our leaders promote integrity, trust and respect among team members by encouraging honesty and transparency. Employees in administrative, management, or

supervisory positions possess expertise based on their respective duties. Required expertise is outlined in position descriptions and evaluated throughout the hiring process.

22ciii (GOV-1\_13) Disclosure of how dedicated controls and procedures are integrated with other internal functions

- EnerSys integrates dedicated sustainability controls and procedures within its broader enterprise risk management, compliance, and operational frameworks. The Sustainability Steering Committee collaborates with internal departments such as Legal, Operations, Finance, and Supply Chain to ensure alignment and execution of sustainability initiatives. Climate risks are reviewed quarterly by senior management and communicated to the Board through established governance channels. This integration ensures that sustainability considerations are embedded in strategic planning, decision-making, and performance management across the organization.

22d (GOV-1\_14) Disclosure of how administrative, management and supervisory bodies and senior executive management oversee setting of targets related to material impacts, risks and opportunities and how progress towards them is monitored

- At EnerSys, the Board of Directors—particularly through the Nominating and Corporate Governance Committee—oversees the setting of sustainability-related targets tied to material impacts, risks, and opportunities. Senior executive management, including the CEO and Sustainability Steering Committee, develops and implements these targets, such as Scope 1 and 2 decarbonization goals and resource efficiency improvements. Progress is reviewed quarterly by senior leadership and reported to the Board, with metrics integrated into performance evaluations and select incentive compensation plans. Climate and sustainability risks are also incorporated into the enterprise risk management program for ongoing monitoring. This governance structure ensures alignment between sustainability goals and corporate strategy.

23 (GOV-1\_15) Disclosure of how administrative, management and supervisory bodies determine whether appropriate skills and expertise are available or will be developed to oversee sustainability matters

- EnerSys ensures appropriate oversight of sustainability matters by appointing directors and executives with relevant expertise in sustainability, environmental policy, technology, and risk management. The Nominating and Corporate Governance Committee considers sustainability competencies when evaluating Board composition and new director candidates. Directors regularly receive updates on sustainability trends, regulatory developments, and company-specific initiatives through formal briefings and committee meetings. Internally, the Sustainability Steering Committee includes senior leaders and subject matter experts who guide implementation and ensure operational integration. This structure supports continuous development of sustainability-related skills at both the Board and management levels.

23a (GOV-1\_16) Information about sustainability-related expertise that bodies either directly possess or can leverage

- EnerSys' Board of Directors includes members with expertise in environmental sustainability, energy systems, risk management, and corporate governance, enabling effective oversight of sustainability matters. The Company also leverages internal experts through its Sustainability Steering Committee and cross-functional Climate Action Plan Committee. These bodies provide specialized knowledge in areas such as climate risk, emissions reduction, circular economy, and responsible sourcing.

23b (GOV-1\_17) Disclosure of how sustainability-related skills and expertise relate to material impacts, risks and opportunities

- Sustainability-related skills and expertise at EnerSys are aligned with its material impacts, risks, and opportunities, such as climate change, energy efficiency, and responsible resource use. Board members and senior leaders with backgrounds in energy systems, environmental management, and supply chain resilience guide strategic decisions and risk mitigation. These competencies ensure that material sustainability issues are integrated into business planning and performance oversight.

## GOV-2 Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies

26a (GOV-2\_01) Disclosure of whether, by whom and how frequently administrative, management and supervisory bodies are informed about material impacts, risks and opportunities, implementation of due diligence, and results and effectiveness of policies, actions, metrics and targets adopted to address them

- The Board of Directors (Board), including our Chief Executive Officer (CEO), oversees the administration of our Sustainability Program and considers sustainability issues quarterly. The NCGC has specific responsibilities to assist the Board in fulfilling its oversight responsibilities relating to sustainability. The Audit Committee and the entire Board are also directly engaged with Sustainability risk areas through our comprehensive enterprise risk management program. The Board and our CEO administer our Sustainability program by which EnerSys communicates and monitors our information regarding compliance with our various policies, including those for sustainability, conflict minerals, environmental responsibility and engagement, employee and supplier diversity, anti-slavery and human trafficking, battery recycling programs and environment and sustainability issues concerning the production and life cycle of our products. The Chief Legal & Compliance Officer and Secretary (CLO) of the company reports to the Audit Committee of the Board on legal, ethics and compliance matters, and environmental, health and safety matters at each Audit Committee Meeting. Our head of sustainability is responsible for the execution of the sustainability strategy, leading the Climate Action Plan and Sustainability Committees and reporting to the NCGC Committee on at least a quarterly basis. The Executive Risk Management Committee meets quarterly and assesses all material risk to the company, including short, medium and long-term climate risk. Our Sustainability Committee consists of senior management and SMEs and meets quarterly. We also maintain a talented sustainability team, which leads our significant efforts concerning climate change management, product sustainability, operations, supply chain management, workforce health and safety, belonging, collaboration and opportunity, and community engagement. In 2022 we established a Climate Action Plan Committee consisting of senior leaders and subject-matter experts from across the company to develop the plan to achieve our publicly announced climate goals. The Climate Action Plan Committee meets on an ongoing basis and provides quarterly updates to the Sustainability Committee and NCGC.

26b (GOV-2\_02) Disclosure of how administrative, management and supervisory bodies consider impacts, risks and opportunities when overseeing strategy, decisions on major transactions and risk management process

- Material risks identified and prioritized by management and the Risk Committee are reported regularly to the Audit Committee. Each prioritized risk is referred to the appropriate committee of the Board or the full Board for oversight. Members of the Board

regularly review information regarding our credit, liquidity, markets, legal, regulatory, sustainability, compliance and operations, including technology and cyber security risk, as well as the strategic and financial considerations associated with each.

#### 26c (GOV-2\_03) Disclosure of list of material impacts, risks and opportunities addressed by administrative, management and supervisory bodies or their relevant committees

- The EnerSys administrative, management, and supervisory bodies – including the Board of Directors and its committees – oversee a wide range of material climate-related impacts, risks, and opportunities. As noted in our Task Force on Climate Related Financial Disclosure (TCFD) Reports, the Board reviews climate and sustainability matters quarterly, while specific committees such as the Nominating & Corporate Governance Committee (NCGC) and Audit Committee are responsible for Sustainability strategy, climate risk assessment, and regulatory compliance oversight. The Sustainability Steering Committee, comprised of senior management and subject matter experts, executes the company's sustainability strategy, including climate-related goals, and reports regularly to the Board. EnerSys has identified and disclosed material risks (e.g., energy costs, water stress, severe weather disruptions) and opportunities (e.g., demand growth for climate technology solutions, renewable energy incentives), using scenario analysis across 1.5°C, 2°C, and ~3°C pathways. These analyses inform mitigation strategies and strategic planning, underscoring the company's commitment to integrating climate considerations into governance and long-term business planning.

#### AR6 (GOV-2\_04) Disclosure of how governance bodies ensure that appropriate mechanism for performance monitoring is in place

- EnerSys ensures effective climate performance monitoring through a structured governance framework. The Board of Directors reviews sustainability performance quarterly, with the Nominating & Corporate Governance Committee overseeing climate policies and the Audit Committee monitoring related risks. The Sustainability Steering Committee, composed of senior leaders and subject matter experts, meets quarterly to track progress on climate targets and reports to the Board. Performance is measured against established goals—such as emissions and energy intensity reductions—and integrated into executive compensation metrics. This structure ensures accountability and consistent oversight of climate-related performance across all levels of the organization.

## GOV-3 Integration of sustainability-related performance in incentive schemes

#### 29 (GOV-3\_01) Incentive schemes and remuneration policies linked to sustainability matters for members of administrative, management and supervisory bodies exist

- The FY25 company incentive plan includes a goal specifically tied to the publication and initial execution of our Climate Action Plan, impacting all members of EnerSys leadership.

#### 29a (GOV-3\_02) Description of key characteristics of incentive schemes

- EnerSys incentive schemes are designed to align executive compensation with company performance, including financial, operational, and sustainability goals. The short-term incentive plan includes metrics such as operating earnings, capital efficiency, and non-financial transformational goals, including sustainability targets like a goal specifically tied to the publication and initial execution of our Climate Action Plan. Additionally, long-term incentives include restricted stock units and premium-priced stock options factored into annual goals and bonus eligibility for management-level employees.

29b (GOV-3\_03) Description of specific sustainability-related targets and (or) impacts used to assess performance of members of administrative, management and supervisory bodies

- EnerSys integrates specific sustainability-related targets into its performance assessments for senior leadership, including members of administrative and management bodies. For fiscal year 2025, the company incorporated metrics into its annual Management Incentive Plan such as a goal specifically tied to the publication and initial execution of our Climate Action Plan. These targets directly influence bonus payouts and are part of broader efforts to align executive performance with EnerSys' long-term climate and sustainability commitments.

29c (GOV-3\_04) Disclosure of how sustainability-related performance metrics are considered as performance benchmarks or included in remuneration policies

- EnerSys integrates sustainability-related performance metrics into its remuneration policies, primarily through its short-term incentive plan. In fiscal year 2025, goals linked to the publication and initial implementation of our Climate Action Plan were incorporated into performance evaluations and had a direct impact on bonus payouts for eligible executives. This alignment reinforces leadership accountability and ensures that progress on sustainability objectives is meaningfully connected to financial incentives.

29d (GOV-3\_05) Percentage of variable remuneration dependent on sustainability-related targets and (or) impacts

- The Compensation Committee considers several factors to determine the compensation for executive officers and to ensure that our executive compensation program is achieving its objectives. Executive compensation and incentives are set based on eight categories. Sustainability-related performance is one of these categories, ultimately affecting 12.5% of compensation.

29e (GOV-3\_06) Description of level in undertaking at which terms of incentive schemes are approved and updated

- The Compensation Committee reviews and approves each executive officer's base pay, bonus, and equity incentive compensation annually, with input and guidance from the Compensation Committee's independent compensation consultant, Frederic W Cook Company Inc. Since August 1, 2024, directors Fludder (Chair), Chan, Habiger, Morytko and Vargo serve as members of the Compensation Committee. All directors are independent, and report to the Board, ultimately responsible for setting the annual incentive program and determining if all requirements are met.

## GOV-4 Statement on due diligence

30;32 (GOV-4\_01) Disclosure of mapping of information provided in sustainability statement about due diligence process

- EnerSys discloses its due diligence processes related to sustainability across several key documents. The ESG and Human Rights Policy outlines adherence to the UN Guiding Principles on Business and Human Rights and OECD Guidelines, covering labor, environmental, and anti-corruption due diligence, and is supported by the Code of Business Conduct and Ethics and Supplier Code of Conduct, which mandate ethical standards across operations and supply chains. These documents collectively map EnerSys' structured due diligence processes and their integration into the company's sustainability governance and disclosures.



## GOV-5 Risk management and internal controls over sustainability reporting

### 36a (GOV-5\_01) Description of scope, main features and components of risk management and internal control processes and systems in relation to sustainability reporting

- Our risk management program is designed to identify risks across EnerSys with input from each business unit and function. The initial process for identifying the size and scope of climate risks is integrated into our climate risk reporting process and outlined in the methodology section of this report. Risks are initially assessed through both the timeframe and the materiality threshold. Our risk management program is critical to our continued business success and resilience against climate change impacts. Identification, assessment, and management of climate-related risks are built into our risk management program. Our risk management program is designed to identify risks across EnerSys with input from each business unit and function. Climate risk determination is made through the lens of potential financial impacts that are material. We take a conservative approach and evaluate all potential risks; only if deemed potentially material do we quantify that risk. Throughout this process, existing and emerging regulatory requirements related to climate change, such as reporting for Global Reporting Initiative (GRI), Sustainability Accounting Standards Board (SASB) and ESRS frameworks, are reviewed and considered to manage risks. EnerSys has an Executive Risk Management Committee of senior managers across the organization – including the sustainability lead – that meets quarterly to identify significant risks, coordinate information sharing, and coordinate mitigation efforts for all types of risks. The Board oversees various risks potentially affecting EnerSys directly and indirectly through its independent Committees (Audit, Compensation, and NCGC). The Board regularly reviews information regarding our credit, liquidity, markets, legal, regulatory, compliance, and operations, including technology, cybersecurity, and sustainability, as well as the associated strategic and financial considerations. For more information on our risk management program, please refer to our most recently filed Proxy Statement.

### 36b (GOV-5\_02) Description of risk assessment approach followed

- Material risks are identified and prioritized by management and the Risk Committee and reported regularly to the Audit Committee. Each prioritized risk is referred to the appropriate Committee of the Board or the full Board for oversight. On at least an annual basis, the Board conducts a review of our long-term strategic plans and members of senior management report on our top risks and the steps management has taken or will take to mitigate these risks. At each quarterly meeting, or more often as necessary, our senior management team, along with the CEO, provide written and/or oral reports to the Board on the critical issues we face, and each officer reports on recent developments in their respective reporting area. These reports include a discussion of business risks as well as a discussion regarding enterprise risk. In addition, at each quarterly meeting, or more often as necessary, the Chief Legal & Compliance Officer and Secretary (CLO) updates the Board on material legal, risk, regulatory and sustainability matters.

### 36c (GOV-5\_03) Description of main risks identified and their mitigation strategies

- The 2024 Task Force on Climate-Related Financial Disclosures (TCFD) Report identifies main risks, actual and potential, and their mitigation strategies.

### 36d (GOV-5\_04) Description of how findings of risk assessment and internal controls as regards sustainability reporting process have been integrated into relevant internal functions and processes



- The Executive Risk Management Committee and the EnerSys sustainability department utilize findings from risk assessments related to sustainability to make recommendations for internal function and process improvement.

#### 36e (GOV-5\_05) Description of periodic reporting of findings of risk assessment and internal controls to administrative, management and supervisory bodies

- The Executive Risk Management Committee meets quarterly to identify significant risks, coordinate information sharing, and coordinate mitigation efforts for all types of risks throughout the global organization.

## SBM-1 Strategy, business model and value chain

#### 40ai (SBM-1\_01) Description of significant groups of products and (or) services offered

- EnerSys offers four significant groups of products and services: Energy Systems, Motive Power, Specialty, and New Ventures. Energy Systems include uninterruptible power supplies, energy storage, power conversion and distribution solutions for telecom, data centers, utilities, and broadband customers. Motive Power provides batteries and chargers for electric forklifts, AGVs, and industrial electric vehicles. Specialty serves aerospace, defense, premium automotive, and medical markets, while New Ventures delivers energy storage and management systems for electric vehicle fast charging, utility backup power, and demand charge reduction.

#### 40aii (SBM-1\_02) Description of significant markets and (or) customer groups served

- EnerSys serves over 10,000 customers in more than 100 countries across diverse markets. Key customer groups include telecommunications, broadband, data centers, utilities, industrial facilities, manufacturing, warehousing, aerospace, defense, medical, automotive, and government entities. The company's products support essential industries by providing reliable energy solutions for critical infrastructure and operations. EnerSys markets its offerings globally through a mix of direct sales, distributors, and OEM partnerships.

#### 40aiiiPt.1 (SBM-1\_03) Total number of employees (head count)

Gender	# Employees
Female	2,415
Male	8,093
Not reported	46
<b>Total Employees</b>	<b>10,554</b>

#### 40aiiiPt.2 (SBM-1\_04) Number of employees (head count)

Gender	# Employees
Female	2,415
Male	8,093
Not reported	46
<b>Total Employees</b>	<b>10,554</b>

#### 40aiv (SBM-1\_05) Description of products and services that are banned in certain markets

- As a company committed to sustainability, we ensure that our products and services comply with all relevant regulations and initiatives. None of our products or services are currently subject to bans in any market.

#### 40bPt.1 (SBM-1\_06) Total revenue

- EnerSys' net sales in FY25 was \$3,617.6 million.

#### 40bPt.2 (SBM-1\_07) Revenue by significant ESRS Sectors

Line of Business/Sector	Net Sales (In Millions)
Energy Systems	\$1,531.1
Motive Power	\$1,484.1
Specialty	\$593.6
Other	\$8.8

#### 40c (SBM-1\_08) List of additional significant ESRS sectors in which significant activities are developed or in which undertaking is or may be connected to material impacts

- EnerSys operates in several significant ESRS sectors, including energy equipment and services, electrical and electronic equipment, automobiles and components, aerospace and defense, and health care equipment and services. These sectors are tied to material impacts due to the company's involvement in energy storage, electrification, grid resilience, and critical infrastructure. EnerSys' products play a key role in supporting climate transition, clean mobility, and sustainable industrial operations. The company also reports on related environmental and social impacts, such as emissions, energy use, supply chain practices, and human rights.

#### 40diPt.1 (SBM-1\_09) Undertaking is active in fossil fuel (coal, oil and gas) sector

- EnerSys is not active in the fossil fuel (coal, oil, and gas) sector.

#### 40diPt.2 (SBM-1\_10) Revenue from fossil fuel (coal, oil and gas) sector

- EnerSys does not generate revenue from the sale of fossil fuels.

#### 40diPt.3 (SBM-1\_11) Revenue from coal

- EnerSys does not generate revenue from the sale of coal.

#### 40diPt.4 (SBM-1\_12) Revenue from oil

- EnerSys does not generate revenue from the sale of oil.

#### 40diPt.5 (SBM-1\_13) Revenue from gas

- EnerSys does not generate revenue from the sale of gas.

#### 40diPt.6 (SBM-1\_14) Revenue from Taxonomy-aligned economic activities related to fossil gas

- EnerSys does not generate revenue from the sale of fossil gas.

#### 40diiPt.1 (SBM-1\_15) Undertaking is active in chemicals production

- EnerSys is not active in chemicals production.

#### 40diiPt.2 (SBM-1\_16) Revenue from chemicals production

- EnerSys does not generate revenue from chemicals production.

#### 40diiiPt.1 (SBM-1\_17) Undertaking is active in controversial weapons

- EnerSys provides energy storage solutions used in missile and weapons systems, supporting applications such as launch platforms and guided weapon systems. While the company does not manufacture weapons themselves, its products are integrated into defense technologies that may be associated with controversial weapons. Therefore, EnerSys is indirectly active in the controversial weapons sector through the supply of critical battery systems for military use.

#### 40diiiPt.2 (SBM-1\_18) Revenue from controversial weapons

- EnerSys does not generate direct revenue from the manufacture of controversial weapons. The company supplies energy storage systems and batteries that may be integrated into defense applications, including missiles and weapons systems, but it does not produce weapons themselves or design systems with the purpose of weaponization.

#### 40divPt.1 (SBM-1\_19) Undertaking is active in cultivation and production of tobacco

- EnerSys is not active in cultivation and production of tobacco.

#### 40divPt.2 (SBM-1\_20) Revenue from cultivation and production of tobacco

- EnerSys does not generate revenue from cultivation and production of tobacco.

#### 40e (SBM-1\_21) Description of sustainability-related goals in terms of significant groups of products and services, customer categories, geographical areas and relationships with stakeholders

- EnerSys has set sustainability-related goals focused on achieving Scope 1 neutrality by 2040, Scope 2 neutrality by 2050, and improving energy and water intensity by 25% by 2030 across its operations. These goals apply to all major product groups, including Energy Systems, Motive Power, Specialty, and New Ventures, and support customers in sectors such as telecommunications, logistics, defense, and renewable energy. Regionally, EnerSys implements these goals across its global footprint, including the Americas, EMEA, and Asia-Pacific, with localized initiatives such as energy efficiency upgrades and water reuse programs. Stakeholder engagement includes collaboration with suppliers on sustainability performance, customer alignment on carbon reduction, and community involvement through charitable giving initiatives.

#### 40f (SBM-1\_22) Disclosure of assessment of current significant products and (or) services, and significant markets and customer groups, in relation to sustainability-related goals

- EnerSys assesses its significant products and markets in relation to sustainability goals by evaluating their impact on decarbonization, electrification, and energy efficiency. The company's energy storage solutions support customer sustainability objectives, such as reducing greenhouse gas emissions and enabling renewable energy integration, especially through products used in electric mobility, grid reliability, and clean backup power. EnerSys conducts climate-related risk and opportunity assessments across its markets and has published Scope 1, 2, and 3 emissions, aligning its products and services with long-term sustainability targets including net-zero goals. Additionally, product-level avoided emissions and lifecycle impact assessments help measure the positive climate contributions of its offerings.

#### 40g (SBM-1\_23) Disclosure of elements of strategy that relate to or impact sustainability matters

- EnerSys' strategy integrates sustainability through its focus on clean energy storage, electrification, grid resilience, and support for renewable energy adoption, aligning directly with global climate goals. Key strategic elements include product innovation in lithium-ion technologies, expansion into energy management systems, and the establishment of a domestic lithium cell gigafactory to reduce emissions and enhance supply chain resilience. Sustainability is also embedded in corporate governance, with oversight by the Sustainability Steering Committee and Board-level committees responsible for environmental and social performance. Additionally, EnerSys links executive compensation to sustainability metrics, such as emissions reduction, further reinforcing its integration into core business strategy.

#### 41 (SBM-1\_24) List of ESRS sectors that are significant for undertaking

- EnerSys sectors include:
  - **Energy Systems** - uninterruptible power systems, or "UPS" applications for computer and computer-controlled systems, as well as telecommunications

systems, switchgear and electrical control systems used in industrial facilities and electric utilities, large-scale energy storage and energy pipelines. Energy Systems also includes highly integrated power solutions and services to broadband, telecom, data center, and industrial customers, as well as thermally managed cabinets and enclosures for electronic equipment and batteries.

- **Motive Power** - power for electric industrial forklifts, AGVs other material handling equipment used in manufacturing, and warehousing operations, as well as equipment used in floor care, mining, rail and airport ground support applications.
- **Specialty** - premium starting, lighting and ignition applications in transportation, energy solutions for satellites, spacecraft, commercial aircraft, military, aircraft, submarines, ships, other tactical vehicles, defense applications and portable power solutions for soldiers in the field, as well as medical devices and equipment.
- **New Ventures** - energy storage and management systems for demand charge reduction, utility back-up power, and dynamic fast charging for electric vehicles.

#### 42 (SBM-1\_25) Description of business model and value chain

- EnerSys designs, manufactures, and distributes energy storage systems, batteries, chargers, and power management solutions across four business segments: Energy Systems, Motive Power, Specialty, and New Ventures. Its value chain includes sourcing raw materials (such as lead, lithium, and electronics), global manufacturing operations, and a worldwide distribution network supported by company-owned sales and service teams. The company serves over 10,000 customers in 100+ countries, supplying critical energy solutions for industries like telecommunications, logistics, defense, and renewable energy. EnerSys also incorporates aftermarket services, battery recycling, and close supplier engagement to drive sustainability and long-term value across its operations.

#### 42a (SBM-1\_26) Description of inputs and approach to gathering, developing and securing inputs

- We design, manufacture, and distribute energy systems solutions and motive power batteries, specialty batteries, battery chargers, power equipment, battery accessories, and outdoor equipment enclosure solutions to customers worldwide. Our approach to gathering, developing, and securing inputs involves establishing strong relationships with suppliers while ensuring ethical and environmentally responsible sourcing practices. This includes thorough due diligence, collaboration with suppliers to optimize efficiency and mitigate risks, and promoting responsible mining and labor standards. Investment in research and development drives innovation to reduce reliance on scarce resources, while supply chain transparency and risk management strategies ensure resilience to disruptions. Our continuous improvement efforts aim to optimize performance and drive sustainability across the supply chain.

#### 42b (SBM-1\_27) Description of outputs and outcomes in terms of current and expected benefits for customers, investors and other stakeholders

- Customers benefit from access to reliable, sustainable battery products produced through ethical sourcing and advanced technology. Investors can gain confidence through transparent practices, leading to positive returns and increased value. Continuous innovation improves product performance and efficiency. Supply chain management enhances resilience, while optimization efforts drive efficiency and cost reduction, and boost profitability. Ultimately, these initiatives help foster customer satisfaction, investor trust, and stakeholder engagement, positioning the company as a market leader with a competitive edge and positive environmental and social impact.

#### 42c (SBM-1\_28) Description of main features of upstream and downstream value chain and undertakings position in value chain

- EnerSys' upstream value chain includes the sourcing of raw materials such as lead, lithium, plastics, aluminum, steel and other commodities as well as electronic components, with a focus on responsible sourcing, supplier sustainability assessments, and conflict minerals compliance. Its downstream value chain includes the global distribution of energy storage products to customers in sectors like telecommunications, defense, logistics, and healthcare, along with aftermarket services, product support, and battery recycling programs. EnerSys occupies a central position in the value chain as a manufacturer and integrator of energy systems, providing both hardware and energy management solutions. The company engages closely with both suppliers and customers to advance sustainability, innovation, and circularity across the product lifecycle.

## SBM-2 Interests and views of stakeholders

### 45a (SBM-2\_01) Description of stakeholder engagement

- EnerSys engages a diverse range of stakeholders to inform its sustainability strategy and ensure alignment with evolving expectations. Engagement mechanisms include quarterly Sustainability Committee meetings, employee surveys and development programs, customer and supplier sustainability collaborations, and regular investor communications aligned with frameworks such as ESRS, GRI, SASB, and TCFD. We also promote community engagement through charitable initiatives and employee volunteerism, coordinated by a dedicated Corporate Giving Committee. These ongoing efforts help integrate stakeholder feedback into our decision-making processes and reinforce transparency and accountability across our operations.

### 45ai (SBM-2\_02) Description of key stakeholders

- **Customers, Vendors and Partners:** Our efforts include accurately disclosing our impacts, implementing ongoing measures to mitigate them and positioning EnerSys as a sustainability partner for all with whom we do business.
- **Investors:** To meet the rising demand for corporate climate action includes addressing both short and long-term challenges and opportunities related to climate change and the global shift towards a low-carbon economy.
- **Regulators:** As an New York Stock Exchange (NYSE)- listed company, EnerSys complies with all corresponding requirements of the United States Securities and Exchange Commission (SEC). This report furthers our efforts through its direction in aligning with the Corporate Sustainability Reporting Directive (CSRD) and European Sustainability Reporting Standards (ESRS).
- **Employees & Communities:** Employees are also deeply invested in the practices of their employers. Attracting and retaining top talent necessitates aligning with their values and addressing their concerns regarding sustainability matters. Similarly, we must extend the same consideration to the families, friends and neighbors within the communities where we operate and reside

### 45aai (SBM-2\_03) Description of categories of stakeholders for which engagement occurs

- EnerSys engages with a diverse range of stakeholders, including employees, customers, suppliers, investors, regulators, and local communities. These groups are involved through various channels such as employee development programs, sustainability reporting, supplier surveys, investor disclosures, regulatory compliance efforts, and community giving initiatives. This broad engagement supports EnerSys' commitment to sustainable business practices and stakeholder-informed decision-making.

### 45aiii (SBM-2\_04) Description of how stakeholder engagement is organised

- Stakeholder engagement at EnerSys is organized through formal structures and regular processes, including quarterly Sustainability Committee meetings composed of senior management and subject matter experts. Employees are engaged through surveys and performance reviews, while suppliers participate in sustainability assessments and customers are supported through sustainability-aligned partnerships. Investors and regulators are engaged via transparent disclosures, including annual Sustainability and TCFD reports, aligned with leading global frameworks.

#### 45aiv (SBM-2\_05) Description of purpose of stakeholder engagement

- The purpose of stakeholder engagement at EnerSys is to inform and strengthen its sustainability strategy, ensure alignment with stakeholder expectations, and support responsible business practices. Engagement helps identify risks and opportunities, improve environmental and social performance, and foster transparency and accountability across operations. It also supports decision-making related to sustainability goals, regulatory compliance, and long-term value creation for all stakeholders.

#### 45av (SBM-2\_06) Description of how outcome of stakeholder engagement is taken into account

- EnerSys integrates stakeholder feedback into its strategy and operations through its Sustainability Committee, which reviews engagement outcomes quarterly and informs decision-making on sustainability priorities. Insights from employee surveys, supplier ESG assessments, and investor disclosures help shape goals related to climate, resource efficiency, and risk management. This feedback loop ensures that stakeholder input directly influences policies, targets, and performance improvement efforts across the organization.

#### 45b (SBM-2\_07) Description of understanding of interests and views of key stakeholders as they relate to undertaking's strategy and business model

- EnerSys maintains a clear understanding of stakeholder interests—such as climate action, resource efficiency, product sustainability, and inclusive workplaces—through regular engagement with employees, customers, suppliers, investors, and regulators. These views are incorporated into the company's strategy and business model via structured governance processes, including Sustainability Steering Committee reviews and Board oversight, ensuring alignment with sustainability goals and regulatory expectations. Stakeholder priorities directly influence EnerSys' commitments to emissions reduction, innovation, ethical supply chains, and long-term value creation.

#### 45c (SBM-2\_08) Description of amendments to strategy and (or) business model

- EnerSys has strengthened its strategy and business model by integrating sustainability and climate resilience as core priorities, including setting Scope 1 and 2 carbon neutrality goals and expanding its sustainability reporting in alignment with global standards. The company launched a New Ventures business line focused on energy storage and EV fast charging solutions, reflecting a strategic shift toward supporting clean energy transitions. These amendments are informed by stakeholder expectations and aim to drive innovation, operational efficiency, and long-term value creation.

#### 45ci (SBM-2\_09) Description of how strategy and (or) business model have been amended or are expected to be amended to address interests and views of stakeholders

- EnerSys has strengthened its strategy and business model by integrating sustainability and climate resilience as core priorities, including setting Scope 1 and 2 carbon neutrality goals in 2022 and expanding its sustainability reporting in alignment with global standards. The company launched a New Ventures business line focused on energy storage and EV fast charging solutions, reflecting a strategic shift toward supporting clean energy transitions.



These changes reflect input from employees, customers, investors, and regulators, and are guided by structured governance and stakeholder engagement processes.

45cii (SBM-2\_10) Description of any further steps that are being planned and in what timeline

- EnerSys plans to continue aligning its sustainability reporting with the European Sustainability Reporting Standards (ESRS) and expand its disclosures under the Corporate Sustainability Reporting Directive (CSRD) ahead of mandatory timelines. The company is also advancing its climate strategy through continued Scope 3 emissions analysis and development of a U.S.-based lithium-ion cell gigafactory to support the clean energy goals of our customers, with key milestones expected through fiscal 2026. These steps reflect EnerSys' commitment to transparency, climate action, and strategic innovation.

45ciii (SBM-2\_11) Further steps that are being planned are likely to modify relationship with and views of stakeholders

- Further steps outlined in EnerSys' Climate Action Plan—such as reducing Scope 1 emissions intensity and in absolute terms, expanding renewable energy use, and implementing energy efficiency projects—are expected to strengthen relationships with stakeholders by aligning with their climate and sustainability expectations. These actions demonstrate responsiveness to investor, customer, and regulatory priorities, particularly around climate risk mitigation and transparency. As EnerSys continues to meet and exceed stakeholder expectations, trust and engagement are likely to deepen across its value chain.

45d (SBM-2\_12) Description of how administrative, management and supervisory bodies are informed about views and interests of affected stakeholders with regard to sustainability-related impacts

- EnerSys informs its Board of Directors and senior leadership about stakeholder views through quarterly Sustainability Steering Committee meetings and regular reporting by the Chief Legal & Compliance Officer and Sustainability Team. The Nominating and Corporate Governance Committee oversees sustainability strategy and ensures that stakeholder interests—such as climate action and regulatory compliance—are integrated into governance and decision-making processes. This structured communication ensures alignment between stakeholder expectations and corporate sustainability initiatives.

## SBM-3 Material impacts, risks and opportunities and their interaction with strategy and business model

48aPt.1 (SBM-3\_01) Description of material impacts resulting from materiality assessment

- The Double Materiality Assessment identified the following topics as material from an impact materiality perspective, i.e., EnerSys' actual and potential impacts on people and the environment:
  - Climate Change Mitigation and Energy Consumption,
  - Resource Inflows and Water Use.
  - Information Privacy affecting customers and end-users.
  - Corporate Culture, Workforce Diversity, Health and Safety, and Work-life Balance.
  - Whistleblower Protection.
- These impacts are linked to our product development, production processes, and supply chain management. By understanding these impacts, we can prioritize actions to reduce emissions, improve resource efficiency, and ensure ethical sourcing of materials.

48aPt.2 (SBM-3\_02) Description of material risks and opportunities resulting from materiality assessment



- From a financial materiality lens, topics with current or potential effects on cash flow, operational costs, or strategic positioning included:
  - Climate Change Mitigation and Energy Consumption which impact regulatory compliance, energy costs, and product marketability.
  - Resource Inflows and Outflows, and Waste in Production, which carry cost implications, supply security risks, and innovation opportunities.
  - Corporate Culture, Training & Skills Development, Health and Safety, and Work-life Balance, which influence talent retention, productivity, and reputational resilience.

**48b (SBM-3\_03) Disclosure of current and anticipated effects of material impacts, risks and opportunities on business model, value chain, strategy and decision-making, and how undertaking has responded or plans to respond to these effects**

- EnerSys has identified material impacts, risks, and opportunities—such as climate change, resource use, and workforce well-being—that affect its business model, value chain, and strategic priorities. In response, the company is prioritizing emissions reduction, resource efficiency, ethical sourcing, and talent development to enhance resilience, reduce costs, and align with regulatory and market expectations. These considerations inform decision-making across product development, operations, and supply chain management.

**48ci (SBM-3\_04) Disclosure of how material negative and positive impacts affect (or are likely to affect) people or environment**

- EnerSys' operations and value chain influence people and the environment through areas such as energy use, resource consumption, and data privacy. These impacts present opportunities to enhance environmental efficiency and safeguard stakeholder interests. At the same time, initiatives focused on workforce well-being, diversity, and ethical conduct support positive social and environmental outcomes. This balanced approach guides continuous improvement and responsible growth.

**48cii (SBM-3\_05) Disclosure of whether and how material impacts originate from or are connected to strategy and business model**

- Material impacts at EnerSys are closely linked to its strategy and business model, particularly through product development, manufacturing, and supply chain operations. Strategic priorities like innovation, energy efficiency, and responsible sourcing directly shape—and are shaped by—these impacts. This alignment ensures sustainability considerations are embedded in core business decisions.

**48ciii (SBM-3\_06) Disclosure of reasonably expected time horizons of material impacts**

- All material impacts identified by EnerSys are ongoing, with varying levels of intensity and time horizons. Environmental impacts like emissions and resource use, as well as social factors such as workforce well-being and data privacy, are already being actively managed. EnerSys is taking steps to mitigate these impacts—such as reducing emissions and energy intensity—while aligning its strategy to support long-term resilience and responsible growth.

**48civ (SBM-3\_07) Description of nature of activities or business relationships through which undertaking is involved with material impacts**

- EnerSys is involved with material impacts primarily through its manufacturing processes, product development, and global supply chain operations. These activities influence emissions, resource use, labor practices, and data privacy. Business relationships with suppliers and partners also play a key role in shaping environmental and social outcomes across the value chain.

48d (SBM-3\_08) Disclosure of current financial effects of material risks and opportunities on financial position, financial performance and cash flows and material risks and opportunities for which there is significant risk of material adjustment within next annual reporting period to carrying amounts of assets and liabilities reported in related financial statements

- Current material risks and opportunities—such as those related to energy costs, regulatory compliance, and resource inputs—affect EnerSys’ financial performance through operating expenses and capital investments. For example, initiatives to reduce emissions and improve energy efficiency influence both cost savings and long-term asset value. While no significant adjustments to asset or liability carrying amounts are currently expected, risks such as regulatory changes or supply disruptions could impact valuations in the next annual reporting period. EnerSys continues to monitor these factors closely to manage financial exposure and maintain resilience.

48e (SBM-3\_09) Disclosure of anticipated financial effects of material risks and opportunities on financial position, financial performance and cash flows over short-, medium- and long-term

- EnerSys anticipates that material risks and opportunities—such as climate-related regulations, energy costs, and talent retention—will impact financial performance across the short, medium, and long term. These effects may influence operating costs, investment priorities, and supply chain resilience. Proactive measures, including emissions reduction and workforce development, are expected to enhance long-term value and financial stability.

48f (SBM-3\_10) Information about resilience of strategy and business model regarding capacity to address material impacts and risks and to take advantage of material opportunities

- EnerSys’ strategy and business model are designed to be resilient by integrating sustainability into operations, product innovation, and supply chain management. This enables the company to address material impacts and risks—such as emissions, resource use, and workforce needs—while capitalizing on opportunities like efficiency gains and regulatory alignment. Ongoing initiatives support long-term adaptability and value creation.

48g (SBM-3\_11) Disclosure of changes to material impacts, risks and opportunities compared to previous reporting period

- There were minimal changes to material impacts, risks, and opportunities compared to the previous reporting period. The results of the Double Materiality Assessment aligned with EnerSys’ expectations, as key issues were anticipated and are already being actively addressed. The company continues to implement mitigation efforts across its operations to manage these ongoing impacts.

48h (SBM-3\_12) Disclosure of specification of impacts, risks and opportunities that are covered by ESRS Disclosure Requirements as opposed to those covered by additional entity-specific disclosures

- The impacts, risks, and opportunities identified by EnerSys are primarily covered by ESRS Disclosure Requirements, including topics like climate change, resource use, workforce well-being, and business conduct. Any additional entity-specific disclosures complement the ESRS by addressing areas of strategic relevance unique to EnerSys’ operations or stakeholder priorities. Together, they ensure a comprehensive and tailored sustainability reporting approach.

## IRO-1 Description of the process to identify and assess material impacts, risks and opportunities

53a (IRO-1\_01) Description of methodologies and assumptions applied in process to identify impacts, risks and opportunities

- EnerSys' Double Materiality Assessment was conducted using a structured six-step methodology aligned with the European Sustainability Reporting Standards (ESRS). Material topics were initially identified using a combination of external frameworks, including the ESRS topical standards, the United Nations Sustainable Development Goals (SDGs), SASB, and ALLUVE. This helped ensure alignment with sector expectations and sustainability best practices. Stakeholders were engaged through surveys and interviews to evaluate both impact materiality (based on severity, scale, scope, and likelihood) and financial materiality (based on potential impacts on financial, reputational, operational and regulatory risk and opportunities). A predefined scoring threshold was applied to determine which topics were material. Assumptions included the appropriateness of selected stakeholder groups, the reliability of their input, and the applicability of external benchmarks to EnerSys' operations.

53b (IRO-1\_02) Description of process to identify, assess, prioritise and monitor potential and actual impacts on people and environment, informed by due diligence process

- The process to identify and assess potential and actual impacts began with topic identification through external ESG frameworks and internal workshops. Stakeholders were then surveyed to evaluate the severity and likelihood of each identified impact. The assessment focused on EnerSys' influence across the full value chain—including upstream suppliers, internal operations, and downstream customers. Negative impacts were evaluated using three severity dimensions: scale (how widespread the impact is), scope (how serious the impact is), and irremediability (how difficult it is to reverse the impact). Positive impacts were evaluated based on scale and scope. All impacts were scored for likelihood. The results were then reviewed and validated through interviews and management discussions.

53bi (IRO-1\_03) Description of how process focuses on specific activities, business relationships, geographies or other factors that give rise to heightened risk of adverse impacts

- EnerSys' Double Materiality Assessment evaluated impact materiality based on actual or potential positive and negative impacts on people and the environment over short-, medium-, and long-term time horizons. The assessment emphasized specific activities and value chain relationships, with internal SMEs and a diverse range of external stakeholders identifying significant impacts—both internal and external—directly associated with EnerSys' operations, products, and services.

53bii (IRO-1\_04) Description of how process considers impacts with which undertaking is involved through own operations or as result of business relationships

- The process explicitly considered impacts that arise from EnerSys' own operations, such as energy consumption, production efficiency, and workplace conditions. It also accounted for impacts that EnerSys is involved with through business relationships, such as upstream suppliers contributing to resource extraction and downstream service providers handling customer data. This dual perspective ensured that indirect and shared responsibilities were captured in the assessment.

53biii (IRO-1\_05) Description of how process includes consultation with affected stakeholders to understand how they may be impacted and with external experts

- Stakeholder consultation was a central component of EnerSys' Double Materiality Assessment. In total, 63 stakeholders participated in the impact materiality survey, and 11 stakeholders contributed to the financial materiality survey. These stakeholders represented a wide range of groups across EnerSys' value chain and ecosystem, ensuring a diversity of perspectives and alignment with ESRS stakeholder inclusiveness principles.

The stakeholder groups consulted included:

- Employees and other workers
- Customers
- Existing and potential investors
- Non-governmental organizations (NGOs)
- Analysts
- Governments
- Academics
- Suppliers
- Consumers/End-Users
- Credit institutions
- Insurance undertakings
- Trade unions and social partners
- Authorities
- Business partners

In addition to survey-based consultation, targeted interviews were conducted with a subset of internal stakeholders to gather deeper qualitative insights. The process was also informed by external experts and cross-referenced with recognized ESG frameworks to ensure the materiality assessment was both rigorous and aligned with industry best practices.

53biv (IRO-1\_06) Description of how process prioritises negative impacts based on their relative severity and likelihood and positive impacts based on their relative scale, scope and likelihood and determines which sustainability matters are material for reporting purposes

- EnerSys prioritizes negative impacts by assessing their severity—based on scale, scope, and irremediability—and their likelihood of occurrence, while positive impacts are evaluated based on their relative scale, scope, and likelihood. These scores are applied consistently across stakeholder responses using a predefined threshold to determine materiality. Topics exceeding these thresholds are deemed material for sustainability reporting.

53c (IRO-1\_07) Description of process used to identify, assess, prioritise and monitor risks and opportunities that have or may have financial effects

- Financial risks and opportunities were identified through a separate but parallel survey process focused on the potential financial effects of each topic. Stakeholders scored each risk or opportunity on its potential magnitude across financial, reputational, operational and regulatory impact. They also assessed the likelihood of occurrence. The highest-scoring financial impact dimension was used to determine the overall magnitude score to be as conservative as possible. Topics that scored above a specified threshold for both magnitude and likelihood were considered financially material.

53ci (IRO-1\_08) Description of how connections of impacts and dependencies with risks and opportunities that may arise from those impacts and dependencies have been considered

- EnerSys considered how impacts and dependencies across its value chain could give rise to financial, reputational, operational, or regulatory risks and opportunities. These connections were evaluated through a financial materiality assessment using a standardized framework to score magnitude and likelihood. Topics identified as both impactful and financially significant were prioritized to ensure alignment between sustainability and business strategy.

53cii (IRO-1\_09) Description of how likelihood, magnitude, and nature of effects of identified risks and opportunities have been assessed

- EnerSys assessed the likelihood and magnitude of financial risks and opportunities using a standardized scoring framework. The magnitude of each risk or opportunity was evaluated based on its potential impact on revenue, operations, reputation, and regulatory exposure. Stakeholders selected the highest expected consequence across these dimensions to represent overall magnitude on a scale from 1 (Very Low) to 5 (Critical). Likelihood was rated separately using a five-point scale from 1 (Unlikely) to 5 (Very High), based on the frequency of past occurrences and the expected probability of future impact. This dual scoring approach allowed for a consistent, risk-based evaluation of financial relevance. Topics scoring above defined thresholds for both magnitude and likelihood were classified as financially material and prioritized accordingly in strategy and risk planning.

**53ciii (IRO-1\_10) Description of how sustainability-related risks relative to other types of risks have been prioritised**

- Sustainability-related risks were prioritized using the same standardized framework as other risk types, evaluating their magnitude across financial, operational, reputational, and regulatory dimensions. The highest consequence across these areas determined the overall score, ensuring consistent comparison with non-sustainability risks. This approach integrated sustainability into EnerSys' broader risk management and strategic planning processes.

**53d (IRO-1\_11) Description of decision-making process and related internal control procedures**

- The EnerSys materiality decision-making process involved reviewing assessment results through management discussions. A predefined scoring threshold ensured consistent and objective determination of material topics. Internal control procedures included structured stakeholder engagement, cross-functional reviews, and alignment with recognized ESG frameworks to support reliable outcomes.

**53e (IRO-1\_12) Description of extent to which and how process to identify, assess and manage impacts and risks is integrated into overall risk management process and used to evaluate overall risk profile and risk management processes**

- EnerSys integrated the identification, assessment, and management of sustainability impacts and risks into its broader risk management framework by using a consistent scoring methodology across all risk types. Material sustainability topics were evaluated for their financial, operational, reputational, and regulatory implications, informing the company's overall risk profile. This alignment ensured sustainability risks were considered alongside traditional business risks in strategic decision-making.

**53f (IRO-1\_13) Description of extent to which and how process to identify, assess and manage opportunities is integrated into overall management process**

- EnerSys' process to identify, assess, and manage sustainability-related opportunities is integrated into overall management by evaluating potential financial, operational, reputational, and regulatory benefits using the same standardized framework as risks. Opportunities meeting defined thresholds for magnitude and likelihood are prioritized in strategic planning. This ensures sustainability opportunities are aligned with business objectives and incorporated into decision-making processes.

**53g (IRO-1\_14) Description of input parameters used in process to identify, assess and manage material impacts, risks and opportunities**

- The input parameters used in the assessment included:
  - For impact materiality: Severity (calculated as the average of scale, scope, and irremediability), and likelihood

- For financial materiality: Magnitude (based on the highest score among revenue, CapEx, OpEx, and reputational impact), and likelihood.
- Topics exceeding defined thresholds on these parameters were flagged as material. These parameters were consistently applied across all stakeholder responses.

53h (IRO-1\_15) Description of how process to identify, assess and manage impacts, risks and opportunities has changed compared to prior reporting period

- In 2023, EnerSys conducted an internal materiality assessment based primarily on input from internal stakeholders. In 2024, the process was enhanced by engaging a third-party to perform a formal double materiality assessment aligned with CSRD requirements, incorporating input from both internal and external stakeholders. This shift ensured a more comprehensive and externally validated evaluation of impacts, risks, and opportunities.

## IRO-2 Disclosure Requirements in ESRS covered by the undertaking's sustainability statements

59 (IRO-2\_13) Explanation of how material information to be disclosed in relation to material impacts, risks and opportunities has been determined

- For EnerSys, material information has been determined through a structured Double Materiality Assessment (DMA) that evaluates both impact and financial materiality in alignment with the European Sustainability Reporting Standards (ESRS). This process involved identifying relevant sustainability topics using internationally recognized frameworks such as the SDGs, SASB, and ALLUVE, followed by internal validation and stakeholder engagement. Stakeholder input was collected through surveys and interviews, with 63 participants contributing to the impact assessment and 11 to the financial assessment. These stakeholders represented a broad cross-section of relevant groups, including employees, customers, investors, suppliers, governments, NGOs, and business partners. Each topic was assessed based on its potential impact on people and the environment (impact materiality), as well as its financial relevance to the business (financial materiality), using clearly defined scoring criteria. Topics that exceeded thresholds for severity, likelihood, and financial magnitude were classified as material. The outcome of this process is a prioritized set of sustainability matters that reflect EnerSys' most significant impacts, risks, and opportunities. These topics form the basis of the disclosures presented in the sustainability statement, ensuring that the information provided is relevant, decision-useful, and aligned with regulatory expectations and stakeholder priorities.

## E1.GOV-3 Disclosure requirement related to ESRS 2 GOV-3 Integration of sustainability-related performance in incentive schemes

13Pt.1 (E1.GOV-3\_01) Disclosure of whether and how climate-related considerations are factored into remuneration of members of administrative, management and supervisory bodies

- Indeed, climate-related considerations are factored into the remuneration of EnerSys' executive leadership. For fiscal year 2025, sustainability metrics were incorporated into the annual performance objectives of the CEO and other eligible employees, influencing short-term incentive compensation. This aligns executive pay with progress on environmental targets such as emissions reductions and energy efficiency.

13Pt.2 (E1.GOV-3\_02) Percentage of remuneration recognised that is linked to climate related considerations



- The Compensation Committee considers several factors to determine the compensation for executive officers and to ensure that our executive compensation program is achieving its objectives. Executive compensation and incentives are set based on eight categories. Sustainability-related performance is one of these categories, ultimately affecting 12.5% of compensation.

#### 13Pt.3 (E1.GOV-3\_03) Explanation of climate-related considerations that are factored into remuneration of members of administrative, management and supervisory bodies

- Climate-related considerations factored into EnerSys' remuneration include progress toward emissions reduction targets, energy efficiency improvements, and other sustainability-related milestones. For fiscal year 2025, these metrics were included in the non-financial transformational quantitative goals used to determine annual incentive payouts for executives, including the CEO. This structure ensures executive compensation is directly tied to the company's climate and sustainability performance.

## E1-1 Transition plan for climate change mitigation

#### 14 (E1-1\_01) Disclosure of transition plan for climate change mitigation

- EnerSys has disclosed a transition plan for climate change mitigation, aligning with the requirements of ESRS E1-1 14. The plan is structured around the company's Climate Action Plan Roadmap, which was published in August 2024. This roadmap outlines EnerSys' comprehensive strategy to reduce Scope 1 and Scope 2 greenhouse gas (GHG) emissions, with a target of achieving Scope 1 carbon neutrality by 2040 and transitioning to carbon neutral electricity (Scope 2) by 2050. The plan includes initiatives focused on operational efficiency, onsite renewable energy deployment, electrification of processes, and an internal carbon pricing framework. EnerSys has also earmarked \$20 million between 2023 and 2028 to support these sustainability efforts. Moreover, the company is aligning this transition strategy with financial and operational planning through governance by its Board of Directors and execution oversight by its Sustainability Steering and Climate Action Plan Committees.

#### 16a (E1-1\_02) Explanation of how targets are compatible with limiting of global warming to one and half degrees Celsius in line with Paris Agreement

- EnerSys greenhouse gas (GHG) emissions targets are net-zero for Scope 1 by 2040 and net-zero for Scope 2 by 2050. Our goals align with the Paris Agreement of limiting warming to 1.5 degrees C by the end of the century.

#### 16b (E1-1\_03) Disclosure of decarbonisation levers and key action

- EnerSys has identified key decarbonization levers through its Climate Action Plan Roadmap, which include energy efficiency improvements, electrification of operations, and adoption of onsite renewable energy. These efforts are focused on high-impact manufacturing sites and supported by a \$20 million "Green Revolving Fund" and internal carbon pricing framework to prioritize and fund projects with the greatest emission-reduction potential to support and accelerate progress toward Scope 1 carbon neutrality by 2040 and Scope 2 neutrality by 2050.

#### 16cPt.1 (E1-1\_04) Disclosure of significant operational expenditures (Opex) and (or) capital expenditures (Capex) required for implementation of action plan

- EnerSys has committed \$20 million in capital expenditures as a "Green Revolving Fund" to support the implementation of its Climate Action Plan, including energy efficiency upgrades, renewable energy projects, and process electrification. These investments are focused on high-impact manufacturing facilities and are guided by an internal carbon pricing framework



to prioritize initiatives with the greatest decarbonization potential. Operational expenditures associated with these efforts are embedded in site-level budgets and managed through the company's sustainability and enterprise risk management programs.

**16cPt.2 (E1-1\_05) Financial resources allocated to action plan (OpEx)**

- EnerSys has allocated operational expenditures (OpEx) to support the execution of its Climate Action Plan through site-level sustainability budgets and centralized programs such as the Green Revolving Fund. These OpEx resources fund initiatives like energy audits, emissions monitoring, and project implementation support, which complement capital investments in decarbonization technologies. The company's internal carbon pricing framework helps prioritize and optimize these OpEx allocations to maximize emissions reduction impact.

**16cPt.3 (E1-1\_06) Financial resources allocated to action plan (CapEx)**

- EnerSys has committed \$20 million in capital expenditures (CapEx) as part of a "Green Revolving Fund" to implement its Climate Action Plan Roadmap. These funds are directed toward decarbonization projects such as renewable energy installations, process electrification, and energy efficiency upgrades at high-impact manufacturing sites. Project selection and CapEx allocation are guided by an internal carbon pricing framework to ensure investments deliver measurable emissions reductions and long-term value.

**16d (E1-1\_07) Explanation of potential locked-in GHG emissions from key assets and products and of how locked-in GHG emissions may jeopardise achievement of GHG emission reduction targets and drive transition risk**

- EnerSys has identified potential locked-in GHG emissions primarily from legacy manufacturing equipment and fossil fuel-based processes at select high-impact sites. These assets, if not upgraded or electrified, could hinder the pace of emissions reductions and pose a transition risk by delaying progress toward the company's 2040 Scope 1 carbon neutrality goal. To address this, EnerSys is targeting these facilities for early intervention through capital investments and energy transition initiatives outlined in its Climate Action Plan Roadmap.

**16e (E1-1\_08) Explanation of any objective or plans (CapEx, CapEx plans, OpEx) for aligning economic activities (revenues, CapEx, OpEx) with criteria established in Commission Delegated Regulation 2021/2139**

- EnerSys is in the early stages of evaluating alignment of its economic activities—particularly capital and operational expenditures—with the criteria established in Commission Delegated Regulation 2021/2139 under the EU Taxonomy. While formal taxonomy-alignment objectives have not yet been disclosed, the company's Climate Action Plan Roadmap and associated \$20 million Green Revolving Fund commitment reflect a strategic focus on decarbonizing operations and enhancing sustainability performance. EnerSys continues to monitor evolving EU regulatory frameworks to inform future alignment and disclosure efforts.

**16fPt.1 (E1-1\_09) Significant CapEx for coal-related economic activities**

- EnerSys does not allocate significant capital expenditures (CapEx) to coal-related economic activities. The company's Climate Action Plan Roadmap focuses on decarbonization through renewable energy, electrification, and efficiency upgrades, with no planned investments in coal infrastructure or coal-based energy systems. This approach aligns with EnerSys' commitment to achieve Scope 1 carbon neutrality by 2040.

**16fPt.2 (E1-1\_10) Significant CapEx for oil-related economic activities**

- EnerSys does not allocate significant capital expenditures (CapEx) to oil-related economic activities. Its investment strategy is focused on decarbonization efforts, including electrification of operations and the adoption of renewable energy, as outlined in its Climate Action Plan Roadmap. This supports the company's broader goal of achieving Scope 1 carbon neutrality by 2040.

#### 16fPt.3 (E1-1\_11) Significant CapEx for gas-related economic activities

- EnerSys does not allocate significant capital expenditures (CapEx) to gas-related economic activities. Instead, the company's capital investments are directed toward sustainability initiatives such as energy efficiency improvements, electrification, and renewable energy deployment as part of its Climate Action Plan Roadmap. These efforts support EnerSys' target of achieving Scope 1 carbon neutrality by 2040.

#### 16g (E1-1\_12) Undertaking is excluded from EU Paris-aligned Benchmarks

- EnerSys is not excluded from the European Union Paris-aligned Benchmarks per the exclusion criteria stated in [Articles 12.1 \(d\) to \(g\)17 and 12.2 of the Climate Benchmark Standards Regulation](#).

#### 16h (E1-1\_13) Explanation of how transition plan is embedded in and aligned with overall business strategy and financial planning

- EnerSys' Climate Action Plan Roadmap is fully embedded in its overall business strategy and financial planning, with decarbonization efforts prioritized alongside operational efficiency and innovation goals. The company has committed \$20 million to a Green Revolving Fund to finance sustainability initiatives, and uses internal carbon pricing to guide investment decisions that align with long-term financial and environmental objectives. These efforts support EnerSys' strategic positioning as a leader in energy storage solutions while advancing its goals for carbon neutrality by 2040 (Scope 1) and 2050 (Scope 2).

#### 16i (E1-1\_14) Transition plan is approved by administrative, management and supervisory bodies

- The EnerSys Climate Action Plan Roadmap is approved and overseen by its Board of Directors, including the CEO, ensuring alignment with the company's governance structure and strategic direction. The Nominating & Corporate Governance Committee provides dedicated oversight of sustainability matters, including the transition plan, with quarterly reviews by the full Board. This governance framework ensures that the transition plan is integrated into executive decision-making and company-wide accountability systems.

#### 16j (E1-1\_15) Explanation of progress in implementing transition plan

- EnerSys has made measurable progress in implementing its Climate Action Plan, including a 25% reduction in Scope 1 emissions in FY25 since FY20 and the launch of key decarbonization initiatives across high-impact manufacturing sites. The company established a Climate Action Plan Committee, internal carbon pricing framework, and a \$20 million Green Revolving Fund to prioritize and finance emissions reduction projects. EnerSys tracks progress through quarterly governance reviews and annual disclosures.

#### 17 (E1-1\_16) Date of adoption of transition plan for undertakings not having adopted transition plan yet

- N/A - EnerSys formally adopted its Climate Action Plan Roadmap in August 2024. This plan outlines the company's strategy for achieving Scope 1 carbon neutrality by 2040 and carbon neutral electricity (Scope 2) by 2050, aligning with its broader sustainability and business goals. The adoption marked a key milestone in advancing EnerSys' climate commitments and enhancing transparency for stakeholders.

## E1.SBM-3 Disclosure Requirement related to ESRS 2 SBM-3 – Material impacts, risks and opportunities and their interaction with strategy and business model

### 18 (E1.SBM-3\_01) Type of climate-related risk

- EnerSys faces both physical and transition climate-related risks as part of its enterprise risk management program. Physical risks include chronic impacts such as increased energy costs and water stress due to rising temperatures and changing precipitation patterns, which may disrupt operations at high-impact manufacturing sites. Acute physical risks such as extreme weather events could also affect facility resilience and supply chain continuity. Transition risks include regulatory changes, evolving stakeholder expectations, and potential costs associated with shifting to lower-carbon technologies and operations. EnerSys evaluates these risks across short-, medium-, and long-term time horizons using scenario analysis aligned with IPCC climate projections in our 2024 TCFD report.

### 19a (E1.SBM-3\_02) Description of scope of resilience analysis

- EnerSys conducted a resilience analysis across its global operations, evaluating both physical and transition climate-related risks under three IPCC-aligned temperature scenarios: 1.5°C, 2°C, and ~3°C. The analysis covered short-, medium-, and long-term time horizons and assessed facility-level vulnerabilities, geographic risk exposure, and potential financial impacts.

### 19bPt.1 (E1.SBM-3\_03) Disclosure of how resilience analysis has been conducted

- EnerSys conducted its resilience analysis using a combination of internal data and third-party tools, including IPCC climate scenarios, the EPA's Climate Resilience Evaluation and Awareness Tool (CREAT), and the FEMA Risk Index. The analysis evaluated physical and transition risks by mapping facility-level exposure to temperature increases, water stress, and extreme weather, across multiple time horizons. Results were integrated into strategic planning and the Climate Action Plan Roadmap to prioritize mitigation and adaptation actions.

### 19bPt.2 (E1.SBM-3\_04) Disclosure of how resilience analysis has been conducted [Date]

- EnerSys conducted its most recent climate resilience analysis in 2025 as part of the development of its 2024 TCFD report. This analysis incorporated updated climate models and scenario-based tools to assess risks across short-, medium-, and long-term horizons.

### AR7b (E1.SBM-3\_05) Time horizons applied for resilience analysis

- EnerSys applied short-term (1–2 years), medium-term (3–5 years), and long-term (5+ years) time horizons in its climate resilience analysis. These timeframes were used to assess the evolving impacts of physical and transition risks under multiple climate scenarios.

### 19c (E1.SBM-3\_06) Description of results of resilience analysis

- EnerSys' climate resilience analysis, conducted in 2025 with CY24 data, evaluated the company's exposure to physical and transition risks across short-, medium-, and long-term time horizons using IPCC-aligned climate scenarios. The results highlighted varying degrees of vulnerability depending on the type of risk, geographic location, and operational characteristics of each site.

**Acute Physical Risks:** The analysis revealed that several EnerSys facilities are exposed to acute risks such as hurricanes, flooding, and extreme weather events, particularly in regions with "high" Climate Risk Index (CRI) scores. Acute events were identified as potential

disruptors to facility operations, local infrastructure, and supply chain continuity, especially in areas like Southeast Asia, the southern United States, and parts of Latin America. While these risks are less frequent, their potential severity could result in temporary production shutdowns, equipment damage, or increased insurance and recovery costs.

**Chronic Physical Risks:** Chronic physical risks, such as rising average temperatures and water stress, were found to pose more widespread and sustained challenges. EnerSys identified higher energy costs and increased cooling demands at multiple high-impact manufacturing sites as a result of long-term temperature rise. The analysis also indicated growing concerns around water scarcity in certain locations, which could lead to higher utility costs and even delays in production if access to water becomes constrained. In the long term, rising temperatures may also have implications for workforce safety, particularly in regions with already elevated heat exposure, although these impacts have not yet crossed the company's internal materiality threshold for quantification.

**Transition Risks:** EnerSys also evaluated risks related to the transition to a low-carbon economy. These included regulatory risks, such as evolving emissions standards or carbon pricing frameworks, that could increase compliance costs or require process changes. Market and reputational risks were also identified, especially if customer expectations outpace EnerSys' progress in emissions reductions or sustainable product development. Additionally, the analysis highlighted supply chain risks, including potential cost volatility or availability issues for low-carbon materials and components. These insights have informed the company's internal carbon pricing strategy and its \$20 million investment Green Revolving Fund commitment for decarbonization efforts.

- For more details, download the [EnerSys 2024 TCFD Report](#).

#### AR8b (E1.SBM-3\_07) Description of ability to adjust or adapt strategy and business model to climate change

- EnerSys has demonstrated strong adaptability in aligning its strategy and business model with climate change through its Climate Action Plan Roadmap and enterprise-wide decarbonization initiatives. The company has committed \$20 million as part of a Green Revolving Fund to finance energy efficiency, electrification, and renewable energy projects. Governance structures—including the Board, Sustainability Steering Committee, and Climate Action Plan Committee—enable continuous oversight and integration of climate-related risks and opportunities into strategic planning. EnerSys also employs an internal carbon pricing framework to prioritize climate-aligned investments and adjust to evolving regulatory and market expectations. These mechanisms ensure the company can remain competitive and resilient in a low-carbon economy.

## E1.IRO-1 Disclosure requirement related to ESRS 2 IRO-1 – Description of the processes to identify and assess material climate-related impacts, risks and opportunities

#### 20a,AR9 (E1.IRO-1\_01) Description of process in relation to impacts on climate change

- EnerSys describes its process for addressing impacts on climate change in its 2024 TCFD report and other disclosures. EnerSys manages climate-related impacts through a structured approach involving climate scenario analysis, enterprise risk management, and strategic planning. The company evaluates physical and transition risks under different temperature scenarios (1.5°C, 2°C, and ~3°C) over short-, medium-, and long-term timeframes. These risks

are integrated into a formal Climate Action Plan, which outlines energy efficiency and renewable energy strategies aimed at eliminating fossil fuel use by 2040 and achieving carbon-neutral electricity by 2050. Climate-related risks and opportunities are assessed using tools such as IPCC scenarios, the FEMA Risk Index, the EPA CREAT tool, and GIS-based geographic climate mapping. Material risks are defined conservatively as having a financial impact of 1% or more of revenue. EnerSys targets mitigation efforts at high-risk facilities and regions identified through a Climate Risk Index framework. Governance oversight is provided by the Board of Directors and multiple committees, including the Nominating & Corporate Governance Committee and Audit Committee, supported by senior management, a Sustainability Steering Committee, and a newly formed Climate Action Plan Committee. These processes support proactive decision-making around climate risk mitigation, resource allocation, and policy setting to ensure EnerSys remains resilient and competitive in a changing climate.

#### 20b (E1.IRO-1\_02) Description of process in relation to climate-related physical risks in own operations and along value chain

- EnerSys identifies and evaluates climate-related physical risks—such as temperature increases, water stress, and sea level rise—using tools including the FEMA Risk Index, IPCC AR6 scenarios, and GIS-based climate mapping. These risks are assessed across time horizons and geographies, and are integrated into the enterprise risk management and Climate Action Plan processes, which prioritize mitigation at high-risk facilities and supply chain locations. The Executive Risk Management Committee and Sustainability Steering Committee oversee these efforts to ensure climate resilience throughout operations and the value chain.

#### AR11aPt.1 (E1.IRO-1\_03) Climate-related hazards have been identified over short-, medium- and long-term time horizons

- Yes, EnerSys has identified climate-related hazards across short-, medium-, and long-term time horizons in alignment with IPCC scenarios (1.5°C, 2°C, and ~3°C) using tools such as the FEMA Risk Index, EPA CREAT, and IPCC AR6 projections. Hazards include chronic risks like temperature increases and water stress, and acute risks such as floods and extreme weather events. These time horizons and associated hazards are used to assess operational and value chain vulnerabilities within the company's Climate Action Plan Roadmap

#### AR11aPt.2 (E1.IRO-1\_04) Undertaking has screened whether assets and business activities may be exposed to climate-related hazards

- Yes, EnerSys has screened its assets and business activities for exposure to climate-related hazards using tools such as CMRA Climate Mapping, the IPCC AR6 Interactive Atlas, and the FEMA Risk Index. The company mapped its global facilities by region and risk level, identifying those in high-risk countries and evaluating exposure to hazards like temperature rise, water stress, and flooding. This screening informs prioritization within the Climate Action Plan and supports resilience planning across operations and the value chain.

#### AR11b (E1.IRO-1\_05) Short-, medium- and long-term time horizons have been defined

- Yes, EnerSys has defined short-, medium-, and long-term time horizons in its climate risk analysis as 1–2 years (short-term), 3–5 years (medium-term), and 5+ years (long-term). These horizons are applied consistently across assessments of physical and transition risks in alignment with TCFD guidance.

#### AR11c (E1.IRO-1\_06) Extent to which assets and business activities may be exposed and are sensitive to identified climate-related hazards has been assessed

- EnerSys has assessed the extent to which its assets and business activities are exposed and sensitive to climate-related hazards by mapping facility locations against climate risk indices and modeling hazard impacts under multiple IPCC scenarios. The company categorized facilities by country risk level (high, medium, low) and evaluated exposure to hazards such as temperature rise, water stress, and sea level rise.

**AR11d (E1.IRO-1\_07) Identification of climate-related hazards and assessment of exposure and sensitivity are informed by high emissions climate scenarios**

- Yes, EnerSys used high-emissions climate scenarios—including RCP 6.0 (~3°C) and RCP 8.5 (~5°C)—to identify climate-related hazards and assess exposure and sensitivity across its operations. These scenarios, aligned with IPCC AR6 guidance, informed geographic risk mapping and scenario-based modeling of chronic and acute hazards such as extreme heat, water stress, and flooding.

**21Pt.1 (E1.IRO-1\_08) Explanation of how climate-related scenario analysis has been used to inform identification and assessment of physical risks over short, medium and long-term**

- EnerSys used climate-related scenario analysis based on IPCC AR6 pathways (1.5°C, 2°C, and ~3°C) to identify and assess physical risks across short-, medium-, and long-term time horizons. Tools such as the FEMA Risk Index, EPA CREAT, and CMRA Climate Mapping were applied to model geographic exposure to hazards like heatwaves, flooding, and water stress under each scenario.

**20c (E1.IRO-1\_09) Description of process in relation to climate-related transition risks and opportunities in own operations and along value chain**

- In our ongoing evaluation of transition risks along the value chain, EnerSys evaluates possible risks related to interruptions in the supply chain and increased costs related to energy prices and carbon. We have evaluated these risks using carbon and energy pricing scenarios as described above and in the EnerSys 2024 TCFD Report. EnerSys verifies product supply chains through multiple methods, including site evaluations, questionnaires, discussions, verification of government debarments, and denied parties lists. We participate and encourage active involvement in external organizations that assist with supply chain diligence, management and verification processes. As a contractual condition, we require all suppliers to comply with all applicable laws and regulations. Suppliers outside the U.S. are required to comply with their local laws and the applicable laws of the US. We hold our suppliers to specific environmental, social, health and safety, and product safety standards and other policies that aim to ensure their operations are safe and sustainable and align with our Code of Business Conduct and Ethics, Anti-Slavery and Human Trafficking Statement, Corporate Social Responsibility and Human Rights Policy, Workplace Labor Rights Policy, Environmental Policy, and Climate Change Policy. These relationships with a diverse set of suppliers whose values align with ours and support our climate initiatives help reduce risk.

**AR12aPt.1 (E1.IRO-1\_10) Transition events have been identified over short-, medium- and long-term time horizons**

- Yes, EnerSys has identified transition events across short-, medium-, and long-term time horizons in alignment with IPCC scenarios and TCFD guidance. These include regulatory changes, shifts in energy markets, carbon pricing, and stakeholder expectations that could affect operations, costs, and market demand for low-carbon solutions.

**AR12aPt.2 (E1.IRO-1\_11) Undertaking has screened whether assets and business activities may be exposed to transition events**



- Yes, EnerSys has screened its assets and business activities for exposure to transition events such as evolving regulations, carbon pricing, and market shifts related to decarbonization. This assessment is conducted across short-, medium-, and long-term time horizons to evaluate potential operational and financial impacts. High-impact areas are identified and prioritized through the company's enterprise risk management framework.

**AR12b (E1.IRO-1\_12) Extent to which assets and business activities may be exposed and are sensitive to identified transition events has been assessed**

- EnerSys has assessed the extent to which its assets and business activities are exposed and sensitive to transition events such as regulatory changes, energy market shifts, and carbon pricing. This evaluation considers factors like geographic location, energy usage, and operational dependencies that may influence sensitivity to policy and market transitions. The results inform strategic planning and risk management across time horizons.

**AR12c (E1.IRO-1\_13) Identification of transition events and assessment of exposure has been informed by climate-related scenario analysis**

- Yes, EnerSys used climate-related scenario analysis based on IPCC AR6 pathways (1.5°C, 2°C, and ~3°C) to inform the identification of transition events and assess exposure. These scenarios were applied to evaluate the potential impact of policy, market, and technology shifts across short-, medium-, and long-term horizons. Tools such as the En-ROADS Climate Interactive Model were used to simulate outcomes of carbon pricing and electrification policies on business activities.

**AR12d (E1.IRO-1\_14) Assets and business activities that are incompatible with or need significant efforts to be compatible with transition to climate-neutral economy have been identified**

- Yes, EnerSys has identified assets and business activities that may require significant efforts to align with the transition to a climate-neutral economy, particularly facilities with high fossil fuel usage and limited access to renewable energy. These include select manufacturing campuses that contribute disproportionately to Scope 1 emissions. These areas have been prioritized for further evaluation and investment to enhance compatibility with low-carbon operations.

**21Pt.2 (E1.IRO-1\_15) Explanation of how climate-related scenario analysis has been used to inform identification and assessment of transition risks and opportunities over short, medium and long-term**

- EnerSys used climate-related scenario analysis based on IPCC AR6 pathways (1.5°C, 2°C, and ~3°C) to assess transition risks and opportunities across short-, medium-, and long-term timeframes. These scenarios helped evaluate the potential impact of policy changes, carbon pricing, market shifts, and technology advancements on business activities. Tools like the En-ROADS Climate Interactive Model supported analysis of how different policy levers may affect energy costs, emissions, and competitiveness.

**AR15 (E1.IRO-1\_16) Explanation of how climate scenarios used are compatible with critical climate-related assumptions made in financial statements**

- EnerSys' climate scenarios are based on IPCC AR6 pathways (1.5°C, 2°C, and ~3°C), which align with scientifically accepted models for global temperature trajectories and policy responses. These scenarios support a consistent evaluation of climate-related risks and opportunities that could influence long-term financial planning, capital allocation, and operational assumptions. While specific financial statement assumptions are not detailed in the draft TCFD report, the scenario parameters are designed to be compatible with macroeconomic and policy conditions relevant to enterprise-level decision-making.



## E1-2 Policies related to climate change mitigation and adaptation

24-Parent ( ) For policies related to climate change mitigation and adaptation, have you adopted policies?

- Yes, EnerSys' Climate Change Policy outlines our processes, commitments and goals to manage risks and opportunities related to climate change mitigation and adaptation. We have set neutrality targets of 2040 for Scope 1 and 2050 for Scope 2. To lower our energy prices and hedge against future price escalation, we have been working to develop onsite renewable energy projects to power our facilities. We also leverage our battery technology to increase our renewable capacity, improve resilience and reduce peak power costs. EnerSys batteries and storage solutions improve the resiliency of communities, our customers and the electrical grid by providing reliable power in unpredictable conditions. A more stable infrastructure provides consistency for our manufacturing facilities, positively impacting our operations.

24-Yes (E1.MDR-P\_01-06) Policies in place to manage its material impacts, risks and opportunities related to climate change mitigation and adaptation [see ESRS 2 MDR-P]

- EnerSys has implemented a Climate Change Policy that outlines its commitment to reducing energy intensity, greenhouse gas (GHG) emissions, and operating in a sustainable manner. The policy covers global operations and includes goals such as Scope 1 neutrality by 2040 and Scope 2 neutrality by 2050; there are no stated exclusions. Accountability for policy implementation resides with the CEO and is overseen by the Board of Directors through the Nominating & Corporate Governance Committee, supported by the Sustainability Steering Committee and Chief Legal & Compliance Officer. The policy reflects alignment with third-party standards and initiatives, including the United Nations Global Compact, the U.S. Department of Energy's Better Plants Program, and the United Nations CEO Water Mandate. In its development, EnerSys has considered stakeholder interests through ongoing engagement with investors, customers, employees, and regulators, and integrates climate-related topics into Board-level discussions. The policy is publicly available via the company's website and is shared internally across the organization to ensure implementation by relevant stakeholders.

24-Details ( ) Policies in place to manage its material impacts, risks and opportunities related to climate change mitigation and adaptation [see ESRS 2 MDR-P]

- EnerSys' Climate Change Policy outlines the company's commitment to reducing its environmental impact by lowering energy intensity and GHG emissions across global operations. The policy outlines our goals of Scope 1 neutrality by 2040 and Scope 2 neutrality by 2050. It promotes energy efficiency, adoption of renewable technologies, and responsible resource use, including water and materials. The policy applies company-wide and is supported by management systems, including monitoring, reporting, and integration into strategic planning. It is overseen by the CEO and Board of Directors and aligns with international sustainability standards and initiatives.

25 (E1-2\_01) Sustainability matters addressed by policy for climate change

- EnerSys' Climate Change Policy addresses key sustainability matters including the reduction of energy intensity and greenhouse gas (GHG) emissions across operations. It promotes the transition away from fossil fuels by 2040 and the use of carbon-neutral electricity by 2050. The policy emphasizes energy efficiency, the integration of renewable energy technologies, and responsible resource management, particularly around water use and waste reduction. It also supports product innovation that enables customers to reduce their own

environmental impacts. The policy aligns with broader Sustainability goals and reinforces compliance with international climate and sustainability initiatives.

- Our Climate Change Policy includes the commitments listed below:
  - **Climate Mitigation:** Support our customers' emission reduction efforts through the adoption of Thin Plate Pure Lead technology and zero-emission electric lift trucks, forklifts, and other industrial battery-powered or hybrid vehicles.
  - **Climate Mitigation Policy:** Reach out to organizations, governments, customers, suppliers and other interested partners and stakeholders to promote climate change policies, address the issues, and collaborate on meaningful solutions.
  - **Climate Adaptation:** Create products and services that use resources productively and enable our customers to better manage climate change risks.
  - **Energy Efficiency:** Utilize a systematic approach to drive energy efficiency within our operations.
  - **Renewable Energy:** Implement alternative or renewable energy technologies, where practical, to provide added renewable energy sources for our facilities and our customers.
  - **Climate Risk Management:** Include in our new project development initiatives, due diligence and risk management processes that address climate change risks and opportunities.
  - **Climate Disclosure Transparency:** Increase transparency to key stakeholders through detailed reporting and climate-related goal setting.

## E1-3 Actions and resources in relation to climate change policies

28-Parent ( ) For actions and resources in relation to climate change policies, have you adopted actions?

- In alignment with our Climate Change Policy and commitments, we have taken specific actions and dedicated resources to fulfill our climate commitments. These include:
  1. **Electrification:** We are working to reduce GHG emissions by converting our facilities to be powered by electric energy, replacing direct fossil fuel power sources.
  2. **Efficiency (Energy):** In 2022, we set a goal to reduce our energy intensity per kilowatt-hour (kWh) of storage produced by 25% by 2030 compared to 2020 as part of our U.S. Department of Energy Better Plants Program partnership.
  3. **Renewable Energy Deployment & EnerSys Batteries at Our Facilities:** To lower our energy prices and hedge against future price escalation, we have been working to develop onsite renewable energy projects to power our facilities. We also leverage our battery technology to increase our renewable capacity, improve resilience, and reduce peak power costs.
  4. **Climate Action Plan:** In 2024, EnerSys published its Climate Action Plan roadmap which details the company's planned climate actions by outlining strategies, targets, and timelines for reducing GHG emissions and transitioning to low-carbon operations across its global footprint.
  5. **Green Revolving Fund:** In 2024, we also established a Revolving Green Fund to finance internal sustainability projects that improve energy efficiency, reduce emissions, and generate cost savings, with returns reinvested to support future initiatives.

28-Yes (E1.MDR-A\_01-12) Actions and Resources related to climate change mitigation and adaptation [see ESRS 2 MDR-A]

- EnerSys' key action related to climate change mitigation and adaptation is the implementation of its Climate Action Plan Roadmap, which outlines the company's strategy

to eliminate fossil fuel use across operations by 2040 and achieve carbon-neutral electricity by 2050. The scope of this action is enterprise-wide, encompassing all global operations, with a particular focus on facilities identified as high contributors to Scope 1 emissions. The initiative includes energy efficiency upgrades, electrification of thermal processes, deployment of renewable energy, and integration of energy storage solutions using EnerSys technologies. While no material climate-related harm requiring remedy has been reported to date, EnerSys' approach emphasizes proactive risk identification and mitigation through its enterprise risk management framework and stakeholder engagement processes.

Progress since the plan's inception includes a 25% reduction in Scope 1 emissions from FY20 to FY25, a 6% reduction in water intensity since FY21, the initiation of facility-level greenhouse gas assessments, and recognition from the U.S. Department of Energy for implementing resource-efficient technologies such as the cold-cube cutting process. Financially, EnerSys has committed \$20 million between 2023 and 2028 to support climate-related actions, covering both capital expenditures (Capex) and operating expenditures (Opex) for projects like facility retrofits, renewable installations, emissions monitoring, and sustainability staffing. These investments align with the company's financial statements under R&D, facilities, and sustainability-related Capex/Opex, supporting EnerSys' long-term operational and environmental goals.

Current and future financial resources include \$20 million in a Green Revolving fund spread across short- to medium-term horizons, with Capex allocated for renewable energy systems, equipment upgrades, and process electrification, and Opex allocated for sustainability personnel, energy audits, and stakeholder programs.

#### 28-Details ( ) Actions and Resources related to climate change mitigation and adaptation [see ESRS 2 MDR-A]

- EnerSys' Climate Action Plan outlines key actions to reduce greenhouse gas emissions, including facility-level energy audits, electrification of thermal processes, retrofitting equipment for energy efficiency, and expanding on-site renewable energy generation. These actions target the company's highest-emitting facilities and are designed to eliminate fossil fuel use by 2040 and transition to carbon-neutral electricity by 2050. The plan also outlines the development of the EnerSys Revolving Green Fund which is financing sustainability projects and applying internal carbon pricing to guide investment decisions.

#### 29a (E1-3\_01) Decarbonisation lever type

- EnerSys employs several decarbonization levers, including energy efficiency improvements, electrification of thermal processes, and deployment of on-site renewable energy systems. Additional levers include internal carbon pricing to guide investments, use of EnerSys battery storage to support clean energy adoption, and retrofitting high-emission facilities to reduce fossil fuel reliance. EnerSys has also installed renewable energy (solar) and purchased carbon free electricity, when appropriate. These measures support the company's targets to eliminate fossil fuel use by 2040 and achieve carbon-neutral electricity (Scope 2) by 2050.

#### AR19d (E1-3\_02) Adaptation solution type

- EnerSys' adaptation solutions focus on enhancing operational resilience to physical climate risks through facility-level risk assessments, energy system upgrades, and infrastructure hardening. The company uses climate scenario tools to identify vulnerable sites and implements localized solutions such as on-site energy storage, renewable integration, and process improvements to withstand heatwaves, water stress, and extreme weather events. These measures are integrated into enterprise risk management to ensure long-term business continuity and climate resilience.

#### 29bPt.1 (E1-3\_03) Achieved GHG emission reductions

Year	Scope 1 (tCO2e)	Scope 2 (tCO2e)
FY20	66,228	212,070
FY25	49,646	208,175

Between FY20 and FY25, our Scope 1 emissions were reduced by 25% and our Scope 2 emissions were reduced by 2%.

#### 29bPt.2 (E1-3\_04) Expected GHG emission reductions

- EnerSys aims to reduce Scope 1 emissions by 100% by 2040 and Scope 2 emissions by 100% by 2050.

#### AR21 (E1-3\_05) Explanation of extent to which ability to implement action depends on availability and allocation of resources

- EnerSys' ability to implement climate-related actions is closely tied to the availability and allocation of financial and operational resources, including the \$20 million earmarked for the Revolving Green Fund. Resource prioritization is guided by internal carbon pricing, facility-level emissions data, and cost-benefit analyses to ensure effective deployment where impact is greatest. While current funding supports near- and medium-term actions, continued progress may depend on sustained investment and evolving capital availability.

#### 29ci (E1-3\_06) Explanation of relationship of significant CapEx and OpEx required to implement actions taken or planned to relevant line items or notes in financial statements

- The significant CapEx and OpEx required to implement EnerSys' climate-related actions—such as facility retrofits, renewable energy installations, and sustainability staffing—are reflected in broader line items related to R&D, infrastructure improvements, and environmental initiatives within the company's financial statements. These investments support long-term operational efficiency and decarbonization goals and are aligned with the company's strategic priorities. The \$20 million sustainability commitment via the Green Revolving Fund includes both capital and operational expenditures, which are integrated into financial planning and tracked across relevant budget categories. While not always itemized separately, these expenditures contribute to performance outcomes disclosed in EnerSys' annual and sustainability reports.

#### 29cii,16c (E1-3\_07) Explanation of relationship of significant CapEx and OpEx required to implement actions taken or planned to key performance indicators required under Commission Delegated Regulation (EU) 2021/2178

- The significant CapEx and OpEx required to implement EnerSys' climate actions—such as energy efficiency upgrades, electrification, and renewable energy projects—directly support key performance indicators (KPIs) under Commission Delegated Regulation (EU) 2021/2178 by contributing to climate change mitigation and adaptation objectives. These expenditures align with the taxonomy-aligned economic activities, including improvements in energy efficiency and integration of low-carbon technologies. EnerSys tracks these investments alongside environmental KPIs disclosed in its sustainability and financial reporting, facilitating alignment with EU taxonomy reporting requirements.

#### 29ciii,16c (E1-3\_08) Explanation of relationship of significant CapEx and OpEx required to implement actions taken or planned to CapEx plan required by Commission Delegated Regulation (EU) 2021/2178

- The significant CapEx and OpEx required to implement EnerSys' climate-related actions—such as electrification of thermal processes, renewable energy deployment, and facility retrofits—support the company's alignment with the CapEx plan requirements under

Commission Delegated Regulation (EU) 2021/2178. These planned expenditures are directed toward enabling the transition of existing operations toward taxonomy-aligned activities that contribute to climate change mitigation. EnerSys has committed \$20 million via the Green Revolving Fund for sustainability investments, which are integrated into its long-term capital planning and reflect a forward-looking allocation strategy consistent with the EU regulation's expectations. These actions also support the company's stated targets of eliminating fossil fuel use by 2040 and achieving carbon-neutral electricity by 2050.

## E1-4 Targets related to climate change mitigation and adaptation

32-Parent ( ) For targets related to climate change mitigation and adaptation, have you adopted targets?

- Yes, EnerSys has adopted targets related to climate change mitigation and adaptation. EnerSys has publicly committed to achieving Scope 1 carbon neutrality by 2040 and carbon neutral electricity (Scope 2) by 2050.

32-Yes (E1.MDR-T\_01-13) Tracking effectiveness of policies and actions through targets [see ESRS 2 MDR-T ]

- EnerSys tracks the effectiveness of its policies and actions through a robust framework of measurable sustainability goals, corresponding policies and ongoing reporting of progress against those goals. Key targets include achieving carbon neutrality for Scope 1 emissions by 2040 and Scope 2 by 2050, with supporting short and medium-term goals detailed in our Climate Action Plan Roadmap. EnerSys measures performance using annual Scope 1, 2, and 3 greenhouse gas inventories, based on the GHG Protocol, and annually publishes an updated Task Force on Climate-related Financial Disclosures (TCFD) Report as well as CDP disclosures. To reinforce accountability, sustainability metrics are integrated into executive compensation plans. Additionally, multiple public policies address expectations of EnerSys employees and our suppliers with regard to environmental stewardship, climate change, corporate social responsibility and other topics.

33 (E1-4\_01) Disclosure of whether and how GHG emissions reduction targets and (or) any other targets have been set to manage material climate-related impacts, risks and opportunities

- EnerSys has established greenhouse gas (GHG) emissions reduction targets to manage material climate-related impacts, risks, and opportunities. Key targets include achieving carbon neutrality for Scope 1 emissions by 2040 and Scope 2 by 2050, with supporting short and medium-term goals detailed in our Climate Action Plan Roadmap; supported by annual Scope 1, 2, and 3 emissions inventories. Sustainability metrics tied to emissions reduction are embedded in executive compensation plans to reinforce accountability. Progress toward these goals is disclosed annually through its Sustainability Report.

34a+34bPt.1 (E1-4\_02) Tables: Multiple Dimensions (baseline year and targets; GHG Types, Scope 3 Categories, Decarbonisation levers, entity-specific denominators for intensity value)

- Our baseline year is FY20. Our GHG targets include Scope 1 carbon neutrality by 2040 and Scope 2 carbon neutrality by 2050. EnerSys uses several decarbonization levers, including improving operational efficiency through its lean manufacturing program and investing in onsite renewable energy projects. The company leverages its own battery technologies to support clean energy integration and reduce peak power demand. It also develops low-carbon products such as Fast Charge & Storage systems and TPPL batteries to lower lifecycle emissions. EnerSys allocates capital for sustainability initiatives through a Green Revolving Fund and applies internal carbon pricing to guide investment decisions. Additionally, it works with suppliers via ESG assessments and innovation programs to address upstream emissions.

Year	Scope 1 emissions (mtCO2e)	Scope 2 emissions, location based (mtCO2e)
FY20	66,229	212,070
FY21	63,311	224,844
FY22	54,395	236,089
FY23	51,628	227,585
FY24	50,688	219,492
FY25	49,646	208,175

**34a+34bPt.2 (E1-4\_03) Absolute value of total Greenhouse gas emissions reduction**

- Between FY20 and FY25, EnerSys has reduced Scope 1 greenhouse gas emissions by 16,583 mtCO2e. Between FY20 and FY25, EnerSys has reduced Scope 2 greenhouse gas emissions by 3,895 mtCO2e. Between FY20 and FY25, EnerSys has reduced total Scope 1 and 2 greenhouse gas emissions by 20,478 mtCO2e.

**34a+34bPt.3 (E1-4\_04) Percentage of total Greenhouse gas emissions reduction (as of emissions of base year)**

- Between FY20 and FY25, EnerSys has reduced Scope 1 greenhouse gas emissions by 25%. Between FY20 and FY25, EnerSys has reduced Scope 2 greenhouse gas emissions by 2%. Between FY20 and FY25, EnerSys has reduced total Scope 1 and Scope 2 greenhouse gas emissions by 7%.

**34a+34bPt.4 (E1-4\_05) Intensity value of total Greenhouse gas emissions reduction**

- In FY25, EnerSys produced 48 kWh of energy storage per mtCO2e of Scope 1 and 2 emitted.

**34a+34bPt.5 (E1-4\_06) Absolute value of Scope 1 Greenhouse gas emissions reduction**

- Between FY20 and FY25, EnerSys has reduced Scope 1 greenhouse gas emissions by 16,583 mtCO2e.

**34a+34bPt.6 (E1-4\_07) Percentage of Scope 1 Greenhouse gas emissions reduction (as of emissions of base year)**

- Between FY20 and FY25, EnerSys has reduced Scope 1 greenhouse gas emissions by 25%.

**34a+34bPt.7 (E1-4\_08) Intensity value of Scope 1 Greenhouse gas emissions reduction**

- In FY25, EnerSys produced 247 kWh of energy storage per mtCO2e of Scope 1 emitted.

**34a+34bPt.8 (E1-4\_09) Absolute value of location-based Scope 2 Greenhouse gas emissions reduction**

- Between FY20 and FY25, EnerSys has reduced location-based Scope 2 greenhouse gas emissions by 3,895 mtCO2e.

**34a+34bPt.9 (E1-4\_10) Percentage of location-based Scope 2 Greenhouse gas emissions reduction (as of emissions of base year)**

- Between FY20 and FY25, EnerSys has reduced location-based Scope 2 greenhouse gas emissions by 2%.

**34a+34bPt.10 (E1-4\_11) Intensity value of location-based Scope 2 Greenhouse gas emissions reduction**

- In FY25, EnerSys produced 59 kWh of energy storage per mtCO2e of location-based Scope 2 emitted.

**34a+34bPt.11 (E1-4\_12) Absolute value of market-based Scope 2 Greenhouse gas emissions reduction**



- Market-based Scope 2 emissions are not measured.

**34a+34bPt.12 (E1-4\_13) Percentage of market-based Scope 2 Greenhouse gas emissions reduction (as of emissions of base year)**

- Market-based Scope 2 emissions are not measured.

**34a+34bPt.13 (E1-4\_14) Intensity value of market-based Scope 2 Greenhouse gas emissions reduction**

- Market-based Scope 2 emissions are not measured.

**34b (E1-4\_18) Explanation of how consistency of GHG emission reduction targets with GHG inventory boundaries has been ensured**

- EnerSys has ensured the consistency of its greenhouse gas (GHG) emission reduction targets with its GHG inventory boundaries by aligning both with the operational control approach defined by the GHG Protocol. This approach is used across all emissions reporting and target-setting activities, ensuring a uniform boundary for identifying, measuring, and managing emissions across EnerSys' global operations. The same organizational and operational boundaries applied to EnerSys' GHG inventory—covering Scope 1 (direct emissions from owned or controlled sources) and Scope 2 (indirect emissions from purchased electricity)—are also used for its reduction targets. This alignment allows for accurate tracking of emissions performance over time and ensures that progress toward targets is based on the same set of facilities and activities included in the inventory. EnerSys' GHG accounting also follows best practices from the Greenhouse Gas Protocol and utilizes consistent data collection, calculation methodologies, and verification processes to maintain data integrity across both inventory reporting and target performance measurement. This ensures that the targets remain accurate, comparable year-over-year, and reflective of the company's true emissions footprint.

**34c (E1-4\_19) Disclosure of past progress made in meeting target before current base year**

<b>Year</b>	<b>Scope 1 emissions (mtCO2e)</b>	<b>Scope 2 emissions, location based (mtCO2e)</b>
FY20	66,229	212,070
FY21	63,311	224,844
FY22	54,395	236,089
FY23	51,628	227,585
FY24	50,688	219,492
FY25	49,646	208,175

**AR25a (E1-4\_20) Description of how it has been ensured that baseline value is representative in terms of activities covered and influences from external factors**

- EnerSys has taken deliberate steps to ensure that the baseline values used for its climate-related targets are representative in terms of the activities covered and the influence of external factors. The company originally selected calendar year 2019 as its baseline year; however, this was subsequently updated to fiscal year 2020 (April 1, 2019 – March 31, 2020) to better align with internal reporting structures and to enhance consistency with the disclosure expectations under the EU Corporate Sustainability Reporting Directive (CSRD). This change supports improved integration of climate data with financial reporting cycles and enables more effective governance and oversight of climate-related performance.

Fiscal year 2020 was selected specifically because it reflects a stable period of operations immediately prior to the onset of the COVID-19 pandemic. Using this timeframe helps avoid distortions caused by pandemic-related disruptions, including reduced industrial activity, global supply chain interruptions, and atypical shifts in energy use. This ensures that the

baseline accurately reflects normal operating conditions and provides a meaningful point of comparison for future emissions reduction progress.

The FY2020 baseline includes GHG emissions from all EnerSys operations globally under the company's operational control, in accordance with the GHG Protocol. It covers emissions from manufacturing, distribution, and administrative facilities, ensuring consistency between the baseline and the GHG inventory boundaries used in ongoing reporting.

To ensure representativeness, EnerSys evaluated historical emissions data and operational trends to confirm that FY2020 emissions were neither anomalously low nor high due to external factors. The company also uses standardized methodologies and consistent data collection processes to ensure reliable year-over-year comparisons, enabling accurate performance tracking against its climate targets.

#### AR25b (E1-4\_21) Description of how new baseline value affects new target, its achievement and presentation of progress over time

- The company originally selected calendar year 2019 as its baseline year; however, this was subsequently updated to fiscal year 2020 (April 1, 2019 – March 31, 2020) to better align with internal reporting structures and to enhance consistency with the disclosure expectations under the EU Corporate Sustainability Reporting Directive (CSRD). This change supports improved integration of climate data with financial reporting cycles and enables more effective governance and oversight of climate-related performance. This new baseline does not affect our target.

#### 34e,16a (E1-4\_22) GHG emission reduction target is science based and compatible with limiting global warming to one and half degrees Celsius

- EnerSys' greenhouse gas (GHG) emission reduction targets are designed to be science-based and are compatible with the goal of limiting global warming to 1.5°C, in line with the objectives of the Paris Agreement. The company has committed to achieving carbon neutrality for Scope 1 emissions by 2040 and for Scope 2 emissions (carbon-neutral electricity) by 2050. These targets align with global decarbonization pathways that emphasize deep emissions reductions by mid-century, which the Intergovernmental Panel on Climate Change (IPCC) has identified as necessary to remain within a 1.5°C warming threshold.

In developing its Climate Action Plan Roadmap, EnerSys utilized scenario analysis based on IPCC AR6 Synthesis Report trajectories, including RCP 1.9, which represents a 1.5°C warming scenario. The company assessed its emissions reduction potential and the role of energy efficiency, renewable electricity procurement, and process improvements across its operations. This analytical framework ensures that EnerSys' decarbonization trajectory is consistent with science-based pathways.

While EnerSys has not yet submitted its targets for formal validation by the Science Based Targets initiative (SBTi), the methodology, ambition, and timeframes of its targets are aligned with recognized science-based criteria. The company continues to evaluate additional opportunities to enhance its alignment with science-based standards, and its Climate Action Plan Roadmap provides transparency into the assumptions, milestones, and abatement strategies being used to support long-term decarbonization.

#### 34f,16b (E1-4\_23) Description of expected decarbonisation levers and their overall quantitative contributions to achieve GHG emission reduction target

- EnerSys has identified several key levers to achieve our GHG reduction targets—Scope 1 carbon neutrality by 2040 and carbon-neutral electricity (Scope 2) by 2050. These include energy efficiency upgrades such as electrification of heating systems and transitioning to renewable electricity via solar, utility green power, and PPAs. We also use our own energy storage technologies to reduce peak demand and improve resilience. To support these actions, we’ve established a Green Revolving Fund and apply an internal cost of carbon to guide investment decisions. Our Climate Action Plan Roadmap outlines these strategies, which we monitor and report on annually through TCFD-aligned disclosures.

**AR30c (E1-4\_24) Diverse range of climate scenarios have been considered to detect relevant environmental, societal, technology, market and policy-related developments and determine decarbonisation levers**

- EnerSys has considered a diverse range of climate scenarios, including 1.5°C, 2°C, and ~3°C pathways based on IPCC AR6 Synthesis Report data, to assess environmental, societal, technological, market, and policy-related developments. These scenarios were selected to represent a range of possible futures and inform the identification of both risks and opportunities. Scenario analysis tools such as the En-ROADS Climate Interactive Model, CMRA Climate Mapping, and the EPA CREAT tool were used to evaluate impacts across different geographies and time horizons. This approach helped EnerSys determine appropriate decarbonization levers, including energy efficiency, electrification, and renewable energy adoption. The process also ensured alignment with stakeholder expectations and evolving regulatory frameworks. Results from these scenarios informed the company’s Climate Action Plan Roadmap and long-term emissions reduction strategy.

## E1-5 Energy consumption and mix

**37 (E1-5\_01) Total energy consumption related to own operations**

- In FY25, EnerSys consumed 701,291 MWh of energy.

**37a (E1-5\_02) Total energy consumption from fossil sources**

- In FY25, EnerSys consumed 246,662 MWh of energy from fossil sources, not including energy from purchased electricity.

**37b (E1-5\_03) Total energy consumption from nuclear sources**

- While many of our sites draw electricity from mixed sources, including non-fossil options as local grids continue to decarbonize, we do not yet fully quantify or certify the non-fossil portion across all locations. However, at our Guarulhos facility in Brazil, we received a certificate confirming that 87,107 kWh of electricity consumed in FY25 originated from nuclear energy.

**AR34Pt.1 (E1-5\_04) Percentage of energy consumption from nuclear sources in total energy consumption**

- While many of our sites draw electricity from mixed sources, including non-fossil options as local grids continue to decarbonize, we do not yet fully quantify or certify the non-fossil portion across all locations. However, at our Guarulhos facility in Brazil, we received a certificate confirming that 87,107 kWh of electricity consumed in FY25 originated from nuclear energy, which would be less than 1% of our FY25 energy consumption.

**37c (E1-5\_05) Total energy consumption from renewable sources**

- While many of our sites draw electricity from mixed sources, including non-fossil options as local grids continue to decarbonize, we do not yet fully quantify or certify the non-fossil

portion across all locations. However, we were able to certify that in FY25, EnerSys consumed 3,480,272 kWh from renewable sources.

#### 37ci (E1-5\_06) Fuel consumption from renewable sources

- N/A

#### 37cii (E1-5\_07) Consumption of purchased or acquired electricity, heat, steam, and cooling from renewable sources

- While many of our sites draw electricity from mixed sources, including non-fossil options as local grids continue to decarbonize, we do not yet fully quantify or certify the non-fossil portion across all locations. However, we were able to certify that in FY25, EnerSys consumed 3,489,272 kWh from renewable sources. 3,484,272 kWh was from purchased renewable sources.

#### 37ciii (E1-5\_08) Consumption of self-generated non-fuel renewable energy

- EnerSys self-generated ~5,000 kWh via solar photovoltaic in FY25.

#### AR34Pt.2 (E1-5\_09) Percentage of renewable sources in total energy consumption

- ~1%

#### 38a (E1-5\_10) Fuel consumption from coal and coal products

- In FY25, EnerSys consumed 23,999 kWh from coal products.

#### 38b (E1-5\_11) Fuel consumption from crude oil and petroleum products

- In FY25, EnerSys consumed 246,638 MWh of energy from crude oil and petroleum products including diesel, gasoline, liquid propane, liquid petroleum gas, natural gas and oil heat.

#### 38c (E1-5\_12) Fuel consumption from natural gas

- In FY25, EnerSys consumed 180,586,957 kWh in energy from natural gas.

#### 38d (E1-5\_13) Fuel consumption from other fossil sources

- In FY25, EnerSys consumed energy from the following fossil fuel sources:

Source	Energy Consumption (kWh)
Anthracite Coal	23,999
Diesel	5,910,391
Gasoline	52,384,923
Liquid Propane	254,822
LP Gas	7,384,492
Natural Gas	180,586,957

#### 38e (E1-5\_14) Consumption of purchased or acquired electricity, heat, steam, or cooling from fossil sources

- While many of our sites draw electricity from mixed energy sources—some of which include non-fossil options as local grids decarbonize—we do not yet fully quantify or certify the non-fossil portion across all locations. To remain conservative in our reporting, we assume all purchased electricity is fossil-based, except where verified otherwise. Based on this approach, and excluding the certified non-fossil energy consumed at our facilities in Guarulhos, Brazil and Bellingham, Washington, in FY25, EnerSys consumed 49,819 MWh of acquired electricity, heat, steam or cooling from fossil fuel sources. This was calculated by taking total energy consumption in FY25 and subtracting energy consumed from certified renewables as well as energy consumed by our fleet vehicles.

#### AR34Pt.3 (E1-5\_15) Percentage of fossil sources in total energy consumption

- While many of our sites draw electricity from mixed energy sources—some of which include non-fossil options as local grids decarbonize—we do not yet fully quantify or certify the non-fossil portion across all locations. To remain conservative in our reporting, we assume all purchased electricity is fossil-based, except where verified otherwise. Based on this approach, and excluding the certified non-fossil energy consumed at our facilities in Guarulhos, Brazil and Bellingham, Washington, approximately 99% of EnerSys' energy consumption in FY25 is treated as originating from fossil fuel sources.

#### 39Pt.1 (E1-5\_16) Non-renewable energy production

- N/A

#### 39Pt.2 (E1-5\_17) Renewable energy production

- EnerSys produced ~5,000 kWh via a solar array at our Bellingham, WA facility in FY25.

#### 40 (E1-5\_18) Energy intensity from activities in high climate impact sectors (total energy consumption per net revenue)

- In FY25, EnerSys consumed 193,727 kWh of energy for every million dollars in net revenue.

#### 41 (E1-5\_19) Total energy consumption from activities in high climate impact sectors

- As a manufacturer, which is considered by ESRS to be a high climate impact sector, EnerSys consumed 701,290,832 kWh in FY25.

#### 42 (E1-5\_20) High climate impact sectors used to determine energy intensity

- EnerSys operates in high climate impact sectors as defined by the EU, primarily within the manufacture of batteries and electrical energy storage systems, which falls under NACE Code C27.20 – Manufacture of batteries and accumulators. This includes energy-intensive industrial processes related to the production of batteries, power systems, and related components. These activities were used to determine our energy intensity metrics, as they represent the core of EnerSys' manufacturing operations and are significant contributors to energy consumption and climate-related impacts.

#### 43 (E1-5\_21) Disclosure of reconciliation to relevant line item or notes in financial statements of net revenue from activities in high climate impact sectors

- In FY25, our net revenue was 3.62 billion USD. Please see our financial statements for more information.

#### AR38bPt.1 (E1-5\_22) Net revenue from activities in high climate impact sectors

- In FY25, our net revenue was 3.62 billion USD. Please see our financial statements for more information.

#### AR38bPt.2 (E1-5\_23) Net revenue from activities other than in high climate impact sectors

- In FY25, our net revenue was 3.62 billion USD. Please see our financial statements for more information.

## E1-6 Gross Scopes 1, 2, 3 and Total GHG emissions

#### 44 (E1-6\_01) Gross Scopes 1, 2, 3 and Total GHG emissions - GHG emissions per scope [table]

Year	Scope 1 (mtCO2e)	Scope 2 (mtCO2e) location-based	Scope 3 (mtCO2e)
FY20	66,229	212,070	N/A
FY21	63,311	224,844	N/A
FY22	54,395	236,089	N/A

FY23	51,628	227,585	N/A
FY24	50,688	219,492	N/A
FY25	49,646	208,175	1,816,498

50 (E1-6\_02) Gross Scopes 1, 2, 3 and Total GHG emissions - financial and operational control [table]

- EnerSys does not currently disaggregate its greenhouse gas emissions based on financial control or operational control approaches.

AR41 (E1-6\_03) Disaggregation of GHG emissions - by country, operating segments, economic activity, subsidiary, GHG category or source type

- EnerSys does not currently disaggregate its greenhouse gas emissions by country, operating segment, economic activity, subsidiary, GHG category, or source type in its public disclosures.

AR46d (E1-6\_04) Gross Scopes 1, 2, 3 and Total GHG emissions - Scope 3 GHG emissions (GHG Protocol) [table]

- EnerSys adheres to the standards as defined by the GHG protocol and ISO 14064-1:2018 for measuring Scope 1, 2, and 3 greenhouse gas emissions.

Year	Scope 1 (mtCO2e)	Scope 2 (mtCO2e) location-based	Scope 3 (mtCO2e)
FY20	66,229	212,070	N/A
FY21	63,311	224,844	N/A
FY22	54,395	236,089	N/A
FY23	51,628	227,585	N/A
FY24	50,688	219,492	N/A
FY25	49,646	208,175	1,816,498

AR50 (E1-6\_05) Gross Scopes 1, 2, 3 and Total GHG emissions - Scope 3 GHG emissions (ISO 14064-1) [table]

- EnerSys adheres to the standards as defined by the GHG protocol and ISO 14064-1:2018 for measuring Scope 1, 2, and 3 greenhouse gas emissions.

Year	Scope 1 (mtCO2e)	Scope 2 (mtCO2e) location-based	Scope 3 (mtCO2e)
FY20	66,229	212,070	N/A
FY21	63,311	224,844	N/A
FY22	54,395	236,089	N/A
FY23	51,628	227,585	N/A
FY24	50,688	219,492	N/A
FY25	49,646	208,175	1,816,498

AR52 (E1-6\_06) Gross Scopes 1, 2, 3 and Total GHG emissions - total GHG emissions - value chain [table]

Year	Scope 1 (mtCO2e)	Scope 2 (mtCO2e) location-based	Scope 3 (mtCO2e)
FY20	66,229	212,070	N/A
FY21	63,311	224,844	N/A
FY22	54,395	236,089	N/A
FY23	51,628	227,585	N/A
FY24	50,688	219,492	N/A
FY25	49,646	208,175	1,816,498



#### 48a (E1-6\_07) Gross Scope 1 greenhouse gas emissions

- In FY25, EnerSys had 49,646 mtCO<sub>2</sub>e of Scope 1 GHG emissions.

#### 48b (E1-6\_08) Percentage of Scope 1 GHG emissions from regulated emission trading schemes

- None of EnerSys' Scope 1 greenhouse gas emissions are currently covered under any regulated emissions trading schemes. Therefore, the percentage is 0%.

#### 49a,52a (E1-6\_09) Gross location-based Scope 2 greenhouse gas emissions

- In FY25, EnerSys had 208,175 mtCO<sub>2</sub>e of location-based Scope 2 GHG emissions.

#### 49b,52b (E1-6\_10) Gross market-based Scope 2 greenhouse gas emissions

- EnerSys does not calculate market-based Scope 2 GHG emissions.

#### 51 (E1-6\_11) Gross Scope 3 greenhouse gas emissions

- In FY25, EnerSys reports 1,816,498 tCO<sub>2</sub>e of Scope 3 emissions. Scope 3 category breakdowns are as follows:

Category name	Methodology	Emissions (mtCO <sub>2</sub> e FY25)
1. Purchased Goods & Services	Spend-based approach with NAICS EF matching	480,973
2. Capital Goods	Spend-based approach with NAICS EF matching	18,046
3. Fuel & Energy Activities	Activity-based approach using WTT (DEFRA) + T&D (IEA) factors	51,780
4. Upstream T&D	Mixed activity- & spend-based (DEFRA/EPA freight EFs)	10,555
5. Waste in Operations	Assumption-based approach using proxy waste generation rates & disposal splits	7,142
6. Business Travel	Activity-based approach using miles flown & car rental days	2,440
7. Employee Commuting	Assumption-based approach using headcount × commuting distance (Numbeo)	18,304
8. Upstream leased assets		N/A
9. Downstream T&D	Mixed activity- & spend-based (DEFRA/EPA freight EFs)	54,725
10. Processing of Sold Products		N/A
11. Use of Sold Goods	Assumption-based approach: lifetime energy throughput × grid EF	1,165,778
12. End-of-Life Treatment	Assumption-based approach: 2 V cell equivalent mass × chemistry-specific EF	6,756
13. Downstream Leased Assets		N/A

14. Franchises		N/A
15. Investments		N/A

#### 44,52a (E1-6\_12) Total GHG emissions location based

- In FY25, EnerSys reports Scope 1 emissions of 49,646 mtCO<sub>2</sub>e and Scope 2 location-based emissions of 208,175 mtCO<sub>2</sub>e. Total GHG emissions using the location-based method (Scope 1 + Scope 2 location-based) amounted to 257,821 mtCO<sub>2</sub>e. Scope 3 emissions are disclosed separately and not included in this total.

#### 44,52b (E1-6\_13) Total GHG emissions market based

- EnerSys does not calculate market-based Scope 2 GHG emissions.

#### 47 (E1-6\_14) Disclosure of significant changes in definition of what constitutes reporting undertaking and its value chain and explanation of their effect on year-to-year comparability of reported GHG emissions

- In FY25, EnerSys completed the acquisition of Bren-Tronics, a manufacturer of portable lithium power solutions for defense applications. As a result, the reporting boundary for EnerSys' greenhouse gas (GHG) emissions expanded to include the operations and facilities of Bren-Tronics beginning in the second quarter of FY2025.

#### AR39b (E1-6\_15) Disclosure of methodologies, significant assumptions and emissions factors used to calculate or measure GHG emissions

- EnerSys calculates greenhouse gas (GHG) emissions in accordance with the Greenhouse Gas Protocol and ISO 14064-1. Scope 1 emissions are based on actual fuel consumption data from EnerSys-owned or controlled facilities and equipment. Scope 2 emissions are calculated using the location-based method (applying regional grid average emission factors). Scope 3 emissions are estimated using supplier data, activity-based calculations, and industry-accepted secondary data from sources such as DEFRA, EPA eGRID, and IEA. Key assumptions include energy usage consistency across reporting periods, facility-level operational control boundaries, and emissions factors sourced from government or internationally recognized datasets. Emission factors are regularly reviewed for relevance and accuracy in line with EnerSys' climate reporting practices.

#### AR42c (E1-6\_16) Disclosure of the effects of significant events and changes in circumstances (relevant to its GHG emissions) that occur between the reporting dates of the entities in its value chain and the date of the undertaking's general purpose financial statements

- During the reporting period for FY25, EnerSys did not identify any significant events or changes in circumstances across its value chain that materially impacted its reported GHG emissions between the reporting dates of value chain entities and the issuance of its general purpose financial statements.

#### AR43c (E1-6\_17) Biogenic emissions of CO<sub>2</sub> from the combustion or bio-degradation of biomass not included in Scope 1 GHG emissions

- EnerSys did not have any biogenic emissions of CO<sub>2</sub> in FY25.

#### AR45dPt.1 (E1-6\_18) Percentage of contractual instruments, Scope 2 GHG emissions

- EnerSys does not currently procure electricity through contractual instruments such as PPAs or RECs; therefore, 0% of Scope 2 emissions are calculated using contractual instruments.

#### AR45dPt.2 (E1-6\_19) Disclosure of types of contractual instruments, Scope 2 GHG emissions

- EnerSys does not currently procure electricity through contractual instruments such as PPAs or RECs.

AR45dPt.3 (E1-6\_20) Percentage of market-based Scope 2 GHG emissions linked to purchased electricity bundled with instruments

- EnerSys does not calculate market-based Scope 2 GHG emissions.

AR45dPt.4 (E1-6\_21) Percentage of contractual instruments used for sale and purchase of energy bundled with attributes about energy generation in relation to Scope 2 GHG emissions

- EnerSys does not currently procure electricity through contractual instruments such as PPAs or RECs.

AR45dPt.5 (E1-6\_22) Percentage of contractual instruments used for sale and purchase of unbundled energy attribute claims in relation to Scope 2 GHG emissions

- EnerSys does not currently procure electricity through contractual instruments such as PPAs or RECs.

AR45dPt.6 (E1-6\_23) Disclosure of types of contractual instruments used for sale and purchase of energy bundled with attributes about energy generation or for unbundled energy attribute claims

- EnerSys does not currently procure electricity through contractual instruments such as PPAs or RECs.

AR45e (E1-6\_24) Biogenic emissions of CO<sub>2</sub> from combustion or bio-degradation of biomass not included in Scope 2 GHG emissions

- EnerSys does not currently use biomass or bio-based fuels in its purchased energy mix or electricity procurement. As a result, there are no biogenic CO<sub>2</sub> emissions from combustion or bio-degradation of biomass associated with Scope 2 GHG emissions. Therefore, the reported value for this disclosure is zero.

AR46g (E1-6+25) Percentage of GHG Scope 3 calculated using primary data

- In FY2025, approximately 6% of EnerSys's Scope 3 emissions were calculated using primary data, mainly from utility invoices (Category 3), Concur travel data (Category 6), and shipment activity data in Categories 4 and 9. The remaining ~94% of emissions were calculated using secondary approaches, which include spend-based methods (Categories 1 and 2) and assumptions-based models (waste, commuting, use-phase, and end-of-life). EnerSys will focus on expanding supplier engagement and data collection to replace spend- and assumption-based estimates with primary data in the largest categories (Purchased Goods & Services and Use of Sold Products).

Category	Primary / Secondary	% Primary (emissions-weighted)
1 – Purchased Goods & Services	Secondary	0%
2 – Capital Goods	Secondary	0%
3 – Fuel & Energy Activities	Primary	100%
4 – Upstream T&D	Mixed	90%
5 – Waste in Operations	Secondary	0%
6 – Business Travel	Mixed	96%
7 – Employee Commuting	Secondary	0%
9 – Downstream T&D	Mixed	90%
11 – Use of Sold Goods	Secondary	0%
12 – End-of-Life Treatment	Secondary	0%

AR46iPt.1 (E1-6\_26) Disclosure of why Scope 3 GHG emissions category has been excluded

- The Scope 3 categories for upstream leased assets, processing of sold products, downstream leased assets, franchises, and financial investments have been excluded from EnerSys' GHG calculations, as they are not applicable to our operations.

#### AR46iPt.2 (E1-6\_27) List of Scope 3 GHG emissions categories included in inventory

- The Scope 3 GHG inventory for EnerSys includes the following relevant categories: purchased goods and services, capital goods, fuel- and energy-related activities, waste generated in operations, use of sold products, end-of-life treatment of sold products, upstream and downstream transportation and distribution, business travel, and employee commuting.

#### AR46j (E1-6\_28) Biogenic emissions of CO<sub>2</sub> from combustion or bio-degradation of biomass that occur in value chain not included in Scope 3 GHG emissions

- EnerSys does not currently identify or quantify biogenic CO<sub>2</sub> emissions from combustion or bio-degradation of biomass occurring within its upstream or downstream value chain. Based on the nature of its products, supply chain, and operations, these emissions are not considered material or relevant, and therefore are not included in the Scope 3 GHG inventory.

#### AR46h (E1-6+29) Disclosure of reporting boundaries considered and calculation methods for estimating Scope 3 GHG emissions)

- EnerSys prepared its Scope 3 inventory in line with the GHG Protocol Corporate Value Chain (Scope 3) Standard, using an operational control boundary to consolidate global operations. All material categories relevant to EnerSys's value chain were included: 1, 2, 3, 4, 5, 6, 7, 9, 11, and 12.
- Methodology by Category
  - Category 1 – Purchased Goods & Services: Procurement spend was mapped to NAICS emission factors, with all spend normalized to 2021 USD to ensure consistency across datasets.
  - Category 2 – Capital Goods: Capitalized procurement spend was isolated and mapped to NAICS emission factors, also normalized to 2021 USD.
  - Category 3 – Fuel & Energy-Related Activities: Utility invoice data was used to calculate upstream emissions, applying DEFRA well-to-tank (WTT) factors for fuels and IEA 2023 upstream and transmission/distribution factors for electricity.
  - Category 4 – Upstream Transportation & Distribution: Where shipment records included actual weight, distance, and transport mode, emissions were calculated directly; where gaps existed, spend data and average values were applied. DEFRA and EPA freight emission factors were used.
  - Category 5 – Waste in Operations: Site drivers (area or headcount) were combined with published waste generation rates (Fairfax County, Santa Barbara CalRecycle, and U.S. EPA) and a fixed global disposal split (32.1% recycling, 67.9% landfill).
  - Category 6 – Business Travel: Concur data on air travel and rental car days was used with U.S. EPA 2024 emission factors. For rental cars, an average of 36.9 miles/day (FHWA) was applied.
  - Category 7 – Employee Commuting: HR headcount was paired with country-level commuting distances from Numbeo (2025) and DEFRA 2024 homeworking factors to estimate emissions for onsite and remote employees.
  - Category 9 – Downstream Transportation & Distribution: Outbound shipment records were prioritized by weight, distance, and transport mode; where incomplete, spend and averages were used. DEFRA and EPA freight emission factors were applied.

- Category 11 – Use of Sold Goods: Product sales and capacity data were combined with derated cycle life and depth-of-discharge assumptions to estimate lifetime energy throughput, which was multiplied by DEFRA/IEA grid emission factors.
- Category 12 – End-of-Life Treatment of Sold Products: All batteries were normalized to 2 V cell equivalents, with mass estimated from capacity × weight factors (EnerSys datasheets). Chemistry-specific end-of-life factors from JRC/PEFCR were applied.

#### 53Pt.1 (E1-6\_30) GHG emissions intensity, location-based (total GHG emissions per net revenue)

- In FY25, EnerSys had 573 tCO<sub>2</sub>e of emissions per million USD net revenue.

#### 53Pt.2 (E1-6\_31) GHG emissions intensity, market-based (total GHG emissions per net revenue)

- EnerSys does not calculate market-based GHG emissions.

#### 55 (E1-6\_32) Disclosure of reconciliation to financial statements of net revenue used for calculation of GHG emissions intensity

- As noted in our financial statements, EnerSys revenue for FY25 was 3.62 billion.

#### AR55 (E1-6\_33) Net revenue

- In FY25, our net revenue was 3.62 billion USD. Please see our financial statements for more information.

#### AR55Pt.1 (E1-6\_34) Net revenue used to calculate GHG intensity

- In FY25, our net revenue was 3.62 billion USD. Please see our financial statements for more information.

#### AR55Pt.2 (E1-6\_35) Net revenue other than used to calculate GHG intensity

- In FY25, our net revenue was 3.62 billion USD. Please see our financial statements for more information.

## E1-7 GHG removals and GHG mitigation projects financed through carbon credits

#### 56b (E1-7\_02) Disclosure of GHG emission reductions or removals from climate change mitigation projects outside value chain financed or to be financed through any purchase of carbon credits

- EnerSys does not currently use carbon credits or engage in any form of carbon dioxide removals (CDR) to offset its greenhouse gas emissions. All reported emissions reflect gross emissions without the application of market-based offset mechanisms.

#### 58 (E1-7\_03) Removals and carbon credits are used

- EnerSys does not currently use carbon credits or engage in any form of carbon dioxide removals (CDR) to offset its greenhouse gas emissions. All reported emissions reflect gross emissions without the application of market-based offset mechanisms.

#### 58aPt.1 (E1-7\_04) GHG Removals and storage Activity by undertaking scope (breakdown by own operations and value chain) and by removal and storage activity

- EnerSys does not currently use carbon credits or engage in any form of carbon dioxide removals (CDR) to offset its greenhouse gas emissions. All reported emissions reflect gross emissions without the application of market-based offset mechanisms.
- Unit: Tabular

#### 58aPt.2 (E1-7\_05) Total GHG removals and storage

- EnerSys does not currently use carbon credits or engage in any form of carbon dioxide removals (CDR) to offset its greenhouse gas emissions. All reported emissions reflect gross emissions without the application of market-based offset mechanisms.

#### AR58f (E1-7\_06) GHG emissions associated with removal activity

- EnerSys does not currently use carbon credits or engage in any form of carbon dioxide removals (CDR) to offset its greenhouse gas emissions. All reported emissions reflect gross emissions without the application of market-based offset mechanisms.

#### 58b (E1-7\_08) Disclosure of calculation assumptions, methodologies and frameworks applied (GHG removals and storage)

- EnerSys does not currently use carbon credits or engage in any form of carbon dioxide removals (CDR) to offset its greenhouse gas emissions. All reported emissions reflect gross emissions without the application of market-based offset mechanisms.

#### AR58e (E1-7\_09) Removal activity has been converted into carbon credits and sold on to other parties on voluntary market

- EnerSys does not currently use carbon credits or engage in any form of carbon dioxide removals (CDR) to offset its greenhouse gas emissions. All reported emissions reflect gross emissions without the application of market-based offset mechanisms.

#### 59a (E1-7\_10) Total amount of carbon credits outside value chain that are verified against recognised quality standards and cancelled

- EnerSys does not currently use carbon credits or engage in any form of carbon dioxide removals (CDR) to offset its greenhouse gas emissions. All reported emissions reflect gross emissions without the application of market-based offset mechanisms.

#### 59b (E1-7\_11) Total amount of carbon credits outside value chain planned to be cancelled in future

- EnerSys does not currently use carbon credits and has no plans to purchase or cancel carbon credits outside its value chain at this time. Our decarbonization strategy is focused on direct emissions reductions through operational efficiency, electrification, and energy sourcing improvements, rather than reliance on offset mechanisms.

#### AR60 (E1-7\_07) Reversals

- EnerSys does not currently use carbon removal technologies or carbon credits.

#### AR61 (E1-7\_12) Disclosure of extent of use and quality criteria used for carbon credits

- EnerSys does not currently use carbon removal technologies or carbon credits.

#### AR62aPt.1 (E1-7\_13) Percentage of reduction projects

- EnerSys does not currently use carbon removal technologies or carbon credits.

#### AR62aPt.2 (E1-7\_14) Percentage of removal projects

- EnerSys does not currently use carbon removal technologies or carbon credits.

#### AR62b (E1-7\_15) Type of carbon credits from removal projects

- EnerSys does not currently use carbon removal technologies or carbon credits.

#### AR62c (E1-7\_16) Percentage for recognised quality standard

- EnerSys does not currently use carbon removal technologies or carbon credits.

#### AR62d (E1-7\_17) Percentage issued from projects in European Union

- EnerSys does not currently use carbon removal technologies or carbon credits.



AR62e (E1-7\_18) Percentage that qualifies as corresponding adjustment

- EnerSys does not currently use carbon removal technologies or carbon credits.

AR64 (E1-7\_19) Date when carbon credits outside value chain are planned to be cancelled

- EnerSys does not currently use carbon removal technologies or carbon credits.

60 (E1-7\_20) Explanation of scope, methodologies and frameworks applied and how residual GHG emissions are intended to be neutralised

- EnerSys calculates and reports greenhouse gas (GHG) emissions using the GHG Protocol, covering Scope 1, Scope 2 (location-based), and selected categories of Scope 3 emissions. Emissions data are collected across global operations under the operational control approach and are disclosed annually in alignment with leading voluntary frameworks such as CDP and TCFD. At present, EnerSys does not rely on carbon offsets or removals, and has no active plans to neutralize residual GHG emissions through external mechanisms. The Company's climate strategy is centered on direct emissions reduction through operational efficiency, facility upgrades, and renewable energy sourcing, as outlined in its Climate Action Plan Roadmap.

61 (E1-7\_21) Public claims of GHG neutrality that involve use of carbon credits have been made

- EnerSys does not include GHG removals, carbon credits or avoided emissions in our aims to achieve our climate targets at this time.

61a (E1-7\_22) Public claims of GHG neutrality that involve use of carbon credits are accompanied by GHG emission reduction targets

- EnerSys does not include GHG removals, carbon credits or avoided emissions in our aims to achieve our climate targets at this time.

61b (E1-7\_23) Claims of GHG neutrality and reliance on carbon credits neither impede nor reduce achievement of GHG emission reduction targets or net zero target

- EnerSys does not currently make public claims of GHG neutrality that involve the use of carbon credits.

61a,b (E1-7\_24) Explanation of whether and how public claims of GHG neutrality that involve use of carbon credits are accompanied by GHG emission reduction targets and how claims of GHG neutrality and reliance on carbon credits neither impede nor reduce achievement of GHG emission reduction targets or net zero target

- EnerSys does not currently make public claims of GHG neutrality that involve the use of carbon credits.

61c (E1-7\_25) Explanation of credibility and integrity of carbon credits used

- EnerSys does not currently use carbon removal technologies or carbon credits.

## E1-8 Internal Carbon Pricing

63aPt.1 (E1-8\_01) Carbon pricing scheme by type

- As outlined in the Climate Action Plan Roadmap and the TCFD (Task Force on Climate-related Financial Disclosures) report, EnerSys has established an internal carbon pricing framework as part of its Climate Action Plan Enablement Program. This framework is part of a broader strategy that includes:
  - A Green Revolving Fund
  - Strategic financial planning to evaluate decarbonization projects

The internal carbon pricing framework is designed to support investment decisions related to energy efficiency and Scope 1 and 2 decarbonization initiatives. EnerSys has committed to achieving carbon neutrality for Scope 1 emissions by 2040 and Scope 2 emissions by 2050. The internal carbon pricing strategy is one of the mechanisms intended to help meet these goals.

#### 63aPt.2 (E1-8\_02) Type of internal carbon pricing scheme

- EnerSys has implemented an internal carbon pricing framework as part of its Climate Action Plan Enablement Program. The framework functions similarly to a shadow pricing model, guiding investment and capital allocation decisions toward low-carbon projects.

#### 63b (E1-8\_03) Description of specific scope of application of carbon pricing scheme

- EnerSys applies its internal carbon pricing framework to evaluate and prioritize capital investments and sustainability initiatives that reduce Scope 1 and Scope 2 emissions. It is primarily used to guide decision-making at energy intensive manufacturing sites but is also applied as appropriate throughout EnerSys operations to support progress toward the company's carbon neutrality goals.

#### 63cPt.1 (E1-8\_04) Carbon price applied for each metric tonne of greenhouse gas emission

- EnerSys set an initial internal carbon price of approximately \$150 - \$200/mtCO<sub>2</sub>e based on its relevance to Scope 1 emissions reduction projects and as a mechanism to support project grant decisions through its Revolving Green Fund.

#### 63cPt.2 (E1-8\_05) Description of critical assumptions made to determine carbon price applied

- EnerSys set an initial internal carbon price of \$200/mtCO<sub>2</sub>e based on its relevance to Scope 1 emissions reduction projects and as a mechanism to support project grant decisions through its Revolving Green Fund. This value reflects assumptions about the cost dynamics of science-based decarbonization alternatives, available internal funding, and the importance of aligning financial decision-making with the company's sustainability strategy. EnerSys will continue to evaluate this price as part of broader decision-making frameworks.

#### 63dPt.1 (E1-8\_06) Percentage of gross Scope 1 greenhouse gas emissions covered by internal carbon pricing scheme

- 100% of Scope 1 greenhouse gas emissions are covered by our internal carbon pricing scheme.

#### 63dPt.2 (E1-8\_07) Percentage of gross Scope 2 greenhouse gas emissions covered by internal carbon pricing scheme

- 100% of Scope 2 greenhouse gas emissions are covered by our internal carbon pricing scheme.

#### 63dPt.3 (E1-8\_08) Percentage of gross Scope 3 greenhouse gas emissions covered by internal carbon pricing scheme

- 0% of Scope 3 greenhouse gas emissions are covered by our internal carbon pricing scheme.

#### AR65 (E1-8\_09) Disclosure of whether and how carbon price used in internal carbon pricing scheme is consistent with carbon price used in financial statements

- EnerSys does not use our internal carbon price in our financial statements. The internal price is primarily applied to guide sustainability project funding and investment prioritization rather than for accounting or financial reporting purposes.

## E1-9 Anticipated financial effects from material physical and transition risks and potential climate-related opportunities

66aPt.1 (E1-9\_01) Assets at material physical risk before considering climate change adaptation actions

- EnerSys has identified 12 facilities located in countries classified as “high risk” under its Climate Risk Index (CRI) framework, representing assets at material physical risk prior to adaptation measures. Please see our 2024 TCFD report for more information.

66aPt.2 (E1-9\_02) Assets at acute material physical risk before considering climate change adaptation actions

- EnerSys identifies risks from extreme weather events (e.g. hurricanes, floods) that could impact manufacturing and supply chains; however, no specific facilities were quantified as materially at acute physical risk under the defined 1% revenue materiality threshold.

66aPt.3 (E1-9\_03) Assets at chronic material physical risk before considering climate change adaptation actions

- EnerSys has identified that certain facilities located in high-risk geographic regions are exposed to chronic physical climate risks, including sustained increases in energy demand and water stress resulting from rising average temperatures and prolonged drought conditions. These risks have been deemed material based on the company’s 1% revenue threshold. For further details and contextual analysis, please refer to the 2024 TCFD Report.

66aPt.4 (E1-9\_04) Percentage of assets at material physical risk before considering climate change adaptation actions

- In our 2024 TCFD report, we identify that 12 out of 160 EnerSys facilities are in high-risk countries based on the Climate Risk Index, meaning approximately 7.5% of assets are at material physical risk before considering climate change adaptation actions.

66c (E1-9\_05) Disclosure of location of significant assets at material physical risk

- Significant assets at material physical risk are located in high-risk countries, including regions in the Americas and Asia-Pacific, as identified by the Climate Risk Index. Please see our 2024 TCFD report for more information.

AR70ci (E1-9\_06) Disclosure of location of its significant assets at material physical risk (disaggregated by NUTS codes)

- EnerSys does not disclose the locations of its significant assets at material physical risk disaggregated by NUTS codes; only regional-level information by country risk (e.g., Americas, APAC) is provided in the 2024 TCFD report.

66b (E1-9\_07) Percentage of assets at material physical risk addressed by climate change adaptation actions

- This metric is not measured at this time. Please see our Climate Action Plan which includes site-level assessments and mitigation strategies for high-risk facilities.

66dPt.1 (E1-9\_08) Net revenue from business activities at material physical risk

- This metric is not measured at this time.

66dPt.2 (E1-9\_09) Percentage of net revenue from business activities at material physical risk

- This metric is not measured at this time.

AR69a (E1-9\_10) Disclosure of whether and how anticipated financial effects for assets and business activities at material physical risk have been assessed

- EnerSys assessed the anticipated financial effects of assets and business activities at material physical risk using climate scenario analysis (1.5°C, 2°C, ~3°C) and applied a 1% revenue threshold to determine materiality. However, specific financial impacts were not quantified.

AR69b (E1-9\_11) Disclosure of whether and how assessment of assets and business activities considered to be at material physical risk relies on or is part of process to determine material physical risk and to determine climate scenarios

- The assessment of assets and business activities at material physical risk is integrated into our process for determining materiality and selecting climate scenarios, using a 1% revenue threshold and IPCC-based scenario analysis (1.5°C, 2°C, ~3°C).

AR71bPt.1 (E1-9\_12) Disclosure of risk factors for net revenue from business activities at material physical risk

- EnerSys identifies key risk factors for net revenue from business activities at material physical risk as increased energy costs, water stress, and potential operational disruptions due to temperature rise and extreme weather. These risks are assessed using scenario analysis and a 1% revenue materiality threshold.

AR71bPt.2 (E1-9\_13) Disclosure of magnitude of anticipated financial effects in terms of margin erosion for business activities at material physical risk

- EnerSys does not disclose the magnitude of anticipated financial effects in terms of margin erosion for business activities at material physical risk.

67aPt.1 (E1-9\_14) Assets at material transition risk before considering climate mitigation actions

- Assets at material transition risk were primarily identified in regions exposed to regulatory changes, rising energy costs, and supply chain disruptions. However, EnerSys does not quantify specific facilities that meet the materiality threshold prior to considering mitigation actions.

67aPt.2 (E1-9\_15) Percentage of assets at material transition risk before considering climate mitigation actions

- This metric is not measured at this time.

67b (E1-9\_16) Percentage of assets at material transition risk addressed by climate change mitigation actions

- This metric is not measured at this time.

67c (E1-9\_17) Total carrying amount of real estate assets by energy efficiency classes

- This metric is not measured at this time.

AR72a,AR73a (E1-9\_18) Disclosure of whether and how potential effects on future financial performance and position for assets and business activities at material transition risk have been assessed

- EnerSys assessed potential effects on future financial performance and position for assets and business activities at material transition risk using scenario analysis aligned with IPCC pathways (1.5°C, 2°C, ~3°C). The assessment considered regulatory, operational, and cost-related transition risks. However, specific financial impacts were not quantified.

AR72b (E1-9\_19) Disclosure of whether and how assessment of assets and business activities considered to be at material transition risk relies on or is part of process to determine material transition risks and to determine scenarios

- The assessment of assets and business activities at material transition risk is integrated into EnerSys' overall process for identifying material transition risks and selecting IPCC-aligned climate scenarios (1.5°C, 2°C, ~3°C).

AR73aPt.1 (E1-9\_20) Estimated amount of potentially stranded assets

- This metric is not measured at this time.

AR73aPt.2 (E1-9\_21) Percentage of estimated share of potentially stranded assets of total assets at material transition risk

- This metric is not measured at this time.

AR73b (E1-9\_22) Total carrying amount of real estate assets for which energy consumption is based on internal estimates

- This metric is not measured at this time.

67d (E1-9\_23) Liabilities from material transition risks that may have to be recognised in financial statements

- This metric is not measured at this time.

AR74cPt.1 (E1-9\_24) Number of Scope 1 GHG emission allowances within regulated emission trading schemes

- EnerSys does not hold any Scope 1 GHG emission allowances under regulated emissions trading schemes.

AR74cPt.2 (E1-9\_25) Number of emission allowances stored (from previous allowances) at beginning of reporting period

- EnerSys does not store any GHG emission allowances under regulated emissions trading schemes.

AR74d (E1-9\_26) Potential future liabilities, based on existing contractual agreements, associated with carbon credits planned to be cancelled in near future

- EnerSys does not hold any GHG emission allowances under regulated emissions trading schemes.

67ePt.1 (E1-9\_29) Net revenue from business activities at material transition risk

- This metric is not measured at this time.

67ePt.2 (E1-9\_30) Net revenue from customers operating in coal-related activities

- This metric is not measured at this time.

67ePt.3 (E1-9\_31) Net revenue from customers operating in oil-related activities

- This metric is not measured at this time.

67ePt.4 (E1-9\_32) Net revenue from customers operating in gas-related activities

- This metric is not measured at this time.

67ePt.5 (E1-9\_33) Percentage of net revenue from customers operating in coal-related activities

- This metric is not measured at this time.

67ePt.6 (E1-9\_34) Percentage of net revenue from customers operating in oil-related activities

- This metric is not measured at this time.

67ePt.7 (E1-9\_35) Percentage of net revenue from customers operating in gas-related activities

- This metric is not measured at this time.

AR76 (E1-9\_36) Percentage of net revenue from business activities at material transition risk

- This metric is not measured at this time.

AR76bPt.1 (E1-9\_37) Disclosure of risk factors for net revenue from business activities at material transition risk

- EnerSys identifies key risk factors for net revenue from business activities at material transition risk as regulatory changes, rising energy and compliance costs, and potential supply chain disruptions related to evolving climate policies and market shifts.

AR76bPt.2 (E1-9\_38) Disclosure of anticipated financial effects in terms of margin erosion for business activities at material transition risk

- This metric is not measured at this time.

68a (E1-9\_39) Disclosure of reconciliations with financial statements of significant amounts of assets and net revenue at material physical risk

- EnerSys does not provide reconciliations with financial statements for significant amounts of assets or net revenue at material physical risk.

68b (E1-9\_40) Disclosure of reconciliations with financial statements of significant amounts of assets, liabilities and net revenue at material transition risk

- EnerSys does not provide reconciliations with financial statements for significant amounts of assets, liabilities, or net revenue at material transition risk.

69aPt.1 (E1-9\_41) Expected cost savings from climate change mitigation actions

- EnerSys expects climate change mitigation actions—such as energy efficiency improvements and renewable energy projects—to reduce operational costs. Specific metrics are not measured at this time.

69aPt.2 (E1-9\_42) Expected cost savings from climate change adaptation actions

- This metric is not measured at this time.

69bPt.1 (E1-9\_43) Potential market size of low-carbon products and services or adaptation solutions to which undertaking has or may have access

- This metric is not measured at this time. However, there is growing demand in areas like energy storage, EV charging, and grid resilience.

69bPt.2 (E1-9\_44) Expected changes to net revenue from low-carbon products and services or adaptation solutions to which undertaking has or may have access

- This metric is not measured at this time. However, EnerSys expects increased demand and revenue growth from low-carbon products and services, such as energy storage, EV fast charging, and grid resilience solutions.

## E3.IRO-1 Description of the processes to identify and assess material water and marine resources-related impacts, risks and opportunities

8a (E3.IRO-1\_01) Disclosure of whether and how assets and activities have been screened in order to identify actual and potential water and marine resources-related impacts, risks and opportunities in own operations and upstream and downstream value chain and methodologies, assumptions and tools used in screening [text block]



- EnerSys has undertaken a comprehensive approach to identifying and screening its assets and activities for actual and potential impacts, risks, and opportunities related to water and marine resources. This is primarily addressed through the use of global and regional risk assessment tools and scenario analysis, as outlined in its TCFD Report, Climate Action Plan Roadmap and related disclosures. EnerSys uses tools such as the World Resources Institute's Global Water Risk Atlas to identify regions at risk of water stress, floods, and droughts, and incorporates this information into strategic planning for its facilities and supply chain. The company also considers water-related risks during site-specific assessments and includes water intensity goals in its sustainability targets—committing to reduce water intensity per kWh of storage produced by 25% by 2030. These screenings are incorporated into EnerSys' enterprise risk management program and are part of quarterly reviews by the executive and sustainability steering committees. The methodologies used include scenario planning for 1.5°C, 2°C, and ~3°C temperature rise, and water risk maps are integrated into GIS systems to support long-term strategic decisions.

8b (E3.IRO-1\_02) Disclosure of how consultations have been conducted (water and marine resources) [text block]

- EnerSys conducts consultations on water and marine resource-related issues through engagement with internal stakeholders, including site-level environmental health and safety teams, as well as corporate sustainability and risk management committees. These consultations are informed by tools such as the World Resources Institute's Global Water Risk Atlas and the EPA's Climate Resilience Evaluation and Awareness Tool, which guide discussions around site-specific risks like water scarcity or flooding. Facility-level assessments and regional risk mapping support the identification of locations with high water-related vulnerabilities, allowing for tailored mitigation strategies. Insights from these consultations inform strategic planning, investment decisions, and the development of sustainability goals, including the company's target to reduce water intensity per kWh of storage produced by 25% by 2030.

## E3-1 Policies related to water and marine resources

11-Parent ( ) For policies related to water and marine resources, have you adopted a policy?

- Yes, EnerSys has adopted an Environmental Policy that encompasses water resource management as part of its broader commitment to environmental stewardship. The policy outlines the company's goals to use water resources efficiently, monitor and reduce water-related impacts, and comply with all applicable environmental laws and regulations. EnerSys also integrates water conservation into its sustainability strategy, including a specific target, based on the UN CEO Water Mandate, to reduce water intensity per kWh of storage produced by 25% by 2030. Facility-level actions, such as water reuse projects in water-stressed areas, are implemented in alignment with this policy. The policy is reviewed regularly and communicated to employees and stakeholders to ensure consistent application across global operations.

11-Yes (E3.MDR-P\_01-06) Policies to manage its material impacts, risks and opportunities related to water and marine resources [see ESRs 2 MDR-P]

- EnerSys has adopted a comprehensive Environmental Policy that includes the management of material impacts, risks, and opportunities related to water and marine resources. The policy emphasizes the efficient use of water, the monitoring and reduction of water-related emissions and discharges, and full compliance with all relevant environmental laws and regulations. It applies globally across all operations but may be tailored to reflect regional regulatory requirements and operational contexts; there are no specific exclusions noted.

The implementation of the policy is overseen by the Corporate Environmental, Health, and Safety (EHS) team, with ultimate accountability residing with the Chief Executive Officer, under the oversight of the Board of Directors and its Nominating and Corporate Governance Committee. In executing this policy, EnerSys aligns with internationally recognized frameworks and initiatives, such as ISO 14001 standards and the UN Global Compact, and participates in the CEO Water Mandate to address water scarcity challenges. The policy's development and evolution take into account the interests of key stakeholders, including employees, regulators, local communities, and customers, particularly in water-stressed regions. The policy is made available publicly on the EnerSys website and is communicated internally to relevant stakeholders through sustainability training programs and site-level EHS teams, ensuring those affected or responsible for implementation are informed and engaged.

#### 12a (E3-1\_01) Disclosure of whether and how policy addresses water management

- The EnerSys Environmental Policy directly addresses water management as a core component of its sustainability efforts. It commits to using water resources efficiently, minimizing water-related emissions and discharges, and continuously monitoring and improving water performance across operations. The company also incorporates water intensity reduction targets, aligned with the CEO Water Mandate, into its broader sustainability strategy, aiming to reduce water use per kWh of storage produced by 25% by 2030.

#### 12ai (E3-1\_02) Disclosure of whether and how policy addresses the use and sourcing of water and marine resources in own operations

- The EnerSys Environmental Policy addresses the use and sourcing of water in its own operations by promoting efficient water use and responsible sourcing practices across all facilities. The company conducts site-level assessments to monitor water use and identify risks, particularly in water-stressed regions. These practices are guided by sustainability goals and environmental standards to ensure compliance and minimize negative impacts on local water resources.

#### 12aii (E3-1\_03) Disclosure of whether and how policy addresses water treatment

- The EnerSys Environmental Policy addresses water treatment by requiring operations to monitor, control, and, where possible, eliminate environmental discharges, including those related to water. The company ensures that all water treatment practices comply with applicable environmental regulations and supports the development of site-specific safeguards to manage wastewater responsibly. This includes regular reviews of water discharge performance and implementation of improvements as needed to reduce environmental impact.

#### 12aiii (E3-1\_04) Disclosure of whether and how policy addresses prevention and abatement of water pollution

- The EnerSys Environmental Policy addresses the prevention and abatement of water pollution by committing to monitor, control, and reduce discharges that may impact water quality. It emphasizes compliance with all relevant environmental regulations and supports the implementation of safeguards and best practices at each facility to prevent contamination. Additionally, EnerSys regularly reviews environmental programs to identify and address areas where water pollution risks can be further mitigated.

#### 12b (E3-1\_05) Disclosure of whether and how policy addresses product and service design in view of addressing water-related issues and preservation of marine resources

- The EnerSys Environmental Policy supports the design and development of products that minimize environmental impacts throughout their life cycle, including water-related considerations. This includes efforts to reduce waste and promote responsible material use, which supports water and marine resource preservation. EnerSys also integrates environmental performance goals into product innovation, contributing to reduced water-related impacts during manufacturing and use, including the active promotion of products that use significantly less water than alternatives.

**12c (E3-1\_06) Disclosure of whether and how policy addresses commitment to reduce material water consumption in areas at water risk**

- The EnerSys Environmental Policy supports a commitment to reduce material water consumption, particularly in areas identified as being at water risk. The company uses tools such as the World Resources Institute's Global Water Risk Atlas to identify vulnerable regions and prioritize water reduction efforts accordingly. Site-level initiatives, including water reuse projects, are implemented in water-stressed locations to reduce dependence on freshwater resources and minimize operational impact. As many of our products - including thin plate pure lead (TPPL) and lithium-ion battery chemistries, consume significantly less water during their operation than alternatives (traditional flooded lead acid batteries), we actively support sales teams understanding of this impact so they are able to incorporate this component into the value proposition of our products, especially for customers in water risk regions.

**13Pt.1 (E3-1\_07) Disclosure of reasons for not having adopted policies in areas of high-water stress**

- EnerSys has adopted an Environmental Policy that applies globally, including in areas of high-water stress, and does not report any exclusions for such regions. The company actively implements water reduction initiatives in high-risk areas and incorporates water stress considerations into its risk assessments and sustainability planning.

**13Pt.2 (E3-1\_08) Disclosure of timeframe in which policies in areas of high-water stress will be adopted**

- EnerSys has already implemented its Environmental Policy across all regions, including those with high-water stress.

**14 (E3-1\_09) Policies or practices related to sustainable oceans and seas have been adopted**

- EnerSys has not adopted policies specifically focused on sustainable oceans and seas but addresses related environmental concerns through its broader Environmental Policy. This policy supports pollution prevention, waste reduction, and responsible resource use, which contribute indirectly to the protection of marine ecosystems.

**AR18a (E3-1\_10) The policy contributes to good ecological and chemical quality of surface water bodies and good chemical quality and quantity of groundwater bodies, in order to protect human health, water supply, natural ecosystems and biodiversity, the good environmental status of marine waters and the protection of the resource base upon which marine related activities depend;**

- The EnerSys Environmental Policy supports good ecological and chemical quality of surface and groundwater bodies by committing to the monitoring, control, and reduction of emissions and discharges, including those into water sources. It promotes compliance with environmental regulations and encourages continuous improvement of water management practices to protect human health, water supply, and natural ecosystems. While not explicitly targeting marine waters, the policy's pollution prevention and responsible resource use principles indirectly support the protection of marine environments and the resource base for marine-related activities.

AR18b (E3-1\_11) The policy minimise material impacts and risks and implement mitigation measures that aim to maintain the value and functionality of priority services and to increase resource efficiency on own operations

- The EnerSys Environmental Policy is designed to minimize material environmental impacts and risks by promoting efficient use of resources, including water and energy, across its operations. It mandates the implementation of safeguards and continuous improvement measures to mitigate environmental risks and maintain the functionality of critical ecosystem services. Through initiatives like energy and water intensity reduction targets and waste minimization programs, the policy supports increased resource efficiency and sustainable operational practices.

AR18c (E3-1\_12) The policy avoids impacts on affected communities.

- The EnerSys Environmental Policy emphasizes responsible environmental management to prevent negative impacts on surrounding communities. It includes measures such as pollution control, compliance with environmental regulations, and stakeholder engagement to ensure community health and well-being are protected.

## E3-2 Actions and resources related to water and marine resources

17-Parent ( ) For actions and resources related to water and marine resources, have you adopted actions?

- Yes, EnerSys has adopted specific actions to manage water-related risks, particularly in water-stressed regions. These include site-level initiatives such as water reuse projects and targeted reduction efforts aligned with the company's goal to reduce water intensity per kWh of storage produced by 25% by 2030. EnerSys is also a signatory to the UN CEO Water Mandate, reinforcing its commitment to sustainable water stewardship and responsible water management across global operations. Resources supporting these actions include the company's Green Revolving Fund and the Climate Action Plan Committee, which oversee project implementation and align initiatives with enterprise-level sustainability goals.

17-Yes (E3.MDR-A\_01-12) Actions and resources in relation to water and marine resources [see ESRS 2 MDR-A]

- EnerSys has implemented key actions focused on reducing water consumption and mitigating water-related risks, especially in areas identified as high water stress. A central initiative is the company-wide water intensity reduction goal—to reduce water use per kilowatt-hour (kWh) of storage produced by 25% by 2030. This action applies globally across all operations and is supported by targeted site-level projects, such as water reuse systems in facilities like Tijuana, Mexico, where reductions of approximately 4,400 gallons of water per day have been achieved. These actions are designed for a medium- to long-term horizon, with phased implementation and performance reviews conducted annually.

EnerSys is also a signatory to the UN CEO Water Mandate, through which it publicly commits to sustainable water stewardship and supports collective action and transparency on water-related risks and impacts. While no instances requiring remediation for harm related to water use have been reported, the company's environmental management system includes procedures for addressing stakeholder concerns and potential impacts, should they arise. Progress on water-related goals and projects is tracked through internal reporting mechanisms and is publicly disclosed in the company's annual Sustainability Reports and CDP Climate Change submissions, which include both quantitative data and qualitative updates.

To support these initiatives, EnerSys has earmarked \$20 million in sustainability-related capital and operational expenditures between 2023 and 2028, through its Green Revolving Fund. This includes investments in water reduction technologies, employee training, monitoring systems, and other environmental performance enhancements. The financial resources for these activities are reflected in EnerSys' capital (Capex) and operating (Opex) budgets under its broader environmental and sustainability programs. Current Capex allocations cover infrastructure upgrades such as closed-loop water systems and leak detection tools, while current Opex includes environmental audits and staff training. Future Capex (2024–2028) is planned for facility retrofits and scaling of successful water reuse models, while future Opex will cover ongoing maintenance, monitoring, and stakeholder engagement. These investments are aligned with disclosures in the company's financial statements under its environmental initiatives and long-term capital improvement plans.

#### 18 (E3-2\_01) Layer in mitigation hierarchy to which action and resources can be allocated to (water and marine resources)

- EnerSys applies the mitigation hierarchy—avoid, reduce, restore, and offset—in its water-related actions by first aiming to avoid unnecessary water use through efficient design and operational controls. The company then reduces water consumption through targeted reduction efforts and reuse initiatives, particularly in water-stressed areas. Where applicable, EnerSys also supports restoration efforts such as water recycling and dedicates resources to implement and scale these strategies across its global operations.

#### AR20 (E3-2\_02) Information about specific collective action for water and marine resources

- EnerSys participates in the UN CEO Water Mandate, a global collective action initiative focused on water stewardship and reducing water stress worldwide. Through this platform, EnerSys collaborates with other companies and stakeholders to share best practices, support policy engagement, and advance sustainable water management. The company also reports progress and actions through platforms like the CDP, reinforcing transparency and alignment with collective water sustainability goals.

#### 19 (E3-2\_03) Disclosure of actions and resources in relation to areas at water risk

- EnerSys has prioritized actions in areas identified as being at water risk by using tools such as the World Resources Institute's Global Water Risk Atlas to assess vulnerability. In high-risk locations like Tijuana, Mexico, the company has implemented water reuse systems that significantly reduce freshwater consumption—saving approximately 4,400 gallons per day.

#### 17-False (E3.MDR-A\_13-14) Disclosures to be reported if the undertaking has not adopted actions

### E3-3 Targets related to water and marine resources

#### 22-Parent ( ) For targets related to water and marine resources, have you adopted targets?

- Yes, EnerSys has adopted targets related to water and marine resources. Specifically, the company has committed to reducing its water intensity per kilowatt-hour of storage produced by 25% by 2030, using a 2020 baseline.

#### 22-Yes (E3.MDR-T\_01-13) Tracking effectiveness of policies and actions through targets [see ESRS 2 MDR-T ]

- EnerSys tracks the effectiveness of its water-related policies and actions through a measurable target that directly supports the objectives outlined in its Environmental Policy. These policy objectives emphasize responsible water stewardship, minimization of environmental impacts, and resource efficiency across operations. In line with these commitments, EnerSys has adopted a specific environmental target to reduce its water

intensity per kilowatt-hour (kWh) of storage produced by 25% by 2030, using FY21 as the baseline year. This intensity-based target focuses on improving water efficiency relative to production output, thereby reducing freshwater consumption without constraining operational growth. Since FY21, EnerSys has improved the water intensity of our operations by 6% in FY25.

**23a (E3-3\_01) Disclosure of whether and how target relates to management of material impacts, risks and opportunities related to areas at water risk**

- The water intensity reduction target directly supports EnerSys' management of material water-related impacts, risks, and opportunities by as it helps the company focus on efficient water use in high-consumption manufacturing sites. Some manufacturing sites (Chongqing and Tijuana) are located in regions identified as water-stressed or vulnerable to future scarcity, based on tools like the World Resources Institute Global Water Risk Atlas. By targeting reduced water usage per unit of output, EnerSys mitigates operational disruptions, regulatory risk, and cost increases while strengthening long-term resource resilience. This target also enables EnerSys to seize opportunities related to sustainable manufacturing and stakeholder expectations for environmental stewardship.

**23b (E3-3\_02) Disclosure of whether and how target relates to responsible management of marine resources impacts, risks and opportunities**

- While EnerSys operations do not directly extract from or discharge into marine environments, improving water efficiency reduces the strain on local water systems that ultimately connect to marine ecosystems. This supports broader watershed health and aligns with sustainable practices that protect marine biodiversity and water quality.

**23c (E3-3\_03) Disclosure of whether and how target relates to reduction of water consumption**

- EnerSys' water intensity reduction target is directly focused on lowering overall water consumption relative to production output. By aiming to reduce water use per kilowatt-hour of storage produced by 25% by 2030, the company is driving more efficient use of water resources in its operations.

**24 (E3-3\_04) (Local) ecological threshold and entity-specific allocation were taken into consideration when setting water and marine resources target**

- EnerSys has not explicitly incorporated local ecological thresholds or entity-specific water allocations when setting its water intensity reduction target. However, site-level assessments and tools like the World Resources Institute Global Water Risk Atlas inform prioritization of facilities in water-stressed regions. As the program evolves, integration of localized ecological data may be considered.

**24a (E3-3\_05) Disclosure of ecological threshold identified and methodology used to identify ecological threshold (water and marine resources)**

- This disclosure is not currently applicable to EnerSys. The company has not formally identified or applied specific ecological thresholds in setting its water-related targets. However, water risk tools and site assessments guide prioritization efforts in regions of known water stress.

**24b (E3-3\_06) Disclosure of how ecological entity-specific threshold was determined (water and marine resources)**

- This disclosure is not applicable to EnerSys at this time. The company has not determined or applied ecological entity-specific thresholds in its water and marine resources management. Future assessments may consider integrating such thresholds as data and methodologies evolve.



24c (E3-3\_07) Disclosure of how responsibility for respecting identified ecological threshold is allocated (water and marine resources)

- This disclosure is not applicable to EnerSys, as no specific ecological thresholds have been identified or adopted in relation to water and marine resources. Responsibility for overall water stewardship, however, is managed through the Sustainability Steering Committee and site-level environmental teams.

25 (E3-3\_08) Adopted and presented water and marine resources-related target is mandatory (based on legislation)

- The water-related target adopted by EnerSys is voluntary and not mandated by legislation. However, it supports broader alignment with evolving stakeholder and regulatory expectations.

AR23a (E3-3\_09) Target relates to reduction of water withdrawals

- Yes, EnerSys' water intensity reduction target relates to the reduction of water withdrawals by improving efficiency in water use per unit of energy storage produced. This approach directly lowers the total volume of water withdrawn across key manufacturing sites. It supports responsible resource management, especially in water-stressed regions.

AR23b (E3-3\_10) Target relates to reduction of water discharges

- EnerSys does not have a specific target for reducing water discharges; however, we fully comply with—and often exceed—all applicable local regulatory discharge thresholds.

## E3-4 Water Consumption

28a (E3-4\_01) Total water consumption

- In FY25, EnerSys consumed 952.2 ML of water.

28b (E3-4\_02) Total water consumption in areas at water risk, including areas of high-water stress

- In FY25, EnerSys used 273.7 ML in areas of high-water stress. (Includes usage from our Monterrey, Mexico; Tijuana, Mexico; Yangzhou, China; Chongqing, China facilities).

28c (E3-4\_03) Total water recycled and reused

- In FY25, EnerSys reused and recycled 1,260.7 ML of water.

28dPt.1 (E3-4\_04) Total water stored

- EnerSys does not store water for any significant period of time.

28dPt.2 (E3-4\_05) Changes in water storage

- EnerSys does not store water for any significant period of time.

28ePt.1 (E3-4\_06) Disclosure of contextual information regarding water consumption

- EnerSys tracks water usage primarily through utility bills received at our operational sites. In cases where water bills are not available, typically at smaller office locations, we estimate consumption based on facility square footage and headcount. No estimations are applied at our larger warehousing or manufacturing facilities, where direct metering is available. Estimations are informed by data from the 2012 Commercial Buildings Energy Consumption Survey (CBECS), published by the U.S. Energy Information Administration (EIA). Specifically, we reference Table W1 (Water consumption in large commercial buildings) and Table WD1 (Daily water consumption in large commercial buildings), which provide detailed benchmarks based on a sample of over 46,000 U.S. commercial buildings.

28ePt.2 (E3-4\_07) Share of the measure obtained from direct measurement, from sampling and extrapolation, or from best estimates

- EnerSys tracks water usage primarily through utility bills received at our operational sites. In cases where water bills are not available, typically at smaller office locations, we estimate consumption based on facility square footage and headcount. No estimations are applied at our larger warehousing or manufacturing facilities, where direct metering is available. Estimations are informed by data from the 2012 Commercial Buildings Energy Consumption Survey (CBECS), published by the U.S. Energy Information Administration (EIA). Specifically, we reference Table W1 (Water consumption in large commercial buildings) and Table WD1 (Daily water consumption in large commercial buildings), which provide detailed benchmarks based on a sample of over 46,000 U.S. commercial buildings.

29 (E3-4\_08) Water intensity ratio

- In FY25, EnerSys consumed 264 ML per billion dollars of net revenue.

AR30 (E3-4\_09) Water consumption - sectors/SEGMENTS [table]

- EnerSys does not track water usage by segments or sectors. In FY25, EnerSys consumed 952.16 ML of water.

AR31 (E3-4\_10) Additional water intensity ratio

- In FY25, EnerSys used 77.5 liters of water per kWh of energy storage produced.

AR32Pt.1 (E3-4\_11) Total water withdrawals

- EnerSys does not record water withdrawals at this time.

AR32Pt.2 (E3-4\_12) Total water discharges

- In FY25, EnerSys discharged 229.1 ML of wastewater that had been treated and cleaned to a level at or above all local, regional and national requirements.

## E3-5 Anticipated financial effects from water and marine resources-related impacts, risks and opportunities

33aPt.1 (E3-5\_01) Disclosure of quantitative information about anticipated financial effects of material risks and opportunities arising from water and marine resources-related impacts

- EnerSys has not disclosed specific quantitative financial figures related to water and marine resources-related risks and opportunities at this time. However, we recognize that water stress in key manufacturing regions could lead to increased operating costs or production disruptions, while efficiency improvements may reduce long-term costs. These factors are considered qualitatively in our risk management and capital planning processes.

33aPt.2 (E3-5\_02) Disclosure of qualitative information of anticipated financial effects of material risks and opportunities arising from water and marine resources-related impacts

- We use water as an input to many of our battery production processes. Increased water scarcity due to extended drought and increased water demand can impact our production capabilities, our revenues and the livelihoods of people across the globe. Water is an essential input in our manufacturing operations and is used for multiple processes, including preparing electrolytes, plate manufacturing, battery formation, and washing finished production equipment and manufacturing areas. We work to increase water reuse and recycling in our process to reduce the impact of water stress in our operations. However, as water stress becomes more prevalent, costs associated with updating the equipment to

recycle water and potential increases in the cost of water could lead to increased capital expenditures and operating costs for EnerSys.

**33b (E3-5\_03) Description of effects considered and related impacts (water and marine resources)**

- Water stress and scarcity caused by climate change pose an operational risk for our business and a health and safety risk for our employees. A decrease in water supply could negatively impact our manufacturing processes and reduce our production capacity, likely resulting in lost revenue. Our manufacturing facilities in coastal areas could face challenges to facilities and infrastructure as sea levels rise and the frequency of tropical storms increases. This could affect our ability to continue operations in those locations, increase our capital cost due to damages, or reduce our revenue due to decreased production capabilities. Insurance premiums in these areas are expected to increase, which may also impact our net revenue.

**33c (E3-5\_04) Disclosure of critical assumptions used in estimates of financial effects of material risks and opportunities arising from water and marine resources-related impacts**

- In EnerSys CY2024 TCFD report, critical assumptions used in estimating the financial effects of water-related risks and opportunities include projected increases in water stress at certain facility locations, reliance on third-party tools such as the World Resources Institute Global Water Risk Atlas, and stable production output levels. Additional assumptions include future regulatory tightening in high-risk regions and potential cost escalations associated with water use, treatment, or infrastructure upgrades. These assumptions guide scenario modeling and help prioritize investments in water efficiency and risk mitigation across operations.

**AR33Pt.1 (E3-5\_05) Description of related products and services at risk (water and marine resources)**

- EnerSys products are not directly dependent on marine resources, but certain manufacturing processes require significant water use, particularly for cooling, cleaning, and chemical processing. In regions facing water stress, there is potential risk to production of batteries and energy systems if water availability is restricted or regulated. This could affect output capacity, delivery timelines, or increase operational costs. As such, water-intensive facilities are prioritized for efficiency upgrades and mitigation planning.

**AR33Pt.2 (E3-5\_06) Explanation of how time horizons are defined, financial amounts are estimated and critical assumptions made (water and marine resources)**

- Aligned with the horizons in our TCFD report, in this context, EnerSys defines time horizons as short-term (1–2 years), medium-term (3–5 years), and long-term (5+ years), based on the projected timing and materiality of climate-related impacts, including water stress. Financial amounts for water-related risks are currently assessed qualitatively, using tools like the World Resources Institute Global Water Risk Atlas and the EPA Climate Resilience Evaluation & Awareness Tool (CREAT) to identify exposure in water-stressed regions. Critical assumptions include stable production output, anticipated regulatory developments, and the continued availability and cost of water in high-risk geographies.

## **E5-3 Targets related to resource use and circular economy**

**23-Parent ( ) For targets related to resource use and circular economy, have you adopted targets?**

- We have yet to set specific targets related to circular economy and waste. We aim to work toward this in 2024 and 2025. In the interim, we are working to educate consumers on consumer battery recyclability. Our rechargeable batteries have a Call2Recycle certification label, showcasing how to safely recycle them at the end of their useful life. 25(e) We view end-of-life batteries not as waste but as future product inputs. Our recycling initiatives aim to recover every single battery we sell and return their materials to the battery supply chain,

contributing to the circular economy. EnerSys is committed to providing the resources needed to operate a worldwide recycling collection program. Our [program](#) reduces the environmental impact of improper disposal and the need for new raw materials.

## E5-5 Resource outflows

35 (E5-5\_01) Description of the key products and materials that come out of the undertaking's production process

- **Lead Batteries:** Lead batteries have been critical to powering our economy for over a century. In that time, they have achieved significant safety, reliability and recyclability achievements. Lead battery technology is both incredibly reliable and, when responsibly manufactured, used and recycled, very environmentally friendly. This well-established, economically self-sustaining, closed-loop, "cradle-to-cradle" life cycle means lead batteries have been and will continue to be an incredibly advantageous technology component of the transition to a low-carbon, circular economy. Lead battery recycling services are key to supporting our customers' sustainability efforts and contributing to the circular economy. Circularity is embedded in the battery value chain, and EnerSys is committed to advancing battery recycling throughout the industry. Our products, specifically lead batteries, can have [negative environmental impacts if mismanaged](#). Thanks to decades of work by EnerSys and the industry as a whole, lead batteries are now one of the most recycled products in the world, with more than 95% of the lead, plastic and other materials in each battery being recoverable. Once reclaimed, they can account for up to 80% of the lead and plastic in a new battery.
- **Lithium (Li-ion) Batteries:** We are working in partnership with trade associations and industry experts to develop a circular Li-ion battery recycling process similar to what is already in place for lead-acid batteries. We know that Li-ion batteries bring different challenges at end-of-use, and we aim to ensure that solutions are developed to recover, recycle and re-use those batteries, just as we have done for lead batteries. We support the development of new technologies for recovering Li-ion battery parts for recycling. We are especially interested in new processes less impactful on the environment, whether through a lower carbon footprint or producing less per- and poly-fluoroalkyl substances. We will continue working with our industry associations to seek partners to advance the recycling of our Li-ion battery products.

## S1.SBM-3 Material impacts, risks and opportunities and their interaction with strategy and business model

14 (S1.SBM-3\_01) All people in its own workforce who can be materially impacted by undertaking are included in scope of disclosure under ESRS 2

- The scope of this disclosure includes all employees of our enterprise.

14a (S1.SBM-3\_02) Description of types of employees and non-employees in its own workforce subject to material impacts

- EnerSys' workforce includes over 10,000 global employees, with a significant portion in manufacturing, engineering, and operational roles. Non-employees such as contractors, agents, and suppliers also play key roles in operations and are subject to the company's material impacts.

14b (S1.SBM-3\_03) Material negative impacts occurrence (own workforce)

- No material adverse impacts on our workforce were identified through the double materiality assessment.

14c (S1.SBM-3\_04) Description of activities that result in positive impacts and types of employees and non-employees in its own workforce that are positively affected or could be positively affected

- EnerSys conducts a range of activities that positively impact its workforce, including comprehensive health and safety programs and training and career development. By fostering a safe and growth-oriented environment, EnerSys enhances employee engagement, retention, and overall workforce well-being.

14d (S1.SBM-3\_05) Description of material risks and opportunities arising from impacts and dependencies on own workforce

- According to the results of the double materiality assessment, EnerSys faces material opportunities related to its workforce. EnerSys can create a positive impact by fostering a safe, inclusive, and supportive work environment. Through strong health and safety measures, the company helps prevent workplace accidents and protects employee well-being. By prioritizing work-life balance, EnerSys boosts employee motivation and engagement, contributing to overall societal well-being. Additionally, promoting inclusive workplace practices sets industry standards and encourages equal treatment among employees and non-employees.

14e (S1.SBM-3\_06) Description of material impacts on workers that may arise from transition plans for reducing negative impacts on environment and achieving greener and climate-neutral operations

- EnerSys' transition to greener, climate-neutral operations presents a significant opportunity to equip our workforce with new skills aligned to the evolving energy landscape. As operations shift toward cleaner technologies and energy efficiency, employees—particularly in manufacturing, engineering, and technical roles—can gain valuable expertise in climate-resilient practices and advanced energy systems. This positions our workforce to actively contribute to, and benefit from, the global climate transition while enhancing long-term employability and engagement.

14fi (S1.SBM-3\_07) Information about type of operations at significant risk of incidents of forced labour or compulsory labour

- EnerSys does not perform operations that have significant risk of incidents of forced labor or compulsory labor.

14fii (S1.SBM-3\_08) Information about countries or geographic areas with operations considered at significant risk of incidents of forced labour or compulsory labour

- EnerSys does not operate in countries or geographic areas with operations considered at significant risk of incidents of forced or compulsory labor.

14gi (S1.SBM-3\_09) Information about type of operations at significant risk of incidents of child labour

- EnerSys does not perform operations that have significant risk of incidents of child labor.

14gii (S1.SBM-3\_10) Information about countries or geographic areas with operations considered at significant risk of incidents of child labour

- EnerSys does not operate in countries or geographic areas with operations considered at significant risk of incidents of child labor.

15 (S1.SBM-3\_11) Disclosure of whether and how understanding of people in its own workforce with particular characteristics, working in particular contexts, or undertaking particular activities may be at greater risk of harm has been developed

- EnerSys takes a structured, multi-layered approach to understanding and mitigating risks of harm to individuals in its workforce. Through its Enterprise Risk Management Program and board-level oversight, the company identifies and prioritizes human capital risks. Tailored safety programs, belonging initiatives, and comprehensive employee training further ensure that risks related to specific roles, characteristics, or contexts are addressed. This approach supports a safer, more inclusive, and equitable work environment.

16 (S1.SBM-3\_12) Disclosure of which of material risks and opportunities arising from impacts and dependencies on people in its own workforce relate to specific groups of people

- Material risks and opportunities related to EnerSys' workforce particularly affect employees in manufacturing roles, who face higher physical safety risks and are central to the company's operational efficiency. Opportunities related to upskilling and career development are especially relevant to technical and engineering staff, who are key to supporting the transition to greener technologies.

## S1-1 Policies related to own workforce

19-Parent ( ) For policies related to own workforce, have you adopted policies?

- Yes, EnerSys has adopted a range of formal policies related to its own workforce. These policies demonstrate a strong commitment to fostering a safe and inclusive workplace, and reflect alignment with recognized international frameworks such as the UN Guiding Principles on Business and Human Rights and the Universal Declaration of Human Rights. These include:
  - [Workforce Labor Rights Policy](#) – This outlines EnerSys' commitment to human rights, labor standards, and safe and inclusive workplaces. It emphasizes compliance with labor laws, prohibits forced labor and child labor, and promotes fair wages and anti-discrimination practices.
  - [Safety and Health Policy](#) – EnerSys is committed to preventing workplace injuries and illnesses by maintaining safety programs, implementing safeguards, and providing training to support a safe and healthy work environment.
  - [Code of Business Conduct and Ethics](#) – This applies globally to all employees and details expectations around ethical behavior, workplace conduct, equal opportunity, anti-harassment, and compliance with laws.
  - [ESG and Human Rights Policy](#) – EnerSys has committed to conducting business in a socially responsible manner, contributing to the UN Sustainable Development Goals (SDGs), and ensuring that its operations, including those of its partners and suppliers, uphold human rights and anti-corruption principles.
  - [Human Capital Management Disclosures](#) – In its filings and reports, EnerSys emphasizes leadership oversight of talent development, employee engagement, compensation equity, and professional development. The company measures the effectiveness of people development strategies through quarterly review meetings, training, and its EnerSys Academy for ongoing learning and growth.
- Collectively, these policies reflect an integrated and structured approach to managing and supporting EnerSys' workforce in a responsible and ethical manner.



19-Yes (S1.MDR-P\_01-06) Policies to manage material impacts, risks and opportunities related to its own workforce [see ESRS 2 MDR-P]

- EnerSys has implemented a robust suite of policies to manage material impacts, risks, and opportunities related to its own workforce. These policies, including the Workforce Labor Rights Policy, Safety and Health Policy, Code of Business Conduct and Ethics, and the Corporate Social Responsibility and Human Rights Policy, collectively aim to protect worker well-being, promote fair and ethical treatment, and foster an inclusive and high-performing culture. Key contents of these policies include commitments to comply with international labor and human rights standards, provide a safe and healthy work environment, prohibit discrimination and harassment, prevent forced and child labor, and ensure fair compensation and equal opportunity for all employees. The policies also promote ongoing professional development, employee engagement, and transparency in compensation practices. These policies apply enterprise-wide, covering all EnerSys employees globally, unless superseded by local legal requirements; there are no known material exclusions. Oversight and accountability for these policies rest with senior leadership: the Board of Directors, through the Nominating and Corporate Governance Committee and the Compensation Committee, has ultimate oversight, while day-to-day implementation is led by senior executives including the CEO, Chief Legal and Compliance Officer, Chief Human Resources Officer, and the Senior Director of Sustainability. The policies are informed by and aligned with globally recognized third-party standards and initiatives, including the United Nations Guiding Principles on Business and Human Rights, the Universal Declaration of Human Rights, the International Labour Organization (ILO) Core Conventions, and the United Nations Global Compact. In establishing and updating these policies, EnerSys considers the interests of key stakeholders such as employees, shareholders, regulators, customers, and local communities. Stakeholder input is gathered through surveys, internal reporting channels, and board-level discussions, ensuring that employee needs and expectations are factored into decision-making. To ensure transparency and access, these policies are publicly available on the EnerSys website and are also disseminated internally via onboarding materials, company intranet, and regular training sessions.

19 (S1-1\_01) Policies to manage material impacts, risks and opportunities related to own workforce, including for specific groups within workforce or all own workforce

- EnerSys manages material impacts, risks, and opportunities related to its own workforce through a comprehensive set of policies, programs, and governance structures. The company's Workforce Labor Rights Policy and ESG & Human Rights Policy outline its commitments to human rights, labor rights, health and safety, and anti-discrimination, aligned with international standards like the UN Guiding Principles and ILO conventions. EnerSys also maintains a comprehensive Code of Business Conduct and Ethics, which all employees are required to acknowledge. To support compliance and accountability, employees may report concerns or potential violations through an independent, third-party Ethics Hotline. The hotline allows for anonymous submissions and all reports are directed to the Company's Chief Legal and Compliance Officer for appropriate review and action.

Oversight is provided by the Board of Directors through the Compensation Committee and the Nominating and Corporate Governance Committee, which regularly reviews key human capital metrics including health and safety, employee development, and compensation practices. EnerSys also emphasizes continuous improvement through employee feedback, formal development reviews, and internal training via its EnerSys Academy.

AR10 (S1-1\_02) Disclosure of explanations of significant changes to policies adopted during reporting year

- There were no significant changes to policies adopted during the reporting year.

20 (S1-1\_03) Description of relevant human rights policy commitments relevant to own workforce

- EnerSys is committed to upholding human rights across its workforce, as outlined in its ESG and Human Rights Policy and Workforce Labor Rights Policy. These commitments align with the UN Guiding Principles on Business and Human Rights, the Universal Declaration of Human Rights, and ILO conventions, and include prohibitions on forced and child labor, harassment, and discrimination. The company promotes safe workplaces and equal opportunity and conducts training and monitoring to ensure compliance. These policies apply globally to all employees and are supported by executive oversight and Board governance structures.

20a (S1-1\_04) Disclosure of general approach in relation to respect for human rights including labour rights, of people in its own workforce

- EnerSys takes a proactive, global approach to respecting human rights and labor rights across its workforce, guided by international frameworks such as the UN Guiding Principles on Business and Human Rights and ILO conventions. The company emphasizes ethical treatment, fair wages, safe workplaces, freedom of association, and the prohibition of forced and child labor. Oversight is provided by the Board through the Nominating and Corporate Governance Committee, and implementation is supported by training, annual reviews, and employee engagement initiatives. These commitments are embedded in EnerSys policies, performance management, and culture, with accountability mechanisms including ethics hotlines and regular monitoring.

20b (S1-1\_05) Disclosure of general approach in relation to engagement with people in its own workforce

- EnerSys is committed to developing a qualified and motivated workforce to power its continued innovation and growth. The Company provides opportunities for employees to gain the skills and knowledge they need to advance within EnerSys and fulfill their personal career goals.

EnerSys encourages continuous feedback between employees and managers, and employees receive formal development feedback from their manager through quarterly one-on-one review meetings. These discussions are designed to foster open dialogue to identify and cultivate skills and opportunities and plan for career growth. In addition to these efforts, EnerSys hosts quarterly CEO town halls to promote transparency, share business updates, and reinforce Company values. The Company also holds employee listening sessions, as needed, to further engage employees and gather feedback on workplace experiences and areas for improvement.

EnerSys trains its leaders to facilitate effective conversations and measures the effectiveness of these conversations by surveying employees to monitor leadership effectiveness. All new employees are required to participate in trainings to introduce them to the EnerSys business, strategy, culture, and philosophies. EnerSys promotes employee engagement in mentoring, ongoing training, professional development, and educational advancement programs. Through its established EnerSys Academy, the Company provides employees worldwide with resources to expand their skills and knowledge on a broad range of relevant topics to support their growth and development.

20c (S1-1\_06) Disclosure of general approach in relation to measures to provide and (or) enable remedy for human rights impacts

- EnerSys provides mechanisms for remedying human rights impacts through its global ethics and compliance program, which includes anonymous reporting via an independent ethics hotline and a strict non-retaliation policy. Reported concerns are investigated promptly, and appropriate actions are taken to address violations of human rights or labor standards. Oversight is provided by the Board and senior leadership, with policies and training in place to ensure accountability and ongoing compliance.

21 (S1-1\_07) Disclosure of whether and how policies are aligned with relevant internationally recognised instruments

- EnerSys policies are explicitly aligned with internationally recognized instruments, including the UN Guiding Principles on Business and Human Rights, the Universal Declaration of Human Rights, and International Labour Organization (ILO) conventions. These frameworks guide the company's commitments to ethical labor practices, non-discrimination, and safe, inclusive workplaces across its global operations. Alignment is reinforced through training, policy implementation, and regular oversight by senior management and the Board.

22 (S1-1\_08) Policies explicitly address trafficking in human beings, forced labour or compulsory labour and child labour

- EnerSys explicitly prohibits all forms of human trafficking, forced or compulsory labor, and child labor in its ESG and Human Rights Policy and Workforce Labor Rights Policy. The company affirms support for the ILO conventions, including those addressing forced labor and child labor, and ensures that all work is conducted voluntarily with adherence to minimum age laws. These commitments apply across global operations and the supply chain, and are communicated through policies, training, and supplier expectations. Enforcement includes regular monitoring and mechanisms for reporting violations without fear of retaliation.

23 (S1-1\_09) Workplace accident prevention policy or management system is in place

- EnerSys has a comprehensive Safety and Health Policy and management system designed to prevent workplace accidents and ensure employee well-being. The policy includes implementation of safeguards, training, regular evaluations, and site-specific programs aligned with global standards. Oversight is provided by corporate EHS leadership and local management, with accountability integrated into operational practices. In the event of an accident, a thorough investigation is conducted to identify the root cause and determine how similar incidents can be prevented in the future. This may include updates to processes, targeted employee training, and other corrective or preventive actions as appropriate.

24a (S1-1\_10) Specific policies aimed at elimination of discrimination are in place

- EnerSys has specific policies in place to eliminate discrimination, as outlined in its Workforce Labor Rights Policy, ESG and Human Rights Policy, and Code of Business Conduct and Ethics. These policies prohibit discrimination based on race, gender, age, disability, sexual orientation, religion, or any other status protected by law, and promote equal opportunity and belonging across all operations. Enforcement is supported through training, employee engagement, and accessible reporting mechanisms with a non-retaliation commitment.

24b (S1-1\_11) Grounds for discrimination are specifically covered in policy

- Yes, EnerSys policies specifically list the grounds on which discrimination is prohibited. These include race, color, religion, creed, sex, sexual orientation, gender identity or expression, age, disability, national origin or ancestry, citizenship, marital status, veteran status, and any other status protected by applicable law. This comprehensive list is embedded in the

Workforce Labor Rights Policy, ESG and Human Rights Policy, and the Code of Business Conduct and Ethics.

24c (S1-1\_12) Disclosure of specific policy commitments related to inclusion and (or) positive action for people from groups at particular risk of vulnerability in own workforce

- EnerSys is committed to belonging and equal opportunity for all employees, with specific policy commitments aimed at supporting individuals from groups at particular risk of vulnerability. The company's policies prohibit discrimination based on characteristics such as race, gender, age, disability, sexual orientation, and other protected statuses, and promote a workplace culture where diverse perspectives are valued and respected. EnerSys fosters belonging through training and business resource groups, with oversight from an executive Belonging, Collaboration and Opportunity Steering Committee.

24d (S1-1\_13) Disclosure of whether and how policies are implemented through specific procedures to ensure discrimination is prevented, mitigated and acted upon once detected, as well as to advance diversity and inclusion

- EnerSys implements its anti-discrimination and belonging policies through structured procedures including training, quarterly reviews, and employee engagement surveys to monitor and promote belonging and collaboration. The company also provides anonymous reporting mechanisms and enforces a strict non-retaliation policy to ensure that incidents of discrimination are addressed and remedied appropriately. Oversight is maintained by an executive Belonging, Collaboration and Opportunity Steering Committee, and progress is tracked through measurable indicators such as the People Index and pay equity studies.

AR14 (S1-1\_14) Disclosure on an illustration of the types of communication of its policies to those individuals, group of individuals or entities for whom they are relevant

- EnerSys communicates relevant policies through required training and/or policy review with acknowledgement for all new employees. Policies are also shared via internal platforms and are also published publicly. Additionally, the company provides access to an independent ethics hotline for confidential reporting, ensuring employees understand and can act on policy expectations.

AR17a (S1-1\_15) Policies and procedures which make qualifications, skills and experience the basis for the recruitment, placement, training and advancement are in place

- EnerSys has policies and procedures in place that ensure recruitment, placement, training, and advancement are based on qualifications, skills, and experience. The company emphasizes merit-based evaluation in both hiring and performance processes, aligning talent decisions with job requirements and company values. This approach is supported by structured training programs, leadership development, and quarterly employee-manager development discussions.

AR17b (S1-1\_16) Has assigned responsibility at top management level for equal treatment and opportunities in employment, issue clear company-wide policies and procedures to guide equal employment practices, and link advancement to desired performance in this area

- EnerSys has assigned responsibility for equal treatment and opportunities to senior leadership, including oversight by the executive DEIB Steering Committee and the Board's Nominating and Corporate Governance Committee. The company has clear, company-wide policies promoting equal employment practices, supported by training, employee resource groups, and compliance monitoring. Advancement and leadership effectiveness are tied to inclusive practices through performance reviews and employee feedback mechanisms.

AR17c (S1-1\_17) Staff training on non-discrimination policies and practices are in place

- EnerSys provides staff training on non-discrimination policies and practices as part of required onboarding and ongoing professional development programs. These trainings support awareness, compliance, and promotion of an inclusive workplace culture aligned with company policies.

AR17d (S1-1\_18) Adjustments to the physical environment to ensure health and safety for workers, customers and other visitors with disabilities are in place

- EnerSys is committed to providing a safe and accessible physical environment, including adjustments to support the health and safety of workers, customers, and visitors with disabilities. This is part of the company's broader health, safety, and belonging efforts guided by global standards and local regulatory requirements.

AR17e (S1-1\_19) Has evaluated whether there is a risk that job requirements have been defined in a way that would systematically disadvantage certain groups

- EnerSys evaluates job requirements based on knowledge, skills, and experience, to ensure fairness and avoid systematic disadvantage to any group. This approach is supported by anti-discriminatory hiring practices, regular training, and oversight from the Belonging, Collaboration and Opportunity Steering Committee.

AR17f (S1-1\_20) Keeping an up-to-date records on recruitment, training and promotion that provide a transparent view of opportunities for employees and their progression

- EnerSys maintains up-to-date records on recruitment, training and development. These records are reviewed periodically and help monitor development and advancement across the workforce.

AR17g (S1-1\_21) Has put in place grievance procedures to address complaints, handle appeals and provide recourse for employees when discrimination is identified, and is alert to formal structures and informal cultural issues that can prevent employees from raising concerns and grievances

- EnerSys has established grievance procedures, including an independent ethics hotline and a strict non-retaliation policy, to address complaints and provide recourse when discrimination is identified.

AR17h (S1-1\_22) Has programs to promote access to skills development.

- EnerSys has robust programs to promote skills development, including onboarding training and ongoing professional education through the EnerSys Academy. Employees are encouraged to engage in continuous learning, with regular development discussions and tailored growth opportunities. These initiatives support career advancement and align with the company's commitment to merit-based talent development.

## S1-2 Processes for engaging with own workforce and workers' representatives about impacts

27 (S1-2\_01) Disclosure of whether and how perspectives of own workforce inform decisions or activities aimed at managing actual and potential impacts

- EnerSys actively integrates employee input into decision-making processes that shape our operations, workplace policies, and cultural initiatives. We maintain formal and informal feedback loops—including engagement surveys, development conversations, and employee listening sessions—to ensure employee sentiment is captured and applied to both enterprise and local decision-making.

We regularly hold structured employee meetings at our plant locations, providing a direct forum for frontline workers to raise concerns, share ideas, and engage with local leadership on operational and workplace matters. Additionally, recurring feedback conversations and review meetings are held quarterly, offering individual employees the opportunity to reflect on progress, give feedback, and engage in discussions with managers about workplace experiences, development goals, and challenges.

Beyond these forums, EnerSys conducts employee engagement surveys and feedback sessions periodically, using the findings to assess satisfaction, monitor cultural health, and guide human capital strategies. This comprehensive engagement model ensures that workforce input is not only gathered but meaningfully incorporated into business practices and policy development. These mechanisms allow us to identify potential risks or opportunities related to labor practices, safety, belonging, and employee well-being. Ultimately, this inclusive process enhances transparency, strengthens employee trust, and informs how we manage and improve our social impact in alignment with our corporate values and sustainability commitments.

#### 27a (S1-2\_02) Engagement occurs with own workforce or their representatives

- EnerSys actively engages with its workforce and, where applicable, their representatives, to ensure open communication, foster collaboration, and promote mutual understanding of workplace issues. Engagement occurs through multiple structured channels, including regular plant-level employee meetings, where leadership and employees engage in direct dialogue about safety, operational improvements, and employee well-being. Additionally, feedback conversations and employee review meetings are conducted quarterly to support individual development and gather feedback that informs broader workforce strategies.

In locations where employees are represented by labor unions or works councils, EnerSys maintains constructive and ongoing dialogue in accordance with legal and contractual frameworks. We regularly engage in discussions on collective topics such as shift planning, organizational changes, pay negotiations, and other matters related to collective agreements. Depending on the situation—such as in cases involving disciplinary procedures or workplace concerns—employees may request consultation or support from their union representatives, and we respect and accommodate this practice as part of our commitment to fair and transparent workforce relations.

We also conduct employee engagement surveys to assess satisfaction, belonging, and cultural health, and we integrate the results into strategic planning and workforce development efforts. This comprehensive and inclusive engagement approach ensures that employee voices—both individual and collective—are heard, valued, and actively incorporated into our efforts to manage workforce-related impacts and strengthen the employee experience across the organization.

#### 27b (S1-2\_03) Disclosure of stage at which engagement occurs, type of engagement and frequency of engagement

- EnerSys engages with its workforce at key stages throughout the employee lifecycle using a combination of structured programs and ongoing communication channels. Engagement begins at onboarding, where new employees are introduced to the Company's values, strategy, and culture to ensure alignment from day one.

To maintain open communication and reinforce alignment across the organization, EnerSys hosts quarterly Company-wide Town Hall meetings, providing leadership updates and offering employees a forum to ask questions. Managers also host quarterly formal check-ins



which support two-way feedback, career development, and discussions around safety and performance. Broader workforce sentiment is captured through annual engagement surveys, historically conducted every 18 months, with the intent to move toward a more frequent cadence—while retaining flexibility around timing. At the operational level, reoccurring plant-wide meetings are held at each manufacturing location, with a quarterly cadence for our Arras, France location and a monthly cadence for our Bielsko-Biala, Poland location.

In regions where employees are represented by labor unions or works councils, EnerSys maintains regular, constructive dialogue in line with applicable legal and contractual frameworks. Together, these engagement efforts support a responsive, inclusive, and transparent workplace culture that values employee voice and continuous improvement.

**27c (S1-2\_04) Disclosure of function and most senior role within undertaking that has operational responsibility for ensuring that engagement happens and that results inform undertaking's approach**

- At EnerSys, operational responsibility for ensuring that workforce engagement takes place—and that the results of engagement inform company policies and decision-making—resides within the Human Resources (HR) function. The Chief Human Resources Officer (CHRO) is the most senior leader accountable for overseeing these activities across the organization. The CHRO is responsible for ensuring that structured engagement mechanisms such as quarterly recurring feedback conversations reviews, quarterly plant town halls, and the employee engagement survey are effectively executed and aligned with company values and strategic goals. The CHRO and designated HR team members works closely with regional HR leaders, plant managers, and union representatives (where applicable) to gather input from employees and ensure their perspectives are elevated to senior management. Engagement outcomes are regularly reviewed and used to shape workforce strategy, inform operational decisions, and are also shared with the Nominating and Corporate Governance Committee of the Board, ensuring integration into broader sustainability oversight and accountability.

**27d (S1-2\_05) Disclosure of Global Framework Agreement or other agreements related to respect of human rights of workers**

- EnerSys policies adhere to:
  1. The United Nations (UN) Guiding Principles on Business and Human Rights, which includes an undertaking to respect the human rights reflected in the International Bill of Human Rights, the Universal Declaration of Human Rights and the Declaration on Fundamental Principles and Rights at Work
  2. The Organisation for Economic Co-operation and Development Guidelines for Multinational Enterprises
  3. The UN Sustainable Development Goals (SDGs), including specific principles aligned with goals 5, 8, and 10, or Gender Equality, Decent Work and Economic Growth, and Reduced Inequalities, respectively.

**27e (S1-2\_06) Disclosure of how effectiveness of engagement with its own workforce is assessed**

- EnerSys evaluates engagement effectiveness through regular survey assessments, employee-manager conversations, and monitoring of participation in key programs. Quarterly 1:1 meetings between managers and employees provide structured feedback and performance coaching. We track survey insights to shape manager training and employee programs.

**28 (S1-2\_07) Disclosure of steps taken to gain insight into perspectives of people in its own workforce that may be particularly vulnerable to impacts and (or) marginalised**

- EnerSys fosters a workplace grounded in meritocracy and belonging, where all individuals are evaluated based on their qualifications and how well they reflect our company values. We do this through inclusive policies, outreach programs, and open access to professional development resources.

29Pt.1 (S1-2\_08) Statement in case the undertaking has not adopted a general process to engage with its own workforce

- EnerSys does have processes to engage with its own workforce.

29Pt.2 (S1-2\_09) Disclosure of timeframe for adoption of general process to engage with its own workforce in case the undertaking has not adopted a general process for engagement

- Not applicable since EnerSys does have processes to engage with its own workforce.

AR25a (S1-2\_10) Disclosure of how undertaking engages with at-risk or persons in vulnerable situations

- Our culture of engagement is supported by Business Resource Groups (BRGs), which are voluntary, employee-led communities designed to enhance collaboration, peer connection, and development opportunities across the company. While some BRGs are based on shared identities or experiences, others are interest- or mission-based, focused on supporting team effectiveness and business alignment. All BRGs are open to any employee and are structured to foster insights that help advance team performance and broader enterprise goals.

AR25b (S1-2\_11) Disclosure of how potential barriers to engagement with people in its workforce are taken into account

- We take deliberate steps to reduce barriers to engagement, including language accessibility, time zone considerations, and access to communication and training platforms. Learning content, policy documents, and engagement opportunities are delivered through multiple channels to ensure equitable access. Our regional enablement efforts ensure that employees across manufacturing, field, and office locations are included in the conversation.

AR25c (S1-2\_12) Disclosure of how people in its workforce are provided with information that is understandable and accessible through appropriate communication channels

- EnerSys provides employees with multiple avenues for staying informed and engaged—from intranet platforms and site briefings to virtual town halls and newsletters. A 24/7 anonymous ethics hotline, available in over 300 languages, allows employees to raise concerns safely and confidentially. The EnerSys Academy and BRGs further extend access to professional development, resources, and two-way communication that reinforces our culture and supports our business strategy.

AR25d (S1-2\_13) Disclosure of any conflicting interests that have arisen among different workers and how these conflicting interests have been resolved

- EnerSys proactively addresses conflicting interests through its Code of Business Conduct and Ethics, which includes a dedicated Conflict of Interest section. This section outlines that all employees, officers, and directors must act in the best interests of the Company and avoid activities or personal interests that could conflict, or appear to conflict, with those of EnerSys. A conflict of interest exists when personal interests interfere with EnerSys' interests, potentially leading to reputational damage or financial loss.

To resolve such conflicts, EnerSys requires individuals to disclose any potential or actual conflicts to the Chief Legal & Compliance Officer, or in the case of executive officers and directors, to the Chairman of the Audit Committee. These disclosures are reviewed to determine the appropriate course of action, which may include recusal from decision-

making or changes in responsibilities to eliminate the conflict. This governance process ensures that any conflicting interests among workers are addressed transparently and responsibly, maintaining the integrity and ethical standards of EnerSys.

#### AR25e (S1-2\_14) Disclosure of how undertaking seeks to respect human rights of all stakeholders engaged

- EnerSys seeks to respect the human rights of all stakeholders through a comprehensive policy framework that includes the Human Rights Policy, the Workforce Labor Rights Policy, and the Code of Business Conduct and Ethics. These policies align with international standards such as the UN Guiding Principles on Business and Human Rights, the Universal Declaration of Human Rights, and ILO Core Conventions. The company promotes safe working conditions, fair treatment, and non-discrimination, and extends these expectations to suppliers via the Code of Supplier Conduct. EnerSys also engages with employees, unions, and local communities to ensure that human rights considerations are integrated into its operations and decision-making.

#### AR26 (S1-2\_15) Information about effectiveness of processes for engaging with its own workforce from previous reporting periods

- EnerSys has demonstrated the effectiveness of its workforce engagement processes through consistent participation in structured mechanisms such as quarterly feedback reviews and employee engagement surveys. Feedback from these engagements has informed improvements in employee development, communication, and workplace culture. Regular plant-level town halls have also enabled timely resolution of issues and supported transparent decision-making. These engagement processes have contributed to high participation rates and continuous alignment between workforce input and company actions.

## S1-3 Processes to remediate negative impacts and channels for own workers to raise concerns

#### 32a (S1-3\_01) Disclosure of general approach to and processes for providing or contributing to remedy where undertaking has caused or contributed to a material negative impact on people in its own workforce

- EnerSys has robust policies and processes in place to prevent, address, and remedy material negative impacts on its workforce. The company follows internationally recognized human rights and labor standards, offers multiple avenues for employees to report grievances, and ensures that remedial measures are taken in a transparent, fair, and non-retaliatory manner.

EnerSys has established comprehensive policies to ensure responsible corporate conduct, safeguard human rights, and provide remedies for any negative impacts on its workforce. The Code of Business Conduct and Ethics upholds workplace integrity by prohibiting discrimination, harassment, and retaliation while providing anonymous reporting mechanisms through its Ethics Hotline. The Workforce Labor Rights Policy aligns with UN and ILO standards, ensuring fair wages, freedom of association, and protection against forced labor and child exploitation. Additionally, the ESG and Human Rights Policy mandates due diligence on labor rights issues, reinforcing grievance mechanisms and compliance with the OECD Guidelines for Multinational Enterprises. EnerSys also prioritizes employee safety through its Safety and Health Policy, which emphasizes risk assessment and mitigation, training, and continuous improvement to prevent workplace injuries and illnesses. The Anti-Slavery and Human Trafficking Statement further underscores the company's commitment to ethical sourcing and eradicating forced labor from its supply chain. Through these policies,

EnerSys ensures compliance with legal and ethical standards while providing remediation channels and corrective actions to uphold a fair and safe work environment.

Employees can report violations of labor rights, safety concerns, discrimination, or other ethical issues anonymously through an independent Ethics Hotline. Reports are investigated, and appropriate actions are taken, including disciplinary measures against violators. If an employee experiences harm due to company actions, EnerSys provides access to remediation, legal support, and other necessary assistance. The company ensures that no employee faces retaliation for reporting misconduct or seeking remedy. The company regularly reviews and improves its policies based on findings from internal audits and reports received. In cases where harm is identified, EnerSys commits to taking corrective actions, including revising policies, providing compensatory support, or making operational changes to prevent recurrence.

**32b (S1-3\_02) Disclosure of specific channels in place for its own workforce to raise concerns or needs directly with undertaking and have them addressed**

- Employees can report issues directly to their supervisors, Human Resources, the Legal Department, or Compliance Teams, as outlined in the ESG and Human Rights Policy, which promotes open communication and timely resolution of concerns. Additionally, employees can voice grievances through the Ethics and Compliance Hotline, which allows for anonymous submissions in multiple languages and covers concerns related to workplace misconduct, ethics violations, safety hazards, and labor rights. The company enforces a strict non-retaliation policy, ensuring that employees who report in good faith are protected from adverse consequences such as termination or discrimination. To address workplace safety, employees can report hazardous conditions or injuries to their local Environmental, Health and Safety team, with oversight from Corporate Environmental, Health & Safety (EHS) teams. EnerSys also provides whistleblower protection for legal or ethical violations, ensuring that reports are reviewed, investigated, and acted upon with necessary corrective measures. By maintaining secure and accessible grievance mechanisms, EnerSys fosters a transparent, safe, and accountable workplace where employees can raise concerns and receive appropriate resolutions.

**AR29 (S1-3\_03) Third-party mechanisms are accessible to all own workforce**

- Employees can report issues directly to their supervisors, Human Resources, the Legal Department, or Compliance Teams, as outlined in the ESG and Human Rights Policy, which promotes open communication and timely resolution of concerns. Additionally, employees can voice grievances through the Ethics and Compliance Hotline, which allows for anonymous submissions in multiple languages and covers concerns related to workplace misconduct, ethics violations, safety hazards, and labor rights. The company enforces a strict non-retaliation policy, ensuring that employees who report in good faith are protected from adverse consequences such as termination or discrimination. To address workplace safety, employees can report hazardous conditions or injuries to their local Environmental, Health and Safety team, with oversight from Corporate Environmental, Health & Safety (EHS) teams. EnerSys also provides whistleblower protection for legal or ethical violations, ensuring that reports are reviewed, investigated, and acted upon with necessary corrective measures. By maintaining secure and accessible grievance mechanisms, EnerSys fosters a transparent, safe, and accountable workplace where employees can raise concerns and receive appropriate resolutions.

**AR30 (S1-3\_04) Disclosure of whether and how own workforce and their workers' representatives are able to access channels at level of undertaking they are employed by or contracted to work for**

- Employees may address questions and concerns to their direct manager or management within their function and Human Resources. Additionally, the Ethics and Compliance hotline is available as a primary channel for employees or any other individual to anonymously raise concerns related to their needs.

#### 32c (S1-3\_05) Grievance or complaints handling mechanisms related to employee matters exist

- Yes, EnerSys has grievance and complaint handling mechanisms in place for employee matters. Employees can raise concerns through their direct supervisors, Human Resources, or anonymously via the company's Ethics and Compliance Hotline, which is accessible globally.

#### 32d (S1-3\_06) Disclosure of processes through which undertaking supports or requires availability of channels

- EnerSys ensures that its Ethics and Compliance Hotline is widely promoted, accessible, and available to all employees across its global operations. The hotline is publicized through multiple internal communication channels, including the Code of Business Conduct and Ethics, employee handbooks, onboarding materials, training sessions, and regular company-wide communications. It is also displayed prominently on the company's internal SharePoint site, bulletin boards, posters in workplace common areas, and digital communication platforms to ensure employees are aware of their rights and the process for reporting concerns. Employees receive training on how to use the hotline, emphasizing its confidentiality, anonymity options, and the company's strict non-retaliation policy to encourage safe and open reporting. The hotline is available 24/7 in multiple languages, ensuring accessibility for a diverse workforce, and employees can report issues via phone, online portal, or email, depending on their preference.

#### 32e (S1-3\_07) Disclosure of how issues raised and addressed are tracked and monitored and how effectiveness of channels is ensured

- When we receive information regarding an alleged violation of the Code of Business Conduct and Ethics, we work diligently to uncover the facts and will determine, in consultation with the CLO, whether it is necessary to conduct an informal inquiry or a formal investigation. We will determine who should initiate such inquiry or investigation and report the results of any such inquiry or investigation, together with a recommendation as to disposition of the matter to the Audit Committee. Any investigation shall be conducted in accordance with the EnerSys Policy Guide for Business Conduct and Ethics Workplace Investigations. The CLO shall determine whether a violation of this Code of Conduct has occurred. Internal Audit shall report the results of any inquiry or investigation and the disposition of the matter to the Audit Committee.

#### 33Pt.1 (S1-3\_08) Disclosure of whether and how it is assessed that its own workforce is aware of and trust structures or processes as way to raise their concerns or needs and have them addressed

- Employees participate in annual training that outlines the existing structures and processes designed to report violations and address concerns. The hotline is advertised both online and in physical locations, such as posted on bulletin boards in our locations.

#### 33Pt.2 (S1-3\_09) Policies regarding protection against retaliation for individuals that use channels to raise concerns or needs are in place

- Those reporting a claim to the Ethics and Compliance Hotline may do so openly or anonymously without fear of retaliation. Within the Code of Conduct lies a Commitment to Non-retaliation. The commitment states that EnerSys will not discipline, discriminate against or retaliate against anyone for reporting concerns. It also states that anyone who retaliates

against an individual who raised a concern or participated with an investigation in good faith will be subject to disciplinary action, up to and including termination.

34Pt.1 (S1-3\_10) Statement in case the undertaking has not adopted a channel for raising concerns

- Not applicable, EnerSys has adopted a channel for raising concerns.

34Pt.2 (S1-3\_11) Disclosure of timeframe for channel for raising concerns to be in place

- Not applicable, EnerSys has adopted a channel for raising concerns.

## S1-4 Taking action on material impacts on own workforce, and approaches to managing material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions

37-Parent ( ) For taking action on material impacts on own workforce, and approaches to managing material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions, have you adopted actions?

- Yes, EnerSys has adopted a range of actions to address material impacts and manage risks and opportunities related to its own workforce. These include robust health and safety programs tailored to high-risk manufacturing roles, equity initiatives to foster an inclusive culture, and global training and development programs. We also conduct regular engagement surveys to evaluate effectiveness of actions. These efforts are continuously reviewed by senior leadership and the Board to ensure alignment with our strategic goals and evolving workforce needs.

37-Yes (S1.MDR-A\_01-12) Action plans and resources to manage its material impacts, risks, and opportunities related to its own workforce [see ESRS 2 - MDR-A]

- EnerSys has adopted comprehensive actions to address material impacts on its own workforce and to manage related risks and opportunities effectively. Key initiatives include tailored health and safety programs for manufacturing roles, where physical risks are most prominent, and the implementation of global standards to ensure consistent protection across all sites. To capture opportunities, we invest in employee development via the EnerSys Academy, mentoring programs, and quarterly performance dialogues that support career growth and skill-building, particularly as we transition to more sustainable and technologically advanced operations. Regular pay equity audits and global engagement surveys help us evaluate the effectiveness of these programs. Oversight by our senior leadership and Board committees ensures accountability and continuous improvement, aligning workforce-related actions with our long-term strategic and sustainability goals.

38a (S1-4\_01) Description of action taken, planned or underway to prevent or mitigate negative impacts on own workforce

- EnerSys has implemented a comprehensive set of actions to prevent or mitigate negative impacts on its workforce, with a strong focus on fairness, safety, belonging, and well-being. These include merit-based hiring practices that promote equal opportunity and prohibit discrimination or harassment, as well as comprehensive health and safety programs—particularly tailored to local and manufacturing-related risks. The company supports continuous training and career development through the EnerSys Academy, structured performance feedback, and regular employee engagement surveys to identify emerging concerns. Flexible work practices, wellness initiatives, and Board-level oversight further ensure that these actions remain effective and aligned with company values.



38b (S1-4\_02) Disclosure on whether and how action has been taken to provide or enable remedy in relation to actual material impact

- EnerSys has taken action to provide remedy in cases of actual material impacts on its workforce by implementing clear grievance mechanisms and whistleblower channels that allow employees to report concerns confidentially and without fear of retaliation. When incidents occur—such as health and safety issues or potential violations of labor standards—EnerSys investigates promptly and takes corrective measures, which may include process improvements, retraining, or policy revisions. The company also conducts post-incident reviews to ensure appropriate resolution and prevent recurrence. These efforts are monitored by the legal and compliance team and overseen by the Board to ensure accountability and continuous improvement.

38c (S1-4\_03) Description of additional initiatives or actions with primary purpose of delivering positive impacts for own workforce

- EnerSys has launched several initiatives aimed at delivering positive impacts for its workforce, including the EnerSys Academy, which provides global training and development opportunities to support career advancement and skill-building. The company's inclusivity programs are designed to create a more inclusive and supportive culture, with targeted efforts to increase representation and foster belonging across all levels. EnerSys also supports employee well-being through flexible work arrangements, comprehensive benefits, and mental health resources. Additionally, the Charitable Giving program encourages employee engagement and community connection through volunteerism and charitable initiatives.

38d (S1-4\_04) Description of how effectiveness of actions and initiatives in delivering outcomes for own workforce is tracked and assessed

- EnerSys tracks and assesses the effectiveness of its workforce-related actions and initiatives through a combination of key performance indicators, including safety incident rates and employee engagement scores. The company conducts regular pay equity audits and global employee surveys to evaluate progress and identify areas for improvement. Leadership reviews these results quarterly, and feedback from employees during performance reviews and development discussions further informs adjustments to programs. Oversight by the Board's Compensation and Nominating & Corporate Governance Committees ensures accountability and continuous alignment with strategic goals.

39 (S1-4\_05) Description of process through which it identifies what action is needed and appropriate in response to particular actual or potential negative impact on own workforce

- EnerSys identifies needed actions in response to actual or potential negative impacts on its workforce through a structured process that includes risk assessments, employee feedback mechanisms, and internal incident reporting systems. Data from safety audits, engagement surveys, and grievance channels are analyzed to detect trends or issues requiring intervention. Based on this analysis, appropriate actions—such as policy updates, training, or operational changes—are determined and implemented in consultation with relevant leadership and oversight committees.

40a (S1-4\_06) Description of what action is planned or underway to mitigate material risks arising from impacts and dependencies on own workforce and how effectiveness is tracked

- EnerSys is taking action to mitigate material workforce-related risks through targeted initiatives such as enhanced health and safety protocols and expanded training and development opportunities. These efforts aim to reduce injury rates, support a more inclusive culture, and strengthen employee engagement and retention. Effectiveness is tracked through regular monitoring of safety metrics, pay equity audits, and employee

feedback surveys, with results reviewed by senior leadership and Board committees to ensure continuous improvement.

**40b (S1-4\_07) Description of what action is planned or underway to pursue material opportunities in relation to own workforce**

- EnerSys is actively pursuing material opportunities related to its workforce by investing in skills development through the EnerSys Academy and expanding access to leadership training and mentorship programs. The company is also advancing recruitment initiatives to attract and retain talent, fostering innovation and inclusive growth. These actions aim to strengthen the talent pipeline, improve employee engagement, and support long-term business resilience.

**41 (S1-4\_08) Disclosure of whether and how it is ensured that own practices do not cause or contribute to material negative impacts on own workforce**

- EnerSys ensures its practices do not cause or contribute to material negative impacts on its workforce by enforcing strong internal policies on health and safety, ethics, and non-discrimination, supported by regular training and audits. Grievance mechanisms and whistleblower channels are in place to surface concerns early, with prompt investigation and corrective action when needed. Oversight by senior management and the Board ensures accountability and continuous review of policies to align with evolving workforce risks and expectations.

**43 (S1-4\_09) Disclosure of resources are allocated to the management of material impacts**

- EnerSys allocates dedicated resources to manage material workforce impacts through specialized teams in health and safety, human resources, and sustainability. The company invests in tools such as training platforms, employee engagement systems, and data analytics to monitor and address key risks and opportunities. Budget is also earmarked for strategic initiatives, including the EnerSys Academy programs, with oversight from senior leadership and Board committees to ensure alignment and effectiveness.

**AR33a (S1-4\_10) Disclosure of general and specific approaches to addressing material negative impacts**

- EnerSys addresses material negative impacts on its workforce through a combination of general and targeted approaches. General approaches include company-wide policies on health and safety, ethics, and non-discrimination, supported by training, regular audits, and multiple employee feedback mechanisms.

**AR33b (S1-4\_11) Disclosure of initiatives aimed at contributing to additional material positive impacts**

- EnerSys implements several initiatives aimed at generating additional material positive impacts for its workforce, including the expansion of its EnerSys Academy to support upskilling and career growth across global roles. The company's HR programs focus on fostering a more inclusive workplace, which enhances employee engagement and innovation. Additionally, the Charitable Giving program encourages employee participation in community service and philanthropy, strengthening organizational culture and employee satisfaction.

**AR33c (S1-4\_12) Disclosure of how far undertaking has progressed in efforts during reporting period**

- During the reporting period (FY25), EnerSys made measurable progress across key workforce initiatives. The company expanded global participation in EnerSys Academy, increased leadership development opportunities, advanced fair hiring and promotion practices, and

strengthened workplace safety through continued investment and recognition from external bodies.

AR33d (S1-4\_13) Disclosure of aims for continued improvement

- EnerSys aims to continue improving by expanding access to skills development and leadership training, further embedding fairness and non-discrimination in all employment practices, enhancing global safety performance, and increasing engagement through purpose-driven programs. The company also plans to refine internal processes to ensure long-term workforce resilience, support merit-based growth opportunities, and foster a supportive, high-performing work environment.

AR35 (S1-4\_14) Disclosure of whether and how undertaking seeks to use leverage with relevant business relationships to manage material negative impacts affecting own workforce

- EnerSys manages material negative impacts on its own workforce through business relationships by ensuring that outsourced services, contractors, and staffing partners adhere to the same labor, safety, and ethical standards applied internally. By requiring third parties operating within or alongside EnerSys facilities to comply with company policies, EnerSys helps maintain a consistent, safe, and fair working environment for all individuals on-site. This approach reduces the risk of negative impacts such as safety incidents, inconsistent labor practices, or unequal treatment within its own operations.

AR36 (S1-4\_15) Disclosure of how the initiative, and its own involvement, is aiming to address the material impact concerned

- EnerSys has implemented a range of initiatives—such as enhanced safety protocols, business resource groups, and strategic training investments—specifically designed to address material workforce impacts, including health and safety risks, inequity, and skills gaps. The company conducts regular reviews of workplace safety to identify underlying factors and implement proactive measures that strengthen protection and reduce potential harm. By embedding these efforts into core operations and closely monitoring their execution and outcomes, EnerSys ensures that its actions are both responsive to identified risks and effective in delivering measurable improvements for its workforce.

AR40a (S1-4\_16) Disclosure of whether and how workers and workers' representatives play role in decisions regarding design and implementation of programmes or processes whose primary aim is to deliver positive impacts for workers

- EnerSys engages workers and their representatives in the design and implementation of programs aimed at delivering positive impacts through regular feedback mechanisms, such as employee surveys and performance reviews. In regions with union representation, collective bargaining agreements help shape workplace policies and safety initiatives. In regions or countries with trade unions or works councils, the outcomes of consultations or negotiations are also incorporated into the development of workplace policies and safety initiatives, in accordance with local legislation. This collaborative approach ensures that programs reflect workforce needs and drive meaningful outcomes.

AR40b (S1-4\_17) Information about intended or achieved positive outcomes of programmes or processes for own workforce

- EnerSys' programs have achieved positive outcomes such as improved workplace safety, increased access to training and career development, and enhanced employee engagement.

AR41 (S1-4\_18) Initiatives or processes whose primary aim is to deliver positive impacts for own workforce are designed also to support achievement of one or more of Sustainable Development Goals

- Yes, EnerSys designs workforce-focused initiatives to align with and support several Sustainable Development Goals (SDGs), including SDG 3 (Good Health and Well-being), SDG 4 (Quality Education), SDG 5 (Gender Equality), and SDG 8 (Decent Work and Economic Growth). Programs such as health and safety systems, EnerSys Academy, and fair labor practices directly contribute to these global goals. This alignment reinforces the company's commitment to responsible and inclusive growth.

**AR43 (S1-4\_19) Information about measures taken to mitigate negative impacts on workers that arise from transition to greener, climate-neutral economy**

- EnerSys is mitigating potential negative impacts on its workforce from the transition to a greener, climate-neutral economy by investing in reskilling and upskilling programs. The company is proactively engaging employees in sustainability efforts, ensuring they are prepared for changes in roles, technologies, and operational practices. These measures help support job security and enable the workforce to actively participate in and benefit from the climate transition.

**AR48 (S1-4\_20) Description of internal functions that are involved in managing impacts and types of action taken by internal functions to address negative and advance positive impacts**

- Internal functions at EnerSys involved in managing workforce impacts include Human Resources, Health & Safety, Sustainability, and Legal & Compliance. These teams collaborate to implement safety protocols, lead inclusivity and training initiatives, and ensure adherence to labor standards. Their actions are aimed at mitigating risks such as workplace injuries or inequity, while advancing positive impacts like employee development, engagement, and well-being.

## S1-6 Characteristics of the undertaking's employees

**50aPt.1 (S1-6\_01) Characteristics of undertaking's employees - number of employees by gender [table]**

Gender	# Employees
Female	2,415
Male	8,093
Not reported	46
Total Employees	10,554

**50aPt.2 (S1-6\_02) Number of employees (head count)**

Gender	# Employees
Female	2,415
Male	8,093
Not reported	46
Total Employees	10,554

**50aPt.3 (S1-6\_03) Average number of employees (head count)**

- The average number of employees over FY25 was 10,458.

**50aPt.4 (S1-6\_04) Characteristics of undertaking's employees - number of employees in countries with 50 or more employees representing at least 10% of total number of employees [table]**

- The only country where EnerSys has >10% of its workforce is the United States of America. Poland, Mexico and France have employee counts close to 10% of EnerSys' total number of employees.

Country	Headcount	% of Total Headcount
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USA	4,898	46%
Poland	984	9%
Mexico	950	9%
France	761	7%

50aPt.5 (S1-6\_05) Number of employees in countries with 50 or more employees representing at least 10% of total number of employees

- The only country where EnerSys has >10% of its workforce is the United States of America. Poland, Mexico and France have employee counts close to 10% of EnerSys' total number of employees.

Country	Headcount	% of Total Headcount
USA	4,898	46%
Poland	984	9%
Mexico	950	9%
France	761	7%

50aPt.6 (S1-6\_06) Average number of employees in countries with 50 or more employees representing at least 10% of total number of employees

- The only country where EnerSys has >10% of its workforce is the United States of America. The US had an average of 4,866 employees over the course of FY25.

50b (S1-6\_07) Characteristics of undertaking's employees - information on employees by contract type and gender [table]

Gender	Part-Time	Full-Time	Total Employees
Female	72	2,343	2,415
Male	150	7,943	8,083
Not Reported	1	45	46
Total Employees	223	10,331	10,554

51 (S1-6\_08) Characteristics of undertaking's employees - information on employees by region [table]

Region	Part-Time	Full-Time	# Employees
AMER	105	6,487	6,592
APAC	8	926	934
EMEA	110	2,918	3,028
Total Employees	223	10,331	10,554

50b+51Pt.1 (S1-6\_09) Number of employees (head count or full-time equivalent)

- The number of employees at FY25 close was 10,554.

50b+51Pt.2 (S1-6\_10) Average number of employees (head count or full-time equivalent)

- The average number of employees over FY25 was 10,458.

50cPt.1 (S1-6\_11) Number of employee who have left undertaking

- The number of employees that left EnerSys over FY25 is 2,017.

50cPt.2 (S1-6\_12) Percentage of employee turnover

- The percentage of employee turnover for FY25 was 19.3%.

50d (S1-6\_13) Description of methodologies and assumptions used to compile data (employees)

- To compile employee turnover rate, number of employees that left EnerSys in FY25 was divided by the average number of employees over FY25 and multiplied by 100.

50di (S1-6\_14) Employees numbers are reported in head count or full-time equivalent

- Employee numbers are reported in headcount and include full-time employees and part-time employees unless otherwise indicated.

50dii (S1-6\_15) Employees numbers are reported at end of reporting period/average/other methodology

- Employee numbers are calculated based on headcount at the end of the reporting period (FY25) unless otherwise stated.

50e (S1-6\_16) Disclosure of contextual information necessary to understand data (employees)

- Employee numbers are based on data as of 3/31/2025. Average employee numbers are calculated based on data as of 4/1/2024, 7/1/2024, 10/1/2024, 1/1/2025, and 3/31/2025.

52 (S1-6\_18) Further detailed breakdown by gender and by region [table]

- AMER
  - Not reported: 26
  - Female: 1,676
  - Male: 4,890
- APAC
  - Not reported: 1
  - Female: 224
  - Male: 709
- EMEA
  - Not reported: 19
  - Female: 515
  - Male: 2,494

52a (S1-6\_19) Number of full-time employees by head count or full time equivalent

Gender	Part-Time	Full-Time	Total Employees
Female	72	2,343	2,415
Male	150	7,943	8,083
Not Reported	1	45	46
Total Employees	223	10,331	10,554

52b (S1-6\_20) Number of part-time employees by head count or full time equivalent

Gender	Part-Time	Full-Time	Total Employees
Female	72	2,343	2,415
Male	150	7,943	8,083
Not Reported	1	45	46
Total Employees	223	10,331	10,554

## S1-7 Characteristics of non-employees in the undertaking's own workforce

55-Parent ( ) Does undertaking have non-employees in their own workforce?

- EnerSys employs contractors and temporary workers, but they are not counted as part of the company's formal headcount.

55aPt.1 (S1-7\_01) Number of non-employees in own workforce

- This metric is not currently being measured.



55aPt.2 (S1-7\_02) Number of non-employees in own workforce - self-employed people

- This metric is not currently being measured.

55aPt.3 (S1-7\_03) Number of non-employees in own workforce - people provided by undertakings primarily engaged in employment activities

- This metric is not currently being measured.

56 (S1-7\_05) Disclosure of the most common types of non-employees (for example, self-employed people, people provided by undertakings primarily engaged in employment activities, and other types relevant to the undertaking), their relationship with the undertaking, and the type of work that they perform.

- This metric is not currently being measured.

55b (S1-7\_06) Description of methodologies and assumptions used to compile data (non-employees)

- As this metric is not presently measured, a methodology for its preparation has not been established.

55bi (S1-7\_07) Non-employees numbers are reported in head count/full time equivalent

- Non-employees are not included in headcount.

55bii (S1-7\_08) Non-employees numbers are reported at end of reporting period/average/other methodology

- As this metric is not presently measured, a methodology for its preparation has not been established.

55c (S1-7\_09) Disclosure of contextual information necessary to understand data (non-employee workers)

- As this metric is not presently measured, a methodology for its preparation has not been established.

57 (S1-7\_10) Description of basis of preparation of non-employees estimated number

- As this metric is not presently measured, a methodology for its preparation has not been established.

## S1-8 Collective bargaining coverage and social dialogue

60a (S1-8\_01) Percentage of total employees covered by collective bargaining agreements

- The percentage of total employees covered by collective bargaining agreements in FY25 was 29%. The percentage of employees in France and Poland covered by collective bargaining agreements in FY25 was 94% and 100%, respectively. Please see additional details in the Form 10-K for fiscal year 2025.

61 (S1-8\_04) Working conditions and terms of employment for employees not covered by collective bargaining agreements are determined based on collective bargaining agreements that cover other employees or based on collective bargaining agreements from other undertakings

- As an organization, we prioritize fair and equitable treatment for all our employees. While some of our employees are covered by collective bargaining agreements, those not covered are still ensured fair working conditions and terms of employment. These conditions are determined through internal policies, which are developed with consideration to industry standards, legal requirements, and input from our employees. We strive to maintain consistency and fairness across all aspects of employment, regardless of bargaining agreements, ensuring that each employee is valued and respected within our organization.

62 (S1-8\_05) Description of extent to which working conditions and terms of employment of non-employees in own workforce are determined or influenced by collective bargaining agreements  
No data

63b (S1-8\_07) Disclosure of existence of any agreement with employees for representation by European Works Council (EWC), Societas Europaea (SE) Works Council, or Societas Cooperativa Europaea (SCE) Works Council

- We have established a European Works Council Agreement in Europe to facilitate communication and consultation with our employees across different European countries. Additionally, we have Collective Agreements in place in Mexico to address the needs and concerns of our employees in that region.

## S1-9 Diversity metrics

66aPt.1 (S1-9\_01) Gender distribution in number of employees (head count) at top management level

- Female: 49
- Male: 217
- Not disclosed: 1

66aPt.2 (S1-9\_02) Gender distribution in percentage of employees at top management level

- Female: 18.4%
- Male: 81.3%
- Not disclosed: 0.4%

66bPt.1 (S1-9\_03) Distribution of employees (head count) under 30 years old

- There were 1,436 employees under 30 years old in FY25.

66bPt.2 (S1-9\_04) Distribution of employees (head count) between 30 and 50 years old

- There were 5,762 employees between 30-50 years old in FY25.

66bPt.3 (S1-9\_05) Distribution of employees (head count) over 50 years old

- There were 3,356 employees over 50 years old in FY25.

AR71 (S1-9\_06) Disclosure of own definition of top management used

- EnerSys top management is defined by EnerSys grade 19 and above.

## S1-13 Training and skills development metrics

83aPt.1 (S1-13\_01) Training and skills development indicators gender [table]

- This information is not currently measured.

83aPt.2 (S1-13\_02) Percentage of employees that participated in regular performance and career development reviews

- 100% of eligible employees in France and Poland receive performance and/or career development reviews. Cadence of these reviews depends on level and role.

83bPt.1 (S1-13\_03) Average number of training hours by gender [table]

- This information is not currently measured.

83bPt.2 (S1-13\_04) Average number of training hours per person for employees

- This information is based on estimates from our online training system and does not currently capture in-person training hours or other learning activities conducted outside the system

Employee type	Number of training courses required	Number of hours per year
US Employee	56	12.26
US Manager	61	18.28
US Plant Management	75	20.85
VP HQ	43	11.5
Canadian Employee	16	7.36
Canadian Manager	25	11.86
Global Employee/Manager	20	5.95

84Pt.1 (S1-13\_05) Percentage of employees that participated in regular performance and career development reviews by employee category [table]

Job Level	% Participated in regular performance and career development reviews
C-Suite	87.5%
Director	97.4%
Manager	95.5%
Mid Manager	95.3%
Non Manager	93.2%
President	66.7%
Senior Director	100.0%
Senior Manager	90.6%
Supervisor	95.7%
Vice President	90.9%

84Pt.2 (S1-13\_06) Average number of employees that participated in regular performance and career development reviews by employee category

Job Level	Number that participated in regular performance and career development reviews
C-Suite	7
Director	150
Manager	316
Mid Manager	794
Non Manager	3500
President	2
Senior Director	44
Senior Manager	48
Supervisor	381
Vice President	30

85 (S1-13\_07) Percentage of non-employees that participated in regular performance and career development reviews

- Non-employees do not participate in regular performance or career development reviews.

## S1-14 Health and safety metrics

88a (S1-14\_01) Percentage of people in its own workforce who are covered by health and safety management system based on legal requirements and (or) recognised standards or guidelines

- 100% of employees are covered by our health and safety management system.

88bPt.1 (S1-14\_02) Number of fatalities in own workforce as result of work-related injuries and work-related ill health

- There were no fatalities as a result of work-related injuries and work-related ill health in FY25.

88bPt.2 (S1-14\_03) Number of fatalities as result of work-related injuries and work-related ill health of other workers working on undertaking's sites

- There were no fatalities as a result of work-related injuries and work-related ill health in FY25.

88cPt.1 (S1-14\_04) Number of recordable work-related accidents for own workforce

- In FY25, there were 148 work-related injuries globally.

88cPt.2 (S1-14\_05) Rate of recordable work-related accidents for own workforce

- The global recordable incident rate for EnerSys in FY25 was 1.68.

88d (S1-14\_06) Number of cases of recordable work-related ill health of employees

- There were zero cases of ill health in FY25.

88e (S1-14\_07) Number of days lost to work-related injuries and fatalities from work-related accidents, work-related ill health and fatalities from ill health related to employees

- In CY24 there were 1,412 lost days of work globally.

89Pt.1 (S1-14\_08) Number of cases of recordable work-related ill health of non-employees

- There were 0 cases of work-related ill health of non-employees.

89Pt.2 (S1-14\_09) Number of days lost to work-related injuries and fatalities from work-related accidents, work-related ill health and fatalities from ill health related to non-employees

- There were no days lost to work-related injuries and fatalities from work-related accidents, work-related ill health and fatalities for non-employees in FY25.

90 (S1-14\_10) Percentage of own workforce who are covered by health and safety management system based on legal requirements and (or) recognised standards or guidelines and which has been internally audited and (or) audited or certified by external party

- 100% of our employees are covered by a health and safety management system that is based on legal requirements and/or recognized standards or guidelines. We certify our facilities and corresponding management systems to international standards where appropriate. There are seven EnerSys facilities certified to the ISO 45001 occupational health and safety standard. In our Shenzhen, China facility, we received the SA8000 Standard accreditation, recognizing our management system for social and labor standards.

AR81 (S1-14\_11) Description of underlying standards for internal audit or external certification of health and safety management system

- EnerSys utilizes SAI360 software as its internal EHS management system to track incidents, environmental requirements, as well as safety and health obligations for its global business. Additionally, some EnerSys locations, several of which are located in EMEA and Asia, have ISO certifications including ISO 45001, the international standard for occupational health and safety. Internal reviews are conducted regularly to assess compliance and effectiveness, with findings used to inform safety enhancements. External certification bodies verify compliance through scheduled audits as part of the ISO 45001 certification process.

AR94 (S1-14\_12) Number of cases of recordable work-related ill health detected among former own workforce

- This is not recorded at this time.

## S1-15 Work-life balance metrics

93a (S1-15\_01) Percentage of employees entitled to take family-related leave

- EnerSys complies with applicable legislation for the locations in which we operate and provide leave where required to entitled employees.

93bPt.1 (S1-15\_02) Percentage of entitled employees that took family-related leave

- This metric is not currently recorded.

93bPt.2 (S1-15\_03) Percentage of entitled employees that took family-related leave by gender [table]

- This metric is not currently recorded.

94 (S1-15\_04) All employees are entitled to family-related leaves through social policy and (or) collective bargaining agreements

- EnerSys complies with applicable legislation for the locations in which we operate and provide leave where required to entitled employees.

## S1-17 Incidents, complaints and severe human rights impacts

103aPt.1 (S1-17\_01) Number of incidents of discrimination [table]

- This metric is not disclosed at this time.

103aPt.2 (S1-17\_02) Number of incidents of discrimination

- This metric is not disclosed at this time.

103bPt.1 (S1-17\_03) Number of complaints filed through channels for people in own workforce to raise concerns

- This metric is not disclosed at this time.

103bPt.2 (S1-17\_04) Number of complaints filed to National Contact Points for OECD Multinational Enterprises

- This metric is not disclosed at this time.

103cPt.1 (S1-17\_05) Amount of fines, penalties, and compensation for damages as result of incidents of discrimination, including harassment and complaints filed

- This metric is not disclosed at this time.

103cPt.2 (S1-17\_06) Information about reconciliation of fines, penalties, and compensation for damages as result of violations regarding work-related discrimination and harassment with most relevant amount presented in financial statements

- This metric is not disclosed at this time.

103d (S1-17\_07) Disclosure of contextual information necessary to understand data and how data has been compiled (work-related grievances, incidents and complaints related to social and human rights matters)

- EnerSys provides multiple channels for employees to report work-related grievances, including an anonymous Ethics and Compliance Hotline, with support in over 300 languages. The company enforces a strict non-retaliation policy and investigates all concerns raised in good faith. Policies related to social and human rights matters are overseen by the Board and executed through Legal and HR teams. EnerSys holds internal and external parties accountable, with possible consequences including contract termination or employee

dismissal. These measures support transparent data compilation and response to incidents, aligned with EnerSys' materiality framework and global reporting standards.

104aPt.1 (S1-17\_08) Number of severe human rights issues and incidents connected to own workforce

- EnerSys reports no occurrences of severe human rights issues and incidents connected to our employees in the reporting period.

104aPt.2 (S1-17\_09) Number of severe human rights issues and incidents connected to own workforce that are cases of non respect of UN Guiding Principles and OECD Guidelines for Multinational Enterprises

- EnerSys reports no occurrences of severe human rights issues and incidents connected to our employees in the reporting period.

104aPt.3 (S1-17\_10) No severe human rights issues and incidents connected to own workforce have occurred

- EnerSys reports no occurrences of severe human rights issues and incidents connected to our employees in the reporting period.

104bPt.1 (S1-17\_11) Amount of fines, penalties, and compensation for severe human rights issues and incidents connected to own workforce

- There were no fines, penalties or compensation damages related to severe human rights issues and incidents connected to our employees in the reporting period.

104bPt.2 (S1-17\_12) Information about reconciliation of amount of fines, penalties, and compensation for severe human rights issues and incidents connected to own workforce with most relevant amount presented in financial statements

- There were no fines, penalties or compensation damages related to severe human rights issues and incidents connected to our employees in the reporting period.

AR103 (S1-17\_13) Disclosure of the status of incidents and/or complaints and actions taken

- EnerSys reports no occurrences of severe human rights issues and incidents connected to our employees in the reporting period.

AR106 (S1-17\_14) Number of severe human rights cases where undertaking played role securing remedy for those affected

- EnerSys reports no occurrences of severe human rights issues and incidents connected to our employees in the reporting period.

## S4.SBM-3 Material impacts, risks and opportunities and their interaction with strategy and business model

10 (S4.SBM-3\_01) All consumers and end-users who can be materially impacted by undertaking are included in scope of disclosure under ESRS 2

- EnerSys includes all consumers and end-users who can be materially impacted by the undertaking within the scope of disclosure.

10a (S4.SBM-3\_02) Description of types of consumers and end-users subject to material impacts

- As one of the world's leading suppliers of electric forklift batteries, EnerSys plays a behind-the-scenes role in supporting nearly every consumer sector. Our reach extends even further through our critical contributions to the defense and aerospace industries, making our impact both expansive and global. EnerSys' operations and value chain may materially



impact industrial consumers and end-users who rely on uninterrupted power for critical infrastructure, such as telecommunications providers, utilities, data centers, and logistics operators.

**10ai-iv (S4.SBM-3\_03) Type of consumers and end-users subject to material impacts by own operations or through value chain**

- As one of the world's largest providers of electric forklift batteries, EnerSys plays a vital—if often unseen—role in supporting nearly every aspect of the global economy. Our products also power mission-critical applications in the defense and aerospace sectors, extending our impact to some of the most advanced and demanding environments worldwide. We serve a wide range of industrial and institutional customers across telecommunications, broadband, utilities, data centers, aerospace, defense, logistics, and healthcare. These sectors depend on EnerSys' energy storage systems to ensure operational continuity—enabling network uptime, grid stability, and the mobility of essential equipment. Given the high-stakes nature of these applications, our customers are especially sensitive to any disruption or inefficiency in energy supply.

**10b (S4.SBM-3\_04) Material negative impacts occurrence (consumers and end-users)**

- The double materiality assessment did not identify any material adverse impacts on consumers or end-users.

**10c (S4.SBM-3\_05) Description of activities that result in positive impacts and types of consumers and end-users that are positively affected or could be positively affected**

- The double materiality assessment identified positive impacts related to protecting consumer privacy, reducing the risk of identity theft or fraud, and enhancing customer safety. These benefits primarily affect consumers and end-users in critical infrastructure sectors such as telecommunications, utilities, healthcare, and defense, where secure and reliable power systems are essential. By integrating strong data protection measures and operational safeguards, EnerSys helps ensure a safer, more trusted user experience.

**10d (S4.SBM-3\_06) Description of material risks and opportunities arising from impacts and dependencies on consumers and end-users**

- The double materiality assessment did not identify any material negative impacts on consumers or end-users. However, it found that EnerSys creates positive value by helping to protect consumer privacy, reducing the risk of identity theft or fraud, and enhancing customer safety. These strengths present opportunities to further build trust and differentiate EnerSys in critical sectors such as telecommunications, utilities, and defense.

**11 (S4.SBM-3\_07) Disclosure of whether and how understanding of how consumers and end-users with particular characteristics, working in particular contexts, or undertaking particular activities may be at greater risk of harm has been developed**

- EnerSys has not identified consumer or end-user groups at greater risk of harm through its double materiality assessment. No elevated risk profiles based on specific characteristics, contexts, or activities were found to be materially relevant.

**12 (S4.SBM-3\_08) Disclosure of which of material risks and opportunities arising from impacts and dependencies on consumers and end-users are impacts on specific groups**

- The double materiality assessment did not identify any material risks impacting specific groups of consumers or end-users. Identified opportunities, such as enhanced data protection and customer safety, apply broadly across all sectors served.

## **S4-1 Policies related to consumers and end-users**

15-Parent ( ) For policies related to consumers and end-users, have you adopted policies?

- Yes, EnerSys has adopted policies that support consumer and end-user protection, including its Code of Business Conduct and Ethics and Data Privacy Policy. These policies promote customer safety, privacy, and ethical business practices across all operations.

15-Yes (S4.MDR-P\_01-06) Policies to manage material impacts, risks and opportunities related to consumers and end-users [see ESRS 2 MDR-P]

- EnerSys manages material impacts, risks, and opportunities related to consumers and end-users through its Code of Business Conduct and Ethics, which covers consumer privacy, safety, ethical conduct, and data protection. The policy applies globally to all employees, officers, directors, and third parties acting on behalf of the company, with no major exclusions. The Chief Legal & Compliance Officer is accountable for implementation, and the policy aligns with third-party standards such as the UN Global Compact and OECD Guidelines. Stakeholder interests are considered through materiality assessments and regular engagement, and the policy is publicly available on the EnerSys website and accessible to employees and partners via internal platforms.

15 (S4-1\_01) Policies to manage material impacts, risks and opportunities related to affected consumers and end-users, including specific groups or all consumers / end-users

- EnerSys manages material impacts, risks, and opportunities related to all consumers and end-users through its global Code of Business Conduct and Ethics and Data Privacy Policy, which promote safety, privacy, and ethical conduct. These policies apply company-wide and address the needs of all consumer groups, with no exclusions.

16 (S4-1\_02) Description of relevant human rights policy commitments relevant to consumers and/or end-users

- EnerSys' human rights commitments relevant to consumers and end-users are outlined in its ESG and Human Rights Policy and Code of Business Conduct and Ethics. These include commitments to privacy, safety, non-discrimination, and protection from exploitation or harm in line with the UN Guiding Principles and Universal Declaration of Human Rights.

16a (S4-1\_03) Disclosure of general approach in relation to respect for human rights of consumers and end-users

- EnerSys respects the human rights of consumers and end-users by promoting safety, privacy, and non-discrimination, as outlined in its ESG and Human Rights Policy and Code of Business Conduct and Ethics. The company aligns its practices with international standards, including the UN Guiding Principles on Business and Human Rights.

16b (S4-1\_04) Disclosure of general approach in relation to engagement with consumers and/or end-users

- EnerSys engages with consumers and end-users through customer support, feedback channels, and ongoing service relationships to ensure product performance, safety, and satisfaction. Insights from these engagements inform continuous improvement and alignment with stakeholder expectations.

16c (S4-1\_05) Disclosure of general approach in relation to measures to provide and (or) enable remedy for human rights impacts

- EnerSys addresses human rights impacts through grievance mechanisms, ethics hotline reporting, and investigation procedures outlined in its Code of Business Conduct and Ethics. These channels enable affected stakeholders to report concerns confidentially and access remedies where appropriate.

17Pt.1 (S4-1\_06) Description of whether and how policies are aligned with relevant internationally recognised instruments

- EnerSys' policies are aligned with internationally recognised instruments, including the UN Guiding Principles on Business and Human Rights, the Universal Declaration of Human Rights, and the OECD Guidelines for Multinational Enterprises.

17Pt.2 (S4-1\_07) Disclosure of extent and indication of nature of cases of non-respect of the UN Guiding Principles on Business and Human Rights, ILO Declaration on Fundamental Principles and Rights at Work or OECD Guidelines for Multinational Enterprises that involve consumers and/or end-users

- EnerSys has not identified any cases involving consumers or end-users that indicate non-respect of the UN Guiding Principles on Business and Human Rights, the ILO Declaration, or the OECD Guidelines.

AR9 (S4-1\_08) Disclosure of explanations of significant changes to policies adopted during reporting year

- In 2025, EnerSys released an updated Code of Business Conduct and Ethics, reinforcing its commitment to consumer and end-user protection. The Code places emphasis on customer safety by requiring clear usage and safety instructions with every product and holding business partners to high safety standards. It mandates not only internal compliance with data protection but also that business partners safeguard customer information with equal diligence. Additionally, the Code promotes proactive cybersecurity practices and responsible use of personal data. The Code reflects EnerSys' broader dedication to safeguarding consumers throughout the entire product lifecycle.

AR13 (S4-1\_09) Disclosure on an illustration of the types of communication of its policies to those individuals, group of individuals or entities for whom they are relevant

- EnerSys communicates its consumer- and end-user-related policies through its public website, product documentation, and direct engagement with customers and business partners. Internally, policies are shared via training, intranet access, and compliance briefings to ensure all relevant parties are informed. Additionally, the EnerSys Customer Experience team conducts an annual survey of our customers across all lines of business to gather feedback.

## S4-2 Processes for engaging with consumers and end-users about impacts

20 (S4-2\_01) Disclosure of whether and how perspectives of consumers and end-users inform decisions or activities aimed at managing actual and potential impacts

- Perspectives of consumers and end-users are gathered through feedback and service interactions, including an annual survey conducted by the Customer Experience team, and are used to inform decisions on product improvements, safety measures, and customer support practices.

20a (S4-2\_02) Engagement occurs with consumers and end-users or their legitimate representatives directly, or with credible proxies

- Engagement with consumers and end-users at EnerSys occurs directly through customer support, surveys, service teams, and feedback channels.

20b (S4-2\_03) Disclosure of stage at which engagement occurs, type of engagement and frequency of engagement

- EnerSys engages with consumers and end-users primarily post-sale through customer support, service relationships, and feedback mechanisms. Engagement is ongoing and includes regular communication on product performance, safety, and satisfaction to inform continuous improvement. Additionally, the EnerSys Customer Experience team conducts an annual survey of our customers across all lines of business.

20c (S4-2\_04) Disclosure of function and most senior role within undertaking that has operational responsibility for ensuring that engagement happens and that results inform undertakings approach

- Each line of business lead at EnerSys holds operational responsibility for ensuring that engagement with consumers and end-users takes place. They are also accountable for incorporating insights from these engagements into business decisions and continuous improvement efforts.

20d (S4-2\_05) Disclosure of how effectiveness of engagement with consumers and end-users is assessed

- EnerSys assesses the effectiveness of engagement with consumers and end-users through customer feedback, service performance metrics, and satisfaction surveys. Insights from these assessments are used to guide improvements in products, services, and communication practices.

21 (S4-2\_06) Disclosure of steps taken to gain insight into perspectives of consumers and end-users / consumers and end-users that may be particularly vulnerable to impacts and (or) marginalized

- EnerSys gathers insight into consumer and end-user perspectives through direct feedback channels, customer service interactions, and market research. No particularly vulnerable or marginalized groups have been identified as materially impacted.

22Pt.1 (S4-2\_07) Statement in case the undertaking has not adopted a general process to engage with consumers and/or end-users

- EnerSys has a general process for engaging with consumers and end-users, primarily through customer support, service relationships, and feedback mechanisms integrated into each line of business. This process helps address needs, gather insights, and support continuous improvement.

22Pt.2 (S4-2\_08) Disclosure of timeframe for adoption of general process to engage with consumers and end-users in case the undertaking has not adopted a general process for engagement

- Not applicable—EnerSys has already adopted a general process for engaging with consumers and end-users through established support, service, and feedback channels within each line of business.

AR15 (S4-2\_09) Type of role or function handling with engagement

- Engagement with consumers and end-users at EnerSys is handled by customer service teams, technical support staff, and line of business leads responsible for managing client relationships and feedback.

## S4-3 Processes to remediate negative impacts and channels for consumers and end-users to raise concerns

25a (S4-3\_01) Disclosure of general approach to and processes for providing or contributing to remedy where undertaking has identified that it connected with a material negative impact on consumers and end-users

- EnerSys addresses material negative impacts on consumers and end-users through its Ethics Hotline and investigation procedures, which enable reporting, assessment, and remediation. Corrective actions are implemented as needed, with oversight from the relevant line of business and the Legal & Compliance function. Consumers and end-users can also contact EnerSys via a dedicated website contact form and a 1-800 number to report concerns or seek assistance.

25b (S4-3\_02) Disclosure of specific channels in place for consumers and end-users to raise concerns or needs directly with undertaking and have them addressed

- The Ethics and Compliance Hotline is a channel for consumers and/or end-users to raise their concerns or needs directly with EnerSys and have them addressed. Consumers and end-users can also contact EnerSys via a dedicated website contact form and a 1-800 number to report concerns or seek assistance.

25c (S4-3\_03) Disclosure of processes through which undertaking supports or requires availability of channels

- EnerSys supports the availability of grievance and feedback channels by maintaining a publicly accessible Ethics Hotline and requiring business partners to uphold similar reporting mechanisms through its Code of Business Conduct and Ethics. Consumers and end-users can also contact EnerSys via a public dedicated website contact form and a 1-800 number to report concerns or seek assistance.

25d (S4-3\_04) Disclosure of how issues raised and addressed are tracked and monitored and how effectiveness of channels is ensured

- EnerSys tracks and monitors issues raised through its Ethics Hotline and customer support systems using case management tools, with oversight by the Legal & Compliance team. Effectiveness is ensured through timely resolution, internal reviews, and periodic assessment of response quality and outcomes.

26Pt.1 (S4-3\_05) Disclosure of whether and how it is assessed that consumers and end-users are aware of and trust structures or processes as way to raise their concerns or needs and have them addressed

- EnerSys assesses consumer and end-user awareness and trust in its reporting channels through direct feedback, customer service interactions, and resolution follow-ups. While no formal measurement exists, consistent use and positive resolution outcomes indicate baseline trust in these processes.

26Pt.2 (S4-3\_06) Policies regarding protection against retaliation for individuals that use channels to raise concerns or needs are in place

- Yes, EnerSys has non-retaliation policies in place to protect individuals who raise concerns or needs through its reporting channels, as outlined in the Code of Business Conduct and Ethics.

27Pt.1 (S4-3\_07) Statement in case the undertaking has not adopted a general process to engage with consumers and/or end-users

- Not applicable—EnerSys has adopted a general process to engage with consumers and end-users through customer support, service channels, and feedback mechanisms within each line of business.

27Pt.2 (S4-3\_08) Disclosure of timeframe for channel or processes for raising concerns to be in place

- Channels and processes for raising concerns, such as the EnerSys Ethics Hotline, are already in place and available to consumers, end-users, and other stakeholders.

AR20 (S4-3\_09) Disclosure of whether and how consumers and/or end-users are able to access channels at level of undertaking they are affected by

- Consumers and end-users can access EnerSys' reporting channels, including the Ethics Hotline, at the operational level where they are affected, through public website access and direct communication with customer service or local business units.

AR21 (S4-3\_10) Third-party mechanisms are accessible to all consumers and/or end-users

- Yes, all consumers and end-users have access to third-party mechanisms such as the independent EnerSys Ethics Hotline for raising concerns or reporting issues confidentially.

AR22Pt.1 (S4-3\_11) Grievances are treated confidentially and with respect to rights of privacy and data protection

- Yes, EnerSys treats all grievances confidentially and in accordance with applicable privacy and data protection laws, as outlined in its Code of Business Conduct and Ethics and Data Privacy Policy.

AR22Pt.2 (S4-3\_12) consumers and end-users are allowed to use anonymously channels to raise concerns or needs

- Yes, consumers and end-users can raise concerns or needs anonymously through the EnerSys Ethics Hotline, which supports confidential and anonymous reporting.

AR23 (S4-3\_13) Number of complaints received from consumers and/or end users during the reporting period

- EnerSys does not publicly disclose this metric.

## S4-4 Taking action on material impacts on consumers and end-users, and approaches to mitigating material risks and pursuing material opportunities related to consumers and end-users, and effectiveness of those actions

31-Parent ( ) For taking action on material impacts on consumers and end-users, and approaches to mitigating material risks and pursuing material opportunities related to consumers and end-users, and effectiveness of those actions, have you adopted actions?

- EnerSys has not adopted any new actions at this time to address material opportunities related to consumer privacy, data protection, and safety. However, the company already has strong internal policies, partner requirements, and cybersecurity measures in place, with effectiveness monitored through policy compliance and incident resolution outcomes.

31-No (S4.MDR-A\_13-14) Disclosures to be reported if the undertaking has not adopted actions

- EnerSys has not adopted new actions because existing policies, partner requirements, and cybersecurity measures already address identified material opportunities. There is no set timeframe for additional actions, as current measures are deemed effective and sufficient at this time.

## S4-5 Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities



41-Parent ( ) For targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities, have you adopted targets?

- EnerSys has not adopted new actions, as existing policies, partner requirements, and cybersecurity measures are already in place to address identified material opportunities. No specific timeframe has been set for additional actions, given the current measures are considered effective and adequate.

41-No (S4.MDR-T\_14-19) Disclosures to be reported if the undertaking has not adopted targets - Disclosure of timeframe for setting of measurable outcome-oriented targets (V) - Description of reasons why there are no plans to set measurable outcome-oriented targets (V) - Effectiveness of policies and actions is tracked in relation to material sustainability-related impact, risk and opportunity - Description of processes through which effectiveness of policies and actions is tracked in relation to material sustainability-related impact, risk and opportunity - Description of defined level of ambition to be achieved and of any qualitative or quantitative indicators used to evaluate progress - Base year from which progress is measured

- EnerSys has not set measurable outcome-oriented targets for consumers and end-users because current policies and actions are considered sufficient to manage identified material opportunities, with no additional targets planned at this time. Effectiveness is monitored through policy compliance, incident resolution, and internal reviews. While no formal indicators or base year are defined, the company maintains a high level of ambition focused on strong data protection, privacy, and safety standards across its operations.

## G1.GOV-1 The role of the administrative, management and supervisory bodies

5a (G1.GOV-1\_01) Disclosure of role of administrative, management and supervisory bodies related to business conduct

- EnerSys' administrative, management, and supervisory bodies oversee business conduct through structured governance practices and regular oversight. The Board of Directors is responsible for ensuring adherence to legal and ethical standards, guided by the global Code of Business Conduct and Ethics. The Nominating and Corporate Governance Committee assists the Board by reviewing and recommending policies related to ethics, governance, and human capital, including quarterly reporting on related matters. The Audit Committee provides additional oversight by monitoring legal compliance, ethics, and risk management through the enterprise risk management program. These committees are supported by the Sustainability Steering Committee and Executive Risk Management Committee, which help implement and monitor ethical practices across operations. Together, these bodies ensure that business conduct aligns with regulatory requirements, stakeholder expectations, and corporate values.

5b (G1.GOV-1\_02) Disclosure of expertise of administrative, management and supervisory bodies on business conduct matters

- EnerSys' Board of Directors and its committees possess a broad range of expertise relevant to business conduct, including legal compliance, ethics, governance, and risk oversight. The Nominating and Corporate Governance Committee includes members with experience in corporate governance and human capital management, enabling them to guide ethical policy development and oversee implementation. The Audit Committee includes members with legal, financial, and regulatory backgrounds, providing strong oversight of compliance and ethical risk management. Management-level oversight is supported by the Chief Legal & Compliance Officer, who regularly reports to the Board on ethics and legal matters. Additionally, the Sustainability Steering Committee and Executive Risk Management

Committee comprise senior leaders and subject matter experts who ensure alignment of business conduct with company values and external expectations.

## G1-1 Business conduct policies and corporate culture

7-Parent: For business conduct policies and corporate culture, have you adopted policies?

- Yes, EnerSys has adopted a comprehensive global Code of Business Conduct and Ethics that applies to all employees, officers, directors, and third parties acting on behalf of the company. This Code outlines expectations for ethical behavior, compliance with laws, anti-corruption, conflicts of interest, and reporting misconduct. It is supported by additional policies, including the Insider Trading Policy, Anti-Slavery and Human Trafficking Statement, and ESG and Human Rights Policy. EnerSys also maintains a confidential ethics hotline and a commitment to non-retaliation to support a culture of integrity and accountability.

7-Yes (G1.MDR-P\_01-06) Policies in place to manage its material impacts, risks and opportunities related to business conduct and corporate culture [see ESRS 2 MDR-P]

- EnerSys has implemented a global Code of Business Conduct and Ethics to manage its material impacts, risks, and opportunities related to business conduct and corporate culture. This policy outlines key principles including legal compliance, anti-corruption, fair dealing, conflict of interest management, and expectations for ethical behavior across all levels of the organization. The Code applies to all employees, officers, directors, contractors, and third parties acting on behalf of EnerSys, with no exclusions noted. Oversight and accountability for implementation rest with the Board of Directors, specifically through the Nominating and Corporate Governance Committee, and operational responsibility is managed by the Chief Legal & Compliance Officer. The policy reflects alignment with third-party standards such as the UN Global Compact and related frameworks, and it is informed by stakeholder interests including employees, customers, suppliers, and shareholders. The Code is publicly available on the company's website and is also shared internally through training and onboarding processes to ensure awareness among both affected stakeholders and those responsible for implementing it.

9 (G1-1\_01) Description of how the undertaking establishes, develops, promotes and evaluates its corporate culture

- EnerSys establishes and promotes its corporate culture through its global Code of Business Conduct and Ethics, core values, and leadership accountability. The company reinforces ethical behavior and a culture of integrity through mandatory training, regular employee engagement, and leadership-led initiatives such as business resource groups. Culture is evaluated using tools like leadership effectiveness surveys and quarterly performance discussions between managers and employees. Oversight is provided by the Board's Nominating and Corporate Governance Committee, which reviews human capital and cultural health indicators regularly.

10a (G1-1\_02) Description of the mechanisms for identifying, reporting and investigating concerns about unlawful behaviour or behaviour in contradiction of its code of conduct or similar internal rules

- EnerSys provides multiple mechanisms for identifying, reporting, and investigating concerns about unlawful behavior or violations of its Code of Business Conduct and Ethics. Employees and third parties can report concerns confidentially and anonymously via the EnerSys Ethics Hotline, available by phone or online in multiple languages. Reports are investigated under the oversight of the Chief Legal & Compliance Officer, with findings escalated to the Audit Committee when appropriate. The company maintains a strict non-retaliation policy to protect individuals who report concerns in good faith.

10bPt.1 (G1-1\_03) No policies on anti-corruption or anti-bribery consistent with United Nations Convention against Corruption are in place

- EnerSys does have policies aligned with anti-corruption principles, including a global Code of Business Conduct and Ethics that prohibits bribery, corruption, and unethical behavior in all business dealings.

10bPt.2 (G1-1\_04) Timetable for implementation of policies on anti-corruption or anti-bribery consistent with United Nations Convention against Corruption

- EnerSys already enforces anti-corruption and anti-bribery provisions through its global Code of Business Conduct and Ethics, which is actively implemented across all operations. While the Code does not reference the United Nations Convention against Corruption by name, it is aligned in substance and is already in effect.

10c (G1-1\_05) Disclosure of safeguards for reporting irregularities including whistleblowing protection

- EnerSys maintains a confidential Ethics Hotline available globally for reporting concerns, with the option to report anonymously. The company enforces a strict non-retaliation policy within the global Code of Business Conduct and Ethics to protect whistleblowers who report in good faith.

10dPt.1 (G1-1\_06) No policies on protection of whistle-blowers are in place

- EnerSys has a commitment to non-retaliation as part of its global Code of Business Conduct and Ethics protect whistle-blowers who report concerns in good faith.

10dPt.2 (G1-1\_07) Timetable for implementation of policies on protection of whistle-blowers

- EnerSys' prohibition of retaliation within its global Code of Business Conduct and Ethics which protects whistle-blowers is already implemented and actively enforced.

10e (G1-1\_08) Undertaking is committed to investigate business conduct incidents promptly, independently and objectively

- EnerSys is committed to investigating all business conduct incidents promptly, independently, and objectively through established internal procedures. Reports are reviewed under the supervision of the Chief Legal & Compliance Officer, with escalation to the Audit Committee as needed. This process ensures fair resolution while upholding the company's Code of Business Conduct and Ethics.

10f (G1-1\_09) Policies with respect to animal welfare are in place

- This is not applicable to EnerSys, as the company does not work with animals in its operations, products, or supply chain.

10g (G1-1\_10) Information about policy for training within organisation on business conduct

- EnerSys provides mandatory training on its Code of Business Conduct and Ethics to all employees, including topics such as anti-corruption, conflicts of interest, and ethical decision-making. Training is delivered during onboarding and on a recurring basis to reinforce expectations and compliance. Additional targeted training is provided for managers and employees in roles with elevated compliance responsibilities. These efforts support a culture of integrity and ensure alignment with the company's ethical standards.

10h (G1-1\_11) Disclosure of the functions that are most at risk in respect of corruption and bribery

- Functions most at risk for corruption and bribery at EnerSys include sales, procurement, and international operations, where employees interact with third parties, vendors, or government officials. These roles are subject to enhanced oversight and targeted training to

mitigate risks. The company's Code of Business Conduct and Ethics outlines expected behavior and reporting procedures. Compliance is monitored by the Chief Legal & Compliance Officer and reviewed by the Audit Committee.

11 (G1-1\_12) Entity is subject to legal requirements with regard to protection of whistleblowers

- Yes, EnerSys is subject to legal requirements regarding the protection of whistleblowers in the jurisdictions where it operates. The company complies with these regulations through its global Code of Business Conducts and Ethics, restrictions on retaliation, and Ethics Hotline, which allows confidential and anonymous reporting.