



**POWERING THE FUTURE
EVERYWHERE FOR EVERYONE**

EnerSys® Sustainability Update 2022



EnerSys®



ABOUT THIS UPDATE

Thank you for your interest in our 2022 Sustainability Update. This document and its [web-based counterpart](#) are designed to provide key environmental, social and governance (ESG) content of most interest to our stakeholders. This update covers only the most relevant information to keep our stakeholders informed on our progress and changes in 2022 relative to our [2021 Sustainability Report](#). Additional illustrative content is available on our website and will be refreshed on an on-going basis. This update is aligned with GRI and SASB international reporting framework standards with a corresponding index that can be [found here](#). We also encourage interested readers to review our [TCFD report](#) which was published in December 2022.

ADDITIONAL ESG/SUSTAINABILITY INFORMATION CAN BE FOUND HERE:

[POLICIES AND REPORTS](#)

ANY QUESTIONS OR COMMENTS SHOULD BE DIRECTED TO:

SUSTAINABILITY@ENERYS.COM

As a leading provider of industrial technology solutions, EnerSys is committed to delivering energy systems and power-related products and services that meet the growing demand for energy efficiency, resiliency, and sustainability. We strive for continuous improvement in employee engagement, supplier relationships, customer experience, and product innovation to drive our company's overall strategy and future success.



A word from our CEO

We are making a positive impact on the communities we serve and provide accessible power to people around the world by meeting our customer's needs for critical energy storage solutions. The reliability and resilience of our products means they can be found on all seven continents, including Antarctica as well as in outer space, millions of miles from the closest service technician. We are constantly working to innovate our battery and energy storage solutions, create a safe and inclusive workplace, and ensure the sustainability of our company. This includes being an industry leader in Environmental, Social and Governance (ESG) issues and making consistent progress towards our sustainability goals.

2022 presented many environmental and social challenges, particularly in Europe. Russia's aggression in Ukraine resulted in the senseless loss of innocent lives and increased energy prices. In response, we immediately suspended our operations in Russia and prioritized the safety of our employees. Facing these challenges increased our passion to achieve the ESG goals we set in this past year. We have also increased employee engagement through Town Hall Meetings, strengthened local relationships by partnering with community philanthropy organizations, and transformed our products to improve efficiency and reduce environmental impact. We have also focused on improving efficiency and minimizing the environmental footprint of our own operations – with some notable success. Globally we reduced our absolute Scope 1 and Scope 2 greenhouse gas emissions by over 4%, including a 7.6% reduction in Scope 1 emissions. Since 2019, our Scope 1 emissions are down by more than 24% marking considerable progress toward our 2040 neutrality goal. Not only is this a plus for the planet, but also for our economic sustainability as energy prices increase. Moreover, while our production of energy storage increased by approximately 3%, our total energy consumption fell by 1%, effectively decoupling our growth from energy use in 2022. Similarly, we now use over 2% less water per kilowatt hour of storage

produced since 2020. Thus, not only do our products contribute to the decarbonization of our economy, our customers and other stakeholders can also be proud that the amount of resources to create them is also shrinking.

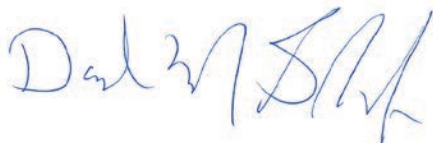
As the world moves towards renewable energy sources, there will be an increased need for reliable and sustainable energy storage technologies. With renewable energy generation capacity growing exponentially, advanced energy storage technologies will become increasingly important to enable grid stability as well as remote access to green electricity. As a leader in this field, EnerSys is well-positioned to help address this global challenge.

Product innovation and operational efficiency is always part of our core strategy, in any environment. We recognize that long-term value for our shareholders is tied to our financial, operational, and ESG performance.

Regulators around the world are becoming more active on ESG issues, including disclosure requirements and incentives. As investors continue to focus on these issues, we will continue to invest in our operational performance and manage the risks associated with climate change. In 2022, we released our first-ever [Task Force on Climate-Related Financial Disclosures \(TCFD\) Report](#), providing insight on climate risk assessments, capital allocation, and strategic planning, and offering additional transparency to our stakeholders.

At EnerSys, we are committed to driving a culture of sustainability, inclusivity, resiliency, and reliability. We will keep our stakeholders informed through ongoing disclosure of ESG initiatives and will continue to align our business prosperity with the expectations of our shareholders, employees, customers, and local communities.

Sincerely,



David M. Shaffer

President and CEO

Not only do our products contribute to the decarbonization of our economy, our customers and other stakeholders can also be proud that the footprint to create them is also shrinking.

Goals

In 2022, we set goals to advance our progress in sustainability, reduce our environmental footprint and create a more inclusive and empowering environment for all our employees. We are actively working to expand these goals to other key ESG topics in 2023.



REDUCE
25%*

ENERGY INTENSITY

4.8% improvement since 2021 and nearly 17% since 2020



IMPROVE TO
20%

FEMALE REPRESENTATION

Increased from 9% to 12.5%**



REDUCE
25%*

WATER INTENSITY

1.4% reduction vs 2021 and 2.4% lower than 2020



GREAT PLACE TO
Work

LEADING EMPLOYER

3 locations recognized as "Great Place To Work"



NEUTRAL
Scope 1 & 2

CLIMATE GOALS

Absolute emissions down 4.4%!



IMPROVE TO
25%***

MULTICULTURAL TALENT

Process implemented to maximize opportunities

* per kWh of storage produced by 2030 vs 2020

**Data as of Feb. 28, 2023

*** At the leadership level in the U.S. by 2025

SUSTAINABILITY MATERIALITY INITIATIVES AND POLICIES

[SUSTAINABILITY MATERIALITY](#)

[POLICIES AND REPORTS](#)

[ENERSYS® INITIATIVES](#)

[UN GLOBAL COMPACT](#)

2022 Highlights



NEUTRAL BY
2040

SCOPE 1 CLIMATE GOALS

Emissions down 7.6%*
vs 2021. And >24%*
lower than 2019



NEUTRAL BY
2050

SCOPE 2 CLIMATE GOALS

Emissions down 3.7%*
vs 2021



COMMITMENTS
2022

EMPLOYEE NET PROMOTER

Employee Net Promoter
Score increased 11 points



ESTABLISHED
2022

CLIMATE ACTION PLAN COMMITTEE

High-level cross-functional
committee formed to
develop detailed
decarbonization plan



TCFD & CDP
2022

TCFD REPORT & CDP SUBMISSION

First-time submitting
climate data to the CDP
Published first TCFD
Report



NEWSWEEK
Recognition

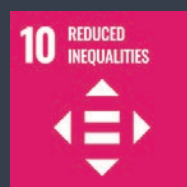
MOST RESPONSIBLE

Ranked by Newsweek as
one of "America's Most
Responsible Companies"

*In absolute terms

SUSTAINABLE DEVELOPMENT GOALS

EnerSys supports all 17 UN SDGs, however we recognize our aim to
"Power the Future – Everywhere for Everyone" is particularly aligned with SDGs 7, 10 and 13.



About EnerSys

EnerSys® is an industrial technology leader serving the global community with mission critical stored energy solutions that meet the growing demand for energy efficiency, reliability and sustainability. We are the global leader in stored energy solutions for industrial applications. We manufacture and distribute energy systems solutions, motive power batteries, specialty batteries, power equipment, battery accessories and outdoor equipment enclosure solutions customers worldwide.

Energy Systems, which combine enclosures, power conversion, power distribution and energy storage, are used in the telecommunication, broadband and utility industries, uninterruptible power supplies and numerous other applications. Motive power batteries and chargers are utilized in electric forklift trucks and other industrial electric powered vehicles requiring stored energy solutions. Specialty batteries are used in aerospace and defense applications, large over-the-road trucks, and premium automotive, medical and security systems applications. EnerSys also provides aftermarket and customer support services to its customers in over 100 countries through its sales and manufacturing locations around the world. EnerSys is the market leader for premium Thin Plate Pure Lead batteries, which are sold across all three lines of business.

We are driven by a passion to provide people everywhere with accessible power to help them work and live better.

Ours is a world of continuous improvement, enabled by our extensive network of teams and partners around the globe utilizing the collective wealth of expertise they bring. We produce excellence today and work with our customers on new solutions helping them win tomorrow. We are never satisfied because we know that the world we live in changes every day. To leverage that change we need to remain curious. That's why we are constantly

innovating and exploring new ways of thinking to find solutions that address the challenges of today and changes of the future.

Our people are our strength, with diverse teams and a deep partner network, an endless resource for innovation, insight and enthusiasm. We are part of an extended family, and to thrive we must keep them safe and healthy while sharing their values. We must live by example. We are committed to providing safe, accessible power around the world and ensuring it has a positive impact on our employees, our community and our environment.

Our people are our strength, with diverse teams and a deep partner network, an endless resource for innovation, insight and enthusiasm.

We have a great heritage, and for more than one hundred years, customers have trusted us to provide the solid foundation on which they can build their success. We still work every day to win and keep our stakeholders' trust. That's why we continue to explore new processes and technologies in order to develop hardware and digital solutions that serve the business needs and models of tomorrow.

About EnerSys® continued

We've always provided exceptional technology, but now we combine the expertise of our global community to do much more than that. We create holistic solutions that empower our customers and give them the courage to push the boundaries of their applications.

It has been a long journey for us. We couldn't be more excited to be where we are today and look forward to where we are going tomorrow.



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, renewable and industrial customers, as well as thermally managed cabinets and enclosures for electronic equipment and batteries.



MOTIVE POWER

Power for electric industrial forklifts used in manufacturing, warehousing and other material handling applications as well as mining equipment, diesel locomotive starting and other rail equipment.



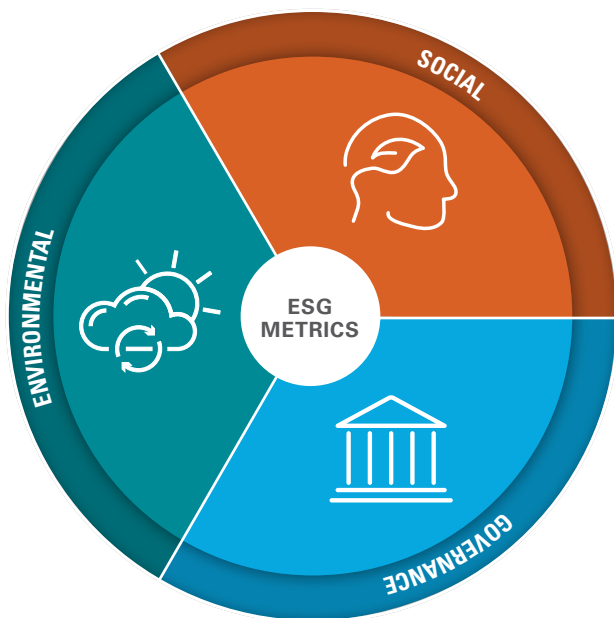
SPECIALTY

Premium starting, lighting and ignition applications in transportation, energy solutions for satellites and other spacecraft, military aircraft, submarines, ships and other tactical vehicles as well as medical and security systems.

We are passionate about meeting the growing demand for energy efficiency, reliability and sustainability solutions that provide accessible power to people everywhere.

Our portfolio of solutions includes the production and distribution of industrial batteries, complemented by a full range of integrated energy services and solutions.

Sustainability at EnerSys



OUR COMMITMENT ENCOMPASSES ESSENTIAL ENVIRONMENTAL, SOCIAL AND GOVERNANCE (ESG) TOPICS

ENVIRONMENTAL

- Energy & Greenhouse Gas Emissions
- Climate Change
- Water Use & Management
- Waste Reduction & Recycling
- Biodiversity & Habitat Protection

SOCIAL

- Workforce Health & Safety
- Diversity, Equity & Inclusion
- Workforce Training & Development
- Community Engagement & Philanthropy

GOVERNANCE

- Board of Directors Structure & Diversity
- ESG Oversight & Management
- Enterprise Risk Management
- Supply Chain Management

We are Climate Technology

Our technologies power a more sustainable future. Energy storage (batteries) and energy systems allow for more effective and rapid decarbonization by connecting when power is made from intermittent renewable sources to when power is needed. This supports global greenhouse gas emissions reduction goals and helps to slow the impacts of climate change. Our technologies also support communities when they need it most by providing reliable and affordable access to energy. EnerSys products are climate technology, and we are energized by the impact they have worldwide.

LEARN MORE ABOUT OUR BUSINESS AND TRADE ASSOCIATION AFFILIATIONS AND COMMITMENT TO SUSTAINABLE PROCUREMENT BY CLICKING ON THE LINKS BELOW:

[BUSINESS & TRADE ASSOCIATIONS](#)

[SUSTAINABLE PROCUREMENT](#)

Our Core Values



OUR VALUES SYMBOLIZE THE ACTIONS, ATTITUDES, QUALITIES AND BEHAVIORS WE USE EVERY DAY



SAFETY & OUR ENVIRONMENT

We recognize the importance of human life and the importance of being leaders in protecting the environment. Everything we do must always be done with a clear focus on ensuring our actions improve the safety and quality of life of our customers, employees, suppliers, shareholders, and communities. We will never compromise on this value to ensure we do all we can to improve the world in which we all live. Our leaders ensure the well-being of our employees both physically and mentally by consistently modeling and cultivating a safety-first approach and never compromising safety. Leaders are enthusiastic about fully supporting our company's sustainability and social responsibility.

who accomplish great things. This energy creates exceptional experiences for our customers, employees, suppliers, shareholders and the communities we live in. Our leaders empower our employees by giving their work meaning, purpose and vision and provide feedback to help them develop their skills. Leaders recognize and value all employees for their contributions to the organization.



ETHICS

All of our team members adhere to and promote the highest ethical principles through honest, fair and transparent behavior. We demonstrate our integrity every day by being personally accountable for our individual actions. Complying with all legal and company policies and procedures is nonnegotiable. Our leaders promote integrity, trust and respect among team members by encouraging honesty and transparency. Leaders are fair and equitable with all employees and consider opposing viewpoints fairly and value contributions equally.



ENGAGEMENT

We are proud to be EnerSys. EnerSys team members bring positive energy by influencing others through their enthusiasm, inspiration, commitment and pride. Our environment drives engagement and rewards proactive self-starters



CONTINUOUS IMPROVEMENT

We have an unquenchable thirst for improvement in everything we do. Our drive for perfection is supported by continually improving our knowledge and use of EnerSys Operating System (EOS) tools and techniques. These principles define who we are and drives our future success. Our leaders are change agents that are committed to growth and challenging the status quo. Leaders see opportunities for improvement and teach, coach and mentor their teams on the EOS culture.

**We are proud to be EnerSys.
EnerSys team members
bring positive energy by
influencing others through
their enthusiasm, inspiration,
commitment and pride.**



CUSTOMER EXPERIENCE

Our never ending focus on innovation and adaptability ensures our customers receive exceptional value from our solutions. These solutions extend beyond our customer's expectations unlocking new and unique ways to lower their total cost of ownership. Our leaders build a quality culture that delight the customer and ensure a consistent experience. Leaders have knowledge of the available resources, understand the market (customer and competitor) and know our industry.



TEAMWORK

The greatest successes are always achieved when teams of individuals work together. Communicating truthfully, listening actively, listening objectively and valuing diverse opinions is the foundation we all use to demonstrate respect for each other. Assisting and supporting other team members to resolve issues and achieve organization and team related goals is core to our collective success. Our leaders lead by example and promote an inclusive working culture fostering an environment of collaboration and mutual respect. Leaders respect and cultivate individual knowledge, creativity, skills and growth.



ACCOUNTABILITY

We meet our commitments and it is integral to who we are. We take ownership for all work actions and commitments by implementing decisions that have been agreed upon; acknowledging and learning from mistakes without blaming others; and recognizing the impact of one's behavior on others. Our leaders take responsibility and share credit where deserved. Leaders set clear expectations and hold themselves and team members accountable to a set of common goals and vision.

Our Environment

At EnerSys, we strive to lead by example in environmental responsibility and compliance. Our EnerSys Operating System (EOS) incorporates principles of environmental stewardship into our daily actions. Our employees are expected to uphold these values and adhere to all legal requirements and regulations. We prioritize the protection of the environment in the areas where we operate, and actively integrate environmental risk assessment and mitigation into our decision-making processes.

PROTECTING OUR CLIMATE AND NATURAL RESOURCES

As a top energy storage manufacturer, we understand the impact energy usage and operations have on the environment and climate. We take our responsibility seriously to minimize our footprint and assist our clients in achieving their climate objectives through superior energy storage products and services. To that end, we are continuously working to improve the efficiency of our operations and investigating the use of renewable energy sources for our facilities to decrease our direct and indirect greenhouse gas emissions. Within the same context we are committed to reducing waste and responsible water management as we strive to reduce our environmental impact and protect valuable natural resources.



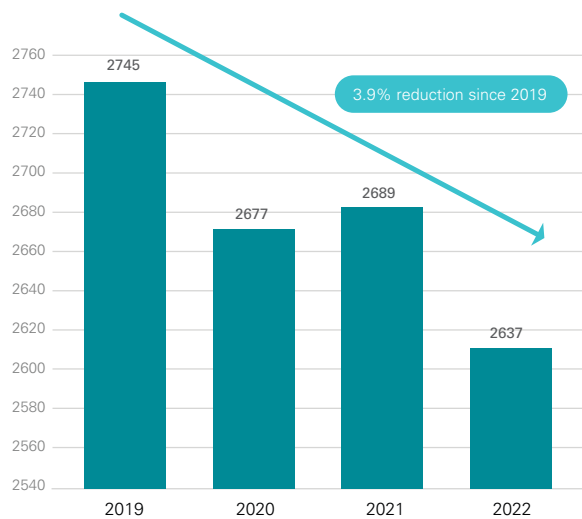
Energy and Greenhouse Gas Emissions

ENERGY

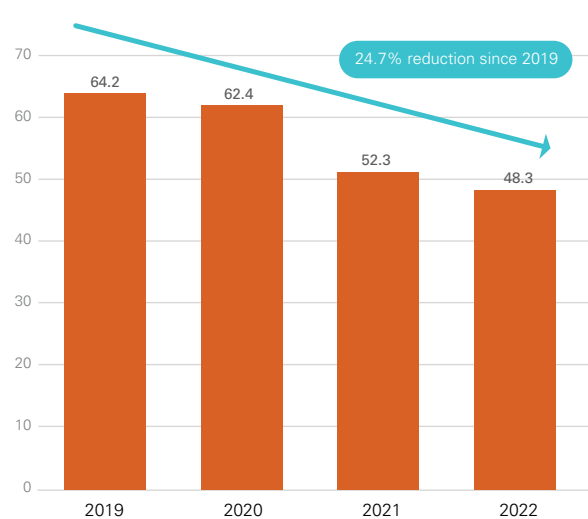
In 2022 EnerSys successfully decoupled our growth in production from our energy usage and carbon emissions. We are pleased to communicate that we increased our energy storage production by approximately 3% while reducing our absolute energy use by nearly 2%, equaling a 4.8% overall decrease in energy intensity. Total Scope 1 and 2 greenhouse gas emissions were down by over 4.4% with our Scope 1 emissions down an impressive 7.6% since CY2021 and over 24% since 2019. Greenhouse gas emissions intensity was down 7.2% since 2021 and over 16% since 2020.

We aim to continue this positive trajectory as we also ensure our energy storage products meet the needs of our customers for energy storage and services, which we recognize is our most important contribution to the decarbonization of our economy.

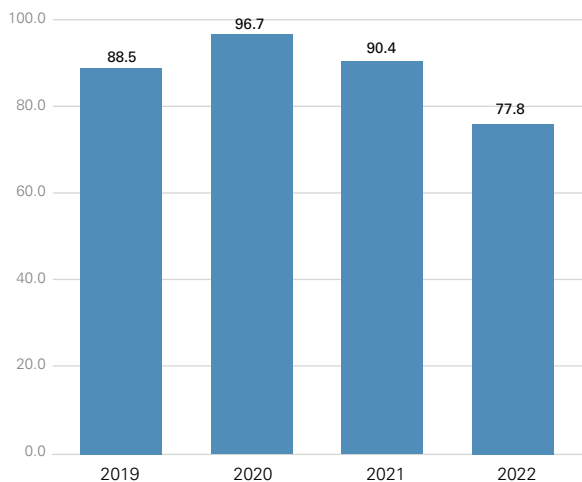
THOUSAND GIGAJOULES



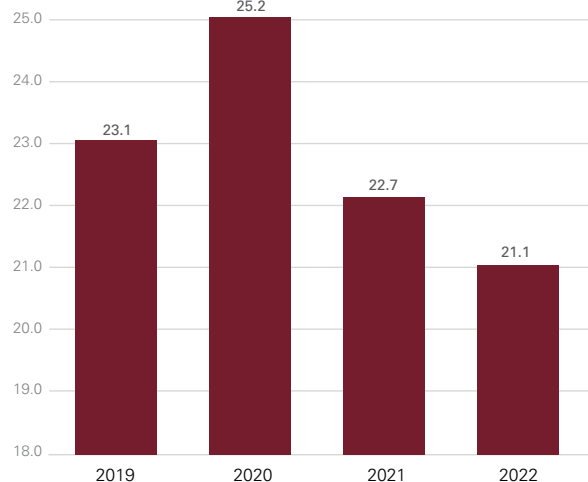
SCOPE 1 GHG EMISSIONS (TONNES)



TOTAL SCOPE 1 & 2 GHG EMISSIONS (TONNES) PER MILLION USD\$ REVENUE



TOTAL SCOPE 1 & 2 GHG EMISSIONS (TONNES) PER MWh OF STORAGE PRODUCED

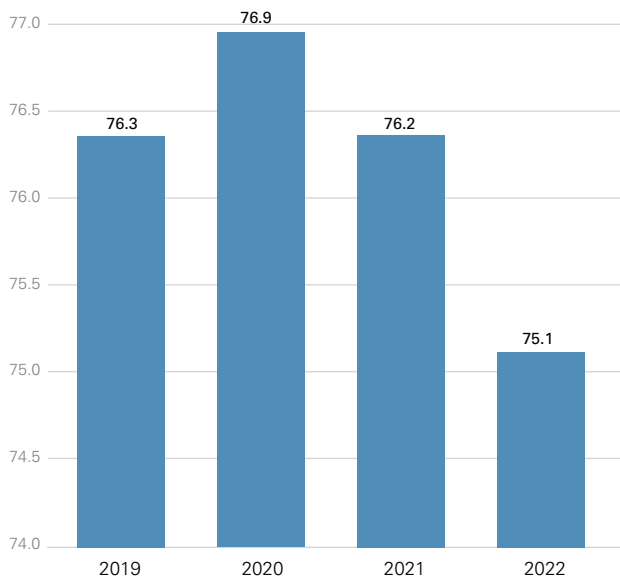


WATER AND WASTE

In addition to energy and climate considerations, we take our commitment to being a good custodian of our all our natural resources extremely seriously. While the use of water and materials are directly linked to our ability to produce energy storage, we consistently strive to maximize efficiency and minimize our footprint.

Our efforts include a strong focus on reuse and recycling. For lead batteries, recoverable scrap does not go to waste, but rather is reintegrated into our processes to ensure that it becomes a battery. Lead batteries themselves enjoy a recycling rate at the end of life that exceeds 99%. When it comes to water we look to recycle and reuse as much as possible. And, while use of water is a necessary input for many of our batteries, we were able to reduce our water intensity 1.4% year on year.

CUBIC METERS OF WATER PER MWh OF STORAGE



2030 Water Goal

We are committed to reducing our water intensity per kWh of storage produced by 25% by 2030.

LEAD BATTERIES

99% RECYCLING RATE

Lead batteries are the most recycled consumer product in industrialized countries, with a recycling rate of over 99%

95% OF PARTS RECYCLABLE

More than 95% of lead battery parts are recyclable – most frequently back into a lead battery

85% WORLD'S LEAD

More than 85% of the world's lead is used in the production of lead batteries¹

50% OF LEAD RECYCLED

More than 50% of lead used in the production of new lead products around the world is sourced from recycled lead²

75% LESS ENERGY

Recycled lead uses 75% less energy than new lead³

¹ "Overview of Flow Studies for Recycling Metal Commodities in the United States," U.S. Geological Survey, <https://pubs.usgs.gov/circ/circ1196-AA/pdf/circ1196-AA.pdf>

² "The Amazing Story of Lead Recycling," The Balances Small Business, <https://www.thebalancesmb.com/the-amazing-story-of-lead-recycling-2877926>

³ "How does recycling save energy?", American Geosciences Institute, <https://www.americangeosciences.org/critical-issues/faq/how-does-recycling-save-energy>

Our People and Community

Our people are at the core of who we are. Without their dedication, knowledge and commitment, we would not be able to manufacture thousands of premium, reliable energy storage products every day. We strive to be an employer of choice, where individuals can bring their authentic selves to work in a safe environment where they are valued and part of a team that promotes their growth and development, personally and professionally.



Workforce Health and Safety

HEALTH AND SAFETY MANAGEMENT

Protecting our employees is paramount to our operations and an integral component of our corporate culture. Our workforce health and safety management system is embedded in the EnerSys Operating System (EOS), especially in the Managing for Daily Improvement (MDI) process, where the People section is always the first to be reviewed before any Customer or Stockholders considerations. Our dedication to protecting our workers is also clearly articulated in our [Safety and Health Policy](#). Safety and health are integral to all operations and are the responsibility of all EnerSys employees.

We are committed to ensuring the safety of all our employees by meeting or exceeding applicable safety and health requirements throughout the company. All employees are required to take safety and health training regularly based on their location and job function. We provide the necessary resources to prevent injuries and illness on the job, conduct regular safety evaluations, develop safeguards for our manufacturing processes and provide training for all employees. Our management team oversees the implementation of all necessary safeguards to protect the safety and health of our employees. Each location is responsible for ensuring these safeguards are in place and for working with employees to protect them from injury and illness. Our corporate Environmental, Health and Safety (EHS) team is responsible for providing counsel and guidance to management in establishing and auditing their safety and health programs.

We also have EnerSys Safety Committees across our global footprint that meet regularly to boost our employee engagement in safety and support hazard identification and prevention. For example, at our Bielsko-Biala, Poland plant, the local safety committee consists of the management team and a company



doctor and they investigate and present on EHS data, conduct inspections, and present on risk mitigation and overall safety. Similar committees like this exist in our Americas, Europe, Middle East and Africa (EMEA) and Asia Pacific regions.

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.

PREVENTING EMPLOYEE EXPOSURE

We constantly endeavor to reduce the impact from the materials used in our products. Manufacturing energy storage systems require the use of potentially hazardous substances. That is why we enforce strict measures to reduce, mitigate or eliminate hazards and eliminate exposure to our employees and surrounding communities. We actively assess and monitor the level of exposure our workers have to chemicals used in the manufacturing environment, including corrosives and lead and its compounds. We meet or exceed all required testing frequencies established by applicable regulatory agencies, such as the Occupational Safety and Health Administration (OSHA).

The health of our employees is our highest priority, and our management of safety risks includes efforts to monitor and reduce acute and chronic exposures in the workplace. We conduct regular risk assessments, participate in long-term health studies, provide workers with essential personal protective equipment and consider alternative materials wherever possible. When lead is present, we have a stringent program to monitor our employees' lead exposure levels and take immediate action if they ever exceed our internal policy, which is much more stringent than regulatory requirements at our facilities globally.

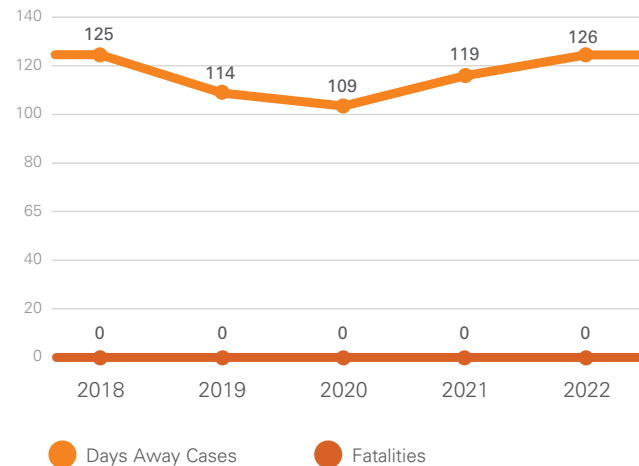
SAFETY PERFORMANCE

Our dedication to protecting our workers is also clearly articulated in our Safety and Health Policy. Safety and health are integral to all operations and are the responsibility of all EnerSys employees.

In 2022 we continued our trend of low Days Away Cases remaining relatively flat vs previous years, despite an increase in the number of total hours worked. We maintained our record of zero fatal injuries as the safety of our people is a paramount consideration.

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DAYS AWAY & FATALITIES DATA



Diversity, Equity and Inclusion

At EnerSys, we believe that everyone should be empowered to be their authentic selves at work. We are energized by the excitement our employees have for diversity, equity and inclusion (DEI). Together, we are committed to powering an organization where DEI is embedded in our business strategy and where:

- Talented people of all backgrounds are welcome, and differences embraced
- Everyone has an equal opportunity to progress and develop
- Our working environment supports people bringing their whole selves to work and performing at their best

Our dedication to diversity, equity, and inclusion has grown considerably in recent years, driven by the unwavering commitment and passion of our senior leadership team. This accountability extends beyond just senior leaders to all levels of our organization, who are tasked with shaping the future of our company and implementing our DEI initiatives. Our employees play a critical role in this journey by promoting inclusion, asking questions, and continuously learning and growing in their understanding of diversity and inclusion through daily interactions and self-reflection. Our aim is to foster a genuine and sustainable DEI culture at EnerSys.

OUR ASPIRATIONS



FEMALE REPRESENTATION

Improve our female representation at the leadership level from 9% to 20%.

Our Progress

We marked an improvement, increasing to 12.5%* total female representation at the leadership level. We are on-track to meet our goal. We are also focused on ensuring a strong pipeline of gender diverse talent at all levels of our organization.

*Data as of February 28, 2023



MULTICULTURAL TALENT

Improve our representation of multicultural talent in the US at the leadership level from 16% to 25%.

Our Progress

In 2022 we implemented several measures to attract and retain talent. A diverse employee base is a key part of our success. However, our multicultural talent representation declined by 2.7%*. We remain focused on driving progress toward achieving this goal.



LEADING EMPLOYER

Become recognized by at least three global indexes as a leading employer.

Our Progress

In 2022 we were recognized as one of Newsweek's America's most responsible companies. In early 2023, Argentina, Brazil, and China all achieved a score high enough to be certified Great Place to Work. We are on track and will continue to pursue internal and external efforts to ensure EnerSys remains an employer of choice.

DEI GOVERNANCE

Our commitment to DEI extends to all layers of our organization, including our Board of Directors and leadership team. Our DEI Steering Committee, is comprised of our most senior business and functional leaders, as well as a mix of diverse influential colleagues from around our business. In line with our four pillars around Commerce, Community, Culture and Talent, we formed subcommittees of strategic advisors from within the business. These committees include employees from diverse backgrounds, as well as experts in the field. They act as a sounding board for the DEI Steering Committee, keeping them informed of the needs, progress and impact of DEI initiatives within the business.

EMPLOYEE ENGAGEMENT

We recognize that employee engagement is critical to our success as a business. Each year we complete a diversity engagement survey to determine our employees' sense of belonging and to also seek understanding of EnerSys as a workplace.

We were pleased with our employee Net Promoter Score (eNPS) score of 14; however, the overall level of participation was 51%. As we build focus and awareness around the importance of our employee experience, we expect our survey participation rates to improve over time.



SURVEY HIGHLIGHTS

51%

51% of our employees worldwide participated; we will aim for higher participation in future surveys.

68% +

Our scores were positive overall (68% or higher).

50%

We have the most area of improvement around career pathing, with 50% of our employees understanding next steps in their career.

BUSINESS RESOURCE GROUPS

One way we promote DEI in the workplace is through business resource groups (BRGs), which are networks of employees who create a community based on shared identity, backgrounds, characteristics or life experiences. EnerSys' BRGs are voluntary and employee-led, and they aim to bring people together and provide employees with a voice and a sense of belonging.

We are very proud of the success our BRGs have in shaping the culture at EnerSys. These networks all share a similar mission: alignment to our DEI initiatives and structural support backed by executive sponsorship. We are proud to have launched 2 new BRGs in 2022.

WOMEN IN LEADERSHIP

As part of our efforts to support gender diversity, we launched a BRG in 2020 focused on women at EnerSys. We are proud of the success our Women in Leadership (WiL) BRG has had in creating a support network for people across our organization. Each month they bring awareness to a new topic through events, dialogue and resources. In addition, WiL hosted its annual weeklong virtual symposium focused on leadership, empowerment, financial wellness, professional development and challenges women face in the workplace.

In an effort to expand their presence throughout the global organization, WiL launched an EMEA chapter with dedicated leadership and executive sponsorship to support local events and opportunities.

Additionally, WiL established a corporate partnership with Women in Manufacturing as a way to bring development opportunities, mentorship and networking to EnerSys' production employees.

HISPANIC / LATINX ORGANIZATION FOR LEADERSHIP IN ACTION

The Hispanic/Latinx Organization for Leadership in Action (HOLA) launched at EnerSys in early 2022 with a mission to develop a network of employees who celebrate the Hispanic/Latinx heritage. HOLA has created an inclusive and welcoming environment for its employee members with an aim at networking, enhancing cultural awareness, professional development and providing a positive impact to the local community. During Hispanic Heritage month in September & October, HOLA sponsored weekly celebrations including cultural spotlights, trivia, community donation drives, and featured cuisine.

ASIAN HERITAGE ASSOCIATION

A new BRG sprouted in late 2022 with a focus on the Asian employee community. The Asian Heritage Associate (AHA) was established to build visibility and awareness while celebrating the diversity of our Asian employees who are divided by boundaries but united by culture. The group initiatives will include various social networking, educational programs and cultural celebrations. For example, AHA hosted a kickoff event with a Diwali celebration in November that included a candle lighting ceremony, flowers, lights and Indian cuisine.

Workforce Training and Development

At EnerSys, we know that investing in our employees’ training and development is an investment in our business. In addition to our health and safety training, we provide our employees with both formal and informal learning and development opportunities to advance their skills and careers. While training courses like anti-bribery and corruption, safety, and general data protection regulation (GDPR) are compulsory, employees have access to additional educational opportunities within and outside of EnerSys to advance their development. We prioritize access to foundational and advanced training for all employees. Every EnerSys employee has access to our internal learning platform, housing over 4,000 courses on a variety of topics, in a variety of languages.

EnerSys employees are assigned compliance, regulatory and safety training, with most courses recurring on an annual, every other year, or every third- year basis. Training is assigned based on position title/category – some courses are specific to the job role. The other major factor in assigning training is pay grade. Supervisors and managers often receive different assignments, targeted at manager responsibilities. On the right are example assignments for typical USA-based employees:

Employee Role	Hours of Annual Required Training
USA Employees	14.25 Hours
USA Manager	19.4 Hours
Plant Manager	21.5 Hours
USA VP	10.6 Hours
Canadian Employee	7.4 Hours
Canadian Manager	4.5 Hours
Global Employee/Manager	4.95 Hours

We have established development programs to provide opportunities to foster the leadership skills of our talented employees, deepen their sense of purpose, and help to build intra-organizational relationships. EnerSys Leadership Program (ELP) is a year-long program run by the EnerSys Academy that includes graduate-level course work, leadership and management skills training, an overview of EnerSys products and processes, as well as development in general business acumen. The “flagship” Leadership Development Program 2022



EMPLOYEE TRAINING

- Intro to Sustainability Training
- Climate Risk Training
- Anti Trust and Fair Competition Training
- Bribery and Corruption Red Flags Training
- MIS/Legal Information Security Breach Training
- Health and Safety
- Code of Business Conduct and Ethics Training
- Discrimination, Diversity and Harassment Training

cohort included twenty participants globally, up significantly from 15 in 2020-2021. In 2022, the program changed slightly to a calendar year program.

The Global Academy continued its partnership with the Operations Team to maintain and expand the Operations Leadership Development Program. The program is designed to help high performing and high potential employees from our manufacturing locations develop skills and knowledge to advance in their career here at EnerSys. Nine employees in

Workforce Training and Development continued

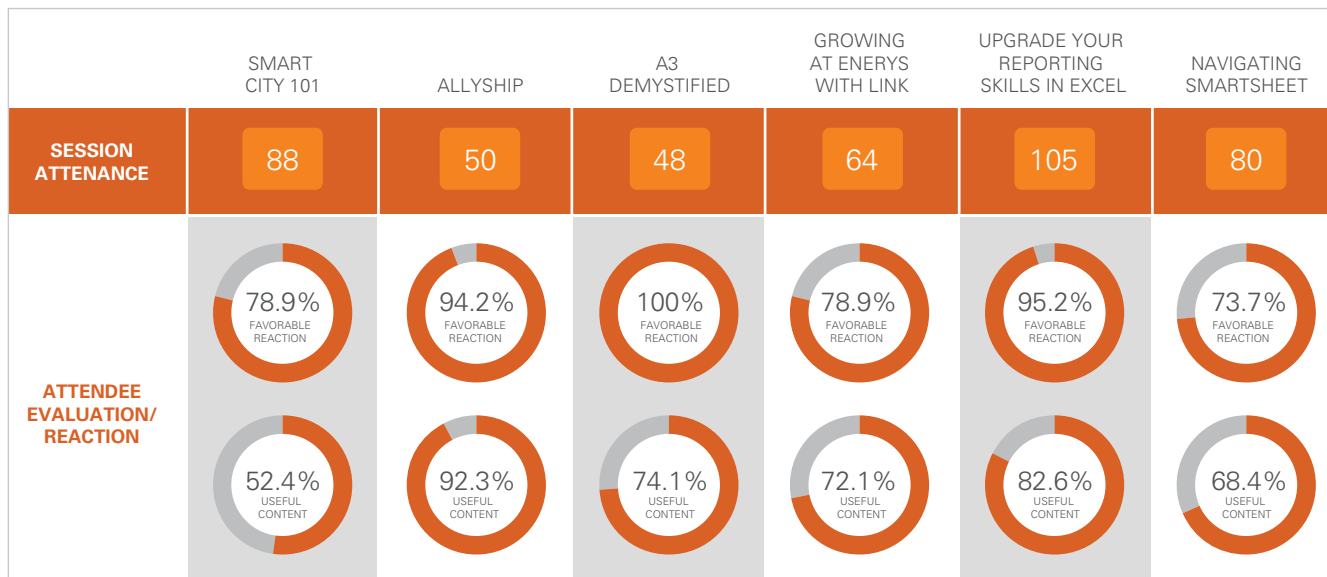
the Americas cohort joined eleven employees located in EMEA and APAC to continue the initial program.

To grow our catalog of available learning content, the EnerSys Academy has developed the Level UP program, which provides training, expert guidance, and support to individuals who have a desire to educate others. The internal certification process provides employees with the knowledge and skills

needed to design and deliver effective training and presentations, allowing employees to educate one another and grow our collective expertise. The Level UP program kicked off Employee Learning Week, the week of December 5.

Employees from all over EnerSys conducted six different webinar sessions averaging 73 attendees per session. Attendance and reaction level survey information can be found below:

ENERSYS® ACADEMY LEVEL UP PROGRAM: EMPLOYEE LEARNING WEEK SUMMARY



Favorable Reaction: On our Training Evaluation surveys, the % of respondents who selected Agree + Strongly Agree.
Useful Content: What percentage of the content from this course will you be able to apply on the job?

Level UP training continues into calendar 2023 as the Academy will be offering Monthly Webinars featuring "Level Uppers."

The Global Academy also kicked off the Engineering Mentoring program in 2022. Ten junior level Engineers have been paired with senior-level mentors from all areas and locations. Mentors were

provided with guidance and training on effective mentoring, and both mentors and mentees participate in semi-monthly activities and training sessions. At the conclusion of the program, mentees are then assessed by their mentors for placement in the EnerSys Leadership Program, further mentoring or on to the burgeoning Fellows Program.

Community Engagement and Philanthropy

Being a good neighbor and strengthening local relationships is part of how we define sustainability at EnerSys. We support our employees in their efforts to volunteer their time in their communities.

We put our most robust emphasis on educational programs in schools and colleges, community activities and supporting employees who give freely of their own time to serve on boards or committees in many organizations.

In 2022, we gave approximately \$1 million to charities focused on the following priorities:

- Community and economic development
- Education and workforce development
- Health and human services

CHARITABLE GIVING PARTNERS

We also support our communities through partnering with charitable giving organizations to use their expertise and systems to use the dollars in meaningful ways. Below is a select list of our charitable contributions. This list is not comprehensive, as we partner with organizations of all sizes, but includes charities that have received donations greater than \$2500.

- Berks Business Education Coalition
- Berks County Community Foundation
- Big Brothers, Big Sisters
- Caron Foundation
- Centro Hispano
- Clare of Assisi House
- Eastern PA Scholarship Foundation
- Girl Scouts of Eastern PA
- Greater Reading Economic Partnership
- Hawk Mountain Council – Boy Scouts of America
- Olivet Boys & Girls Club
- Opportunity House
- Reading Hospital Foundation
- Reading Royals
- Reading Symphony Orchestra
- Remote Energy
- SafeBerks
- Slapshot Charites
- South Mountain YMCA
- YMCA of Reading and Berks County

READ MORE ABOUT OUR DEVELOPMENT PROGRAMS AND COMMITMENT TO COMMUNITY ENGAGEMENT BY CLICKING THE LINKS BELOW:

[DEVELOPMENT PROGRAMS](#)

[COMMUNITY ENGAGEMENT & PHILANTHROPY](#)

Our Board of Directors

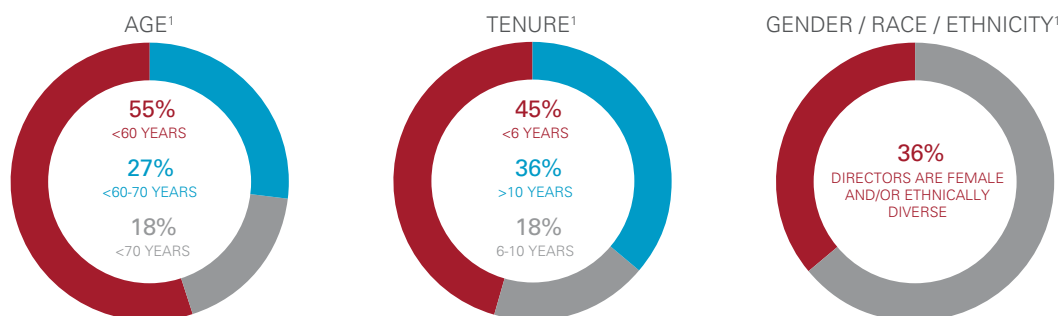
EnerSys has been a leader in manufacturing energy storage and energy systems for over 100 years. Our reputation for building reliable products and solutions is rooted in our strong corporate governance. We are committed to maintaining the trust of our stakeholders.



Our Board of Directors (Board) oversees EnerSys company performance at the highest level. The Board is comprised of eleven directors, including two women and three persons of color. All directors except for our President and CEO are deemed independent, and an independent non-executive serves as the Chair of the Board.

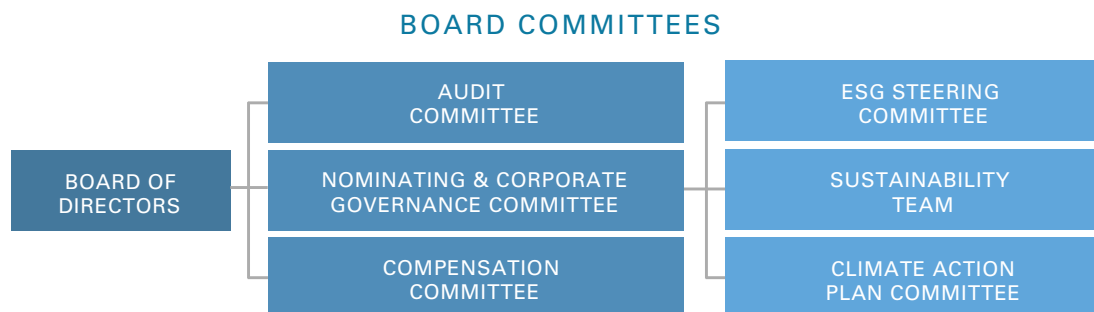
There are three committees of the EnerSys Board – Audit, Compensation, and Nominating & Corporate Governance (NCGC). The Board of Directors has determined that each committee member of the Audit, Compensation and NCGC is independent under the NYSE listing standards. The NCGC is the Board Committee responsible for the oversight of our sustainability efforts and is updated quarterly.

BOARD COMMITMENT TO DIVERSITY



1. Data sourced from 2022 Proxy Statement (filed June 23, 2022) with adjustments for 2022 appointments

Our Board of Directors continued



SUSTAINABILITY OVERSIGHT

The Board of Directors, 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 that are significant to the Company.

Our other Board committees also have oversight responsibility for sustainability topics under their purview. The Senior Vice President, General Counsel and Chief Compliance Officer of the Company reports to the Audit Committee of the Board of Directors on legal, ethics and compliance matters and environmental, health and safety matters at each Audit Committee meeting. The Compensation Committee and the NCGC have oversight of management succession, talent development and diversity and inclusion efforts. The Audit Committee and the entire Board are also directly engaged with Environmental, Social and Governance (ESG) risk areas through our comprehensive enterprise risk management program. The Board of Directors and our CEO administer our ESG 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. Our ESG Steering Committee consists of senior management and subject matter experts 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, diversity, equity, inclusion, and community engagement.

In 2022 we established a Climate Action Plan (CAP) 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 CAP meets regularly and provides quarterly updates to the ESG Committee and NCGC.

ENERSYS® BOARD OF DIRECTORS BIOS AND COMMITTEE ROLES CAN BE FOUND HERE:

[BOARD OF DIRECTORS](#)

[COMMITTEE ROLES](#)

RISK OVERSIGHT

The EnerSys Board oversees various risks potentially affecting EnerSys both directly and indirectly, primarily through the Audit Committee. Our risk management program is designed to identify risks across EnerSys. Each business unit and function has input into this process, and material risks are identified and prioritized by management. EnerSys also has an executive risk management committee comprised 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.

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. For more information on our Risk Management and Risk Factors, please refer to our Annual Report on Form 10-K

LOOKING FORWARD

The year 2022 was one of progress and improvement for EnerSys. Our on-going commitment to sustainability was reflected in our goals and business practices, which resulted in increased internal and external awareness for the positive impact we have on our customers, shareholders, and communities. We are dedicated to building on these efforts we believe they are crucial to our future success.

FOR MORE INFORMATION ABOUT ENERSYS:

WWW.ENERSYS.COM

FOR MORE INFORMATION ABOUT OUR ENVIRONMENTAL METRICS:

[ENVIRONMENTAL DATA TABLE](#)

FOR MORE INFORMATION ABOUT ALIGNMENT WITH OUR REPORTING FRAMEWORKS:

[SASB & GRI INDEX](#)

FORWARD LOOKING STATEMENT

Important Notes: This document includes non-financial metrics that are subject to measurement uncertainties resulting from limitations inherent in the nature and the methods used for determining such data. The selection of different but acceptable measurement techniques can result in materially different measurements. The precision of different measurement techniques may also vary. The information set forth herein is expressed as of the date hereof and EnerSys reserves the right to update its measurement techniques and methodologies in the future.

The information provided herein is based in part on information from third-party sources that EnerSys believes to be reliable, but which has not been independently verified. EnerSys does not represent that the information is accurate or complete. The inclusion of information contained in this report should not be construed as a characterization regarding the materiality or financial impact of that information.

Caution Concerning Forward-Looking Statements

This press release, and oral statements made regarding the subjects of this release, contains forward-looking statements, within the meaning of the Private Securities Litigation Reform Act of 1995, or the Reform Act, which may include, but are not limited to, statements regarding EnerSys' earnings estimates, intention to pay quarterly cash dividends, return capital to stockholders, plans, objectives, expectations and intentions and other statements contained in this press release that are not historical facts, including statements identified by words such as "believe," "plan," "seek," "expect," "intend," "estimate," "anticipate," "will," and similar expressions. All statements addressing operating performance, events, or developments that EnerSys expects or anticipates will occur in the future, including statements relating to sales growth, earnings or earnings per share growth, order intake, backlog, payment of future cash dividends, commodity prices, execution of its stock buy back program, judicial or regulatory proceedings, and market share, as well as statements expressing optimism or pessimism about future operating results or benefits from its cash dividend, its stock buy back programs, future responses to and effects of the COVID-19 pandemic, adverse developments with respect to the economic conditions in the U.S. in the markets in which we operate and other uncertainties, including the impact of supply chain disruptions, interest rate changes, inflationary pressures, geopolitical and other developments and labor shortages on the economic recovery and our business are forward-looking statements within the meaning of the Reform Act. The forward-looking statements are based on management's current views and assumptions regarding future events and operating performance, and are inherently subject to significant business, economic, and competitive uncertainties and contingencies and changes in circumstances, many of which are beyond the Company's control.

The statements in this press release are made as of the date of this press release, even if subsequently made available by EnerSys on its website or otherwise. EnerSys does not undertake any obligation to update or revise these statements to reflect events or circumstances occurring after the date of this press release.

Although EnerSys does not make forward-looking statements unless it believes it has a reasonable basis for doing so, EnerSys cannot guarantee their accuracy. The foregoing factors, among others, could cause actual results to differ materially from those described in these forward-looking statements. For a list of other factors which could affect EnerSys' results, including earnings estimates, see EnerSys' filings with the Securities and Exchange Commission, including "Item 7. Management's Discussion and Analysis of Financial Condition and Results of Operations," and "Forward-Looking Statements," set forth in EnerSys' Annual Report on Form 10-K for the fiscal year ended March 31, 2022. No undue reliance should be placed on any forward-looking statements.



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