

SASB and GRI Framework Indexes

SASB Renewable Resources and Alternative Energy Sector

FUEL CELLS AND INDUSTRIAL BATTERIES SUSTAINABILITY ACCOUNTING STANDARD

ACCOUNTING METRIC	UPDATE OR WEBSITE SECTION OR RESPONSE	PAGE
RR-FC-130a.1 (1) Total Energy Consumed, (2) percentage grid electricity, (3) percentage renewable	GHG Emissions and Energy Performance, Data Table	13
RR-FC-320a.1 (1) Total recordable incident rate (TRIR) and (2) fatality rate	Safety Performance	17
RR-FC-320a.2 Description of efforts to assess, monitor, and reduce exposure of workforce to human health hazards	Preventing Employee Exposure	N/A
RR-FC-410a.1 Average storage capacity of batteries, by product application and technology type	In total, EnerSys produced about 13.39 GWh of battery storage. This storage amount comprises a variety of chemistries - predominantly lead acid with some lithium-ion chemistries as well.	N/A
RR-FC-410a.3 Average battery efficiency as coulombic efficiency, by product application and technology type	We do not calculate the average battery efficiency across all our product and technology types at this time. EnerSys batteries are used in a wide variety of industries, with different battery chemistries used based on application needs. We ensure that the efficiency of our batteries is well-suited to the performance and budgetary needs of our customers. For more information about our products and their use, please refer to the Products & Services section of our website.	N/A
RR-FC-410a.5 Average operating lifetime of batteries, by product application and technology type	We do not calculate the average battery operating lifetime across all our product and technology types at this time. EnerSys batteries are used in a wide variety of industries, with different battery chemistries used based on application needs. We ensure that the operating lifetime of our batteries is well-suited to the performance and budgetary needs of our customers. For more information about our products and their use, please refer to the Products & Services section of our website.	N/A
RR-FC-410b.1 Percentage of products sold that are recyclable or reusable	Lead batteries are the most recycled consumer product in industrialized countries, with a recycling rate of over 99%. The majority of our products sold are lead acid batteries. For more information about the recyclability and reusability of our products, please refer to the End of Use Management section.	N/A
RR-FC-410b.2 Weight of end-of-life material recovered, percentage recycled	Lead batteries are the most recycled consumer product in industrialized countries, with a recycling rate of over 99%. The majority of our products sold are lead acid batteries. For more information about our end-of-life material management, please refer to the End of Use Management section.	N/A
RR-FC-410b.3 Description of approach to manage use, reclamation, and disposal of hazardous materials	Waste Performance, Products and Services	14
RR-FC-440a.1 Description of the management of risks associated with the use of critical materials	Critical Materials	N/A

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GRI 2: GENERAL DISCLOSURES

DISCLOSURE		UPDATE OR WEBSITE SECTION OR RESPONSE	PAGE	
THE ORGANIZATION AND ITS UPDATING PRACTICES	2-1	Organizational details	About EnerSys	N/A
	2-2	Entities included	About EnerSys	N/A
	2-3	Updating period, frequency and contact point	a. The 2022 Sustainability Update covers EnerSys operations from January 1, 2022, through December 31, 2022, unless otherwise noted. b. EnerSys financial reporting covers EnerSys operations from January 1, 2022, through December 31, 2022, unless otherwise noted. c. May 16, 2023 d. Contact Point: Samuel Shiroff, Samuel.Shiroff@enersys.com	2
	2-4	Restatements of information	Minor adjustments have been made as updates to previous year data to reflect more accurate information.	N/A
ACTIVITIES AND WORKERS	2-6	Activities, value chain and other business relationships	About EnerSys	N/A
	2-7	Employees	About EnerSys	N/A
GOVERNANCE	2-9	Governance structure and composition	Our Board of Directors 2021 Proxy Update (page 12)	24
	2-10	Nomination and selection of the highest governance body	Our Board of Directors 2021 Proxy Update (page 14)	24
	2-11	Chair of the highest governance body	Our Board of Directors 2021 Proxy Update (page 14)	24
	2-12	Role of the highest governance body in overseeing the management of impacts	Sustainability Oversight 2021 Proxy Update (page 16)	25
	2-13	Delegation of responsibility for managing impacts	Sustainability Oversight 2021 Proxy Update (page 16)	25
	2-14	Role of the highest governance body in sustainability Updating	Sustainability Oversight 2021 Proxy Update (page 16)	25
	2-15	Conflicts of interest	EnerSys Corporate Governance Guidelines (page 3)	N/A
	2-16	Communication of critical concerns	2021 Proxy Update (page 15)	N/A
	2-17	Collective knowledge of the highest governance body	EnerSys Corporate Governance Guidelines (page 4)	N/A
	2-18	Evaluation of the performance of the highest governance body	EnerSys Corporate Governance Guidelines (page 5)	N/A
	2-19	Remuneration policies	2021 Proxy Update (page 18, 25)	N/A
2-20	Process to determine remuneration	2021 Proxy Update (page 25)	N/A	
2-21	Annual total compensation ratio	2021 Proxy Update (page 48)	N/A	

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STRATEGY, POLICIES AND PRACTICES	2-22	Statement on sustainable development strategy	CEO Letter	3-4
	2-23	Policy commitments	Policies	2
	2-24	Embedding policy commitments	Policies	2
	2-26	Mechanisms for seeking advice and raising concerns	Code of Conduct and Ethics, Code of Business Conduct and Ethics	N/A
	2-28	Membership associations	Trade Associations	N/A
STAKEHOLDER ENGAGEMENT	2-29	Approach to stakeholder engagement	Stakeholder Expectations and Engagement	N/A

GRI 3: MATERIAL TOPICS 2021

DISCLOSURE		UPDATE OR WEBSITE SECTION OR RESPONSE	PAGE	
DISCLOSURES ON MATERIAL TOPICS	3-1	Process to determine material topics	Goal Setting and Materiality	N/A
	3-2	List of material topics	Goal Setting and Materiality	N/A
	3-3	Management of material topics	Goal Setting and Materiality	N/A

GRI 302: ENERGY 2016

DISCLOSURE		UPDATE OR WEBSITE SECTION OR RESPONSE	PAGE	
TOPIC DISCLOSURES	302-1	Energy consumption within the organization	GHG Emissions and Energy Performance, Data Table	13
	302-3	Energy intensity	GHG Emissions and Energy Performance, Data Table	13
	302-4	Reduction of energy consumption	Energy Efficiency Highlights	6, 13
	302-5	Reductions in energy requirements of products and services	Energy Efficiency Highlights	6, 13

GRI 303: WATER AND EFFLUENTS 2018

DISCLOSURE		UPDATE OR WEBSITE SECTION OR RESPONSE	PAGE	
TOPIC MANAGEMENT DISCLOSURES	303-1	Interactions with water as a shared resource	Water	14
	303-2	Management of water discharge-related impacts	Water	14
TOPIC DISCLOSURES	303-3	Water withdrawal	Water , Data Table	N/A
	303-4	Water discharge	Water , Data Table	N/A

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GRI 304: BIODIVERSITY 2016

DISCLOSURE		UPDATE OR WEBSITE SECTION OR RESPONSE	PAGE
TOPIC DISCLOSURES	304-2 Significant impacts of activities, products and services on biodiversity	Biodiversity	N/A

GRI 305: EMISSIONS 2016

DISCLOSURE		UPDATE OR WEBSITE SECTION OR RESPONSE	PAGE
TOPIC DISCLOSURES	305-1 Direct (Scope 1) GHG Emissions	GHG Emissions and Energy Performance, Data Table	13
	305-2 Energy indirect (Scope 2) GHG Emissions	GHG Emissions and Energy Performance, Data Table	13
	305-3 Other indirect (Scope 3) GHG Emissions	GHG Emissions and Energy Performance, Data Table	13
	305-4 GHG emissions intensity	GHG Emissions and Energy Performance, Data Table	13
	305-5 Reduction of GHG emissions	Energy Efficiency Highlights	13
	305-6 Emissions of ozone-depleting substances (ODS)	EnerSys facilities do not emit ozone-depleting substances (ODS)	N/A
	305-7 Nitrogen oxides (NOx), sulfur oxides (Sox), and other significant air emissions	EnerSys facilities do not emit a significant amount of nitrogen oxides (NOx), sulfur oxides (Sox), or other significant air emissions	N/A

GRI 306: WASTE 2020

DISCLOSURE		UPDATE OR WEBSITE SECTION OR RESPONSE	PAGE
TOPIC MANAGEMENT DISCLOSURES	306-1 Waste generation and significant waste-related impacts	Waste	14
	306-2 Management of significant waste-related impacts	Waste	14

GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT 2016

DISCLOSURE		UPDATE OR WEBSITE SECTION OR RESPONSE	PAGE
TOPIC DISCLOSURES	308-1 New suppliers that were screened using environmental criteria	Environmental Stewardship	N/A

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GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018

DISCLOSURE		UPDATE OR WEBSITE SECTION OR RESPONSE	PAGE	
TOPIC MANAGEMENT DISCLOSURES	403-1	Occupational health and safety management system	Workforce Health and Safety	16
	403-2	Hazard identification, risk assessment, and incident investigation	Workforce Health and Safety	16
	403-3	Occupational health services	Preventing Employee Exposure	17
	403-4	Worker participation, consultation, and communication on occupational health and safety	Workforce Health and Safety	16
	403-5	Worker training on occupational health and safety	Workforce Health and Safety	16
TOPIC DISCLOSURES	403-8	Workers covered by an occupational health and safety management system	Workforce Health and Safety	16
	403-9	Work-related injuries	Safety Performance	17
	403-10	Work-related ill health	Safety Performance	17

GRI 404: TRAINING AND EDUCATION 2016

DISCLOSURE		UPDATE OR WEBSITE SECTION OR RESPONSE	PAGE	
TOPIC DISCLOSURES	404-1	Average hours of training per employee	Workforce Training and Development	21
	404-2	Programs for upgrading employee skills and transition assistance programs	Development Programs	21
	404-3	Percentage of employees receiving regular performance and career development reviews	Talent Management	N/A

GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016

DISCLOSURE		UPDATE OR WEBSITE SECTION OR RESPONSE	PG	
TOPIC DISCLOSURES	405-1	Diversity of governance bodies and employees	Employee Representation Our Board of Directors	24

GRI 407: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING 2016

DISCLOSURE		UPDATE OR WEBSITE SECTION OR RESPONSE	PG	
TOPIC DISCLOSURES	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Labor and Employee Representation Workforce Labor Rights Policy	N/A

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GRI 408: CHILD LABOR 2016

DISCLOSURE		UPDATE OR WEBSITE SECTION OR RESPONSE	PG
TOPIC DISCLOSURES	408-1 Operations and suppliers at significant risk for incidents of child labor	Environmental, Social and Governance and Human Rights Policy Workforce Labor Rights Policy Corporate Social Responsibility and Human Rights Policy	N/A

GRI 409: FORCED OR COMPULSORY LABOR 2016

DISCLOSURE		UPDATE OR WEBSITE SECTION OR RESPONSE	PG
TOPIC DISCLOSURES	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Human Rights Workforce Labor Rights Policy Environmental, Social and Governance and Human Rights Policy	N/A

GRI 413: LOCAL COMMUNITIES 2016

DISCLOSURE		UPDATE OR WEBSITE SECTION OR RESPONSE	PG
TOPIC DISCLOSURES	413-1 Operations with local community engagement, impact assessments, and development programs	Community Engagement and Philanthropy	23

GRI 414: SUPPLIER SOCIAL ASSESSMENT 2016

DISCLOSURE		UPDATE OR WEBSITE SECTION OR RESPONSE	PG
TOPIC DISCLOSURES	414-1 New suppliers that were screened using social criteria	Our Governance Website	N/A