EnerSys

2025 CDP Corporate Questionnaire 2025

Word version

09/16/2025, 03:41 pm

Contents

C1. Introduction

(1.1) In which language are you submitting your response?

Select from:
☑ English

(1.2) Select the currency used for all financial information disclosed throughout your response.

Select from:
☑ USD

(1.3) Provide an overview and introduction to your organization.

(1.3.2) Organization type

Select from:
☑ Publicly traded organization

(1.3.3) Description of organization

EnerSys is a world leader in stored energy solutions for industrial applications. 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. Energy Systems, which combine power conversion, power distribution, energy storage, and enclosures, are used in the telecommunication, broadband, data center, and utility industries, uninterruptible power supplies, and numerous applications requiring stored energy solutions. Motive Power batteries and chargers are utilized in electric forklifts, automated guided vehicles ("AGVs"), and other industrial electric powered vehicles. Specialty batteries are used in aerospace and defense applications, large over-the-road trucks, premium automotive, portable power solutions for soldiers in the field, medical and security systems applications. New Ventures provides energy storage and management systems for demand charge reduction, utility back-up power, and dynamic fast charging for electric vehicles. We also provide aftermarket and customer support services to over 10,000 customers in more than 100 countries through a network of distributors, independent representatives, and our internal sales force around the world.
[Fixed row]

(1.4) State the end date of the year for which you are reporting data. For emissions data, indicate whether you will be providing emissions data for past reporting years.

(1.4.1) End date of reporting year

03/31/2025

(1.4.2) Alignment of this reporting period with your financial reporting period

Select from:

☑ Yes

(1.4.3) Indicate if you are providing emissions data for past reporting years

Select from:

☑ Yes

(1.4.4) Number of past reporting years you will be providing Scope 1 emissions data for

Select from:

☑ 5 years

(1.4.5) Number of past reporting years you will be providing Scope 2 emissions data for

Select from:

☑ 5 years

(1.4.6) Number of past reporting years you will be providing Scope 3 emissions data for

Select from:

☑ 3 years

[Fixed row]

(1.4.1) What is your organization’s annual revenue for the reporting period?

3617600000

(1.5) Provide details on your reporting boundary.

	Is your reporting boundary for your CDP disclosure the same as that used in your financial statements?
	Select from: ☑ Yes

[Fixed row]

(1.6) Does your organization have an ISIN code or another unique identifier (e.g., Ticker, CUSIP, etc.)?

ISIN code - bond

(1.6.1) Does your organization use this unique identifier?

Select from:
☑ No

ISIN code - equity

(1.6.1) Does your organization use this unique identifier?

Select from:
☑ Yes

(1.6.2) Provide your unique identifier

US29275Y1029

CUSIP number

(1.6.1) Does your organization use this unique identifier?

Select from:

☑ Yes

(1.6.2) Provide your unique identifier

29275Y102

Ticker symbol

(1.6.1) Does your organization use this unique identifier?

Select from:

☑ Yes

(1.6.2) Provide your unique identifier

ENS

SEDOL code

(1.6.1) Does your organization use this unique identifier?

Select from:

☑ No

LEI number

(1.6.1) Does your organization use this unique identifier?

Select from:

☑ No

D-U-N-S number

(1.6.1) Does your organization use this unique identifier?

Select from:

☑ No

Other unique identifier

(1.6.1) Does your organization use this unique identifier?

Select from:

☑ No

[Add row]

(1.7) Select the countries/areas in which you operate.

Select all that apply

☑ Chile
☑ China
☑ India
☑ Italy
☑ Japan
☑ Mexico
☑ Norway
☑ Poland
☑ Sweden
☑ Turkey
☑ Hungary
☑ Morocco
☑ Ukraine
☑ Spain
☑ Brazil
☑ Canada
☑ France
☑ Greece
☑ Austria
☑ Belgium
☑ Czechia
☑ Finland
☑ Germany
☑ Slovakia
☑ Argentina
☑ Australia

☑ Bulgaria
☑ Malaysia
☑ Luxembourg
☑ Netherlands
☑ New Zealand
☑ Philippines
☑ Switzerland
☑ Singapore
☑ Kazakhstan
☑ South Africa
☑ United Arab Emirates
☑ United States of America
☑ United Kingdom of Great Britain and Northern Ireland

(1.8) Are you able to provide geolocation data for your facilities?

	Are you able to provide geolocation data for your facilities?	Comment
	Select from: ☑ Yes, for all facilities	*We define "facilities" as our factory and warehouse sites.*

[Fixed row]

(1.8.1) Please provide all available geolocation data for your facilities.

Row 1

(1.8.1.1) Identifier

Springfield 1, MO, US

(1.8.1.2) Latitude

37.241372

(1.8.1.3) Longitude

-93.210809

(1.8.1.4) Comment

Geolocation represents the location of the facility listed with the identifier.

Row 2

(1.8.1.1) Identifier

Warrensburg, MO, US

(1.8.1.2) Latitude

38.774049

(1.8.1.3) Longitude

-93.707831

(1.8.1.4) Comment

Geolocation represents the location of the facility listed with the identifier.

Row 3

(1.8.1.1) Identifier

Bellingham, WA, US

(1.8.1.2) Latitude

48.784938

(1.8.1.3) Longitude

-122.523182

(1.8.1.4) Comment

Geolocation represents the location of the facility listed with the identifier.

Row 4

(1.8.1.1) Identifier

Horsham, PA, US

(1.8.1.2) Latitude

40.183624

(1.8.1.3) Longitude

-75.158911

(1.8.1.4) Comment

Geolocation represents the location of the facility listed with the identifier.

Row 5

(1.8.1.1) Identifier

Longmont, CO, US

(1.8.1.2) Latitude

40.147739

(1.8.1.3) Longitude

-105.124821

(1.8.1.4) Comment

Geolocation represents the location of the facility listed with the identifier.

Row 6

(1.8.1.1) Identifier

Sumter, SC, US

(1.8.1.2) Latitude

33.930918

(1.8.1.3) Longitude

-84.084975

(1.8.1.4) Comment

Geolocation represents the location of the facility listed with the identifier.

Row 7

(1.8.1.1) Identifier

Suwanee, GA, US

(1.8.1.2) Latitude

34.057371

(1.8.1.3) Longitude

-84.084975

(1.8.1.4) Comment

Geolocation represents the location of the facility listed with the identifier.

Row 8

(1.8.1.1) Identifier

Tampa, FL, US

(1.8.1.2) Latitude

27.968733

(1.8.1.3) Longitude

-82.431175

(1.8.1.4) Comment

Geolocation represents the location of the facility listed with the identifier.

Row 9

(1.8.1.1) Identifier

Allentown, PA, US

(1.8.1.2) Latitude

40.580455

(1.8.1.3) Longitude

-75.603689

(1.8.1.4) Comment

Geolocation represents the location of the facility listed with the identifier.

Row 10

(1.8.1.1) Identifier

Chino, CA, US

(1.8.1.2) Latitude

34.016221

(1.8.1.3) Longitude

-117.692205

(1.8.1.4) Comment

Geolocation represents the location of the facility listed with the identifier.

Row 11

(1.8.1.1) Identifier

Hays, KS, US

(1.8.1.2) Latitude

38.869321

(1.8.1.3) Longitude

-99.327425

(1.8.1.4) Comment

Geolocation represents the location of the facility listed with the identifier.

Row 12

(1.8.1.1) Identifier

Burnaby, BC, Canada

(1.8.1.2) Latitude

49.206662

(1.8.1.3) Longitude

-122.987007

(1.8.1.4) Comment

Geolocation represents the location of the facility listed with the identifier.

Row 13

(1.8.1.1) Identifier

Arras, France

(1.8.1.2) Latitude

50.296978

(1.8.1.3) Longitude

2.746019

(1.8.1.4) Comment

Geolocation represents the location of the facility listed with the identifier.

Row 14

(1.8.1.1) Identifier

Bielsko- Biala, Poland

(1.8.1.2) Latitude

49.808609

(1.8.1.3) Longitude

19.065495

(1.8.1.4) Comment

Geolocation represents the location of the facility listed with the identifier.

Row 15

(1.8.1.1) Identifier

Hostomice, Czech Republic

(1.8.1.2) Latitude

49.842401

(1.8.1.3) Longitude

14.209643

(1.8.1.4) Comment

Geolocation represents the location of the facility listed with the identifier.

Row 16

(1.8.1.1) Identifier

Mielec, Poland

(1.8.1.2) Latitude

50.289854

(1.8.1.3) Longitude

21.428969

(1.8.1.4) Comment

Geolocation represents the location of the facility listed with the identifier.

Row 17

(1.8.1.1) Identifier

Newport, UK

(1.8.1.2) Latitude

51.582232

(1.8.1.3) Longitude

-2.995387

(1.8.1.4) Comment

Geolocation represents the location of the facility listed with the identifier.

Row 18

(1.8.1.1) Identifier

Monterrey Tray Plant, Mexico

(1.8.1.2) Latitude

25.797892

(1.8.1.3) Longitude

-100.351905

(1.8.1.4) Comment

Geolocation represents the location of the facility listed with the identifier.

Row 19

(1.8.1.1) Identifier

Tijuana, Mexico

(1.8.1.2) Latitude

32.504545

(1.8.1.3) Longitude

-116.959775

(1.8.1.4) Comment

Geolocation represents the location of the facility listed with the identifier.

Row 20

(1.8.1.1) Identifier

Bonsuccesso, Brazil

(1.8.1.2) Latitude

-23.445523

(1.8.1.3) Longitude

-46.370143

(1.8.1.4) Comment

Geolocation represents the location of the facility listed with the identifier.

Row 21

(1.8.1.1) Identifier

Santa Rita do Sapucai, Brazil

(1.8.1.2) Latitude

-22.250787

(1.8.1.3) Longitude

-45.702926

(1.8.1.4) Comment

Geolocation represents the location of the facility listed with the identifier.

Row 22

(1.8.1.1) Identifier

Buenos Aires, Argentina

(1.8.1.2) Latitude

-34.469894

(1.8.1.3) Longitude

-58.630022

(1.8.1.4) Comment

Geolocation represents the location of the facility listed with the identifier.

Row 23

(1.8.1.1) Identifier

Chongqing, China

(1.8.1.2) Latitude

29.679139

(1.8.1.3) Longitude

105.406934

(1.8.1.4) Comment

Geolocation represents the location of the facility listed with the identifier.

Row 24

(1.8.1.1) Identifier

Yangzhou, China

(1.8.1.2) Latitude

32.859614

(1.8.1.3) Longitude

119.676042

(1.8.1.4) Comment

Geolocation represents the location of the facility listed with the identifier.

Row 25

(1.8.1.1) Identifier

Campbellfield, Australia

(1.8.1.2) Latitude

-37.683775

(1.8.1.3) Longitude

144.961332

(1.8.1.4) Comment

Geolocation represents the location of the facility listed with the identifier.

Row 26

(1.8.1.1) Identifier

Santa Clarita, US

(1.8.1.2) Latitude

34.432857

(1.8.1.3) Longitude

-118.617367

(1.8.1.4) Comment

Geolocation represents the location of the facility listed with the identifier.

Row 27

(1.8.1.1) Identifier

Culham, UK

(1.8.1.2) Latitude

51.655839

(1.8.1.3) Longitude

-1.238219

(1.8.1.4) Comment

Geolocation represents the location of the facility listed with the identifier.

Row 30

(1.8.1.1) Identifier

Springfield 2, MO, US

(1.8.1.2) Latitude

37.223822

(1.8.1.3) Longitude

-93.378528

(1.8.1.4) Comment

Geolocation represents the location of the facility listed with the identifier.

Row 31

(1.8.1.1) Identifier

Springfield 3, MO, US

(1.8.1.2) Latitude

37.243503

(1.8.1.3) Longitude

-93.2121

(1.8.1.4) Comment

Geolocation represents the location of the facility listed with the identifier.

Row 32

(1.8.1.1) Identifier

Monterrey Battery Plant, Mexico

(1.8.1.2) Latitude

25.734073

(1.8.1.3) Longitude

-100.226616

(1.8.1.4) Comment

Geolocation represents the location of the facility listed with the identifier.

Row 33

(1.8.1.1) Identifier

Richmond, KY, US

(1.8.1.2) Latitude

37.734625

(1.8.1.3) Longitude

-84.291788

(1.8.1.4) Comment

Geolocation represents the location of the facility listed with the identifier.

Row 34

(1.8.1.1) Identifier

Commack, NY, US

(1.8.1.2) Latitude

40.838402

(1.8.1.3) Longitude

-73.309965

(1.8.1.4) Comment

Geolocation represents the location of the facility listed with the identifier.

Row 35

(1.8.1.1) Identifier

Largo, FL, US

(1.8.1.2) Latitude

27.77059

(1.8.1.3) Longitude

-82.665082

(1.8.1.4) Comment

Geolocation represents the location of the facility listed with the identifier.
[Add row]

(1.24) Has your organization mapped its value chain?

(1.24.1) Value chain mapped

Select from:

☑ Yes, we have mapped or are currently in the process of mapping our value chain

(1.24.2) Value chain stages covered in mapping

Select all that apply

☑ Upstream value chain

☑ Downstream value chain

(1.24.3) Highest supplier tier mapped

Select from:

☑ Tier 2 suppliers

(1.24.4) Highest supplier tier known but not mapped

Select from:

☑ All supplier tiers known have been mapped

(1.24.7) Description of mapping process and coverage

Our approach to gathering, developing, and securing information on our value chain 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. EnerSys utilizes a supplier assessment survey to identify and mitigate potential material risks within our upstream

supply chain. The survey tracks and assesses partnerships across supplier tiers to ensure alignment with our corporate standards. We conduct supplier audits and ongoing monitoring, which address a range of risk areas including environmental compliance, health and safety, product safety, conflict minerals, workplace labor rights, and broader corporate social responsibility. These audits are performed either by our internal teams or accredited third parties and may involve questionnaires, on-site evaluations, direct engagement, or the use of third-party data platforms like Assent and EcoVadis. We have fully mapped our known supplier tiers in alignment with the OECD Due Diligence Guidance. Our definitions of Tier 1, 2, 3, and 4 suppliers are consistent with those provided by the GHG Protocol (2013). Mapping is categorized at the purchase order level and is based on the type of services or materials provided. We also use commodity-based risk mapping to implement our Human Rights and Labor Risk Programs and to support compliance programs such as those addressing responsible minerals. The output of this mapping process enables EnerSys to gain visibility into its upstream supply chain and supports risk-based decision-making where applicable.
[Fixed row]

(1.24.1) Have you mapped where in your direct operations or elsewhere in your value chain plastics are produced, commercialized, used, and/or disposed of?

(1.24.1.1) Plastics mapping

Select from:

☑ No, but we plan to within the next two years

(1.24.1.5) Primary reason for not mapping plastics in your value chain

Select from:

☑ Not an immediate strategic priority

(1.24.1.6) Explain why your organization has not mapped plastics in your value chain

Waste generation, handling, and disposal are managed at the facility level based on the type of operations and applicable regulatory requirements. We track all waste materials through regulatory paperwork and reporting obligations. Where appropriate, we employ expert third-party contractors to manage waste responsibly. Our lead battery manufacturing facilities produce the highest volume of waste materials in our operations, including off-specification parts and hazardous materials. A significant proportion of these materials, including plastics, is recovered through established recycling programs and reused in production as recycled raw materials. Thanks to decades of work by EnerSys and the battery industry, lead batteries are now among the most recycled products in the world. Over 95% of the lead, plastic, and other materials in each battery are recoverable, and reclaimed materials can make up as much as 80% of the lead and plastic in a new battery. We view end-of-life batteries not as waste, but as valuable material inputs, and our global collection and recycling programs are designed to support this closed-loop system. The volume of plastics used outside of batteries, for example, in packaging or transportation, is modest by comparison and often driven by regulatory requirements. While EnerSys has implemented circular processes to recover plastics from end-of-life lead batteries, we have not yet comprehensively mapped plastics production, commercialization, use, and disposal across all value chain stages. Our sustainability priorities have historically focused on higher-volume environmental impacts

such as energy, GHG emissions, water, and hazardous waste. However, we recognize the importance of plastics mapping and plan to expand our efforts over the next two years to enhance visibility, compliance, and circularity across our global operations.
[Fixed row]

C2. Identification, assessment, and management of dependencies, impacts, risks, and opportunities

(2.1) How does your organization define short-, medium-, and long-term time horizons in relation to the identification, assessment, and management of your environmental dependencies, impacts, risks, and opportunities?

Short-term

(2.1.1) From (years)

1

(2.1.3) To (years)

2

(2.1.4) How this time horizon is linked to strategic and/or financial planning

Acute next fiscal cycle impacts

Medium-term

(2.1.1) From (years)

3

(2.1.3) To (years)

5

(2.1.4) How this time horizon is linked to strategic and/or financial planning

Typical financial evaluation modeling

Long-term

(2.1.1) From (years)

5

(2.1.2) Is your long-term time horizon open ended?

Select from:
☑ Yes

(2.1.4) How this time horizon is linked to strategic and/or financial planning

Part of long-term strategy and thinking
[Fixed row]

(2.2) Does your organization have a process for identifying, assessing, and managing environmental dependencies and/or impacts?

	Process in place	Dependencies and/or impacts evaluated in this process
	Select from: ☑ Yes	*Select from:* ☑ Both dependencies and impacts

[Fixed row]

(2.2.1) Does your organization have a process for identifying, assessing, and managing environmental risks and/or opportunities?

	Process in place	Risks and/or opportunities evaluated in this process	Is this process informed by the dependencies and/or impacts process?
	Select from: ☑ Yes	*Select from:* ☑ Both risks and opportunities	*Select from:* ☑ Yes

[Fixed row]

(2.2.2) Provide details of your organization's process for identifying, assessing, and managing environmental dependencies, impacts, risks, and/or opportunities.

Row 1

(2.2.2.1) Environmental issue

Select all that apply

☑ Climate change

☑ Water

☑ Biodiversity

(2.2.2.2) Indicate which of dependencies, impacts, risks, and opportunities are covered by the process for this environmental issue

Select all that apply

☑ Dependencies

☑ Impacts

☑ Risks

☑ Opportunities

(2.2.2.3) Value chain stages covered

Select all that apply

☑ Direct operations

☑ Upstream value chain

☑ Downstream value chain

(2.2.2.4) Coverage

Select from:

☑ Full

(2.2.2.5) Supplier tiers covered

Select all that apply

☑ Tier 1 suppliers

(2.2.2.7) Type of assessment

Select from:

☑ Qualitative and quantitative

(2.2.2.8) Frequency of assessment

Select from:

☑ More than once a year

(2.2.2.9) Time horizons covered

Select all that apply

☑ Short-term

☑ Medium-term

☑ Long-term

(2.2.2.10) Integration of risk management process

Select from:

☑ Integrated into multi-disciplinary organization-wide risk management process

(2.2.2.11) Location-specificity used

Select all that apply

☑ Site-specific

(2.2.2.12) Tools and methods used

Commercially/publicly available tools

☑ EcoVadis

☑ WRI Aqueduct

☑ Other commercially/publicly available tools, please specify :CMRA Climate Mapping, ArcGIS Online, WRI Global Water Risk Atlas, FEMA Risk Index, EPA Climate Resilience Evaluation & Awareness Tool, IPCC WGI Interactive Atlas, The Global Climate Risk Index 2021, En-ROADS Climate Interactive Model

International methodologies and standards

☑ IPCC Climate Change Projections

☑ ISO 14001 Environmental Management Standard

Databases

☑ Other databases, please specify :World Carbon Pricing Database

Other

☑ External consultants

☑ Internal company methods

☑ Materiality assessment

☑ Scenario analysis

(2.2.2.13) Risk types and criteria considered

Acute physical

☑ Drought

☑ Heat waves

☑ Tornado
☑ Avalanche
☑ Landslide
☑ Wildfires
☑ Flood (coastal, fluvial, pluvial, ground water)
☑ Storm (including blizzards, dust, and sandstorms)
☑ Subsidence
☑ Cold wave/frost
☑ Cyclones, hurricanes, typhoons
☑ Heavy precipitation (rain, hail, snow/ice)

Chronic physical

☑ Heat stress
☑ Soil erosion
☑ Solifluction
☑ Water stress
☑ Sea level rise
☑ Groundwater depletion
☑ Changing wind patterns
☑ Declining water quality
☑ Temperature variability
☑ Declining ecosystem services
☑ Seasonal supply variability/interannual variability
☑ Changing temperature (air, freshwater, marine water)
☑ Changing precipitation patterns and types (rain, hail, snow/ice)
☑ Increased levels of environmental pollutants in freshwater bodies
☑ Coastal erosion
☑ Saline intrusion
☑ Soil degradation
☑ Permafrost thawing
☑ Ocean acidification
☑ Increased ecosystem vulnerability
☑ Rationing of municipal water supply
☑ Precipitation or hydrological variability
☑ Increased severity of extreme weather events
☑ Water availability at a basin/catchment level

Policy

☑ Carbon pricing mechanisms
☑ Changes to national legislation
☑ Regulation of discharge quality/volumes
☑ Increased difficulty in obtaining operations permits
☑ Changes to international law and bilateral agreements
☑ Introduction of regulatory standards for previously unregulated contaminants
☑ Lack of mature certification and sustainability standards
☑ Increased difficulty in obtaining water withdrawals permit
☑ Statutory water withdrawal limits/changes to water allocation
☑ Mandatory water efficiency, conservation, recycling, or process standards
☑ Uncertainty and/or conflicts involving land tenure rights and water rights

Market

☑ Availability and/or increased cost of raw materials

☑ Changing customer behavior

☑ Uncertainty in the market signals

Reputation

☑ Increased partner and stakeholder concern and partner and stakeholder negative feedback

☑ Stigmatization of sector

Technology

☑ Transition to lower emissions technology and products

☑ Unsuccessful investment in new technologies

Liability

☑ Non-compliance with regulations

(2.2.2.14) Partners and stakeholders considered

Select all that apply

☑ NGOs

☑ Customers

☑ Employees

☑ Investors

☑ Suppliers

☑ Other commodity users/producers at a local level

☑ Regulators

☑ Local communities

☑ Indigenous peoples

☑ Water utilities at a local level

☑ Other water users at the basin/catchment level

(2.2.2.15) Has this process changed since the previous reporting year?

Select from:

☑ Yes

(2.2.2.16) Further details of process

The Nominating and Corporate Governance Committee (NCGC) oversees our sustainability strategy, initiatives, and policies, including climate change, water, and biodiversity topics. The committee reviews and discusses policies regarding risk assessment and management and receives regular updates informed by our enterprise risk management program and TCFD-aligned scenario analysis. The NCGC is appointed by the Board to identify individuals qualified to become members of the Board, develop and recommend Corporate Governance Guidelines applicable to the Company, and oversee the evaluation of the Board and management. In 2024, governance processes were enhanced through the establishment of the Climate Action Plan Committee, which reports to the Sustainability Steering Committee and supports execution of the Climate Action Plan Roadmap. This includes management of the Green Revolving Fund for sustainability project financing, implementation of our internal carbon pricing framework, and coordination of the Supplier Innovation Council to drive low-carbon solutions in our supply chain. The NCGC's oversight now explicitly incorporates findings from our updated TCFD scenario analysis, which quantifies short-, medium-, and long-term financial impacts under 1.5°C, 2°C, and ~3°C pathways. This integration ensures that assessments, management analysis, and response mechanisms are designed according to best practice, are aligned with global climate disclosure standards, and inform both strategic planning and capital allocation decisions.

Row 2

(2.2.2.1) Environmental issue

Select all that apply

☑ Climate change

☑ Water

☑ Biodiversity

(2.2.2.2) Indicate which of dependencies, impacts, risks, and opportunities are covered by the process for this environmental issue

Select all that apply

☑ Dependencies

☑ Impacts

☑ Risks

☑ Opportunities

(2.2.2.3) Value chain stages covered

Select all that apply

☑ Direct operations

☑ Upstream value chain

☑ Downstream value chain

(2.2.2.4) Coverage

Select from:

☑ Full

(2.2.2.5) Supplier tiers covered

Select all that apply

☑ Tier 1 suppliers

(2.2.2.7) Type of assessment

Select from:

☑ Qualitative and quantitative

(2.2.2.8) Frequency of assessment

Select from:

☑ More than once a year

(2.2.2.9) Time horizons covered

Select all that apply

☑ Short-term

☑ Medium-term

☑ Long-term

(2.2.2.10) Integration of risk management process

Select from:

☑ Integrated into multi-disciplinary organization-wide risk management process

(2.2.2.11) Location-specificity used

Select all that apply

☑ Site-specific

(2.2.2.12) Tools and methods used

Commercially/publicly available tools

☑ EcoVadis

☑ WRI Aqueduct

☑ Other commercially/publicly available tools, please specify :CMRA Climate Mapping, ArcGIS Online, WRI Global Water Risk Atlas, FEMA Risk Index, EPA Climate Resilience Evaluation & Awareness Tool, IPCC WGI Interactive Atlas, The Global Climate Risk Index 2021, En-ROADS Climate Interactive Model

Enterprise Risk Management

☑ Internal company methods

International methodologies and standards

☑ IPCC Climate Change Projections

☑ ISO 14001 Environmental Management Standard

Databases

☑ Other databases, please specify :World Carbon Pricing Database

Other

☑ External consultants

☑ Materiality assessment

☑ Scenario analysis

(2.2.2.13) Risk types and criteria considered

Acute physical

☑ Drought

☑ Tornado

☑ Heat waves

☑ Cold wave/frost

☑ Avalanche
☑ Landslide
☑ Wildfires
☑ Storm (including blizzards, dust, and sandstorms)
☑ Cyclones, hurricanes, typhoons
☑ Heavy precipitation (rain, hail, snow/ice)
☑ Flood (coastal, fluvial, pluvial, ground water)

Chronic physical

☑ Heat stress
☑ Soil erosion
☑ Solifluction
☑ Water stress
☑ Sea level rise
☑ Ocean acidification
☑ Groundwater depletion
☑ Changing wind patterns
☑ Declining water quality
☑ Temperature variability
☑ Water availability at a basin/catchment level
☑ Seasonal supply variability/interannual variability
☑ Changing temperature (air, freshwater, marine water)
☑ Changing precipitation patterns and types (rain, hail, snow/ice)
☑ Coastal erosion
☑ Saline intrusion
☑ Soil degradation
☑ Change in land-use
☑ Permafrost thawing
☑ Declining ecosystem services
☑ Increased ecosystem vulnerability
☑ Rationing of municipal water supply
☑ Precipitation or hydrological variability
☑ Increased severity of extreme weather events

Policy

☑ Carbon pricing mechanisms
☑ Changes to national legislation
☑ Regulation of discharge quality/volumes
☑ Increased difficulty in obtaining operations permits
☑ Changes to international law and bilateral agreements
☑ Introduction of regulatory standards for previously unregulated contaminants
☑ Lack of mature certification and sustainability standards
☑ Increased difficulty in obtaining water withdrawals permit
☑ Statutory water withdrawal limits/changes to water allocation
☑ Mandatory water efficiency, conservation, recycling, or process standards
☑ Uncertainty and/or conflicts involving land tenure rights and water rights

Market

☑ Availability and/or increased cost of raw materials

☑ Changing customer behavior
☑ Uncertainty in the market signals

Reputation
☑ Increased partner and stakeholder concern and partner and stakeholder negative feedback
☑ Stigmatization of sector

Technology
☑ Transition to lower emissions technology and products
☑ Unsuccessful investment in new technologies

Liability
☑ Non-compliance with regulations

(2.2.2.14) Partners and stakeholders considered

Select all that apply

☑ NGOs
☑ Customers
☑ Employees
☑ Investors
☑ Suppliers
☑ Regulators
☑ Local communities
☑ Indigenous peoples
☑ Water utilities at a local level

(2.2.2.15) Has this process changed since the previous reporting year?

Select from:

☑ Yes

(2.2.2.16) Further details of process

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 enterprise risk management process, which integrates location-specific risk mapping, scenario analysis, and materiality assessments. Climate risk determination is made through the lens of potential financial impacts that are material, using a general threshold of 1% of

revenue. We take a conservative approach and evaluate all potential risks; those deemed potentially material are quantified in alignment with the Greenhouse Gas Protocol and relevant industry standards. In 2024, we expanded the process to include outputs from the Climate Action Plan Committee, which coordinates the Climate Action Plan Roadmap, the Green Revolving Fund, our internal carbon pricing framework, and the Supplier Innovation Council. These programs provide structured pathways for responding to identified risks and opportunities, including funding mechanisms for mitigation and adaptation projects. Throughout this process, existing and emerging regulatory requirements related to climate change and water (SASB, GRI, ESRS, CSRD) are reviewed and considered. The Board of Directors and our CEO administer the Sustainability Program, with quarterly updates to the Nominating and Corporate Governance Committee (NCGC) and the Audit Committee. Updated TCFD scenario analysis now quantifies financial impacts under 1.5°C, 2°C, and ~3°C pathways for key physical and transition risks. These outputs directly inform Board and committee oversight, annual strategic planning, and capital allocation decisions.

Row 3

(2.2.2.1) Environmental issue

Select all that apply

☑ Climate change

☑ Water

☑ Biodiversity

(2.2.2.2) Indicate which of dependencies, impacts, risks, and opportunities are covered by the process for this environmental issue

Select all that apply

☑ Dependencies

☑ Impacts

☑ Risks

☑ Opportunities

(2.2.2.3) Value chain stages covered

Select all that apply

☑ Direct operations

☑ Upstream value chain

☑ Downstream value chain

(2.2.2.4) Coverage

Select from:

☑ Full

(2.2.2.5) Supplier tiers covered

Select all that apply

☑ Tier 1 suppliers

(2.2.2.7) Type of assessment

Select from:

☑ Qualitative and quantitative

(2.2.2.8) Frequency of assessment

Select from:

☑ More than once a year

(2.2.2.9) Time horizons covered

Select all that apply

☑ Short-term

☑ Medium-term

☑ Long-term

(2.2.2.10) Integration of risk management process

Select from:

☑ Integrated into multi-disciplinary organization-wide risk management process

(2.2.2.11) Location-specificity used

Select all that apply

☑ Site-specific

(2.2.2.12) Tools and methods used

Commercially/publicly available tools

☑ EcoVadis

☑ WRI Aqueduct

☑ Other commercially/publicly available tools, please specify :CMRA Climate Mapping, ArcGIS Online, WRI Global Water Risk Atlas, FEMA Risk Index, EPA Climate Resilience Evaluation & Awareness Tool, IPCC WGI Interactive Atlas, The Global Climate Risk Index 2021, En-ROADS Climate Interactive Model

Enterprise Risk Management

☑ Internal company methods

International methodologies and standards

☑ IPCC Climate Change Projections

☑ ISO 14001 Environmental Management Standard

Databases

☑ Other databases, please specify :World Carbon Pricing Database

Other

☑ External consultants

☑ Internal company methods

☑ Materiality assessment

☑ Scenario analysis

(2.2.2.13) Risk types and criteria considered

Acute physical

☑ Drought

☑ Tornado

☑ Avalanche

☑ Heat waves

☑ Subsidence

☑ Glacial lake outburst

☑ Landslide
☑ Wildfires
☑ Flood (coastal, fluvial, pluvial, ground water)
☑ Storm (including blizzards, dust, and sandstorms)
☑ Cyclones, hurricanes, typhoons
☑ Heavy precipitation (rain, hail, snow/ice)

Chronic physical

☑ Heat stress
☑ Soil erosion
☑ Solifluction
☑ Water stress
☑ Sea level rise
☑ Ocean acidification
☑ Groundwater depletion
☑ Changing wind patterns
☑ Declining water quality
☑ Temperature variability
☑ Increased severity of extreme weather events
☑ Water availability at a basin/catchment level
☑ Seasonal supply variability/interannual variability
☑ Changing temperature (air, freshwater, marine water)
☑ Changing precipitation patterns and types (rain, hail, snow/ice)
☑ Coastal erosion
☑ Saline intrusion
☑ Soil degradation
☑ Change in land-use
☑ Permafrost thawing
☑ Poorly managed sanitation
☑ Declining ecosystem services
☑ Increased ecosystem vulnerability
☑ Rationing of municipal water supply
☑ Precipitation or hydrological variability
☑ Increased levels of environmental pollutants in freshwater bodies

Policy

☑ Carbon pricing mechanisms
☑ Changes to national legislation
☑ Regulation of discharge quality/volumes
☑ Poor enforcement of environmental regulation
☑ Increased difficulty in obtaining operations permits
☑ Introduction of regulatory standards for previously unregulated contaminants
☑ Changes to international law and bilateral agreements
☑ Increased difficulty in obtaining water withdrawals permit
☑ Statutory water withdrawal limits/changes to water allocation
☑ Mandatory water efficiency, conservation, recycling, or process standards
☑ Uncertainty and/or conflicts involving land tenure rights and water rights

Market

☑ Availability and/or increased cost of raw materials

☑ Changing customer behavior

☑ Uncertainty in the market signals

Reputation

☑ Increased partner and stakeholder concern and partner and stakeholder negative feedback

☑ Stigmatization of sector

Technology

☑ Transition to lower emissions technology and products

☑ Unsuccessful investment in new technologies

Liability

☑ Non-compliance with regulations

(2.2.2.14) Partners and stakeholders considered

Select all that apply

☑ NGOs

☑ Customers

☑ Employees

☑ Investors

☑ Suppliers

☑ Regulators

☑ Local communities

☑ Indigenous peoples

☑ Water utilities at a local level

(2.2.2.15) Has this process changed since the previous reporting year?

Select from:

☑ Yes

(2.2.2.16) Further details of process

The EnerSys Sustainability Department leads our efforts concerning climate change management, product sustainability, operations, and supply chain management. The Sustainability team works with external consultants to assess, manage, and respond to environmental risks according to best practice and aligned with the TCFD framework. The Sustainability team reports quarterly to the Sustainability Steering Committee, which includes the CEO, CFO, other C-suite executives, and subject matter experts (SMEs). The Sustainability Committee reports to the NCGC, which is responsible for environmental, social, and governance oversight. In 2024, we formed the Climate Action Plan Committee to drive execution of the Climate Action Plan Roadmap. This committee oversees internal carbon pricing application, deployment of the Green Revolving Fund, and Supplier Innovation Council engagement to advance low-carbon supply chain initiatives. Our executive risk management committee, composed of senior leaders across all business units, meets quarterly to identify significant risks, share information, and coordinate mitigation efforts. Material risks are reported to the Audit Committee and, as needed, referred to the full Board. Scenario analysis has been enhanced using updated CMRA, FEMA Risk Index, WRI Aqueduct, and En-ROADS modeling to quantify financial impacts under multiple climate pathways. These results are embedded into strategic decision-making, CAPEX prioritization, and supply chain engagement, ensuring a consistent approach from site-level planning to enterprise-level governance.
[Add row]

(2.2.7) Are the interconnections between environmental dependencies, impacts, risks and/or opportunities assessed?

(2.2.7.1) Interconnections between environmental dependencies, impacts, risks and/or opportunities assessed

Select from:
☑ Yes

(2.2.7.2) Description of how interconnections are assessed

Overall climate risk is measured both by the potential magnitude of risks, resilience to those impacts, and the value or importance of what is vulnerable. For a company like EnerSys, climate change also poses unique opportunities. Like other climate technology providers, our products play an essential role in the transition to a low-carbon economy, which can increase profits while mitigating risks. In 2024, our process for assessing interconnections between environmental dependencies, impacts, risks, and opportunities was strengthened through enhanced TCFD-aligned scenario analysis across 1.5°C, 2°C, and ~3°C pathways. This modeling quantifies short-, medium-, and long-term financial effects of both chronic and acute physical risks, as well as transition risks and opportunities in policy, market, technology, and reputation categories. The Climate Action Plan Committee, Green Revolving Fund, and Supplier Innovation Council now serve as cross-functional platforms to translate identified interconnections into coordinated mitigation or opportunity-capture projects. Updated geospatial tools (CMRA, FEMA Risk Index, WRI Aqueduct, En-ROADS) provide site-specific overlays for physical risks such as temperature increase, water stress, and coastal flooding, allowing us to map where multiple environmental factors intersect and compound impacts. This integrated approach enables us to evaluate how dependencies (e.g., water availability), impacts (e.g., production efficiency), risks (e.g., carbon pricing), and opportunities (e.g., increased demand for energy storage) interact, and to incorporate these relationships directly into strategic planning, capital allocation, and supply chain engagement.
[Fixed row]

(2.3) Have you identified priority locations across your value chain?

(2.3.1) Identification of priority locations

Select from:

☑ Yes, we have identified priority locations

(2.3.2) Value chain stages where priority locations have been identified

Select all that apply

☑ Direct operations

(2.3.3) Types of priority locations identified

Sensitive locations

☑ Other sensitive location, please specify :Areas of high risk per Climate Risk Index (CRI)

(2.3.4) Description of process to identify priority locations

To identify priority locations, overall climate risk is measured both by the potential magnitude of risks, resilience to those impacts, and the value or importance of what is vulnerable. Geography plays a crucial role in evaluating our overall climate risk and resilience, as it defines not only the physical environment but also the socio-economic conditions that impact vulnerability. Per the Climate Risk Index (CRI), we evaluated each of our locations by level of country risk, categorizing risk levels as high, medium, or low. In 2024, we enhanced this process with updated TCFD-aligned scenario analysis across 1.5°C, 2°C, and ~3°C pathways, applying the results to both chronic risk factors (temperature increase, water stress, sea level rise/coastal flooding) and acute hazards (extreme weather, flooding, wildfire, storms). For acute physical risks, FEMA's Risk Index is used to determine location scores based on expected annual loss, social vulnerability, and community resilience. For chronic risks, site-specific overlays from CMRA Climate Mapping, WRI Aqueduct, and the IPCC WGI Interactive Atlas are applied to evaluate projected temperature anomalies, precipitation changes, and water availability by 2035 and beyond. The Climate Action Plan Committee, supported by the Green Revolving Fund and Supplier Innovation Council, uses this priority location mapping to target capital projects for risk mitigation and opportunity capture. This ensures that identified high-risk or high-opportunity sites are prioritized for investments such as renewable energy deployment, water recycling infrastructure, and resilience upgrades. The resulting list and spatial map of priority EnerSys locations are provided in our TCFD report and are used to guide site-level adaptation measures, supply chain engagement, and CAPEX allocation.

(2.3.5) Will you be disclosing a list/spatial map of priority locations?

Select from:

☑ Yes, we will be disclosing the list/geospatial map of priority locations

(2.3.6) Provide a list and/or spatial map of priority locations

Priority_Locations.pdf
[Fixed row]

(2.4) How does your organization define substantive effects on your organization?

Risks

(2.4.1) Type of definition

Select all that apply
☑ Quantitative

(2.4.2) Indicator used to define substantive effect

Select from:
☑ Revenue

(2.4.3) Change to indicator

Select from:
☑ % decrease

(2.4.4) % change to indicator

Select from:
☑ 1-10

(2.4.6) Metrics considered in definition

Select all that apply
☑ Time horizon over which the effect occurs

(2.4.7) Application of definition

To quantify the extent to which a climate-related risk is material to our company's operations and financial performance, we apply a general threshold of one percent (1%) of annual revenue as a trigger for materiality. In 2024, this approach was enhanced with outputs from our updated TCFD-aligned scenario analysis, which models the financial impact of identified risks under 1.5°C, 2°C, and ~3°C pathways across short-, medium-, and long-term horizons. This includes quantified impacts for physical risks (e.g., increased cooling energy costs, insurance premium escalation, water stress) and transition risks (e.g., carbon pricing, policy compliance costs). Risk impacts are evaluated at the site, business unit, and enterprise level to determine whether they meet or exceed the materiality threshold, ensuring that both localized and enterprise-scale risks are captured in capital allocation and strategic planning.

Opportunities

(2.4.1) Type of definition

Select all that apply

☑ Quantitative

(2.4.2) Indicator used to define substantive effect

Select from:

☑ Revenue

(2.4.3) Change to indicator

Select from:

☑ % increase

(2.4.4) % change to indicator

Select from:

☑ 1-10

(2.4.6) Metrics considered in definition

Select all that apply

☑ Time horizon over which the effect occurs

(2.4.7) Application of definition

To quantify the extent to which a climate-related opportunity is material to our company's operations and financial performance, we apply a general threshold of one percent (1%) of annual revenue as a trigger for materiality. In 2024, this approach was expanded to incorporate quantified opportunity values from our TCFD scenario analysis, including recurring benefits such as Section 45X Advanced Manufacturing Production Credits ($120–$160M/year through 2032), operational cost savings from efficiency measures, and revenue growth potential from increased demand for energy storage and grid resilience solutions. Opportunities are evaluated over short-, medium-, and long-term horizons to determine whether the modeled financial benefit exceeds the materiality threshold, with results integrated into capital planning, the Climate Action Plan Roadmap, and prioritization of Green Revolving Fund investments.
[Add row]

(2.5) Does your organization identify and classify potential water pollutants associated with its activities that could have a detrimental impact on water ecosystems or human health?

(2.5.1) Identification and classification of potential water pollutants

Select from:

☑ No, we do not identify and classify our potential water pollutants

(2.5.3) Please explain

We monitor, control, and aim to eliminate environmental emissions, discharges, accidental pollution, and wastes from our operations. Wastewater discharges are monitored per regulatory requirements, though we do not currently track priority substances under Annex I to Directive 2013/39/EU. In 2024, the Climate Action Plan Committee and Supplier Innovation Council expanded our environmental data management to integrate water quality metrics into sustainability reporting. We have begun location-specific assessments in high water-stress regions per our TCFD analysis and are evaluating enhanced monitoring aligned with international standards to enable future classification of potential water pollutants in our risk assessment process.
[Fixed row]

C3. Disclosure of risks and opportunities

(3.1) Have you identified any environmental risks which have had a substantive effect on your organization in the reporting year, or are anticipated to have a substantive effect on your organization in the future?

Climate change

(3.1.1) Environmental risks identified

Select from:

☑ Yes, both in direct operations and upstream/downstream value chain

Water

(3.1.1) Environmental risks identified

Select from:

☑ Yes, both in direct operations and upstream/downstream value chain

Plastics

(3.1.1) Environmental risks identified

Select from:

☑ No

(3.1.2) Primary reason why your organization does not consider itself to have environmental risks in your direct operations and/or upstream/downstream value chain

Select from:

☑ Environmental risks exist, but none with the potential to have a substantive effect on our organization

(3.1.3) Please explain

Waste generation, handling and disposal are managed at the facility levels based on the type of operations and applicable regulatory requirements. We track all waste materials with the paperwork required by regulation to account for our impact appropriately. Where appropriate, we employ expert third-party contractors to manage our waste responsibly. Our lead battery manufacturing facilities produce the largest volume of waste materials in our operations, such as scrap and off-specification parts and hazardous materials. However, most of these materials are recovered through recycling and reused in our products as recycled raw materials, including plastics. 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. 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.
[Fixed row]

(3.1.1) Provide details of the environmental risks identified which have had a substantive effect on your organization in the reporting year, or are anticipated to have a substantive effect on your organization in the future.

Climate change

(3.1.1.1) Risk identifier

Select from:
☑ Risk1

(3.1.1.3) Risk types and primary environmental risk driver

Chronic physical
☑ Changing temperature (air, freshwater, marine water)

(3.1.1.4) Value chain stage where the risk occurs

Select from:
☑ Direct operations

(3.1.1.6) Country/area where the risk occurs

Select all that apply

☑ Chile
☑ China
☑ India
☑ Italy
☑ Japan
☑ Mexico
☑ Poland
☑ Sweden
☑ Turkey
☑ Austria
☑ Morocco
☑ Bulgaria
☑ Malaysia
☑ Slovakia
☑ Argentina
☑ New Zealand
☑ Philippines
☑ Switzerland
☑ United Arab Emirates
☑ United States of America
☑ Spain
☑ Brazil
☑ Canada
☑ France
☑ Greece
☑ Belgium
☑ Czechia
☑ Finland
☑ Germany
☑ Hungary
☑ Australia
☑ Singapore
☑ Kazakhstan
☑ Luxembourg
☑ Netherlands
☑ United Kingdom of Great Britain and Northern Ireland

(3.1.1.9) Organization-specific description of risk

Our latest TCFD report identified three primary chronic physical risks: temperature increase, sea level rise, and water stress. The impacts include higher energy prices and increased energy consumption for facility cooling (with modeled increases of ~7,300 GJ short-term, ~18,300 GJ medium-term, and up to ~51,300 GJ long-term under 2°C and ~3°C scenarios). The TCFD also identifies potential long-term impacts from workforce health and safety concerns, such as heat-related illness, mental health strain, and exposure to emerging infectious diseases, that could reduce productivity or cause lost-time incidents.

(3.1.1.11) Primary financial effect of the risk

Select from:

☑ Increased indirect [operating] costs

(3.1.1.12) Time horizon over which the risk is anticipated to have a substantive effect on the organization

Select all that apply

☑ Medium-term

☑ Long-term

(3.1.1.13) Likelihood of the risk having an effect within the anticipated time horizon

Select from:

☑ Likely

(3.1.1.14) Magnitude

Select from:

☑ Medium

(3.1.1.16) Anticipated effect of the risk on the financial position, financial performance and cash flows of the organization in the selected future time horizons

Increased energy consumption for cooling due to higher average temperatures is projected to result in additional electricity demand of ~7,300 GJ short-term, ~18,300 GJ medium-term, and up to ~51,300 GJ long-term under both 2°C and ~3°C scenarios. Operating under a 1.5°C pathway could avoid ~$500,000 in long-term costs compared to higher-temperature scenarios. Higher per-unit energy prices during peak demand periods will increase operating costs, while workforce health and safety risks from extreme heat could reduce productivity, potentially causing lost revenue and higher labor costs.

(3.1.1.17) Are you able to quantify the financial effect of the risk?

Select from:

☑ No

(3.1.1.26) Primary response to risk

Infrastructure, technology and spending

☑ Other infrastructure, technology and spending, please specify :Increase renewable energy at facilities

(3.1.1.27) Cost of response to risk

0

(3.1.1.28) Explanation of cost calculation

For this reporting cycle, EnerSys has entered “0” as the cost of response to risk as a placeholder. While we do incur costs associated with implementing our climate and environmental risk mitigation measures, we are not disclosing specific monetary values at this time. This approach reflects our current position on external disclosure of cost data and is consistent with our internal risk assessment and reporting processes. The “0” entry should not be interpreted as an absence of spend on these activities, but rather as a non-disclosure choice for the purposes of this submission.

(3.1.1.29) Description of response

EnerSys battery storage solutions improve the resiliency of communities, our customers, and the electrical grid by providing reliable power in unpredictable conditions, reducing operational volatility from climate-driven energy price spikes. In 2024, we advanced our Climate Action Plan Roadmap, targeting five high-impact manufacturing campuses for Scope 1 decarbonization and integrating scenario-based risk modeling into capital planning. We continue to pursue onsite renewable energy generation, electrification of high-heat processes, and operational energy efficiency; measures that lower long-term costs and mitigate temperature-related production risks. Our DOE Better Plants Program partnership supports our 25% energy intensity reduction target by 2030 (vs. 2020). We use our own battery storage technology to optimize load-shifting, enabling electricity use during off-peak pricing periods and lowering exposure to market volatility.

Water

(3.1.1.1) Risk identifier

Select from:

☑ Risk2

(3.1.1.3) Risk types and primary environmental risk driver

Chronic physical

☑ Water stress

(3.1.1.4) Value chain stage where the risk occurs

Select from:

☑ Direct operations

(3.1.1.6) Country/area where the risk occurs

Select all that apply

☑ China

☑ Mexico

(3.1.1.7) River basin where the risk occurs

Select all that apply

☑ Bravo

☑ Yangtze River (Chang Jiang)

☑ Other, please specify :Tijuana River

(3.1.1.9) Organization-specific description of risk

Our latest TCFD report identified water stress as a material risk, affecting both operations and supply chain resilience. Precipitation modeling shows that 16 of our U.S. facilities are in regions expected to see >2% annual precipitation decline by 2035, with four locations experiencing >5% declines. We use water as an essential input to many of our battery production processes, including preparing electrolytes, plate manufacturing, battery formation, and facility/equipment washing. Increased water scarcity due to extended drought and increased water demand can impact production capabilities, revenues, and the livelihoods of our employees. I

(3.1.1.11) Primary financial effect of the risk

Select from:

☑ Decreased revenues due to reduced production capacity

(3.1.1.12) Time horizon over which the risk is anticipated to have a substantive effect on the organization

Select all that apply

☑ Medium-term

☑ Long-term

(3.1.1.13) Likelihood of the risk having an effect within the anticipated time horizon

Select from:

☑ Likely

(3.1.1.14) Magnitude

Select from:

☑ Medium

(3.1.1.16) Anticipated effect of the risk on the financial position, financial performance and cash flows of the organization in the selected future time horizons

Precipitation modeling shows 16 of our U.S. facilities may see >2% annual precipitation decline by 2035, with four locations exceeding >5% decline. These trends may exacerbate water scarcity, particularly in high-demand or drought-prone regions, increasing the cost of sourcing, treating, and recycling water. Upgrading to advanced water recycling equipment could require significant capital investment, while disruptions in water supply could delay production and reduce output. In 2024, we completed CDP's water questionnaire for the first time, receiving a B rating, reflecting both proactive management and recognition of exposure to material water-related risk.

(3.1.1.17) Are you able to quantify the financial effect of the risk?

Select from:

☑ No

(3.1.1.26) Primary response to risk

Infrastructure, technology and spending

☑ Adopt water efficiency, water reuse, recycling and conservation practices

(3.1.1.27) Cost of response to risk

0

(3.1.1.28) Explanation of cost calculation

For this reporting cycle, EnerSys has entered "0" as the cost of response to risk as a placeholder. While we do incur costs associated with implementing our climate and environmental risk mitigation measures, we are not disclosing specific monetary values at this time. This approach reflects our current position on external disclosure of cost data and is consistent with our internal risk assessment and reporting processes. The "0" entry should not be interpreted as an absence of spend on these activities, but rather as a non-disclosure choice for the purposes of this submission.

(3.1.1.29) Description of response

In 2024, we further integrated water risk mapping into facility planning, prioritizing investment in higher-risk geographies identified in the TCFD scenario analysis. We continue to advance our water stewardship commitments under the U.N. CEO Water Mandate and maintain our target to reduce water intensity per kWh of storage produced by 25% by 2030 (vs. 2020). We are also evaluating technology upgrades that could expand water recycling rates beyond current capability, lowering total withdrawals and mitigating cost exposure. These measures are funded in part through our Green Revolving Fund, which reinvests efficiency savings into further sustainability initiatives.

Climate change

(3.1.1.1) Risk identifier

Select from:

☑ Risk3

(3.1.1.3) Risk types and primary environmental risk driver

Chronic physical

☑ Other chronic physical risk, please specify

(3.1.1.4) Value chain stage where the risk occurs

Select from:

☑ Direct operations

(3.1.1.6) Country/area where the risk occurs

Select all that apply

☑ United States of America

(3.1.1.9) Organization-specific description of risk

Extreme weather and natural disasters, including floods, hurricanes, wildfires, heat waves, tornadoes, hailstorms, and severe winter storms, can damage human health and safety, communities, and infrastructure. While these hazards differ, they can have similar operational and financial impacts on EnerSys. FEMA Risk Index mapping shows that several of our U.S. facilities are located in "High" or "Very High" climate hazard counties, increasing exposure to capital loss, operational disruption, and workforce impacts. Additional risks identified include supply chain interruptions, increased insurance premiums, and asset losses from water, impact, or fire damage.

(3.1.1.11) Primary financial effect of the risk

Select from:

☑ Increased capital expenditures

(3.1.1.12) Time horizon over which the risk is anticipated to have a substantive effect on the organization

Select all that apply

☑ Short-term

☑ Medium-term

☑ Long-term

(3.1.1.13) Likelihood of the risk having an effect within the anticipated time horizon

Select from:

☑ More likely than not

(3.1.1.14) Magnitude

Select from:

☑ Medium

(3.1.1.16) Anticipated effect of the risk on the financial position, financial performance and cash flows of the organization in the selected future time horizons

Increased Capital Costs & Insurance Expenses (Short-, Medium-, & Long-term)- Increased frequency and intensity of extreme weather events like cyclones, hurricanes, tornadoes, hailstorms, winter storms, and more could cause significant damage to our facilities, increasing both capital expenditures and insurance

premiums. Asset Loss from Water, Impact, or Fire Damage (Short-, Medium-, & Long-term)- Potential asset loss due to extreme weather includes facilities, equipment, data storage, and inventory. FEMA Risk Index mapping shows several U.S. facilities in "High" or "Very High" hazard counties, increasing the likelihood of capital damage, insurance premium escalation, operational downtime, and supply chain delays. Impacts could include asset losses (facilities, equipment, inventory), higher logistics costs, and lost revenue from delayed customer deliveries.

(3.1.1.17) Are you able to quantify the financial effect of the risk?

Select from:

☑ No

(3.1.1.26) Primary response to risk

Policies and plans

☑ Other policies or plans, please specify :Climate planning, developed emergency and contingency plans

(3.1.1.27) Cost of response to risk

0

(3.1.1.28) Explanation of cost calculation

For this reporting cycle, EnerSys has entered "0" as the cost of response to risk as a placeholder. While we do incur costs associated with implementing our climate and environmental risk mitigation measures, we are not disclosing specific monetary values at this time. This approach reflects our current position on external disclosure of cost data and is consistent with our internal risk assessment and reporting processes. The "0" entry should not be interpreted as an absence of spend on these activities, but rather as a non-disclosure choice for the purposes of this submission.

(3.1.1.29) Description of response

We have enhanced emergency preparedness through site-specific contingency plans informed by updated climate risk mapping. In 2024, we refined our disaster readiness playbooks with site-level climate risk assessments and invested in backup energy systems using our own battery storage technology, ensuring operational continuity during grid outages. These actions also enhance customer perception of EnerSys as a resilient supply partner.

Climate change

(3.1.1.1) Risk identifier

Select from:

☑ Risk4

(3.1.1.3) Risk types and primary environmental risk driver

Policy

☑ Carbon pricing mechanisms

(3.1.1.4) Value chain stage where the risk occurs

Select from:

☑ Direct operations

(3.1.1.6) Country/area where the risk occurs

Select all that apply

☑ China

☑ Brazil

☑ France

☑ Mexico

☑ Poland

☑ United States of America

(3.1.1.9) Organization-specific description of risk

The introduction and/or expansion of carbon pricing mechanisms in markets where we have a presence may create market demand for our products while potentially also impacting our operating costs, directly and indirectly, depending on the carbon pricing policy. Based on modeled scenarios in the 2024 TCFD report, potential Scope 1 cost impacts range from $1.6 million (long-term, 3°C pathway) to $18 million (long-term, 1.5°C pathway), with short-term costs between $400k and $900k depending on scenario. EnerSys is establishing an initial internal carbon price of ~$200/mt$CO_2$e for Scope 1 emissions, applied to project evaluations when considering transitions away from fossil fuels within our operations.

(3.1.1.11) Primary financial effect of the risk

Select from:

☑ Increased compliance costs

(3.1.1.12) Time horizon over which the risk is anticipated to have a substantive effect on the organization

Select all that apply

☑ Short-term

☑ Medium-term

☑ Long-term

(3.1.1.13) Likelihood of the risk having an effect within the anticipated time horizon

Select from:

☑ More likely than not

(3.1.1.14) Magnitude

Select from:

☑ Medium

(3.1.1.16) Anticipated effect of the risk on the financial position, financial performance and cash flows of the organization in the selected future time horizons

Regardless of the policy mechanisms, carbon pricing has a downstream cost effect – impacting costs by adding a direct cost or increasing the cost of fuels. Based on modeled scenarios, potential Scope 1 carbon cost impacts range from $1.6 million (long-term, 3°C pathway) to $18 million (long-term, 1.5°C pathway), with short-term costs between $400k and $900k. These costs could directly impact operating margins unless offset by efficiency, fuel-switching, or credit generation strategies.

(3.1.1.17) Are you able to quantify the financial effect of the risk?

Select from:

☑ No

(3.1.1.26) Primary response to risk

Pricing and credits

☑ Other pricing or credit, please specify

(3.1.1.27) Cost of response to risk

0

(3.1.1.28) Explanation of cost calculation

For this reporting cycle, EnerSys has entered “0” as the cost of response to risk as a placeholder. While we do incur costs associated with implementing our climate and environmental risk mitigation measures, we are not disclosing specific monetary values at this time. This approach reflects our current position on external disclosure of cost data and is consistent with our internal risk assessment and reporting processes. The “0” entry should not be interpreted as an absence of spend on these activities, but rather as a non-disclosure choice for the purposes of this submission.

(3.1.1.29) Description of response

EnerSys is establishing an initial carbon price of ~$200/mt$CO_2$e for Scope 1 emissions, applied to evaluate and prioritize projects transitioning away from fossil fuels. We actively monitor carbon policy developments and participate in scenario analysis to anticipate the trajectories of compliance costs. Our Climate Action Plan Roadmap includes early-phase electrification and renewable integration projects designed to pre-empt exposure to higher carbon prices in aggressive decarbonization scenarios.
[Add row]

(3.1.2) Provide the amount and proportion of your financial metrics from the reporting year that are vulnerable to the substantive effects of environmental risks.

Climate change

(3.1.2.1) Financial metric

Select from:
☑ OPEX

(3.1.2.2) Amount of financial metric vulnerable to transition risks for this environmental issue (unit currency as selected in 1.2)

650000

(3.1.2.3) % of total financial metric vulnerable to transition risks for this environmental issue

Select from:

☑ Less than 1%

(3.1.2.4) Amount of financial metric vulnerable to physical risks for this environmental issue (unit currency as selected in 1.2)

2580000

(3.1.2.5) % of total financial metric vulnerable to physical risks for this environmental issue

Select from:

☑ Less than 1%

(3.1.2.7) Explanation of financial figures

The amounts disclosed are derived from EnerSys 2024 TCFD scenario analysis of both transition and physical climate-related risks, expressed as portions of FY2024 total OPEX ($589.6M). Transition risk amount ($0.65M; 0–<1%) represents the midpoint of modeled short-term Scope 1 carbon pricing exposure ($0.4–$0.9M) under 1.5°C, 2°C, and ~3°C pathways, as quantified in the TCFD (Table 2.12). This cost reflects regulatory and policy-driven increases in operating expenses tied to carbon pricing mechanisms. Physical risk amount ($2.58M; 0–<1%) is estimated from TCFD chronic and acute risk analysis, including increased cooling energy requirements (~7,300 GJ short-term across scenarios) multiplied by average electricity cost assumptions, and incremental insurance premium exposure for facilities located in FEMA "High" or "Very High" risk counties. This captures OPEX susceptible to physical climate hazards such as extreme heat, hurricanes, floods, and severe storms. Vulnerability percentages are calculated by dividing each risk amount by the total FY2024 OPEX and rounding to the nearest CDP range.

Water

(3.1.2.1) Financial metric

Select from:

☑ Other, please specify :NA

(3.1.2.2) Amount of financial metric vulnerable to transition risks for this environmental issue (unit currency as selected in 1.2)

0

(3.1.2.3) % of total financial metric vulnerable to transition risks for this environmental issue

Select from:
☑ Less than 1%

(3.1.2.4) Amount of financial metric vulnerable to physical risks for this environmental issue (unit currency as selected in 1.2)

0

(3.1.2.5) % of total financial metric vulnerable to physical risks for this environmental issue

Select from:
☑ Less than 1%

(3.1.2.7) Explanation of financial figures

For this reporting cycle, we are not disclosing the specific monetary amount vulnerable to water-related risks. A placeholder of "0" and "<1%" has been entered to indicate that any such vulnerability is currently being withheld from disclosure. This approach is consistent with our internal risk assessment process and reflects our current position on external disclosure, while continuing to monitor and manage water-related risks identified in our TCFD analysis.
[Add row]

(3.2) Within each river basin, how many facilities are exposed to substantive effects of water-related risks, and what percentage of your total number of facilities does this represent?

Row 1

(3.2.1) Country/Area & River basin

Mexico
☑ Bravo

(3.2.2) Value chain stages where facilities at risk have been identified in this river basin

Select all that apply

☑ Direct operations

(3.2.3) Number of facilities within direct operations exposed to water-related risk in this river basin

1

Row 2

(3.2.1) Country/Area & River basin

China

☑ Yangtze River (Chang Jiang)

(3.2.2) Value chain stages where facilities at risk have been identified in this river basin

Select all that apply

☑ Direct operations

(3.2.3) Number of facilities within direct operations exposed to water-related risk in this river basin

1

Row 3

(3.2.1) Country/Area & River basin

Mexico

☑ Tijuana (Tia Juana)

(3.2.2) Value chain stages where facilities at risk have been identified in this river basin

Select all that apply

☑ Direct operations

(3.2.3) Number of facilities within direct operations exposed to water-related risk in this river basin

1

[Add row]

(3.3) In the reporting year, was your organization subject to any fines, enforcement orders, and/or other penalties for water-related regulatory violations?

	Water-related regulatory violations
	Select from: ☑ No

[Fixed row]

(3.5) Are any of your operations or activities regulated by a carbon pricing system (i.e. ETS, Cap & Trade or Carbon Tax)?

Select from:

☑ No, and we do not anticipate being regulated in the next three years

(3.6) Have you identified any environmental opportunities which have had a substantive effect on your organization in the reporting year, or are anticipated to have a substantive effect on your organization in the future?

	Environmental opportunities identified
Climate change	*Select from:* ☑ Yes, we have identified opportunities, and some/all are being realized
Water	*Select from:* ☑ Yes, we have identified opportunities, and some/all are being realized

[Fixed row]

(3.6.1) Provide details of the environmental opportunities identified which have had a substantive effect on your organization in the reporting year, or are anticipated to have a substantive effect on your organization in the future.

Climate change

(3.6.1.1) Opportunity identifier

Select from:
☑ Opp1

(3.6.1.3) Opportunity type and primary environmental opportunity driver

Capital flow and financing
☑ Access to new financing options

(3.6.1.4) Value chain stage where the opportunity occurs

Select from:
☑ Direct operations

(3.6.1.5) Country/area where the opportunity occurs

Select all that apply

☑ Chile
☑ China
☑ India
☑ Italy
☑ Japan
☑ Mexico
☑ Poland
☑ Sweden
☑ Turkey
☑ Austria
☑ Morocco
☑ Bulgaria
☑ Malaysia
☑ Slovakia
☑ Argentina
☑ New Zealand
☑ Philippines
☑ Switzerland
☑ United Arab Emirates
☑ United States of America
☑ Spain
☑ Brazil
☑ Canada
☑ France
☑ Greece
☑ Belgium
☑ Czechia
☑ Finland
☑ Germany
☑ Hungary
☑ Australia
☑ Singapore
☑ Kazakhstan
☑ Luxembourg
☑ Netherlands
☑ United Kingdom of Great Britain and Northern Ireland

(3.6.1.8) Organization specific description

With the transition to a low-carbon economy, access to capital is essential to fund potential new investments and provide financing to cover upfront fixed costs not supported by operating cash flows. This transition provides opportunities to enter new and diverse markets, leverage public-sector incentives, and access climate-related financing mechanisms that can directly reduce our cost of capital. Through collaboration with governments, development banks, entrepreneurs, and community groups, EnerSys can uncover additional financing opportunities. In 2024, we expanded our financing capabilities through the Climate Action Plan Roadmap, establishing an internal Green Revolving Fund to self-finance sustainability projects using realized savings, and through our acquisition of Bren-Tronics, enhancing eligibility for U.S. Department of Defense and clean energy production credits. Per the December 13, 2023, issuance of proposed regulations by the U.S.

Department of the Treasury regarding the Advanced Manufacturing Production Credit – Section 45X of the Internal Revenue Code, EnerSys expects the annual tax credit range to be approximately $135–$175 million through December 31, 2032, based on current qualifying U.S. production volumes. Credits from this program are expected to continue through 2032, with certain phase-outs occurring in 2030, 2031, and 2032. (3.6.1.9

(3.6.1.9) Primary financial effect of the opportunity

Select from:

☑ Increased access to capital

(3.6.1.10) Time horizon over which the opportunity is anticipated to have a substantive effect on the organization

Select all that apply

☑ Short-term

☑ Medium-term

☑ Long-term

(3.6.1.11) Likelihood of the opportunity having an effect within the anticipated time horizon

Select from:

☑ Likely (66–100%)

(3.6.1.12) Magnitude

Select from:

☑ Medium

(3.6.1.14) Anticipated effect of the opportunity on the financial position, financial performance and cash flows of the organization in the selected future time horizons

Increased subsidies, tax credits, grants, and low-cost capital programs for renewable energy and advanced manufacturing technology will reduce capital constraints, decrease costs, and provide funding capacity for capital-intensive decarbonization and electrification initiatives. Under current U.S. policy, the Section 45X Advanced Manufacturing Production Credit is expected to generate $135–$175 million annually in tax credits through December 31, 2032, based on qualifying U.S. production volumes. Further climate commitments by governments, particularly under 2 °C and 1.5 °C scenarios, are expected to increase both the available amounts and the duration of such programs. The resulting financial effect is anticipated to strengthen liquidity, support infrastructure renewal, and enable continued investment in low-carbon manufacturing capabilities.

(3.6.1.15) Are you able to quantify the financial effects of the opportunity?

Select from:

☑ Yes

(3.6.1.17) Anticipated financial effect figure in the short-term - minimum (currency)

135000000

(3.6.1.18) Anticipated financial effect figure in the short-term – maximum (currency)

175000000

(3.6.1.19) Anticipated financial effect figure in the medium-term - minimum (currency)

13500000

(3.6.1.20) Anticipated financial effect figure in the medium-term - maximum (currency)

175000000

(3.6.1.21) Anticipated financial effect figure in the long-term - minimum (currency)

135000000

(3.6.1.22) Anticipated financial effect figure in the long-term – maximum (currency)

175000000

(3.6.1.23) Explanation of financial effect figures

Figures are based on the estimated annual value of U.S. federal Section 45X Advanced Manufacturing Production Credits for qualifying battery production volumes, as outlined in the December 13, 2023, U.S. Treasury proposed regulations and reported in EnerSys December 19, 2023, press release. The low ($120M) and high ($160M) estimates reflect forecasted annual production volumes at eligible U.S. facilities and the per-unit credit rate. Current policy provisions authorize credits through December 31, 2032, with phase-out beginning in 2030 for certain products. Medium- and long-term figures assume steady production volumes and no

legislative changes beyond those in effect as of 2024. Additional upside potential exists under more ambitious climate policy pathways (as modeled in the TCFD 2°C and 1.5°C scenarios), which could increase the credit amount or extend the program beyond 2032; these values have not yet been quantified.

(3.6.1.24) Cost to realize opportunity

0

(3.6.1.25) Explanation of cost calculation

For this reporting cycle, EnerSys has entered "0" as the cost to realize this opportunity as a placeholder. While we do incur costs associated with securing and maintaining eligibility for Section 45X Advanced Manufacturing Production Credits and other financing programs (e.g., facility upgrades, compliance, and administration), we are not disclosing the specific monetary values at this time. This approach reflects our current position on external disclosure of opportunity realization costs and is consistent with our internal reporting policies. The "0" entry should not be interpreted as the absence of costs but rather as a deliberate non-disclosure for the purposes of this submission.

(3.6.1.26) Strategy to realize opportunity

Maintain and expand strong relationships with government agencies, industry associations, development banks, and impact investors to identify and secure climate-related financing. Leverage our internal Green Revolving Fund, established in 2024 under the Climate Action Plan Roadmap, to reinvest operational cost savings into new sustainability projects, creating a self-sustaining funding cycle. Maximize utilization of Section 45X credits through production optimization at qualifying U.S. facilities, including those enhanced by the Bren-Tronics acquisition, and ensure timely compliance with eligibility requirements. Actively participate in targeted programs such as the DOE Better Plants Program, U.N. CEO Water Mandate, and Alliance to Save Energy to position EnerSys for additional grant and incentive eligibility. Integrate TCFD scenario-based financial modeling into capital planning to prioritize projects that deliver both financial returns and climate resilience benefits, ensuring that financing opportunities are aligned with long-term decarbonization goals.

Water

(3.6.1.1) Opportunity identifier

Select from:

☑ Opp2

(3.6.1.3) Opportunity type and primary environmental opportunity driver

Resource efficiency

☑ Reduced water usage and consumption

(3.6.1.4) Value chain stage where the opportunity occurs

Select from:

☑ Direct operations

(3.6.1.5) Country/area where the opportunity occurs

Select all that apply

☑ Chile
☑ China
☑ India
☑ Italy
☑ Japan
☑ Poland
☑ Sweden
☑ Austria
☑ Belgium
☑ Czechia
☑ Malaysia
☑ Slovakia
☑ Argentina
☑ Australia
☑ Singapore
☑ Switzerland
☑ United Arab Emirates
☑ United States of America
☑ United Kingdom of Great Britain and Northern Ireland
☑ Spain
☑ Brazil
☑ Canada
☑ France
☑ Mexico
☑ Finland
☑ Germany
☑ Hungary
☑ Morocco
☑ Bulgaria
☑ Kazakhstan
☑ Luxembourg
☑ Netherlands
☑ New Zealand
☑ Philippines

(3.6.1.6) River basin where the opportunity occurs

Select all that apply

☑ Unknown

(3.6.1.8) Organization specific description

Water plays a crucial role 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. TCFD water stress analysis identifies 16 U.S. sites with projected ≥2% precipitation decline by 2035, and four sites with >5% decline, highlighting the need for process efficiency and water recycling. In 2024, we achieved a CDP Water score of "B" in our first submission, reflecting both proactive management and recognition of risk exposure.

(3.6.1.9) Primary financial effect of the opportunity

Select from:

☑ Reduced direct costs

(3.6.1.10) Time horizon over which the opportunity is anticipated to have a substantive effect on the organization

Select all that apply

☑ Short-term

☑ Medium-term

☑ Long-term

(3.6.1.11) Likelihood of the opportunity having an effect within the anticipated time horizon

Select from:

☑ Likely (66–100%)

(3.6.1.12) Magnitude

Select from:

☑ Medium

(3.6.1.14) Anticipated effect of the opportunity on the financial position, financial performance and cash flows of the organization in the selected future time horizons

Recognizing water efficiency gains through reduced consumption and recycling can lower direct operating costs, mitigate potential water tariff increases, and reduce capital outlay for water procurement or treatment. Under increased water stress scenarios, avoided cost benefits are expected to grow as scarcity and regulatory measures drive water prices upward. Savings also enhance operational resilience, sustaining production capacity and revenue in constrained water environments.

(3.6.1.15) Are you able to quantify the financial effects of the opportunity?

Select from:

☑ No

(3.6.1.24) Cost to realize opportunity

0

(3.6.1.25) Explanation of cost calculation

For this reporting cycle, EnerSys has entered "0" as the cost to realize this opportunity as a placeholder. While we do incur costs associated with implementing water efficiency and recycling projects at manufacturing facilities, we are not disclosing specific monetary values at this time. This approach reflects our current position on external disclosure of opportunity realization costs and is consistent with our internal reporting policies. The "0" entry should not be interpreted as the absence of costs but rather as a deliberate non-disclosure for this submission.

(3.6.1.26) Strategy to realize opportunity

Continue investment in high-return water efficiency projects, funded through the Green Revolving Fund, with priority on facilities in high-stress geographies identified in our TCFD mapping. Maintain commitments under the U.N. CEO Water Mandate and achieve our 25% water intensity reduction target by 2030 (vs. 2020). Expand closed-loop recycling technologies across manufacturing campuses, with CAPEX prioritization based on TCFD scenario-informed risk tiers.

Climate change

(3.6.1.1) Opportunity identifier

Select from:

☑ Opp3

(3.6.1.3) Opportunity type and primary environmental opportunity driver

Reputational capital

☑ Reputational benefits resulting in increased demand for products/services

(3.6.1.4) Value chain stage where the opportunity occurs

Select from:

☑ Direct operations

(3.6.1.5) Country/area where the opportunity occurs

Select all that apply

☑ Chile
☑ China
☑ India
☑ Italy
☑ Japan
☑ Mexico
☑ Poland
☑ Sweden
☑ Turkey
☑ Austria
☑ Morocco
☑ Bulgaria
☑ Malaysia
☑ Slovakia
☑ Argentina
☑ New Zealand
☑ Philippines
☑ Switzerland
☑ United Arab Emirates
☑ United States of America
☑ Spain
☑ Brazil
☑ Canada
☑ France
☑ Greece
☑ Belgium
☑ Czechia
☑ Finland
☑ Germany
☑ Hungary
☑ Australia
☑ Singapore
☑ Kazakhstan
☑ Luxembourg
☑ Netherlands
☑ United Kingdom of Great Britain and Northern Ireland

(3.6.1.8) Organization specific description

We must meet customer expectations for sustainable operations, which could mean increased spending on new and more efficient technologies. Our TCFD analysis identifies reputational benefits as a driver of demand, particularly as customers seek suppliers with verifiable climate risk management and credible net-zero targets.

EnerSys proactive disclosure, including the Climate Action Plan Roadmap and high CDP and sustainability ratings, positions us favorably in markets with growing sustainable procurement requirements.

(3.6.1.9) Primary financial effect of the opportunity

Select from:

☑ Increased revenues resulting from increased demand for products and services

(3.6.1.10) Time horizon over which the opportunity is anticipated to have a substantive effect on the organization

Select all that apply

☑ Short-term

☑ Medium-term

☑ Long-term

(3.6.1.11) Likelihood of the opportunity having an effect within the anticipated time horizon

Select from:

☑ About as likely as not (33–66%)

(3.6.1.12) Magnitude

Select from:

☑ Medium

(3.6.1.14) Anticipated effect of the opportunity on the financial position, financial performance and cash flows of the organization in the selected future time horizons

Positive brand perception can enable revenue growth through customer retention and acquisition, especially in markets where supply chain transparency is a prerequisite. Anticipated impacts include incremental revenue from sustainability-conscious customers, lower bid attrition in government/defense tenders, and potentially reduced cost of capital from improved investor confidence.

(3.6.1.15) Are you able to quantify the financial effects of the opportunity?

Select from:

☑ No

(3.6.1.24) Cost to realize opportunity

0

(3.6.1.25) Explanation of cost calculation

For this reporting cycle, EnerSys has entered “0” as the cost to realize this opportunity as a placeholder. While we do incur costs for stakeholder engagement, sustainability disclosure, and operational improvements that support reputational benefits, we are not disclosing the specific monetary values at this time. This reflects our current position on external disclosure for these expenditures and is consistent with our internal reporting policies. The “0” entry should not be interpreted as the absence of costs but rather as a deliberate non-disclosure for this submission.

(3.6.1.26) Strategy to realize opportunity

Expand stakeholder engagement through customer advisory panels and sustainability-focused forums to shape product and operational strategies. Maintain transparent, third-party verified disclosures aligned with TCFD, SASB, GRI, and CSRD, ensuring credibility and competitive differentiation.

Climate change

(3.6.1.1) Opportunity identifier

Select from:
☑ Opp4

(3.6.1.3) Opportunity type and primary environmental opportunity driver

Products and services
☑ Increased sales of existing products and services

(3.6.1.4) Value chain stage where the opportunity occurs

Select from:
☑ Direct operations

(3.6.1.5) Country/area where the opportunity occurs

Select all that apply

☑ Chile
☑ China
☑ Italy
☑ Japan
☑ Spain
☑ Poland
☑ Sweden
☑ Turkey
☑ Austria
☑ Belgium
☑ Slovakia
☑ Argentina
☑ Australia
☑ Singapore
☑ Kazakhstan
☑ United Arab Emirates
☑ United Kingdom of Great Britain and Northern Ireland
☑ Brazil
☑ Canada
☑ France
☑ Greece
☑ Mexico
☑ Finland
☑ Germany
☑ Hungary
☑ Morocco
☑ Bulgaria
☑ Luxembourg
☑ Netherlands
☑ New Zealand
☑ Philippines
☑ Switzerland

(3.6.1.8) Organization specific description

Batteries help balance the variability of renewable energy sources by storing excess generation for later deployment and enabling grid resilience. Our TCFD scenarios indicate growing market demand for storage to support decarbonization pathways, with opportunities magnified in 2°C and 1.5°C scenarios due to accelerated renewable penetration.

(3.6.1.9) Primary financial effect of the opportunity

Select from:

☑ Increased revenues resulting from increased demand for products and services

(3.6.1.10) Time horizon over which the opportunity is anticipated to have a substantive effect on the organization

Select all that apply

☑ Short-term

☑ Medium-term

☑ Long-term

(3.6.1.11) Likelihood of the opportunity having an effect within the anticipated time horizon

Select from:

☑ Likely (66–100%)

(3.6.1.12) Magnitude

Select from:

☑ Medium

(3.6.1.14) Anticipated effect of the opportunity on the financial position, financial performance and cash flows of the organization in the selected future time horizons

Increased demand for renewable energy storage products is expected to boost operating cash flows and revenue across short-, medium-, and long-term horizons. Potential revenue expansion is further supported by EnerSys role in critical infrastructure sectors, enhancing resilience to economic cycles.

(3.6.1.15) Are you able to quantify the financial effects of the opportunity?

Select from:

☑ No

(3.6.1.24) Cost to realize opportunity

0

(3.6.1.25) Explanation of cost calculation

For this reporting cycle, EnerSys has entered "0" as the cost to realize this opportunity as a placeholder. While we do incur costs for production optimization, R&D, and customer engagement that support increased sales of existing products, we are not disclosing the specific monetary values at this time. This reflects our current position on external disclosure and is consistent with internal reporting policies. The "0" entry should not be interpreted as the absence of costs but rather as a deliberate non-disclosure for this submission.

(3.6.1.26) Strategy to realize opportunity

Position EnerSys products as climate resilience solutions in government and commercial procurement. Leverage case studies from top RE100 customers to demonstrate performance, reliability, and ROI of EnerSys technology in enabling their own net-zero and resilience targets.

Climate change

(3.6.1.1) Opportunity identifier

Select from:

☑ Opp5

(3.6.1.3) Opportunity type and primary environmental opportunity driver

Markets

☑ Stronger competitive advantage

(3.6.1.4) Value chain stage where the opportunity occurs

Select from:

☑ Direct operations

(3.6.1.5) Country/area where the opportunity occurs

Select all that apply

☑ Chile

☑ China

☑ Italy

☑ Japan

☑ Brazil

☑ Canada

☑ France

☑ Greece

☑ Spain
☑ Poland
☑ Sweden
☑ Turkey
☑ Austria
☑ Belgium
☑ Malaysia
☑ Slovakia
☑ Argentina
☑ Australia
☑ Singapore
☑ Switzerland
☑ United Arab Emirates
☑ United States of America
☑ United Kingdom of Great Britain and Northern Ireland
☑ Mexico
☑ Finland
☑ Germany
☑ Hungary
☑ Morocco
☑ Bulgaria
☑ Kazakhstan
☑ Luxembourg
☑ Netherlands
☑ New Zealand
☑ Philippines

(3.6.1.8) Organization specific description

Resilience to climate-related risks can positively impact customer perception, especially as supply chain transparency becomes mandatory in EU markets. Our TCFD mapping and FEMA hazard data provide a quantifiable resilience profile, enabling differentiation in bids where climate risk readiness is evaluated

(3.6.1.9) Primary financial effect of the opportunity

Select from:
☑ Increased revenues resulting from increased demand for products and services

(3.6.1.10) Time horizon over which the opportunity is anticipated to have a substantive effect on the organization

Select all that apply
☑ Short-term
☑ Medium-term
☑ Long-term

(3.6.1.11) Likelihood of the opportunity having an effect within the anticipated time horizon

Select from:

☑ Likely (66–100%)

(3.6.1.12) Magnitude

Select from:

☑ Medium

(3.6.1.14) Anticipated effect of the opportunity on the financial position, financial performance and cash flows of the organization in the selected future time horizons

Competitive advantage is expected to increase market share, sustain profitability, and create pricing power in climate-sensitive markets. May also reduce procurement friction and compliance costs in regions adopting strict climate risk disclosure requirements.

(3.6.1.15) Are you able to quantify the financial effects of the opportunity?

Select from:

☑ No

(3.6.1.24) Cost to realize opportunity

0

(3.6.1.25) Explanation of cost calculation

For this reporting cycle, EnerSys has entered "0" as the cost to realize this opportunity as a placeholder. While we do incur costs for climate risk mitigation measures that strengthen our competitive advantage, we are not disclosing the specific monetary values at this time. This is consistent with our current disclosure approach and internal reporting policies. The "0" entry should not be interpreted as the absence of costs but rather as a deliberate non-disclosure for this submission.

(3.6.1.26) Strategy to realize opportunity

Integrate TCFD scenario-based resilience analysis into RFP and customer proposal processes. Promote site-specific climate risk mitigation investments (e.g., backup storage, flood mitigation) as part of our sustainability value proposition.

Climate change

(3.6.1.1) Opportunity identifier

Select from:

☑ Opp6

(3.6.1.3) Opportunity type and primary environmental opportunity driver

Resource efficiency

☑ Cost savings

(3.6.1.4) Value chain stage where the opportunity occurs

Select from:

☑ Direct operations

(3.6.1.5) Country/area where the opportunity occurs

Select all that apply

☑ Chile
☑ China
☑ Italy
☑ Japan
☑ Brazil
☑ Sweden
☑ Turkey
☑ Austria
☑ Belgium
☑ Finland
☑ Slovakia
☑ Argentina
☑ Canada
☑ France
☑ Greece
☑ Mexico
☑ Poland
☑ Germany
☑ Hungary
☑ Morocco
☑ Bulgaria
☑ Malaysia
☑ Luxembourg
☑ Netherlands

☑ Australia
☑ Singapore
☑ Kazakhstan
☑ United Arab Emirates
☑ United States of America
☑ United Kingdom of Great Britain and Northern Ireland
☑ New Zealand
☑ Philippines
☑ Switzerland

(3.6.1.8) Organization specific description

Increasing the mix of renewables and low-carbon energy reduces exposure to fossil fuel price volatility. TCFD modeling indicates long-term avoided OPEX from efficiency and electrification measures, with compounding benefits in higher-carbon price scenarios.

(3.6.1.9) Primary financial effect of the opportunity

Select from:
☑ Reduced direct costs

(3.6.1.10) Time horizon over which the opportunity is anticipated to have a substantive effect on the organization

Select all that apply
☑ Medium-term
☑ Long-term

(3.6.1.11) Likelihood of the opportunity having an effect within the anticipated time horizon

Select from:
☑ Likely (66–100%)

(3.6.1.12) Magnitude

Select from:
☑ Medium

(3.6.1.14) Anticipated effect of the opportunity on the financial position, financial performance and cash flows of the organization in the selected future time horizons

Recognizing resource efficiency gains can reduce operating costs, improve margins, and free cash for reinvestment in growth initiatives. Avoided costs are expected to grow in line with carbon pricing escalation and grid decarbonization.

(3.6.1.15) Are you able to quantify the financial effects of the opportunity?

Select from:

☑ No

(3.6.1.24) Cost to realize opportunity

0

(3.6.1.25) Explanation of cost calculation

For this reporting cycle, EnerSys has entered "0" as the cost to realize this opportunity as a placeholder. While we do incur costs for energy, water, and waste efficiency projects that generate operational savings, we are not disclosing the specific monetary values at this time. This reflects our current position on external disclosure and is consistent with internal reporting policies. The "0" entry should not be interpreted as the absence of costs but rather as a deliberate non-disclosure for this submission.

(3.6.1.26) Strategy to realize opportunity

Continue to prioritize energy, water, and waste efficiency projects with the highest ROI, leveraging the Green Revolving Fund for rapid reinvestment. Accelerate electrification of high-energy processes (e.g., lead heating) and expand on-site renewable generation to hedge against both energy and carbon cost volatility.
[Add row]

(3.6.2) Provide the amount and proportion of your financial metrics in the reporting year that are aligned with the substantive effects of environmental opportunities.

Climate change

(3.6.2.1) Financial metric

Select from:

☑ Other, please specify :NA

(3.6.2.2) Amount of financial metric aligned with opportunities for this environmental issue (unit currency as selected in 1.2)

0

(3.6.2.3) % of total financial metric aligned with opportunities for this environmental issue

Select from:

☑ Less than 1%

(3.6.2.4) Explanation of financial figures

For this reporting cycle, EnerSys has entered “0” as a placeholder for the amount and "Less than 1%" proportion aligned with climate change-related opportunities. While we do invest in renewable energy, electrification, energy efficiency, and resilience projects that align with such opportunities, we are not disclosing the specific monetary values or percentages at this time. This approach reflects our current position on external disclosure of opportunity-aligned investment data and is consistent with our internal reporting policies. The “0” entry should not be interpreted as the absence of financial opportunity but rather as a deliberate non-disclosure for this submission.

Water

(3.6.2.1) Financial metric

Select from:

☑ Other, please specify :NA

(3.6.2.2) Amount of financial metric aligned with opportunities for this environmental issue (unit currency as selected in 1.2)

0

(3.6.2.3) % of total financial metric aligned with opportunities for this environmental issue

Select from:

☑ Less than 1%

(3.6.2.4) Explanation of financial figures

For this reporting cycle, EnerSys has entered “0” as a placeholder for the amount and "Less than 1%" proportion aligned with climate change-related opportunities. While we do invest in renewable energy, electrification, energy efficiency, and resilience projects that align with such opportunities, we are not disclosing the specific monetary values or percentages at this time. This approach reflects our current position on external disclosure of opportunity-aligned investment data and is consistent with our internal reporting policies. The “0” entry should not be interpreted as the absence of financial opportunity but rather as a deliberate non-disclosure for this submission.

[Add row]

C4. Governance

(4.1) Does your organization have a board of directors or an equivalent governing body?

(4.1.1) Board of directors or equivalent governing body

Select from:

☑ Yes

(4.1.2) Frequency with which the board or equivalent meets

Select from:

☑ Quarterly

(4.1.3) Types of directors your board or equivalent is comprised of

Select all that apply

☑ Executive directors or equivalent

☑ Non-executive directors or equivalent

☑ Independent non-executive directors or equivalent

(4.1.4) Board diversity and inclusion policy

Select from:

☑ No

[Fixed row]

(4.1.1) Is there board-level oversight of environmental issues within your organization?

	Board-level oversight of this environmental issue
Climate change	*Select from:* ☑ Yes
Water	*Select from:* ☑ Yes
Biodiversity	*Select from:* ☑ Yes

[Fixed row]

(4.1.2) Identify the positions (do not include any names) of the individuals or committees on the board with accountability for environmental issues and provide details of the board's oversight of environmental issues.

Climate change

(4.1.2.1) Positions of individuals or committees with accountability for this environmental issue

Select all that apply

☑ Director on board

☑ Chief Executive Officer (CEO)

☑ President

☑ Other, please specify :Sustainability Committee, Climate Action Plane Committee

(4.1.2.2) Positions' accountability for this environmental issue is outlined in policies applicable to the board

Select from:

☑ Yes

(4.1.2.3) Policies which outline the positions' accountability for this environmental issue

Select all that apply

☑ Other policy applicable to the board, please specify :Detailed in the Nominating and Corporate Governance Committee Charter

(4.1.2.4) Frequency with which this environmental issue is a scheduled agenda item

Select from:

☑ Scheduled agenda item in every board meeting (standing agenda item)

(4.1.2.5) Governance mechanisms into which this environmental issue is integrated

Select all that apply

☑ Overseeing the setting of corporate targets

☑ Monitoring progress towards corporate targets

☑ Approving corporate policies and/or commitments

☑ Monitoring the implementation of the business strategy

☑ Overseeing reporting, audit, and verification processes

☑ Monitoring the implementation of a climate transition plan

☑ Overseeing and guiding the development of a business strategy

☑ Monitoring supplier compliance with organizational requirements

☑ Monitoring compliance with corporate policies and/or commitments

☑ Overseeing and guiding the development of a climate transition plan

☑ Reviewing and guiding the assessment process for dependencies, impacts, risks, and opportunities

(4.1.2.7) Please explain

The EnerSys Board of Directors has overall responsibility for long-term governance of the company, including sustainability oversight. The Nominating and Corporate Governance Committee of the Board oversees the company's sustainability strategy, initiatives, and policies. This includes receiving regular updates from the management team responsible for executing significant sustainability activities. The Committee also develops and recommends for Board approval policies and procedures related to the company's environmental and social responsibility programs. The Board of Directors, in coordination with our Chief Executive Officer, governs our Sustainability Program, which includes oversight of our Climate Policy. The Climate Policy is administered by the CEO and falls under the formal oversight of the Nominating and Corporate Governance Committee. Responsibility for implementation resides across all functions and employees of EnerSys. This governance structure applies across environmental domains, including climate change, water, and biodiversity, ensuring the Board maintains strategic oversight and direction over our material sustainability topics.

Water

(4.1.2.1) Positions of individuals or committees with accountability for this environmental issue

Select all that apply

☑ Director on board

☑ Chief Executive Officer (CEO)

☑ President

☑ Other, please specify :Sustainability Committee, Climate Action Plane Committee

(4.1.2.2) Positions' accountability for this environmental issue is outlined in policies applicable to the board

Select from:

☑ Yes

(4.1.2.3) Policies which outline the positions' accountability for this environmental issue

Select all that apply

☑ Other policy applicable to the board, please specify :Detailed in the Nominating and Corporate Governance Committee Charter

(4.1.2.4) Frequency with which this environmental issue is a scheduled agenda item

Select from:

☑ Scheduled agenda item in some board meetings – at least annually

(4.1.2.5) Governance mechanisms into which this environmental issue is integrated

Select all that apply

☑ Overseeing the setting of corporate targets

☑ Approving corporate policies and/or commitments

☑ Monitoring the implementation of the business strategy

☑ Overseeing reporting, audit, and verification processes

☑ Monitoring the implementation of a climate transition plan

☑ Overseeing and guiding the development of a business strategy

☑ Overseeing and guiding acquisitions, mergers, and divestitures

☑ Monitoring supplier compliance with organizational requirements

☑ Overseeing and guiding the development of a climate transition plan

☑ Reviewing and guiding the assessment process for dependencies, impacts, risks, and opportunities

(4.1.2.7) Please explain

The EnerSys Board of Directors has overall responsibility for long-term governance of the company, including sustainability oversight. The Nominating and Corporate Governance Committee of the Board oversees the company's sustainability strategy, initiatives, and policies. This includes receiving regular updates from the management team responsible for executing significant sustainability activities. The Committee also develops and recommends for Board approval policies and procedures related to the company's environmental and social responsibility programs. The Board of Directors, in coordination with our Chief Executive Officer, governs our Sustainability Program, which includes oversight of our Climate Policy. The Climate Policy is administered by the CEO and falls under the formal oversight of the Nominating and Corporate Governance Committee. Responsibility for implementation resides across all functions and employees of EnerSys. This governance structure applies across environmental domains, including climate change, water, and biodiversity, ensuring the Board maintains strategic oversight and direction over our material sustainability topics.

Biodiversity

(4.1.2.1) Positions of individuals or committees with accountability for this environmental issue

Select all that apply

☑ Director on board

☑ Chief Executive Officer (CEO)

☑ President

☑ Other, please specify :Sustainability Committee, Climate Action Plane Committee

(4.1.2.2) Positions' accountability for this environmental issue is outlined in policies applicable to the board

Select from:

☑ Yes

(4.1.2.3) Policies which outline the positions' accountability for this environmental issue

Select all that apply

☑ Other policy applicable to the board, please specify :Detailed in Nominating and Corporate Governance Committee Charter

(4.1.2.4) Frequency with which this environmental issue is a scheduled agenda item

Select from:

☑ Scheduled agenda item in some board meetings – at least annually

(4.1.2.5) Governance mechanisms into which this environmental issue is integrated

Select all that apply

☑ Overseeing the setting of corporate targets

☑ Monitoring progress towards corporate targets

☑ Approving corporate policies and/or commitments

☑ Monitoring the implementation of the business strategy

☑ Overseeing reporting, audit, and verification processes

☑ Monitoring the implementation of a climate transition plan

☑ Overseeing and guiding the development of a business strategy

☑ Overseeing and guiding acquisitions, mergers, and divestitures

☑ Monitoring compliance with corporate policies and/or commitments

☑ Overseeing and guiding the development of a climate transition plan

☑ Reviewing and guiding the assessment process for dependencies, impacts, risks, and opportunities

(4.1.2.7) Please explain

The EnerSys Board of Directors has overall responsibility for long-term governance of the company, including sustainability oversight. The Nominating and Corporate Governance Committee of the Board oversees the company's sustainability strategy, initiatives, and policies. This includes receiving regular updates from the management team responsible for executing significant sustainability activities. The Committee also develops and recommends for Board approval policies and procedures related to the company's environmental and social responsibility programs. The Board of Directors, in coordination with our Chief Executive Officer, governs our Sustainability Program, which includes oversight of our Climate Policy. The Climate Policy is administered by the CEO and falls under the formal oversight of the Nominating and Corporate Governance Committee. Responsibility for implementation resides across all functions and employees of EnerSys. This governance structure applies across environmental domains, including climate change, water, and biodiversity, ensuring the Board maintains strategic oversight and direction over our material sustainability topics.
[Fixed row]

(4.2) Does your organization's board have competency on environmental issues?

Climate change

(4.2.1) Board-level competency on this environmental issue

Select from:

☑ Yes

(4.2.2) Mechanisms to maintain an environmentally competent board

Select all that apply

☑ Having at least one board member with expertise on this environmental issue

(4.2.3) Environmental expertise of the board member

Experience

☑ Executive-level experience in a role focused on environmental issues

Water

(4.2.1) Board-level competency on this environmental issue

Select from:

☑ Not assessed

[Fixed row]

(4.3) Is there management-level responsibility for environmental issues within your organization?

	Management-level responsibility for this environmental issue
Climate change	*Select from:* ☑ Yes
Water	*Select from:* ☑ Yes
Biodiversity	*Select from:*

	Management-level responsibility for this environmental issue
	☑ Yes

[Fixed row]

(4.3.1) Provide the highest senior management-level positions or committees with responsibility for environmental issues (do not include the names of individuals).

Climate change

(4.3.1.1) Position of individual or committee with responsibility

Executive level

☑ Chief Executive Officer (CEO)

(4.3.1.2) Environmental responsibilities of this position

Dependencies, impacts, risks and opportunities

☑ Assessing environmental dependencies, impacts, risks, and opportunities

☑ Assessing future trends in environmental dependencies, impacts, risks, and opportunities

☑ Managing environmental dependencies, impacts, risks, and opportunities

Engagement

☑ Managing value chain engagement related to environmental issues

Policies, commitments, and targets

☑ Monitoring compliance with corporate environmental policies and/or commitments

☑ Measuring progress towards environmental corporate targets

☑ Setting corporate environmental policies and/or commitments

Strategy and financial planning

☑ Developing a climate transition plan environmental issues

☑ Implementing a climate transition plan

☑ Conducting environmental scenario analysis

☑ Managing annual budgets related to environmental issues

☑ Managing environmental reporting, audit, and verification processes

☑ Managing major capital and/or operational expenditures relating to

Other

☑ Providing employee incentives related to environmental performance

(4.3.1.4) Reporting line

Select from:

☑ Reports to the board directly

(4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

☑ Quarterly

(4.3.1.6) Please explain

The Sustainability team reports quarterly to the Sustainability Committee, which includes the Chief Executive Officer (CEO), Chief Financial Officer (CFO), other C-Suite executives, and relevant subject matter experts. The Sustainability Committee is responsible for reviewing key environmental, social, and governance topics and reports directly to the Nominating and Corporate Governance Committee of the Board of Directors. The CEO holds the highest senior management-level responsibility for environmental issues, including climate, water, and other sustainability-related topics. The CEO and Board of Directors jointly oversee the EnerSys Sustainability Program, which governs the company's policies and performance related to environmental responsibility, climate change, water stewardship, battery recycling, conflict minerals, human rights, supply chain sustainability, and regulatory compliance. Environmental matters are managed through formal procedures, including policy oversight, compliance reviews, and risk evaluation, and are integrated into the company's broader enterprise risk management framework. The Sustainability team coordinates with cross-functional departments such as operations, legal, environment, health & safety (EHS), and supply chain to implement sustainability initiatives and ensure alignment with corporate objectives.

Water

(4.3.1.1) Position of individual or committee with responsibility

Executive level

☑ Chief Executive Officer (CEO)

(4.3.1.2) Environmental responsibilities of this position

Dependencies, impacts, risks and opportunities

☑ Assessing environmental dependencies, impacts, risks, and opportunities

☑ Assessing future trends in environmental dependencies, impacts, risks, and opportunities

☑ Managing environmental dependencies, impacts, risks, and opportunities

Engagement

☑ Managing value chain engagement related to environmental issues

Policies, commitments, and targets

☑ Monitoring compliance with corporate environmental policies and/or commitments

☑ Measuring progress towards environmental corporate targets

☑ Setting corporate environmental policies and/or commitments

Strategy and financial planning

☑ Developing a climate transition plan

☑ Managing major capital and/or operational expenditures relating to environmental issues

☑ Implementing a climate transition plan

☑ Conducting environmental scenario analysis

☑ Managing annual budgets related to environmental issues

☑ Managing environmental reporting, audit, and verification processes

Other

☑ Providing employee incentives related to environmental performance

(4.3.1.4) Reporting line

Select from:

☑ Reports to the board directly

(4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

☑ Quarterly

(4.3.1.6) Please explain

The Sustainability team reports quarterly to the Sustainability Committee, which includes the Chief Executive Officer (CEO), Chief Financial Officer (CFO), other C-Suite executives, and relevant subject matter experts. The Sustainability Committee is responsible for reviewing key environmental, social, and governance topics and reports directly to the Nominating and Corporate Governance Committee of the Board of Directors. The CEO holds the highest senior management-level responsibility for environmental issues, including climate, water, and other sustainability-related topics. The CEO and Board of Directors jointly oversee the EnerSys Sustainability Program, which governs the company's policies and performance related to environmental responsibility, climate change, water stewardship, battery recycling, conflict minerals, human rights, supply chain sustainability, and regulatory compliance. Environmental matters are managed through formal procedures, including policy oversight, compliance reviews, and risk evaluation, and are integrated into the company's broader enterprise risk management framework. The Sustainability team coordinates with cross-functional departments such as operations, legal, environment, health & safety (EHS), and supply chain to implement sustainability initiatives and ensure alignment with corporate objectives.

Biodiversity

(4.3.1.1) Position of individual or committee with responsibility

Executive level

☑ Chief Executive Officer (CEO)

(4.3.1.2) Environmental responsibilities of this position

Dependencies, impacts, risks and opportunities

☑ Assessing environmental dependencies, impacts, risks, and opportunities

☑ Assessing future trends in environmental dependencies, impacts, risks, and opportunities
☑ Managing environmental dependencies, impacts, risks, and opportunities

Engagement
☑ Managing value chain engagement related to environmental issues

Policies, commitments, and targets
☑ Monitoring compliance with corporate environmental policies and/or commitments
☑ Measuring progress towards environmental corporate targets
☑ Setting corporate environmental policies and/or commitments
☑ Setting corporate environmental targets

Strategy and financial planning
☑ Conducting environmental scenario analysis
☑ Developing a climate transition plan
☑ Implementing a climate transition plan
☑ Managing environmental reporting, audit, and verification processes
☑ Managing major capital and/or operational expenditures relating to environmental issues

Other
☑ Providing employee incentives related to environmental performance

(4.3.1.4) Reporting line

Select from:
☑ Reports to the board directly

(4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:
☑ Quarterly

(4.3.1.6) Please explain

The Sustainability team reports quarterly to the Sustainability Committee, which includes the Chief Executive Officer (CEO), Chief Financial Officer (CFO), other C-Suite executives, and relevant subject matter experts. The Sustainability Committee is responsible for reviewing key environmental, social, and governance topics and reports directly to the Nominating and Corporate Governance Committee of the Board of Directors. The CEO holds the highest senior management-level responsibility for environmental issues, including climate, water, and other sustainability-related topics. The CEO and Board of Directors jointly oversee the EnerSys Sustainability Program, which governs the company's policies and performance related to environmental responsibility, climate change, water stewardship, battery recycling, conflict minerals, human rights, supply chain sustainability, and regulatory compliance. Environmental matters are managed through formal procedures, including policy oversight, compliance reviews, and risk evaluation, and are integrated into the company's broader enterprise risk management framework. The Sustainability team coordinates with cross-functional departments such as operations, legal, environment, health & safety (EHS), and supply chain to implement sustainability initiatives and ensure alignment with corporate objectives.

Climate change

(4.3.1.1) Position of individual or committee with responsibility

Committee

☑ Other committee, please specify :Climate Action Plan Committee

(4.3.1.2) Environmental responsibilities of this position

Strategy and financial planning

☑ Developing a climate transition plan

☑ Implementing a climate transition plan

(4.3.1.4) Reporting line

Select from:

☑ Reports to the board directly

(4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

☑ Quarterly

(4.3.1.6) Please explain

EnerSys established a Climate Action Plan (CAP) Committee composed of senior leaders and subject-matter experts from across the company. The committee was formed to develop and support the implementation of the company's Climate Action Plan, including actions to achieve our publicly announced climate goals. The CAP Committee is chaired by the Head of Sustainability and meets on an ongoing basis. The committee is responsible for coordinating climate-related initiatives, monitoring progress toward climate targets, and integrating climate considerations into strategic and operational planning. The CAP Committee provides quarterly updates to the Sustainability Committee, which includes the CEO and other C-Suite leaders, and to the Nominating and Corporate Governance Committee of the Board of Directors. This ensures that climate-related risks, opportunities, and performance are regularly reviewed at both the executive and board levels.

Climate change

(4.3.1.1) Position of individual or committee with responsibility

Committee

☑ Other committee, please specify :Compensation Committee

(4.3.1.2) Environmental responsibilities of this position

Other

☑ Providing employee incentives related to environmental performance

(4.3.1.4) Reporting line

Select from:

☑ Reports to the board directly

(4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

☑ Quarterly

(4.3.1.6) Please explain

The Compensation Committee of the Board of Directors considers multiple factors in determining executive officer compensation to ensure that the company's compensation program supports its strategic objectives. Sustainability-related performance is explicitly included as one of eight weighted categories in the executive incentive framework, contributing to 10% of the total compensation determination. The Compensation Committee reviews and approves each executive officer's base

salary, annual cash incentives, and equity compensation annually. These decisions are made with input and benchmarking support from the Committee's independent compensation consultant, Frederic W. Cook & Co., Inc. The Committee is composed of at least three independent directors and reports directly to the Board of Directors. It has final responsibility for setting the annual incentive program structure and for determining whether the required performance criteria, including sustainability-related objectives, have been met. This integration of sustainability metrics into executive compensation reinforces accountability for climate-related performance at the highest levels of management.

Climate change

(4.3.1.1) Position of individual or committee with responsibility

Executive level

☑ Other C-Suite Officer, please specify :Chief Legal Officer

(4.3.1.2) Environmental responsibilities of this position

Dependencies, impacts, risks and opportunities

☑ Assessing environmental dependencies, impacts, risks, and opportunities

☑ Assessing future trends in environmental dependencies, impacts, risks, and opportunities

☑ Managing environmental dependencies, impacts, risks, and opportunities

Engagement

☑ Managing value chain engagement related to environmental issues

Policies, commitments, and targets

☑ Monitoring compliance with corporate environmental policies and/or commitments

☑ Measuring progress towards environmental corporate targets

☑ Setting corporate environmental targets

Strategy and financial planning

☑ Developing a climate transition plan

☑ Managing major capital and/or operational expenditures relating to environmental issues

☑ Implementing a climate transition plan

☑ Conducting environmental scenario analysis

☑ Managing annual budgets related to environmental issues
☑ Managing environmental reporting, audit, and verification processes

Other
☑ Providing employee incentives related to environmental performance

(4.3.1.4) Reporting line

Select from:
☑ Reports to the Chief Executive Officer (CEO)

(4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:
☑ Quarterly

(4.3.1.6) Please explain

The Sustainability team reports quarterly to the Chief Legal Officer (CLO), who has senior management responsibility for climate-related matters. The CLO is responsible for assessing and managing climate-related risks and opportunities and provides regular updates to the Board of Directors. The CLO plays a key role in integrating climate considerations into the company's enterprise risk management framework and strategic planning process. This includes oversight of regulatory compliance, climate disclosures, and legal risk assessments related to climate change. The CLO is informed of climate-related developments quarterly through internal reporting mechanisms and collaborates with cross-functional teams, including Sustainability, EHS, Finance, and Legal, to monitor emerging issues and ensure compliance with relevant climate policies and commitments.

Water

(4.3.1.1) Position of individual or committee with responsibility

Executive level
☑ Other C-Suite Officer, please specify :Chief Legal Officer

(4.3.1.2) Environmental responsibilities of this position

Dependencies, impacts, risks and opportunities

☑ Assessing environmental dependencies, impacts, risks, and opportunities

☑ Assessing future trends in environmental dependencies, impacts, risks, and opportunities

☑ Managing environmental dependencies, impacts, risks, and opportunities

Engagement

☑ Managing value chain engagement related to environmental issues

Policies, commitments, and targets

☑ Monitoring compliance with corporate environmental policies and/or commitments

☑ Measuring progress towards environmental corporate targets

☑ Setting corporate environmental targets

Strategy and financial planning

☑ Developing a climate transition plan

☑ Managing major capital and/or operational expenditures relating to environmental issues

☑ Implementing a climate transition plan

☑ Conducting environmental scenario analysis

☑ Managing annual budgets related to environmental issues

☑ Managing environmental reporting, audit, and verification processes

Other

☑ Providing employee incentives related to environmental performance

(4.3.1.4) Reporting line

Select from:

☑ Reports to the Chief Executive Officer (CEO)

(4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

☑ Quarterly

(4.3.1.6) Please explain

The Sustainability team reports quarterly to the Chief Legal Officer (CLO), who has senior management responsibility for climate-related matters. The CLO is responsible for assessing and managing climate-related risks and opportunities and provides regular updates to the Board of Directors. The CLO plays a key role in integrating climate considerations into the company's enterprise risk management framework and strategic planning process. This includes oversight of regulatory compliance, climate disclosures, and legal risk assessments related to climate change. The CLO is informed of climate-related developments on a quarterly basis through internal reporting mechanisms and collaborates with cross-functional teams including Sustainability, EHS, Finance, and Legal to monitor emerging issues and ensure compliance with relevant climate policies and commitments.

Biodiversity

(4.3.1.1) Position of individual or committee with responsibility

Executive level

☑ Other C-Suite Officer, please specify :Chief Legal Officer

(4.3.1.2) Environmental responsibilities of this position

Dependencies, impacts, risks and opportunities

☑ Assessing environmental dependencies, impacts, risks, and opportunities

☑ Assessing future trends in environmental dependencies, impacts, risks, and opportunities

☑ Managing environmental dependencies, impacts, risks, and opportunities

Engagement

☑ Managing value chain engagement related to environmental issues

Policies, commitments, and targets

☑ Monitoring compliance with corporate environmental policies and/or commitments

☑ Measuring progress towards environmental corporate targets

☑ Setting corporate environmental policies and/or commitments

☑ Setting corporate environmental targets

Strategy and financial planning

☑ Developing a climate transition plan

☑ Managing major capital and/or operational expenditures relating to environmental issues

☑ Implementing a climate transition plan

☑ Conducting environmental scenario analysis

☑ Managing annual budgets related to environmental issues

☑ Managing environmental reporting, audit, and verification processes

(4.3.1.4) Reporting line

Select from:

☑ Reports to the Chief Executive Officer (CEO)

(4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

☑ Quarterly

(4.3.1.6) Please explain

The Sustainability team reports quarterly to the Chief Legal Officer (CLO), who has senior management responsibility for climate-related matters. The CLO is responsible for assessing and managing climate-related risks and opportunities and provides regular updates to the Board of Directors. The CLO plays a key role in integrating climate considerations into the company's enterprise risk management framework and strategic planning process. This includes oversight of regulatory compliance, climate disclosures, and legal risk assessments related to climate change. The CLO is informed of climate-related developments on a quarterly basis through internal reporting mechanisms and collaborates with cross-functional teams including Sustainability, EHS, Finance, and Legal to monitor emerging issues and ensure compliance with relevant climate policies and commitments.

Climate change

(4.3.1.1) Position of individual or committee with responsibility

Other

☑ Other, please specify :Global Sr. Director Sustainability

(4.3.1.2) Environmental responsibilities of this position

Dependencies, impacts, risks and opportunities

☑ Assessing environmental dependencies, impacts, risks, and opportunities

☑ Assessing future trends in environmental dependencies, impacts, risks, and opportunities

☑ Managing environmental dependencies, impacts, risks, and opportunities

Engagement

☑ Managing value chain engagement related to environmental issues

Policies, commitments, and targets

☑ Monitoring compliance with corporate environmental policies and/or commitments

☑ Measuring progress towards environmental corporate targets

☑ Setting corporate environmental policies and/or commitments

☑ Setting corporate environmental targets

Strategy and financial planning

☑ Developing a climate transition plan

☑ Managing major capital and/or operational expenditures relating to environmental issues

☑ Implementing a climate transition plan

☑ Conducting environmental scenario analysis

☑ Managing annual budgets related to environmental issues

☑ Managing environmental reporting, audit, and verification processes

Other

☑ Providing employee incentives related to environmental performance

(4.3.1.4) Reporting line

Select from:

☑ Other, please specify :Reports to Chief Legal Officer

(4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

☑ More frequently than quarterly

(4.3.1.6) Please explain

EnerSys has a dedicated, full-time Sustainability team led by the Senior Director, Global Sustainability. This position is responsible for advancing the company's sustainability strategy and embedding responsible business practices across all operations. The Senior Director proactively addresses material issues such as climate change, diversity, equity, and inclusion, and community investment, ensuring these priorities are integrated into corporate decision-making. The Senior Director is informed of climate-related developments on an ongoing basis through internal data tracking, cross-functional collaboration, and regular progress reviews. The role coordinates with multiple departments, including Operations, EHS, Supply Chain, and Legal, to assess and manage climate-related risks and opportunities. The Senior Director reports to the Chief Legal Officer, who in turn reports to the Board of Directors, ensuring that climate-related issues and performance updates are escalated to the highest governance level.

Water

(4.3.1.1) Position of individual or committee with responsibility

Other

☑ Other, please specify :Global Sr. Director Sustainability

(4.3.1.2) Environmental responsibilities of this position

Dependencies, impacts, risks and opportunities

☑ Assessing environmental dependencies, impacts, risks, and opportunities

☑ Assessing future trends in environmental dependencies, impacts, risks, and opportunities

☑ Managing environmental dependencies, impacts, risks, and opportunities

Engagement

☑ Managing value chain engagement related to environmental issues

Policies, commitments, and targets

☑ Monitoring compliance with corporate environmental policies and/or commitments

☑ Measuring progress towards environmental corporate targets
☑ Setting corporate environmental targets

Strategy and financial planning
☑ Developing a climate transition plan
☑ Managing major capital and/or operational expenditures relating to environmental issues
☑ Implementing a climate transition plan
☑ Conducting environmental scenario analysis
☑ Managing annual budgets related to environmental issues
☑ Managing environmental reporting, audit, and verification processes

Other
☑ Providing employee incentives related to environmental performance

(4.3.1.4) Reporting line

Select from:
☑ Other, please specify :Chief Legal Officer

(4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:
☑ More frequently than quarterly

(4.3.1.6) Please explain

EnerSys has a dedicated, full-time Sustainability team led by the Senior Director, Global Sustainability. This position is responsible for advancing the company's sustainability strategy and embedding responsible business practices across all operations. The Senior Director proactively addresses material issues such as climate change, diversity, equity, and inclusion, and community investment, ensuring these priorities are integrated into corporate decision-making. The Senior Director is informed of climate-related developments on an ongoing basis through internal data tracking, cross-functional collaboration, and regular progress reviews. The role coordinates with multiple departments, including Operations, EHS, Supply Chain, and Legal, to assess and manage climate-related risks and opportunities. The Senior Director reports to the Chief Legal Officer, who in turn reports to the Board of Directors, ensuring that climate-related issues and performance updates are escalated to the highest governance level.

Biodiversity

(4.3.1.1) Position of individual or committee with responsibility

Committee

☑ Sustainability committee

(4.3.1.2) Environmental responsibilities of this position

Dependencies, impacts, risks and opportunities

☑ Assessing environmental dependencies, impacts, risks, and opportunities

☑ Assessing future trends in environmental dependencies, impacts, risks, and opportunities

☑ Managing environmental dependencies, impacts, risks, and opportunities

Engagement

☑ Managing value chain engagement related to environmental issues

Policies, commitments, and targets

☑ Monitoring compliance with corporate environmental policies and/or commitments

☑ Measuring progress towards environmental corporate targets

☑ Setting corporate environmental targets

Strategy and financial planning

☑ Developing a climate transition plan

☑ Managing major capital and/or operational expenditures relating to environmental issues

☑ Implementing a climate transition plan

☑ Conducting environmental scenario analysis

☑ Managing annual budgets related to environmental issues

☑ Managing environmental reporting, audit, and verification processes

Other

☑ Providing employee incentives related to environmental performance

(4.3.1.4) Reporting line

Select from:

☑ Reports to the board directly

(4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

☑ Quarterly

(4.3.1.6) Please explain

The Sustainability team reports quarterly to the Sustainability Committee, which includes the Chief Executive Officer (CEO), Chief Financial Officer (CFO), other C-Suite executives, and relevant subject matter experts. The Sustainability Committee is responsible for reviewing and guiding the company's sustainability strategy, including climate-related initiatives, and reports directly to the Nominating and Corporate Governance Committee of the Board of Directors, which has formal responsibility for sustainability oversight. The Board of Directors, together with the CEO, administers the EnerSys Sustainability Program, which governs the company's policies and performance in areas such as climate change, environmental responsibility, supply chain sustainability, human rights, battery recycling, conflict minerals, and other material sustainability topics. Through this structure, climate-related risks, opportunities, and performance are reviewed at least quarterly at both the executive and board levels, with oversight integrated into corporate strategy, enterprise risk management, and compliance processes.

Climate change

(4.3.1.1) Position of individual or committee with responsibility

Committee

☑ Sustainability committee

(4.3.1.2) Environmental responsibilities of this position

Dependencies, impacts, risks and opportunities

☑ Assessing environmental dependencies, impacts, risks, and opportunities

☑ Assessing future trends in environmental dependencies, impacts, risks, and opportunities

☑ Managing environmental dependencies, impacts, risks, and opportunities

Engagement

☑ Managing value chain engagement related to environmental issues

Policies, commitments, and targets

☑ Monitoring compliance with corporate environmental policies and/or commitments

☑ Measuring progress towards environmental corporate targets

☑ Setting corporate environmental targets

Strategy and financial planning

☑ Developing a climate transition plan

☑ Managing major capital and/or operational expenditures relating to environmental issues

☑ Implementing a climate transition plan

☑ Conducting environmental scenario analysis

☑ Managing annual budgets related to environmental issues

☑ Managing environmental reporting, audit, and verification processes

Other

☑ Providing employee incentives related to environmental performance

(4.3.1.4) Reporting line

Select from:

☑ Reports to the board directly

(4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

☑ Quarterly

(4.3.1.6) Please explain

The Sustainability team reports quarterly to the Sustainability Committee, which includes the Chief Executive Officer (CEO), Chief Financial Officer (CFO), other C-Suite executives, and relevant subject matter experts. The Sustainability Committee is responsible for reviewing and guiding the company's sustainability strategy, including climate-related initiatives, and reports directly to the Nominating and Corporate Governance Committee of the Board of Directors, which has formal responsibility for sustainability oversight. The Board of Directors, together with the CEO, administers the EnerSys Sustainability Program, which governs the company's policies and performance in areas such as climate change, environmental responsibility, supply chain sustainability, human rights, battery recycling, conflict minerals, and other material sustainability topics. Through this structure, climate-related risks, opportunities, and performance are reviewed at least quarterly at both the executive and board levels, with oversight integrated into corporate strategy, enterprise risk management, and compliance processes.

Water

(4.3.1.1) Position of individual or committee with responsibility

Committee

☑ Sustainability committee

(4.3.1.2) Environmental responsibilities of this position

Dependencies, impacts, risks and opportunities

☑ Assessing environmental dependencies, impacts, risks, and opportunities

☑ Assessing future trends in environmental dependencies, impacts, risks, and opportunities

☑ Managing environmental dependencies, impacts, risks, and opportunities

Engagement

☑ Managing value chain engagement related to environmental issues

Policies, commitments, and targets

☑ Monitoring compliance with corporate environmental policies and/or commitments

☑ Measuring progress towards environmental corporate targets

☑ Setting corporate environmental targets

Strategy and financial planning

☑ Developing a climate transition plan

☑ Managing major capital and/or operational expenditures relating to environmental issues

☑ Implementing a climate transition plan

☑ Conducting environmental scenario analysis
☑ Managing annual budgets related to environmental issues
☑ Managing environmental reporting, audit, and verification processes

Other
☑ Providing employee incentives related to environmental performance

(4.3.1.4) Reporting line

Select from:
☑ Reports to the board directly

(4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:
☑ Quarterly

(4.3.1.6) Please explain

The Sustainability team reports quarterly to the Sustainability Committee, which includes the Chief Executive Officer (CEO), Chief Financial Officer (CFO), other C-Suite executives, and relevant subject matter experts. The Sustainability Committee is responsible for reviewing and guiding the company's sustainability strategy, including climate-related initiatives, and reports directly to the Nominating and Corporate Governance Committee of the Board of Directors, which has formal responsibility for sustainability oversight. The Board of Directors, together with the CEO, administers the EnerSys Sustainability Program, which governs the company's policies and performance in areas such as climate change, environmental responsibility, supply chain sustainability, human rights, battery recycling, conflict minerals, and other material sustainability topics. Through this structure, climate-related risks, opportunities, and performance are reviewed at least quarterly at both the executive and board levels, with oversight integrated into corporate strategy, enterprise risk management, and compliance processes.

Biodiversity

(4.3.1.1) Position of individual or committee with responsibility

Committee
☑ Risk committee

(4.3.1.2) Environmental responsibilities of this position

Dependencies, impacts, risks and opportunities

☑ Assessing environmental dependencies, impacts, risks, and opportunities

☑ Assessing future trends in environmental dependencies, impacts, risks, and opportunities

☑ Managing environmental dependencies, impacts, risks, and opportunities

(4.3.1.4) Reporting line

Select from:

☑ Reports to the board directly

(4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

☑ Quarterly

(4.3.1.6) Please explain

As part of the company's Enterprise Risk Management (ERM) process, EnerSys evaluates all risks that could materially impact its business, including climate-related risks and opportunities. The Quality and Sustainability function is responsible for identifying and bringing relevant climate-related risks into the ERM process. The Executive Leadership Team reviews these risks and oversees their management. EnerSys has a formal risk management program designed to identify, assess, and prioritize risks across the company, with input from each business unit and function. Material risks are reviewed by the Risk Committee, which reports to the Audit Committee of the Board of Directors. Each prioritized risk is referred to the appropriate Board committee for oversight. Climate-related risks are assessed alongside other enterprise risks, with consideration of regulatory, operational, reputational, and market impacts. This process ensures that climate issues are evaluated systematically, escalated when material, and integrated into strategic decision-making and corporate risk controls.

Climate change

(4.3.1.1) Position of individual or committee with responsibility

Committee

☑ Risk committee

(4.3.1.2) Environmental responsibilities of this position

Dependencies, impacts, risks and opportunities

☑ Assessing environmental dependencies, impacts, risks, and opportunities

☑ Assessing future trends in environmental dependencies, impacts, risks, and opportunities

☑ Managing environmental dependencies, impacts, risks, and opportunities

(4.3.1.4) Reporting line

Select from:

☑ Reports to the board directly

(4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

☑ Quarterly

(4.3.1.6) Please explain

As part of the company's Enterprise Risk Management (ERM) process, EnerSys evaluates all risks that could materially impact its business, including climate-related risks and opportunities. The Quality and Sustainability function is responsible for identifying and bringing relevant climate-related risks into the ERM process. The Executive Leadership Team reviews these risks and oversees their management. EnerSys has a formal risk management program designed to identify, assess, and prioritize risks across the company, with input from each business unit and function. Material risks are reviewed by the Risk Committee, which reports to the Audit Committee of the Board of Directors. Each prioritized risk is referred to the appropriate Board committee for oversight. Climate-related risks are assessed alongside other enterprise risks, with consideration of regulatory, operational, reputational, and market impacts. This process ensures that climate issues are evaluated systematically, escalated when material, and integrated into strategic decision-making and corporate risk controls.

Water

(4.3.1.1) Position of individual or committee with responsibility

Committee

☑ Risk committee

(4.3.1.2) Environmental responsibilities of this position

Dependencies, impacts, risks and opportunities

☑ Assessing environmental dependencies, impacts, risks, and opportunities

☑ Assessing future trends in environmental dependencies, impacts, risks, and opportunities

☑ Managing environmental dependencies, impacts, risks, and opportunities

(4.3.1.4) Reporting line

Select from:

☑ Reports to the board directly

(4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

☑ Quarterly

(4.3.1.6) Please explain

As part of the company's Enterprise Risk Management (ERM) process, EnerSys evaluates all risks that could materially impact its business, including climate-related risks and opportunities. The Quality and Sustainability function is responsible for identifying and bringing relevant climate-related risks into the ERM process. The Executive Leadership Team reviews these risks and oversees their management. EnerSys has a formal risk management program designed to identify, assess, and prioritize risks across the company, with input from each business unit and function. Material risks are reviewed by the Risk Committee, which reports to the Audit Committee of the Board of Directors. Each prioritized risk is referred to the appropriate Board committee for oversight. Climate-related risks are assessed alongside other enterprise risks, with consideration of regulatory, operational, reputational, and market impacts. This process ensures that climate issues are evaluated systematically, escalated when material, and integrated into strategic decision-making and corporate risk controls.

Biodiversity

(4.3.1.1) Position of individual or committee with responsibility

Committee

☑ Other committee, please specify :Nominating and Corporate Governance Committee

(4.3.1.2) Environmental responsibilities of this position

Dependencies, impacts, risks and opportunities

☑ Assessing environmental dependencies, impacts, risks, and opportunities

☑ Assessing future trends in environmental dependencies, impacts, risks, and opportunities

☑ Managing environmental dependencies, impacts, risks, and opportunities

Engagement

☑ Managing value chain engagement related to environmental issues

Policies, commitments, and targets

☑ Monitoring compliance with corporate environmental policies and/or commitments

☑ Measuring progress towards environmental corporate targets

☑ Setting corporate environmental targets

(4.3.1.4) Reporting line

Select from:

☑ Reports to the board directly

(4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

☑ Quarterly

(4.3.1.6) Please explain

The Nominating and Corporate Governance Committee of the Board of Directors oversees the company's sustainability strategy, initiatives, and policies, including climate-related matters. The Committee receives regular updates from the management team responsible for implementing key sustainability activities and monitors progress against strategic objectives. The Committee develops and recommends to the Board for approval policies and procedures related to the company's environmental and social responsibility programs, including climate change, supply chain sustainability, human rights, and community engagement. Through this governance structure, climate-related performance, risks, and opportunities are regularly reviewed at the board level, ensuring they are integrated into corporate strategy, risk management, and long-term planning.

Climate change

(4.3.1.1) Position of individual or committee with responsibility

Committee

☑ Other committee, please specify :Nominating and Corporate Governance Committee

(4.3.1.2) Environmental responsibilities of this position

Dependencies, impacts, risks and opportunities

☑ Assessing environmental dependencies, impacts, risks, and opportunities

☑ Assessing future trends in environmental dependencies, impacts, risks, and opportunities

☑ Managing environmental dependencies, impacts, risks, and opportunities

Engagement

☑ Managing value chain engagement related to environmental issues

Policies, commitments, and targets

☑ Monitoring compliance with corporate environmental policies and/or commitments

☑ Measuring progress towards environmental corporate targets

☑ Setting corporate environmental targets

(4.3.1.4) Reporting line

Select from:

☑ Reports to the board directly

(4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

☑ Quarterly

(4.3.1.6) Please explain

The Nominating and Corporate Governance Committee of the Board of Directors oversees the company's sustainability strategy, initiatives, and policies, including climate-related matters. The Committee receives regular updates from the management team responsible for implementing key sustainability activities and monitors progress against strategic objectives. The Committee develops and recommends to the Board for approval policies and procedures related to the company's environmental and social responsibility programs, including climate change, supply chain sustainability, human rights, and community engagement. Through this governance structure, climate-related performance, risks, and opportunities are regularly reviewed at the board level, ensuring they are integrated into corporate strategy, risk management, and long-term planning.

Water

(4.3.1.1) Position of individual or committee with responsibility

Committee

☑ Other committee, please specify :Nominating and Corporate Governance Committee

(4.3.1.2) Environmental responsibilities of this position

Dependencies, impacts, risks and opportunities

☑ Assessing environmental dependencies, impacts, risks, and opportunities

☑ Assessing future trends in environmental dependencies, impacts, risks, and opportunities

☑ Managing environmental dependencies, impacts, risks, and opportunities

Engagement

☑ Managing value chain engagement related to environmental issues

Policies, commitments, and targets

☑ Monitoring compliance with corporate environmental policies and/or commitments

☑ Measuring progress towards environmental corporate targets

☑ Setting corporate environmental targets

(4.3.1.4) Reporting line

Select from:

☑ Reports to the board directly

(4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

☑ Quarterly

(4.3.1.6) Please explain

The Nominating and Corporate Governance Committee of the Board of Directors oversees the company's sustainability strategy, initiatives, and policies, including climate-related matters. The Committee receives regular updates from the management team responsible for implementing key sustainability activities and monitors progress against strategic objectives. The Committee develops and recommends to the Board for approval policies and procedures related to the company's environmental and social responsibility programs, including climate change, supply chain sustainability, human rights, and community engagement. Through this governance structure, climate-related performance, risks, and opportunities are regularly reviewed at the board level, ensuring they are integrated into corporate strategy, risk management, and long-term planning.
[Add row]

(4.5) Do you provide monetary incentives for the management of environmental issues, including the attainment of targets?

Climate change

(4.5.1) Provision of monetary incentives related to this environmental issue

Select from:

☑ Yes

(4.5.2) % of total C-suite and board-level monetary incentives linked to the management of this environmental issue

12.5

(4.5.3) Please explain

Sustainability-related performance is formally integrated into the annual incentive program for C-suite executives. Under the FY25 Management Incentive Plan, 12.5% of total annual incentives for eligible executives is tied to achieving defined climate-related performance metrics. For FY25, the incentive is linked to the successful publication of EnerSys' Climate Action Plan, which outlines the actions and timelines to achieve the company's publicly announced climate goals. This approach ensures that climate priorities are embedded into executive performance evaluations, driving accountability for the achievement of environmental commitments.

Water

(4.5.1) Provision of monetary incentives related to this environmental issue

Select from:

☑ No, but we plan to introduce them in the next two years

(4.5.3) Please explain

EnerSys does not currently provide monetary incentives specifically linked to water-related performance metrics. However, the company recognizes the importance of water stewardship as part of its broader sustainability commitments and plans to introduce water-related performance incentives within the next two years. This will align with the development of enhanced water management targets and initiatives, enabling direct linkage between executive performance measures and the achievement of water stewardship objectives.
[Fixed row]

(4.5.1) Provide further details on the monetary incentives provided for the management of environmental issues (do not include the names of individuals).

Climate change

(4.5.1.1) Position entitled to monetary incentive

Board or executive level

☑ President

(4.5.1.2) Incentives

Select all that apply

☑ Bonus - % of salary

(4.5.1.3) Performance metrics

Targets

☑ Achievement of environmental targets

Strategy and financial planning

☑ Shift to a business model compatible with a net-zero carbon future

☑ Increased alignment of capex with transition plan and/or sustainable finance taxonomy

Emission reduction

☑ Reduction in emissions intensity

(4.5.1.4) Incentive plan the incentives are linked to

Select from:

☑ Short-Term Incentive Plan, or equivalent, only (e.g. contractual annual bonus)

(4.5.1.5) Further details of incentives

The Compensation Committee of the Board of Directors considers multiple factors when determining executive officer compensation to ensure the program meets its strategic objectives. Executive compensation and incentives are based on eight weighted categories, with sustainability-related performance accounting for 12.5% of the FY25 Management Incentive Plan. FY25: Incentive tied to the successful publication of the company's Climate Action Plan, which outlines the actions and timelines to achieve EnerSys' publicly announced climate goals, representing 12.5% of the total annual incentive determination. These incentives are designed to drive accountability at the senior leadership level for delivering on climate commitments and to integrate environmental performance into annual business objectives. By linking a portion of total compensation to measurable climate-related outcomes, EnerSys reinforces its commitment to reducing emissions and implementing its climate strategy in alignment with long-term sustainability targets.

(4.5.1.6) How the position's incentives contribute to the achievement of your environmental commitments and/or climate transition plan

We have set company-wide goals to reach Scope 1 carbon neutrality by 2040 and Scope 2 carbon neutrality by 2050. Management compensation in FY25 was tied to establishing and publishing a Climate Action Plan which transparently details the steps needed to achieve these goals.

Climate change

(4.5.1.1) Position entitled to monetary incentive

Board or executive level

☑ Chief Compliance Officer (CCO)

(4.5.1.2) Incentives

Select all that apply

☑ Bonus - % of salary

(4.5.1.3) Performance metrics

Targets

☑ Achievement of environmental targets

Strategy and financial planning

☑ Shift to a business model compatible with a net-zero carbon future

☑ Increased alignment of capex with transition plan and/or sustainable finance taxonomy

Emission reduction

☑ Reduction in emissions intensity

(4.5.1.4) Incentive plan the incentives are linked to

Select from:

☑ Short-Term Incentive Plan, or equivalent, only (e.g. contractual annual bonus)

(4.5.1.5) Further details of incentives

The Compensation Committee of the Board of Directors considers multiple factors when determining executive officer compensation to ensure the program meets its strategic objectives. Executive compensation and incentives are based on eight weighted categories, with sustainability-related performance accounting for 12.5% of

the FY25 Management Incentive Plan. FY25: Incentive tied to the successful publication of the company's Climate Action Plan, which outlines the actions and timelines to achieve EnerSys' publicly announced climate goals, representing 12.5% of the total annual incentive determination. These incentives are designed to drive accountability at the senior leadership level for delivering on climate commitments and to integrate environmental performance into annual business objectives. By linking a portion of total compensation to measurable climate-related outcomes, EnerSys reinforces its commitment to reducing emissions and implementing its climate strategy in alignment with long-term sustainability targets.

(4.5.1.6) How the position's incentives contribute to the achievement of your environmental commitments and/or climate transition plan

We have set company-wide goals to reach Scope 1 carbon neutrality by 2040 and Scope 2 carbon neutrality by 2050. Management compensation in FY25 was tied to establishing and publishing a Climate Action Plan which transparently details the steps needed to achieve these goals.

Climate change

(4.5.1.1) Position entitled to monetary incentive

Sustainability specialist

☑ Other sustainability specialist, please specify :Global Sr. Manager Sustainability

(4.5.1.2) Incentives

Select all that apply

☑ Bonus - % of salary

(4.5.1.3) Performance metrics

Targets

☑ Achievement of environmental targets

Strategy and financial planning

☑ Shift to a business model compatible with a net-zero carbon future

☑ Increased alignment of capex with transition plan and/or sustainable finance taxonomy

Emission reduction

☑ Reduction in emissions intensity

(4.5.1.4) Incentive plan the incentives are linked to

Select from:

☑ Short-Term Incentive Plan, or equivalent, only (e.g. contractual annual bonus)

(4.5.1.5) Further details of incentives

The Compensation Committee of the Board of Directors considers multiple factors when determining executive officer compensation to ensure the program meets its strategic objectives. Executive compensation and incentives are based on eight weighted categories, with sustainability-related performance accounting for 12.5% of the FY25 Management Incentive Plan. FY25: Incentive tied to the successful publication of the company's Climate Action Plan, which outlines the actions and timelines to achieve EnerSys' publicly announced climate goals, representing 12.5% of the total annual incentive determination. These incentives are designed to drive accountability at the senior leadership level for delivering on climate commitments and to integrate environmental performance into annual business objectives. By linking a portion of total compensation to measurable climate-related outcomes, EnerSys reinforces its commitment to reducing emissions and implementing its climate strategy in alignment with long-term sustainability targets.

(4.5.1.6) How the position's incentives contribute to the achievement of your environmental commitments and/or climate transition plan

We have set company-wide goals to reach Scope 1 carbon neutrality by 2040 and Scope 2 carbon neutrality by 2050. Management compensation in FY25 was tied to establishing and publishing a Climate Action Plan which transparently details the steps needed to achieve these goals.

Climate change

(4.5.1.1) Position entitled to monetary incentive

Board or executive level

☑ General Counsel

(4.5.1.2) Incentives

Select all that apply

☑ Bonus - % of salary

(4.5.1.3) Performance metrics

Targets

☑ Achievement of environmental targets

Strategy and financial planning

☑ Shift to a business model compatible with a net-zero carbon future

☑ Increased alignment of capex with transition plan and/or sustainable finance taxonomy

Emission reduction

☑ Reduction in emissions intensity

(4.5.1.4) Incentive plan the incentives are linked to

Select from:

☑ Short-Term Incentive Plan, or equivalent, only (e.g. contractual annual bonus)

(4.5.1.5) Further details of incentives

The Compensation Committee of the Board of Directors considers multiple factors when determining executive officer compensation to ensure the program meets its strategic objectives. Executive compensation and incentives are based on eight weighted categories, with sustainability-related performance accounting for 12.5% of the FY25 Management Incentive Plan. FY25: Incentive tied to the successful publication of the company's Climate Action Plan, which outlines the actions and timelines to achieve EnerSys' publicly announced climate goals, representing 12.5% of the total annual incentive determination. These incentives are designed to drive accountability at the senior leadership level for delivering on climate commitments and to integrate environmental performance into annual business objectives. By linking a portion of total compensation to measurable climate-related outcomes, EnerSys reinforces its commitment to reducing emissions and implementing its climate strategy in alignment with long-term sustainability targets.

(4.5.1.6) How the position's incentives contribute to the achievement of your environmental commitments and/or climate transition plan

We have set company-wide goals to reach Scope 1 carbon neutrality by 2040 and Scope 2 carbon neutrality by 2050. Management compensation in FY25 was tied to establishing and publishing a Climate Action Plan which transparently details the steps needed to achieve these goals.

Climate change

(4.5.1.1) Position entitled to monetary incentive

Board or executive level

☑ Director on board

(4.5.1.2) Incentives

Select all that apply

☑ Bonus - % of salary

(4.5.1.3) Performance metrics

Targets

☑ Achievement of environmental targets

Strategy and financial planning

☑ Shift to a business model compatible with a net-zero carbon future

☑ Increased alignment of capex with transition plan and/or sustainable finance taxonomy

Emission reduction

☑ Reduction in emissions intensity

(4.5.1.4) Incentive plan the incentives are linked to

Select from:

☑ Short-Term Incentive Plan, or equivalent, only (e.g. contractual annual bonus)

(4.5.1.5) Further details of incentives

The Compensation Committee of the Board of Directors considers multiple factors when determining executive officer compensation to ensure the program meets its strategic objectives. Executive compensation and incentives are based on eight weighted categories, with sustainability-related performance accounting for 12.5% of

the FY25 Management Incentive Plan. FY25: Incentive tied to the successful publication of the company's Climate Action Plan, which outlines the actions and timelines to achieve EnerSys' publicly announced climate goals, representing 12.5% of the total annual incentive determination. These incentives are designed to drive accountability at the senior leadership level for delivering on climate commitments and to integrate environmental performance into annual business objectives. By linking a portion of total compensation to measurable climate-related outcomes, EnerSys reinforces its commitment to reducing emissions and implementing its climate strategy in alignment with long-term sustainability targets.

(4.5.1.6) How the position's incentives contribute to the achievement of your environmental commitments and/or climate transition plan

We have set company-wide goals to reach Scope 1 carbon neutrality by 2040 and Scope 2 carbon neutrality by 2050. Management compensation in FY25 was tied to establishing and publishing a Climate Action Plan which transparently details the steps needed to achieve these goals.

Climate change

(4.5.1.1) Position entitled to monetary incentive

Board or executive level

☑ Corporate executive team

(4.5.1.2) Incentives

Select all that apply

☑ Bonus - % of salary

(4.5.1.3) Performance metrics

Targets

☑ Achievement of environmental targets

Strategy and financial planning

☑ Shift to a business model compatible with a net-zero carbon future

☑ Increased alignment of capex with transition plan and/or sustainable finance taxonomy

Emission reduction

☑ Reduction in emissions intensity

(4.5.1.4) Incentive plan the incentives are linked to

Select from:

☑ Short-Term Incentive Plan, or equivalent, only (e.g. contractual annual bonus)

(4.5.1.5) Further details of incentives

The Compensation Committee of the Board of Directors considers multiple factors when determining executive officer compensation to ensure the program meets its strategic objectives. Executive compensation and incentives are based on eight weighted categories, with sustainability-related performance accounting for 12.5% of the FY25 Management Incentive Plan. FY25: Incentive tied to the successful publication of the company's Climate Action Plan, which outlines the actions and timelines to achieve EnerSys' publicly announced climate goals, representing 12.5% of the total annual incentive determination. These incentives are designed to drive accountability at the senior leadership level for delivering on climate commitments and to integrate environmental performance into annual business objectives. By linking a portion of total compensation to measurable climate-related outcomes, EnerSys reinforces its commitment to reducing emissions and implementing its climate strategy in alignment with long-term sustainability targets.

(4.5.1.6) How the position's incentives contribute to the achievement of your environmental commitments and/or climate transition plan

We have set company-wide goals to reach Scope 1 carbon neutrality by 2040 and Scope 2 carbon neutrality by 2050. Management compensation in FY25 was tied to establishing and publishing a Climate Action Plan which transparently details the steps needed to achieve these goals.

Climate change

(4.5.1.1) Position entitled to monetary incentive

Board or executive level

☑ Chief Technology Officer (CTO)

(4.5.1.2) Incentives

Select all that apply

☑ Bonus - % of salary

(4.5.1.3) Performance metrics

Targets

☑ Achievement of environmental targets

Strategy and financial planning

☑ Shift to a business model compatible with a net-zero carbon future

☑ Increased alignment of capex with transition plan and/or sustainable finance taxonomy

Emission reduction

☑ Reduction in emissions intensity

(4.5.1.4) Incentive plan the incentives are linked to

Select from:

☑ Short-Term Incentive Plan, or equivalent, only (e.g. contractual annual bonus)

(4.5.1.5) Further details of incentives

The Compensation Committee of the Board of Directors considers multiple factors when determining executive officer compensation to ensure the program meets its strategic objectives. Executive compensation and incentives are based on eight weighted categories, with sustainability-related performance accounting for 12.5% of the FY25 Management Incentive Plan. FY25: Incentive tied to the successful publication of the company's Climate Action Plan, which outlines the actions and timelines to achieve EnerSys' publicly announced climate goals, representing 12.5% of the total annual incentive determination. These incentives are designed to drive accountability at the senior leadership level for delivering on climate commitments and to integrate environmental performance into annual business objectives. By linking a portion of total compensation to measurable climate-related outcomes, EnerSys reinforces its commitment to reducing emissions and implementing its climate strategy in alignment with long-term sustainability targets.

(4.5.1.6) How the position's incentives contribute to the achievement of your environmental commitments and/or climate transition plan

We have set company-wide goals to reach Scope 1 carbon neutrality by 2040 and Scope 2 carbon neutrality by 2050. Management compensation in FY25 was tied to establishing and publishing a Climate Action Plan which transparently details the steps needed to achieve these goals.

Climate change

(4.5.1.1) Position entitled to monetary incentive

Board or executive level

☑ Chief Procurement Officer (CPO)

(4.5.1.2) Incentives

Select all that apply

☑ Bonus - % of salary

(4.5.1.3) Performance metrics

Targets

☑ Achievement of environmental targets

Strategy and financial planning

☑ Shift to a business model compatible with a net-zero carbon future

☑ Increased alignment of capex with transition plan and/or sustainable finance taxonomy

Emission reduction

☑ Reduction in emissions intensity

(4.5.1.4) Incentive plan the incentives are linked to

Select from:

☑ Short-Term Incentive Plan, or equivalent, only (e.g. contractual annual bonus)

(4.5.1.5) Further details of incentives

The Compensation Committee of the Board of Directors considers multiple factors when determining executive officer compensation to ensure the program meets its strategic objectives. Executive compensation and incentives are based on eight weighted categories, with sustainability-related performance accounting for 12.5% of

the FY'25 Management Incentive Plan. FY'25: Incentive tied to the successful publication of the company's Climate Action Plan, which outlines the actions and timelines to achieve EnerSys' publicly announced climate goals, representing 12.5% of the total annual incentive determination. These incentives are designed to drive accountability at the senior leadership level for delivering on climate commitments and to integrate environmental performance into annual business objectives. By linking a portion of total compensation to measurable climate-related outcomes, EnerSys reinforces its commitment to reducing emissions and implementing its climate strategy in alignment with long-term sustainability targets.

(4.5.1.6) How the position's incentives contribute to the achievement of your environmental commitments and/or climate transition plan

We have set company-wide goals to reach Scope 1 carbon neutrality by 2040 and Scope 2 carbon neutrality by 2050. Management compensation in FY25 was tied to establishing and publishing a Climate Action Plan which transparently details the steps needed to achieve these goals.

Climate change

(4.5.1.1) Position entitled to monetary incentive

Board or executive level

☑ Chief Executive Officer (CEO)

(4.5.1.2) Incentives

Select all that apply

☑ Bonus - % of salary

(4.5.1.3) Performance metrics

Targets

☑ Achievement of environmental targets

Strategy and financial planning

☑ Shift to a business model compatible with a net-zero carbon future

☑ Increased alignment of capex with transition plan and/or sustainable finance taxonomy

Emission reduction

☑ Reduction in emissions intensity

(4.5.1.4) Incentive plan the incentives are linked to

Select from:

☑ Short-Term Incentive Plan, or equivalent, only (e.g. contractual annual bonus)

(4.5.1.5) Further details of incentives

The Compensation Committee of the Board of Directors considers multiple factors when determining executive officer compensation to ensure the program meets its strategic objectives. Executive compensation and incentives are based on eight weighted categories, with sustainability-related performance accounting for 12.5% of the FY'25 Management Incentive Plan. FY'25: Incentive tied to the successful publication of the company's Climate Action Plan, which outlines the actions and timelines to achieve EnerSys' publicly announced climate goals, representing 12.5% of the total annual incentive determination. These incentives are designed to drive accountability at the senior leadership level for delivering on climate commitments and to integrate environmental performance into annual business objectives. By linking a portion of total compensation to measurable climate-related outcomes, EnerSys reinforces its commitment to reducing emissions and implementing its climate strategy in alignment with long-term sustainability targets.

(4.5.1.6) How the position's incentives contribute to the achievement of your environmental commitments and/or climate transition plan

We have set company-wide goals to reach Scope 1 carbon neutrality by 2040 and Scope 2 carbon neutrality by 2050. Management compensation in FY25 was tied to establishing and publishing a Climate Action Plan which transparently details the steps needed to achieve these goals.

Climate change

(4.5.1.1) Position entitled to monetary incentive

Board or executive level

☑ Chief Financial Officer (CFO)

(4.5.1.2) Incentives

Select all that apply

☑ Bonus - % of salary

(4.5.1.3) Performance metrics

Targets

☑ Achievement of environmental targets

Strategy and financial planning

☑ Shift to a business model compatible with a net-zero carbon future

☑ Increased alignment of capex with transition plan and/or sustainable finance taxonomy

Emission reduction

☑ Reduction in emissions intensity

(4.5.1.4) Incentive plan the incentives are linked to

Select from:

☑ Short-Term Incentive Plan, or equivalent, only (e.g. contractual annual bonus)

(4.5.1.5) Further details of incentives

The Compensation Committee of the Board of Directors considers multiple factors when determining executive officer compensation to ensure the program meets its strategic objectives. Executive compensation and incentives are based on eight weighted categories, with sustainability-related performance accounting for 12.5% of the FY'25 Management Incentive Plan. FY'25: Incentive tied to the successful publication of the company's Climate Action Plan, which outlines the actions and timelines to achieve EnerSys' publicly announced climate goals, representing 12.5% of the total annual incentive determination. These incentives are designed to drive accountability at the senior leadership level for delivering on climate commitments and to integrate environmental performance into annual business objectives. By linking a portion of total compensation to measurable climate-related outcomes, EnerSys reinforces its commitment to reducing emissions and implementing its climate strategy in alignment with long-term sustainability targets.

(4.5.1.6) How the position's incentives contribute to the achievement of your environmental commitments and/or climate transition plan

We have set a companywide goal to reach scope 1 carbon neutrality by 2040. Management compensation in 2023 was tied to progress towards this goal
[Add row]

(4.6) Does your organization have an environmental policy that addresses environmental issues?

	Does your organization have any environmental policies?
	Select from: ☑ Yes

[Fixed row]

(4.6.1) Provide details of your environmental policies.

Row 1

(4.6.1.1) Environmental issues covered

Select all that apply

☑ Climate change

☑ Water

(4.6.1.2) Level of coverage

Select from:

☑ Organization-wide

(4.6.1.3) Value chain stages covered

Select all that apply

☑ Direct operations

☑ Upstream value chain

☑ Downstream value chain

(4.6.1.4) Explain the coverage

This environmental policy applies organization-wide across all global operations and is integrated into corporate strategy, operations, and compliance systems. It covers EnerSys' direct operations and extends to relevant stages of the value chain where the company has operational control or significant influence. All EnerSys employees are required to follow the policy, and management at each site is responsible for ensuring compliance and implementing location-specific environmental programs and procedures. The policy applies to all products, services, and facilities without geographical exclusions. It commits EnerSys to meet or exceed all applicable legal and regulatory environmental requirements, design products with minimal life cycle impact, use energy and water resources efficiently, reduce emissions and waste, and engage constructively with regulators and communities. There are no activity or regional exclusions. Where suppliers or contractors operate within our controlled facilities or under direct contractual requirements, they are also expected to adhere to applicable elements of the policy.

(4.6.1.5) Environmental policy content

Environmental commitments

☑ Commitment to comply with regulations and mandatory standards

☑ Commitment to respect legally designated protected areas

☑ Commitment to stakeholder engagement and capacity building on environmental issues

Water-specific commitments

☑ Commitment to control/reduce/eliminate water pollution

☑ Other water-related commitment, please specify :Using energy and water resources efficiently and reducing the impacts of our resource use. Monitoring, controlling, and eliminating, where possible, environmental emissions, discharges, local and accidental pollution, and wastes generated

Additional references/Descriptions

☑ Other additional reference/description, please specify :Being a responsible corporate citizen in communities in which we operate by responsibly addressing any citizen or public concerns regarding our operations.

(4.6.1.6) Indicate whether your environmental policy is in line with global environmental treaties or policy goals

Select all that apply

☑ Yes, in line with another global environmental treaty or policy goal, please specify

(4.6.1.7) Public availability

Select from:

☑ Publicly available

(4.6.1.8) Attach the policy

enersys-environmental-policy-dec-2022.pdf

Row 2

(4.6.1.1) Environmental issues covered

Select all that apply

☑ Biodiversity

(4.6.1.2) Level of coverage

Select from:

☑ Organization-wide

(4.6.1.3) Value chain stages covered

Select all that apply

☑ Direct operations

☑ Upstream value chain

☑ Downstream value chain

(4.6.1.4) Explain the coverage

This Biodiversity and Critical Habitats Policy applies organization-wide to all EnerSys facilities and projects globally, with a focus on locations where new construction, expansion, or operational changes could impact biodiversity, High Conservation Value (HCV) areas, or critical habitats. The policy covers direct operations and extends to value chain partners and contractors where activities occur under EnerSys' operational control or direct contractual requirements. There are no geographical exclusions. The policy is applied in all regions of operation and in all relevant business activities. It explicitly prohibits operations in declared natural World Heritage Sites and commits to complying with all applicable host country laws, international best practices, and relevant international agreements such as the United Nations Convention on Biological Diversity (CBD). Implementation responsibilities rest with site management, supported by corporate Sustainability and EHS teams. Activities covered include biodiversity impact assessments for new projects, periodic biodiversity surveys, and application of the mitigation hierarchy to avoid,

minimize, and offset any negative biodiversity impacts. The policy also mandates adherence to IUCN guidelines, including the Species Conservation Planning Principles & Steps, ensuring alignment with globally recognized biodiversity conservation standards

(4.6.1.5) Environmental policy content

Environmental commitments

☑ Commitment to avoidance of negative impacts on threatened and protected species

☑ Commitment to comply with regulations and mandatory standards

☑ Commitment to respect legally designated protected areas

Additional references/Descriptions

☑ Description of impacts on natural resources and ecosystems

☑ Other additional reference/description, please specify :Comply with all relevant host country laws and regulations and/or international best practices.

(4.6.1.6) Indicate whether your environmental policy is in line with global environmental treaties or policy goals

Select all that apply

☑ Yes, in line with another global environmental treaty or policy goal, please specify

(4.6.1.7) Public availability

Select from:

☑ Publicly available

(4.6.1.8) Attach the policy

enersys-biodiversity-and-critical-habitats-policy.pdf

Row 3

(4.6.1.1) Environmental issues covered

Select all that apply

☑ Climate change

☑ Water

(4.6.1.2) Level of coverage

Select from:

☑ Organization-wide

(4.6.1.3) Value chain stages covered

Select all that apply

☑ Direct operations

☑ Upstream value chain

☑ Downstream value chain

(4.6.1.4) Explain the coverage

This policy applies organization-wide across all EnerSys global operations and is implemented at both corporate and site levels. It covers direct operations and extends to relevant stages of the value chain, including suppliers, where EnerSys can influence or require environmental performance improvements through contractual requirements or engagement programs. There are no geographical or activity exclusions. The policy applies to all regions, facilities, and business activities within EnerSys' operational control. It commits the company to reducing energy intensity and greenhouse gas emissions in global operations, operating in an environmentally responsible and sustainable manner, and working with suppliers to limit environmental impacts and emissions throughout the supply chain. Implementation responsibility lies with site-level management, supported by the corporate Sustainability, Operations, and Supply Chain teams. Activities covered include measuring and monitoring energy use and GHG emissions, implementing reduction initiatives, and engaging suppliers to improve their environmental performance. The policy supports EnerSys' broader climate strategy, including emissions reduction targets and supply chain collaboration efforts.

(4.6.1.5) Environmental policy content

Environmental commitments

☑ Commitment to No Net Loss

☑ Commitment to Net Positive Gain

☑ Commitment to respect legally designated protected areas

☑ Commitment to comply with regulations and mandatory standards

☑ Commitment to take environmental action beyond regulatory compliance

☑ Commitment to avoidance of negative impacts on threatened and protected species

☑ Commitment to stakeholder engagement and capacity building on environmental issues
☑ Commitment to engage in integrated, multi-stakeholder landscape (including river basin) initiatives to promote shared sustainability goals

Water-specific commitments
☑ Commitment to water stewardship and/or collective action

(4.6.1.6) Indicate whether your environmental policy is in line with global environmental treaties or policy goals

Select all that apply
☑ Yes, in line with another global environmental treaty or policy goal, please specify

(4.6.1.7) Public availability

Select from:
☑ Publicly available

(4.6.1.8) Attach the policy

enersys-climate-change-policy-july-2021.pdf
[Add row]

(4.10) Are you a signatory or member of any environmental collaborative frameworks or initiatives?

(4.10.1) Are you a signatory or member of any environmental collaborative frameworks or initiatives?

Select from:
☑ Yes

(4.10.2) Collaborative framework or initiative

Select all that apply
☑ CEO Water Mandate
☑ Task Force on Climate-related Financial Disclosures (TCFD)

☑ UN Global Compact

☑ Water Action Hub (by CEO Water Mandate)

☑ Other, please specify :Alliance to Save Energy, and U.S, Department of Energy's Better Plants Program

(4.10.3) Describe your organization’s role within each framework or initiative

EnerSys is committed to multiple collaborative environmental frameworks and initiatives. Since 2021, EnerSys has been a member of the UN Global Compact. We announced our commitment to the ten principles and submit our CoP on an annual basis. In 2021, EnerSys joined the United Nations CEO Water Mandate, a CEO-led commitment platform for business leaders and learners to advance water stewardship and reduce water stress worldwide by 2050. EnerSys is part of the Alliance to Save Energy and is committed to advocating for federal policies that accelerate energy efficiency across industries and sectors. Additionally, EnerSys is part of the U.S. Department of Energy’s Better Plants Program, which helps leading manufacturers boost their resilience and economic competitiveness by supporting improvements in energy efficiency. EnerSys has committed to reducing our energy intensity by 25% over the next ten years with 2020 as our baseline year as part of the program. EnerSys has also published a 2022, 2023 and a 2024 TCFD report.
[Fixed row]

(4.11) In the reporting year, did your organization engage in activities that could directly or indirectly influence policy, law, or regulation that may (positively or negatively) impact the environment?

	External engagement activities that could directly or indirectly influence policy, law, or regulation that may impact the environment
	Select all that apply ☑ Not assessed

[Fixed row]

(4.12) Have you published information about your organization’s response to environmental issues for this reporting year in places other than your CDP response?

Select from:

☑ Yes

(4.12.1) Provide details on the information published about your organization's response to environmental issues for this reporting year in places other than your CDP response. Please attach the publication.

Row 1

(4.12.1.1) Publication

Select from:

☑ In mainstream reports, in line with environmental disclosure standards or frameworks

(4.12.1.2) Standard or framework the report is in line with

Select all that apply

☑ ESRS

☑ GRI

☑ TCFD

(4.12.1.3) Environmental issues covered in publication

Select all that apply

☑ Climate change

(4.12.1.4) Status of the publication

Select from:

☑ Complete

(4.12.1.5) Content elements

Select all that apply

☑ Governance

☑ Emission targets

☑ Emissions figures

☑ Content of environmental policies

☑ Risks & Opportunities
☑ Dependencies & Impacts

(4.12.1.6) Page/section reference

All (full report is dedicated to climate disclosures)

(4.12.1.7) Attach the relevant publication

enersys_tcfd-report-2024-final.pdf

(4.12.1.8) Comment

PDF of EnerSys 2024 TCFD Report

Row 2

(4.12.1.1) Publication

Select from:
☑ In voluntary communications

(4.12.1.3) Environmental issues covered in publication

Select all that apply
☑ Climate change
☑ Water

(4.12.1.4) Status of the publication

Select from:
☑ Complete

(4.12.1.5) Content elements

Select all that apply

☑ Strategy
☑ Emission targets
☑ Emissions figures
☑ Risks & Opportunities
☑ Dependencies & Impacts
☑ Water accounting figures

(4.12.1.6) Page/section reference

Single page — full document contains all content (2019–2024 global environmental performance data)

(4.12.1.7) Attach the relevant publication

EnvData Sheet 8.18.2025.pdf

(4.12.1.8) Comment

Environmental Data Sheet CY24
[Add row]

C5. Business strategy

(5.1) Does your organization use scenario analysis to identify environmental outcomes?

Climate change

(5.1.1) Use of scenario analysis

Select from:
☑ Yes

(5.1.2) Frequency of analysis

Select from:
☑ Annually

Water

(5.1.1) Use of scenario analysis

Select from:
☑ Yes

(5.1.2) Frequency of analysis

Select from:
☑ Annually
[Fixed row]

(5.1.1) Provide details of the scenarios used in your organization’s scenario analysis.

Climate change

(5.1.1.1) Scenario used

Physical climate scenarios

☑ RCP 6.0

(5.1.1.2) Scenario used SSPs used in conjunction with scenario

Select from:

☑ SSP2

(5.1.1.3) Approach to scenario

Select from:

☑ Qualitative and quantitative

(5.1.1.4) Scenario coverage

Select from:

☑ Organization-wide

(5.1.1.5) Risk types considered in scenario

Select all that apply

☑ Policy

☑ Market

☑ Reputation

☑ Technology

☑ Acute physical

☑ Chronic physical

(5.1.1.6) Temperature alignment of scenario

Select from:

☑ 3.0ºC - 3.4ºC

(5.1.1.7) Reference year

2024

(5.1.1.8) Timeframes covered

Select all that apply

☑ 2025

☑ 2030

☑ 2040

(5.1.1.9) Driving forces in scenario

Local ecosystem asset interactions, dependencies and impacts

☑ Climate change (one of five drivers of nature change)

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

The scenario analysis is applied where data is available, and only where the scenarios have materially different impacts. Temperature scenarios evaluated include 1.5°C, 2°C, and ~3.2°C, modeled over the short-term (2024–2025), medium-term (2026–2028), and long-term (2029–2040) time horizons. These scenarios and temperature ranges are based on the most recent IPCC AR6 Synthesis Report (2023) projections. Our analysis applies closely to these scenarios but uses data from previously published models because the new models have not yet been fully integrated into available cartographic tools and datasets. While the temperature ranges are approximately the same, the SSP scenarios differ; however, this difference does not have a material impact on our analysis.

(5.1.1.11) Rationale for choice of scenario

EnerSys selected three climate scenarios—1.5°C (SSP 1.9), 2°C (SSP 2.6), and ~3°C (SSP 7.0)—to evaluate both climate risks and potential opportunities, providing a view of various possible futures. These scenarios were chosen for their relevance to our operations and their ability to demonstrate material impacts, aligning with the IPCC AR6 Synthesis Report: Climate Change 2023. The En-ROADS simulator was used with carbon price levers set at $5/ton CO_2 for the ~3.2°C pathway. EnerSys analyzed each pathway for both physical and transition implications, integrating findings into our Risk and Opportunity Analysis. This approach enables us to assess and plan for impacts under different global emissions trajectories, ensuring alignment between our strategic planning, financial assumptions, and climate resilience objectives.

Water

(5.1.1.1) Scenario used

Physical climate scenarios

☑ RCP 6.0

(5.1.1.2) Scenario used SSPs used in conjunction with scenario

Select from:

☑ SSP2

(5.1.1.3) Approach to scenario

Select from:

☑ Qualitative and quantitative

(5.1.1.4) Scenario coverage

Select from:

☑ Organization-wide

(5.1.1.5) Risk types considered in scenario

Select all that apply

☑ Policy

☑ Market

☑ Reputation

☑ Technology

☑ Acute physical

☑ Chronic physical

(5.1.1.6) Temperature alignment of scenario

Select from:

☑ 3.0ºC - 3.4ºC

(5.1.1.7) Reference year

2024

(5.1.1.8) Timeframes covered

Select all that apply

☑ 2025

☑ 2030

☑ 2040

(5.1.1.9) Driving forces in scenario

Local ecosystem asset interactions, dependencies and impacts

☑ Climate change (one of five drivers of nature change)

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

The scenario analysis is applied where data is available, and only where the scenarios have materially different impacts. Temperature scenarios evaluated include 1.5°C, 2°C, and ~3.2°C, modeled over the short-term (2024–2025), medium-term (2026–2028), and long-term (2029–2040) time horizons. These scenarios and temperature ranges are based on the most recent IPCC AR6 Synthesis Report (2023) projections. Our analysis applies closely to these scenarios but uses data from previously published models because the new models have not yet been fully integrated into available cartographic tools and datasets. While the temperature ranges are approximately the same, the SSP scenarios differ; however, this difference does not have a material impact on our analysis.

(5.1.1.11) Rationale for choice of scenario

EnerSys selected three climate scenarios—1.5°C (SSP 1.9), 2°C (SSP 2.6), and ~3°C (SSP 7.0)—to evaluate both climate risks and potential opportunities, providing a view of various possible futures. These scenarios were chosen for their relevance to our operations and their ability to demonstrate material impacts, aligning with the IPCC AR6 Synthesis Report: Climate Change 2023. The En-ROADS simulator was used with carbon price levers set at $5/ton CO_2 for the ~3.2°C pathway. EnerSys analyzed each pathway for both physical and transition implications, integrating findings into our Risk and Opportunity Analysis. This approach enables us to assess and plan for impacts under different global emissions trajectories, ensuring alignment between our strategic planning, financial assumptions, and climate resilience objectives.

Water

(5.1.1.1) Scenario used

Physical climate scenarios

☑ RCP 3.4

(5.1.1.2) Scenario used SSPs used in conjunction with scenario

Select from:

☑ SSP2

(5.1.1.3) Approach to scenario

Select from:

☑ Qualitative and quantitative

(5.1.1.4) Scenario coverage

Select from:

☑ Organization-wide

(5.1.1.5) Risk types considered in scenario

Select all that apply

☑ Policy

☑ Market

☑ Reputation

☑ Technology

☑ Acute physical

☑ Chronic physical

(5.1.1.6) Temperature alignment of scenario

Select from:

☑ 2.0ºC - 2.4ºC

(5.1.1.7) Reference year

2024

(5.1.1.8) Timeframes covered

Select all that apply

☑ 2025

☑ 2030

☑ 2040

(5.1.1.9) Driving forces in scenario

Local ecosystem asset interactions, dependencies and impacts

☑ Climate change (one of five drivers of nature change)

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

The scenario analysis is applied where data is available, and only where the scenarios have materially different impacts. Temperature scenarios evaluated include 1.5°C, 2°C, and ~3.2°C, modeled over the short-term (2024–2025), medium-term (2026–2028), and long-term (2029–2040) time horizons. These scenarios and temperature ranges are based on the most recent IPCC AR6 Synthesis Report (2023) projections. Our analysis applies closely to these scenarios but uses data from previously published models because the new models have not yet been fully integrated into available cartographic tools and datasets. While the temperature ranges are approximately the same, the SSP scenarios differ; however, this difference does not have a material impact on our analysis.

(5.1.1.11) Rationale for choice of scenario

EnerSys selected three climate scenarios—1.5°C (SSP 1.9), 2°C (SSP 2.6), and ~3°C (SSP 7.0)—to evaluate both climate risks and potential opportunities, providing a view of various possible futures. These scenarios were chosen for their relevance to our operations and their ability to demonstrate material impacts, aligning with the IPCC AR6 Synthesis Report: Climate Change 2023. The En-ROADS simulator was used with carbon price levers set at $5/ton CO_2 for the ~3.2°C pathway. EnerSys analyzed each pathway for both physical and transition implications, integrating findings into our Risk and Opportunity Analysis. This approach enables us to assess and plan for impacts under different global emissions trajectories, ensuring alignment between our strategic planning, financial assumptions, and climate resilience objectives.

Water

(5.1.1.1) Scenario used

Physical climate scenarios

☑ RCP 1.9

(5.1.1.2) Scenario used SSPs used in conjunction with scenario

Select from:

☑ SSP2

(5.1.1.3) Approach to scenario

Select from:

☑ Qualitative and quantitative

(5.1.1.4) Scenario coverage

Select from:

☑ Organization-wide

(5.1.1.5) Risk types considered in scenario

Select all that apply

☑ Policy

☑ Market

☑ Reputation

☑ Technology

☑ Acute physical

☑ Chronic physical

(5.1.1.6) Temperature alignment of scenario

Select from:

☑ 1.5°C or lower

(5.1.1.7) Reference year

2024

(5.1.1.8) Timeframes covered

Select all that apply

☑ 2025

☑ 2030

☑ 2040

(5.1.1.9) Driving forces in scenario

Local ecosystem asset interactions, dependencies and impacts

☑ Climate change (one of five drivers of nature change)

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

The scenario analysis is applied where data is available, and only where the scenarios have materially different impacts. Temperature scenarios evaluated include 1.5°C, 2°C, and ~3.2°C, modeled over the short-term (2024–2025), medium-term (2026–2028), and long-term (2029–2040) time horizons. These scenarios and temperature ranges are based on the most recent IPCC AR6 Synthesis Report (2023) projections. Our analysis applies closely to these scenarios but uses data from previously published models because the new models have not yet been fully integrated into available cartographic tools and datasets. While the temperature ranges are approximately the same, the SSP scenarios differ; however, this difference does not have a material impact on our analysis.

(5.1.1.11) Rationale for choice of scenario

EnerSys selected three climate scenarios—1.5°C (SSP 1.9), 2°C (SSP 2.6), and ~3°C (SSP 7.0)—to evaluate both climate risks and potential opportunities, providing a view of various possible futures. These scenarios were chosen for their relevance to our operations and their ability to demonstrate material impacts, aligning with the IPCC AR6 Synthesis Report: Climate Change 2023. The En-ROADS simulator was used with carbon price levers set at $5/ton CO_2 for the ~3.2°C pathway. EnerSys analyzed each pathway for both physical and transition implications, integrating findings into our Risk and Opportunity Analysis. This approach enables us to assess and plan for impacts under different global emissions trajectories, ensuring alignment between our strategic planning, financial assumptions, and climate resilience objectives.

Climate change

(5.1.1.1) Scenario used

Physical climate scenarios

☑ RCP 3.4

(5.1.1.2) Scenario used SSPs used in conjunction with scenario

Select from:

☑ SSP2

(5.1.1.3) Approach to scenario

Select from:

☑ Qualitative and quantitative

(5.1.1.4) Scenario coverage

Select from:

☑ Organization-wide

(5.1.1.5) Risk types considered in scenario

Select all that apply

☑ Acute physical

☑ Chronic physical

☑ Policy

☑ Market

☑ Technology

(5.1.1.6) Temperature alignment of scenario

Select from:

☑ 2.0ºC - 2.4ºC

(5.1.1.7) Reference year

2024

(5.1.1.8) Timeframes covered

Select all that apply

☑ 2025

☑ 2030

☑ 2040

(5.1.1.9) Driving forces in scenario

Local ecosystem asset interactions, dependencies and impacts

☑ Climate change (one of five drivers of nature change)

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

The scenario analysis is applied where data is available, and only where the scenarios have materially different impacts. Temperature scenarios evaluated include 1.5°C, 2°C, and ~3.2°C, modeled over the short-term (2024–2025), medium-term (2026–2028), and long-term (2029–2040) time horizons. These scenarios and temperature ranges are based on the most recent IPCC AR6 Synthesis Report (2023) projections. Our analysis applies closely to these scenarios but uses data from previously published models because the new models have not yet been fully integrated into available cartographic tools and datasets. While the temperature ranges are approximately the same, the SSP scenarios differ; however, this difference does not have a material impact on our analysis.

(5.1.1.11) Rationale for choice of scenario

EnerSys selected three climate scenarios—1.5°C (SSP 1.9), 2°C (SSP 2.6), and ~3°C (SSP 7.0)—to evaluate both climate risks and potential opportunities, providing a view of various possible futures. These scenarios were chosen for their relevance to our operations and their ability to demonstrate material impacts, aligning with the IPCC AR6 Synthesis Report: Climate Change 2023. The En-ROADS simulator was used with carbon price levers set at $5/ton CO_2 for the ~3.2°C pathway. EnerSys analyzed each pathway for both physical and transition implications, integrating findings into our Risk and Opportunity Analysis. This approach enables us to assess and plan for impacts under different global emissions trajectories, ensuring alignment between our strategic planning, financial assumptions, and climate resilience objectives.

Climate change

(5.1.1.1) Scenario used

Physical climate scenarios

☑ RCP 1.9

(5.1.1.2) Scenario used SSPs used in conjunction with scenario

Select from:

☑ SSP2

(5.1.1.3) Approach to scenario

Select from:

☑ Qualitative and quantitative

(5.1.1.4) Scenario coverage

Select from:

☑ Organization-wide

(5.1.1.5) Risk types considered in scenario

Select all that apply

☑ Policy

☑ Market

☑ Reputation

☑ Technology

☑ Acute physical

☑ Chronic physical

(5.1.1.6) Temperature alignment of scenario

Select from:

☑ 1.5°C or lower

(5.1.1.7) Reference year

2024

(5.1.1.8) Timeframes covered

Select all that apply

☑ 2025

☑ 2030

☑ 2040

(5.1.1.9) Driving forces in scenario

Local ecosystem asset interactions, dependencies and impacts

☑ Climate change (one of five drivers of nature change)

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

The scenario analysis is applied where data is available, and only where the scenarios have materially different impacts. Temperature scenarios evaluated include 1.5°C, 2°C, and ~3.2°C, modeled over the short-term (2024–2025), medium-term (2026–2028), and long-term (2029–2040) time horizons. These scenarios and temperature ranges are based on the most recent IPCC AR6 Synthesis Report (2023) projections. Our analysis applies closely to these scenarios but uses data from previously published models because the new models have not yet been fully integrated into available cartographic tools and datasets. While the temperature ranges are approximately the same, the SSP scenarios differ; however, this difference does not have a material impact on our analysis.

(5.1.1.11) Rationale for choice of scenario

EnerSys selected three climate scenarios—1.5°C (SSP 1.9), 2°C (SSP 2.6), and ~3°C (SSP 7.0)—to evaluate both climate risks and potential opportunities, providing a view of various possible futures. These scenarios were chosen for their relevance to our operations and their ability to demonstrate material impacts, aligning with the IPCC AR6 Synthesis Report: Climate Change 2023. The En-ROADS simulator was used with carbon price levers set at $5/ton CO_2 for the ~3.2°C pathway. EnerSys analyzed each pathway for both physical and transition implications, integrating findings into our Risk and Opportunity Analysis. This approach enables us to assess and plan for impacts under different global emissions trajectories, ensuring alignment between our strategic planning, financial assumptions, and climate resilience objectives.

Climate change

(5.1.1.1) Scenario used

Physical climate scenarios

☑ RCP 4.5

(5.1.1.2) Scenario used SSPs used in conjunction with scenario

Select from:

☑ SSP2

(5.1.1.3) Approach to scenario

Select from:

☑ Qualitative and quantitative

(5.1.1.4) Scenario coverage

Select from:

☑ Country/area

(5.1.1.5) Risk types considered in scenario

Select all that apply

☑ Acute physical

(5.1.1.6) Temperature alignment of scenario

Select from:

☑ 2.5ºC - 2.9ºC

(5.1.1.7) Reference year

2022

(5.1.1.8) Timeframes covered

Select all that apply

☑ 2025

☑ 2030

(5.1.1.9) Driving forces in scenario

Local ecosystem asset interactions, dependencies and impacts

☑ Climate change (one of five drivers of nature change)

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

Used to analyze various climate risks and scenarios by geography in the United States. The displayed statistics are generated from official U.S. climate projections for two greenhouse gas emissions scenarios — a Lower Emissions Scenario (~2.5°C to ~3°C, RCP 4.5) and a Higher Emissions Scenario (~5°C, RCP 8.5). Acute physical risk levels were determined using FEMA's Risk Index rather than evaluating each risk independently, as grouped risk factors can cause similar financial impacts. The FEMA Risk Index is calculated as: Risk Index = expected annual loss × social vulnerability ÷ community resilience. The total risk score varies by location.

(5.1.1.11) Rationale for choice of scenario

Like chronic physical risks, acute risks are highly dependent on geography; however, they are less predictable and are typically measured by the probability of an event occurring. Complete acute risk data is not available on a global scale, but EnerSys has mapped locations in the United States where reliable data exists on acute risks from climate-related extreme weather or natural disasters. Rather than evaluating each risk independently—since grouped risk factors can cause similar financial impacts—we determined the level of acute physical risk using FEMA's Risk Index. The Risk Index is calculated as: expected annual loss × social vulnerability ÷ community resilience. The total risk score varies by location.

Climate change

(5.1.1.1) Scenario used

Physical climate scenarios

☑ RCP 8.5

(5.1.1.2) Scenario used SSPs used in conjunction with scenario

Select from:

☑ SSP2

(5.1.1.3) Approach to scenario

Select from:

☑ Qualitative and quantitative

(5.1.1.4) Scenario coverage

Select from:

☑ Country/area

(5.1.1.5) Risk types considered in scenario

Select all that apply

☑ Acute physical

(5.1.1.6) Temperature alignment of scenario

Select from:

☑ 4.0°C and above

(5.1.1.7) Reference year

2024

(5.1.1.8) Timeframes covered

Select all that apply

☑ 2025

☑ 2030

(5.1.1.9) Driving forces in scenario

Local ecosystem asset interactions, dependencies and impacts

☑ Climate change (one of five drivers of nature change)

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

Used to analyze various climate risks and scenarios by geography in the United States. The displayed statistics are generated from official U.S. climate projections for two greenhouse gas emissions scenarios — a Lower Emissions Scenario (~2.5°C to ~3°C, RCP 4.5) and a Higher Emissions Scenario (~5°C, RCP 8.5). Acute physical risk levels were determined using FEMA's Risk Index rather than evaluating each risk independently, as grouped risk factors can cause similar financial impacts. The FEMA Risk Index is calculated as: Risk Index = expected annual loss × social vulnerability ÷ community resilience. The total risk score varies by location.

(5.1.1.11) Rationale for choice of scenario

Like chronic physical risks, acute risks are highly dependent on geography; however, they are less predictable and are typically measured by the probability of an event occurring. Complete acute risk data is not available on a global scale, but EnerSys has mapped locations in the United States where reliable data exists on acute risks from climate-related extreme weather or natural disasters. Rather than evaluating each risk independently—since grouped risk factors can cause similar financial impacts—we determined the level of acute physical risk using FEMA's Risk Index. The Risk Index is calculated as: expected annual loss × social vulnerability ÷ community resilience. The total risk score varies by location.
[Add row]

(5.1.2) Provide details of the outcomes of your organization's scenario analysis.

Climate change

(5.1.2.1) Business processes influenced by your analysis of the reported scenarios

Select all that apply

☑ Risk and opportunities identification, assessment and management

☑ Strategy and financial planning

☑ Resilience of business model and strategy

☑ Capacity building

☑ Target setting and transition planning

(5.1.2.2) Coverage of analysis

Select from:

☑ Organization-wide

(5.1.2.3) Summarize the outcomes of the scenario analysis and any implications for other environmental issues

EnerSys conducted scenario analysis using three IPCC AR6 pathways—1.5°C (SSP 1.9), 2°C (SSP 2.6), and ~3.2°C (SSP 7.0)—across short-term (2024–2025), medium-term (2026–2028), and long-term (2029–2040) horizons. Physical risks include increased cooling demand for facilities (short-term: 7,300 GJ; medium-term: 18,300 GJ; long-term: 51,300 GJ under 2°C/~3°C vs. 22,000 GJ for 1.5°C) and higher energy prices. We also identified a potential long-term impact on workforce health and safety, not yet quantified. Acute risks such as cyclones, hurricanes, tornadoes, hailstorms, and winter storms could increase capital expenditures, insurance premiums, and cause operational and supply chain disruptions. Transition risks include modeled Scope 1 carbon pricing impacts ranging from $0.4–$0.9M short-term to $1.6–$18M long-term, depending on scenario. Opportunities include increased access to capital in a 3°C scenario—$360M short-term, $720M medium-term, and $2B long-term. While 2°C and 1.5°C pathways have not yet been quantified, values are expected to be higher due to stronger policy incentives, tax credits, and grants for renewable energy technology. Findings from the scenario analysis inform capital allocation, renewable energy and resilience investments, internal carbon pricing ($200/mt$CO_2$e), and site-level adaptation projects under the Climate Action Plan Roadmap.

Water

(5.1.2.1) Business processes influenced by your analysis of the reported scenarios

Select all that apply

☑ Risk and opportunities identification, assessment and management

☑ Strategy and financial planning

☑ Resilience of business model and strategy

☑ Target setting and transition planning

(5.1.2.2) Coverage of analysis

Select from:

☑ Organization-wide

(5.1.2.3) Summarize the outcomes of the scenario analysis and any implications for other environmental issues

Water scenario analysis, aligned with 1.5°C (SSP 1.9), 2°C (SSP 2.6), and ~3.2°C (SSP 7.0) IPCC AR6 pathways, assessed operational exposure to water stress and scarcity. Current climate models project decreased annual precipitation for many EnerSys locations; 16 U.S. facilities are in regions expected to see >2% decline by 2035, with four expecting >5% decline. Risks include increased costs for water sourcing/treatment, higher capital expenditures for equipment to recycle water, and potential production delays from scarcity. Opportunities include reduced costs and improved resilience from achieving our target to cut water intensity by 25% by 2030 (compared to 2020). Findings are used to inform CAPEX allocation for high-risk sites, increase water recycling capabilities, and maintain our commitments under the U.N. CEO Water Mandate as part of the Climate Action Plan Roadmap.
[Fixed row]

(5.2) Does your organization's strategy include a climate transition plan?

(5.2.1) Transition plan

Select from:
☑ Yes, we have a climate transition plan which aligns with a 1.5°C world

(5.2.3) Publicly available climate transition plan

Select from:
☑ Yes

(5.2.4) Plan explicitly commits to cease all spending on, and revenue generation from, activities that contribute to fossil fuel expansion

Select from:
☑ Yes

(5.2.5) Description of activities included in commitment and implementation of commitment

Our Climate Action Plan Roadmap outlines a Company-wide transition away from fossil fuels by 2040 and source carbon neutral electricity by 2050. Activities include but are not limited to, improving efficiency, fuel transition, process change, technology changes and more.

(5.2.7) Mechanism by which feedback is collected from shareholders on your climate transition plan

Select from:

☑ We have a different feedback mechanism in place

(5.2.8) Description of feedback mechanism

Our Board, under the guidance of our CEO, oversees our comprehensive sustainability program. Every quarter, the full Board assesses sustainability issues and progress towards our carbon neutrality goals, demonstrating our ongoing commitment to environmental stewardship and corporate responsibility.

(5.2.9) Frequency of feedback collection

Select from:

☑ More frequently than annually

(5.2.10) Description of key assumptions and dependencies on which the transition plan relies

The roadmap depends on expanded grid capacity, advances in clean technologies, and replacing or retrofitting long-lived fossil fuel assets. It also assumes cost-competitive electricity, strong supplier and stakeholder collaboration, and that governments deliver on net-zero energy commitments.

(5.2.11) Description of progress against transition plan disclosed in current or previous reporting period

Since FY20, EnerSys has reduced Scope 1 emissions by 26%.

(5.2.12) Attach any relevant documents which detail your climate transition plan (optional)

enersys-climate-action-roadmap.pdf
[Fixed row]

(5.3) Have environmental risks and opportunities affected your strategy and/or financial planning?

(5.3.1) Environmental risks and/or opportunities have affected your strategy and/or financial planning

Select from:

☑ Yes, both strategy and financial planning

(5.3.2) Business areas where environmental risks and/or opportunities have affected your strategy

Select all that apply

☑ Products and services

☑ Upstream/downstream value chain

☑ Investment in R&D

☑ Operations

[Fixed row]

(5.3.1) Describe where and how environmental risks and opportunities have affected your strategy.

Products and services

(5.3.1.1) Effect type

Select all that apply

☑ Risks

☑ Opportunities

(5.3.1.2) Environmental issues relevant to the risks and/or opportunities that have affected your strategy in this area

Select all that apply

☑ Climate change

☑ Water

(5.3.1.3) Describe how environmental risks and/or opportunities have affected your strategy in this area

EnerSys provides energy storage and management solutions that address critical customer needs across multiple industries, enabling reductions in greenhouse gas emissions and improving access to reliable, affordable energy. Our products are core climate technologies supporting applications from rural broadband reliability to powering submarines, satellites, food supply logistics, and critical healthcare infrastructure. Battery storage and energy systems are integral to decarbonization strategies by bridging the gap between intermittent renewable generation and periods of peak demand, directly supporting global emissions reduction goals. These technologies enhance grid resilience, facilitate renewable integration, and provide critical backup during outages or emergencies. Recognizing that no single technology can meet all decarbonization challenges, the EnerSys portfolio spans multiple battery chemistries to address diverse infrastructure and application requirements. As countries and companies implement emissions reduction and electrification commitments aligned with COP26, our energy storage products provide a vital link between ambitious targets and current infrastructure capabilities. This strategic focus positions energy storage as an essential enabler of the global energy transition and the expansion of renewable power sources, including wind and solar, and as a critical component in supporting the growth of electric vehicle adoption.

Upstream/downstream value chain

(5.3.1.1) Effect type

Select all that apply

☑ Risks

☑ Opportunities

(5.3.1.2) Environmental issues relevant to the risks and/or opportunities that have affected your strategy in this area

Select all that apply

☑ Climate change

☑ Water

(5.3.1.3) Describe how environmental risks and/or opportunities have affected your strategy in this area

EnerSys supports the movement of essential goods and materials for industries that keep global supply chains operating, enabling products to reach their destinations faster, more safely, and with reduced environmental impact. In our upstream value chain, we work directly with suppliers to improve environmental performance through engagement, collaboration, and due diligence processes. These efforts include evaluating suppliers against our sustainability expectations, encouraging the adoption of lower-carbon processes, and identifying opportunities for waste reduction and resource efficiency. By integrating environmental criteria into supplier engagement and procurement decisions, we strengthen the overall sustainability and resilience of our value chain.

Investment in R&D

(5.3.1.1) Effect type

Select all that apply

☑ Risks

☑ Opportunities

(5.3.1.2) Environmental issues relevant to the risks and/or opportunities that have affected your strategy in this area

Select all that apply

☑ Climate change

☑ Water

(5.3.1.3) Describe how environmental risks and/or opportunities have affected your strategy in this area

Our customers depend on EnerSys to deliver reliable and resilient products for critical applications where performance is essential. We invest significant resources in research and development, testing, and certification to ensure our products remain safe for customers and end users. Our commitment to continuous improvement drives ongoing innovation, safety enhancements, performance optimization, and the development of new technologies.

Operations

(5.3.1.1) Effect type

Select all that apply

☑ Risks

☑ Opportunities

(5.3.1.2) Environmental issues relevant to the risks and/or opportunities that have affected your strategy in this area

Select all that apply

☑ Climate change

☑ Water

(5.3.1.3) Describe how environmental risks and/or opportunities have affected your strategy in this area

Environmental risks such as climate change, resource constraints, and evolving regulations have led EnerSys to adapt its operations by investing in energy efficiency, raw material management, and compliance initiatives. At the same time, environmental opportunities have driven growth in clean energy markets, with increased demand for EnerSys' energy storage solutions supporting renewable energy, electric vehicles, and grid resilience. These factors have positioned the company to reduce its environmental impact while enhancing long-term business value.
[Add row]

(5.3.2) Describe where and how environmental risks and opportunities have affected your financial planning.

Row 1

(5.3.2.1) Financial planning elements that have been affected

Select all that apply

☑ Revenues
☑ Liabilities
☑ Direct costs
☑ Indirect costs
☑ Capital allocation
☑ Capital expenditures

(5.3.2.2) Effect type

Select all that apply

☑ Risks
☑ Opportunities

(5.3.2.3) Environmental issues relevant to the risks and/or opportunities that have affected these financial planning elements

Select all that apply

☑ Climate change
☑ Water

(5.3.2.4) Describe how environmental risks and/or opportunities have affected these financial planning elements

EnerSys has committed $20 million in capital expenditures over the next five years to support achievement of our Scope 1 and Scope 2 carbon neutrality goals. Our financial planning accounts for compliance with multiple laws and regulations governing the registration, handling, processing, storage, transport, and disposal of hazardous substances, which create additional operational costs and potential liabilities. We also anticipate direct costs, indirect costs, and capital expenditures related to research and development, restructuring, supply chain adjustments, employee training, and upgrading or purchasing physical assets to advance more sustainable practices. In progressing toward a low-carbon economy, our financial planning considers the role of lower-emission energy sources, new technologies, policy incentives, participation in carbon markets, and shifts toward decentralized energy generation. Achieving emission-reduction targets will require increasing the share of low-emission alternatives in our energy mix, such as wind, solar, hydro, geothermal, nuclear, and carbon capture and storage. These investments present opportunities to lower annual energy costs while reducing exposure to fossil fuel price volatility. Given the variable nature of renewable generation, energy storage will be critical in enabling greater reliance on these sources, and EnerSys is positioned to play a key role with our storage technologies. Financial planning also considers the benefits of electrifying equipment and vehicles, where rising fuel prices strengthen the business case. As renewable energy costs continue to decline, increasing our use of renewables and other low-carbon sources can further reduce energy costs and support our long-term emissions goals.

[Add row]

(5.4) In your organization's financial accounting, do you identify spending/revenue that is aligned with your organization's climate transition?

	Identification of spending/revenue that is aligned with your organization's climate transition
	Select from: ☑ No, but we plan to in the next two years

[Fixed row]

(5.5) Does your organization invest in research and development (R&D) of low-carbon products or services related to your sector activities?

(5.5.1) Investment in low-carbon R&D

Select from:

☑ Yes

(5.5.2) Comment

EnerSys invests in R&D to advance low-carbon energy storage solutions that improve efficiency, safety, and performance while reducing life-cycle emissions. Focus areas include enabling renewable integration, supporting electrification, and meeting customer sustainability goals.
[Fixed row]

(5.5.2) Provide details of your organization’s investments in low-carbon R&D for capital goods products and services over the last three years.

Row 1

(5.5.2.1) Technology area

Select from:

☑ Other, please specify :EnerSys invests in R&D to advance low-carbon energy storage solutions that improve efficiency, safety, and performance while reducing life-cycle emissions. Focus areas include enabling renewable integration, supporting electrification, and meeting cu

[Add row]

(5.10) Does your organization use an internal price on environmental externalities?

	Use of internal pricing of environmental externalities	Environmental externality priced
	Select from: ☑ Yes	*Select all that apply* ☑ Carbon

[Fixed row]

(5.10.1) Provide details of your organization’s internal price on carbon.

Row 1

(5.10.1.1) Type of pricing scheme

Select from:

☑ Shadow price

(5.10.1.2) Objectives for implementing internal price

Select all that apply

☑ Drive low-carbon investment

☑ Identify and seize low-carbon opportunities

(5.10.1.3) Factors considered when determining the price

Select all that apply

☑ Scenario analysis

(5.10.1.4) Calculation methodology and assumptions made in determining the price

EnerSys has not publicly disclosed the methodology used to determine its internal carbon price.

(5.10.1.5) Scopes covered

Select all that apply

☑ Scope 1

[Add row]

(5.11) Do you engage with your value chain on environmental issues?

	Engaging with this stakeholder on environmental issues	Environmental issues covered
Suppliers	*Select from:* ☑ Yes	*Select all that apply* ☑ Climate change ☑ Water
Customers	*Select from:*	*Select all that apply*

	Engaging with this stakeholder on environmental issues	Environmental issues covered
	☑ Yes	☑ Climate change ☑ Water
Investors and shareholders	*Select from:* ☑ Yes	*Select all that apply* ☑ Climate change ☑ Water
Other value chain stakeholders	*Select from:* ☑ Yes	*Select all that apply* ☑ Climate change ☑ Water

[Fixed row]

(5.11.1) Does your organization assess and classify suppliers according to their dependencies and/or impacts on the environment?

	Assessment of supplier dependencies and/or impacts on the environment
Climate change	*Select from:* ☑ No, we do not assess the dependencies and/or impacts of our suppliers, and have no plans to do so within two years
Water	*Select from:* ☑ No, we do not assess the dependencies and/or impacts of our suppliers, and have no plans to do so within two years

[Fixed row]

(5.11.2) Does your organization prioritize which suppliers to engage with on environmental issues?

Climate change

(5.11.2.1) Supplier engagement prioritization on this environmental issue

Select from:

☑ Yes, we prioritize which suppliers to engage with on this environmental issue

(5.11.2.2) Criteria informing which suppliers are prioritized for engagement on this environmental issue

Select all that apply

☑ Business risk mitigation

☑ Material sourcing

☑ Procurement spend

☑ Regulatory compliance

☑ Strategic status of suppliers

(5.11.2.4) Please explain

EnerSys prioritizes supplier engagement on environmental issues using the same criteria applied in our supplier classification process: (1) annual supplier spend, (2) the commodity or material supplied, and (3) business and strategic risk, including inherent risk from single sourcing. Suppliers with higher spend, strategic importance, or provision of critical commodities are given enhanced engagement focus, as their operations have a greater potential environmental impact and influence on our value chain. We engage these suppliers to promote compliance with our Supplier Code of Conduct, which includes environmental standards, and to identify opportunities for improvement. If a supplier is found to be out of compliance, we initiate corrective actions and monitor progress to resolution.

Water

(5.11.2.1) Supplier engagement prioritization on this environmental issue

Select from:

☑ Yes, we prioritize which suppliers to engage with on this environmental issue

(5.11.2.2) Criteria informing which suppliers are prioritized for engagement on this environmental issue

Select all that apply

☑ Business risk mitigation

☑ Material sourcing

☑ Procurement spend

☑ Regulatory compliance

☑ Strategic status of suppliers

(5.11.2.4) Please explain

EnerSys prioritizes supplier engagement on environmental issues using the same criteria applied in our supplier classification process: (1) annual supplier spend, (2) the commodity or material supplied, and (3) business and strategic risk, including inherent risk from single sourcing. Suppliers with higher spend, strategic importance, or provision of critical commodities are given enhanced engagement focus, as their operations have a greater potential environmental impact and influence on our value chain. We engage these suppliers to promote compliance with our Supplier Code of Conduct, which includes environmental standards, and to identify opportunities for improvement. If a supplier is found to be out of compliance, we initiate corrective actions and monitor progress to resolution.
[Fixed row]

(5.11.5) Do your suppliers have to meet environmental requirements as part of your organization’s purchasing process?

Climate change

(5.11.5.1) Suppliers have to meet specific environmental requirements related to this environmental issue as part of the purchasing process

Select from:

☑ Yes, environmental requirements related to this environmental issue are included in our supplier contracts

(5.11.5.2) Policy in place for addressing supplier non-compliance

Select from:

☑ Yes, we have a policy in place for addressing non-compliance

(5.11.5.3) Comment

EnerSys requires suppliers to comply with our Supplier Code of Conduct, which includes environmental requirements alongside health and safety, product safety, conflict minerals, labor rights, and corporate social responsibility. Compliance is monitored through audits conducted by EnerSys or an approved third party, which may include questionnaires, site evaluations, interviews, or review of third-party databases. Audit frequency is determined by supplier risk profile, past performance, or specific concerns, and may be conducted on a regular or ad-hoc basis. Non-compliance triggers corrective action requirements, and continued failure to comply may result in suspension or termination of business with the supplier and its affiliates.

Water

(5.11.5.1) Suppliers have to meet specific environmental requirements related to this environmental issue as part of the purchasing process

Select from:

☑ Yes, environmental requirements related to this environmental issue are included in our supplier contracts

(5.11.5.2) Policy in place for addressing supplier non-compliance

Select from:

☑ Yes, we have a policy in place for addressing non-compliance

(5.11.5.3) Comment

EnerSys requires suppliers to comply with our Supplier Code of Conduct, which includes environmental requirements alongside health and safety, product safety, conflict minerals, labor rights, and corporate social responsibility. Compliance is monitored through audits conducted by EnerSys or an approved third party, which may include questionnaires, site evaluations, interviews, or review of third-party databases. Audit frequency is determined by supplier risk profile, past performance, or specific concerns, and may be conducted on a regular or ad-hoc basis. Non-compliance triggers corrective action requirements, and continued failure to comply may result in suspension or termination of business with the supplier and its affiliates.
[Fixed row]

(5.11.6) Provide details of the environmental requirements that suppliers have to meet as part of your organization's purchasing process, and the compliance measures in place.

Climate change

(5.11.6.1) Environmental requirement

Select from:

☑ Other, please specify :OECD Due Diligence Guidance for Responsible Supply Chains

(5.11.6.2) Mechanisms for monitoring compliance with this environmental requirement

Select all that apply

☑ Supplier self-assessment

(5.11.6.12) Comment

For the energy storage solutions sold by EnerSys that contain lithium-ion batteries with cobalt anodes, the cells we receive are sourced from suppliers committed to adopting the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas(Third Edition). Suppliers are required to operate in an environmentally responsible and efficient manner and strive to minimize adverse impacts to the environment. Suppliers are expected to conserve natural resources and promote activities that include the concepts of reuse and recycle. It is mandatory that suppliers comply with all laws, regulations, ordinances, rules, permits, licenses and approvals regarding the environment in their countries of operation. Suppliers must adhere to the same standards of EnerSys and should refer to our environmental policy and our climate change policy for a clear picture of our expectations, management, commitments and goals.

Water

(5.11.6.1) Environmental requirement

Select from:

☑ Other, please specify :OECD Due Diligence Guidance for Responsible Supply Chains

(5.11.6.2) Mechanisms for monitoring compliance with this environmental requirement

Select all that apply

☑ Supplier self-assessment

(5.11.6.12) Comment

For the energy storage solutions sold by EnerSys that contain lithium-ion batteries with cobalt anodes, the cells we receive are sourced from suppliers committed to adopting the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas(Third Edition). Suppliers are required to operate in an environmentally responsible and efficient manner and strive to minimize adverse impacts to the environment. Suppliers are expected to

conserve natural resources and promote activities that include the concepts of reuse and recycle. It is mandatory that suppliers comply with all laws, regulations, ordinances, rules, permits, licenses and approvals regarding the environment in their countries of operation. Suppliers must adhere to the same standards of EnerSys and should refer to our environmental policy and our climate change policy for a clear picture of our expectations, management, commitments and goals.
[Add row]

(5.11.7) Provide further details of your organization's supplier engagement on environmental issues.

Climate change

(5.11.7.2) Action driven by supplier engagement

Select from:
☑ No other supplier engagement

Water

(5.11.7.2) Action driven by supplier engagement

Select from:
☑ No other supplier engagement
[Add row]

(5.11.9) Provide details of any environmental engagement activity with other stakeholders in the value chain.

Climate change

(5.11.9.1) Type of stakeholder

Select from:
☑ Customers

(5.11.9.2) Type and details of engagement

Other

☑ Other, please specify

(5.11.9.6) Effect of engagement and measures of success

EnerSys engages customers on climate and water issues by providing low-carbon, energy-efficient, and maintenance-free technologies that reduce both emissions and water use, helping them meet sustainability goals.

Water

(5.11.9.1) Type of stakeholder

Select from:

☑ Customers

(5.11.9.2) Type and details of engagement

Other

☑ Other, please specify

(5.11.9.6) Effect of engagement and measures of success

EnerSys engages customers on climate and water issues by providing low-carbon, energy-efficient, and maintenance-free technologies that reduce both emissions and water use, helping them meet sustainability goals.
[Add row]

(5.13) Has your organization already implemented any mutually beneficial environmental initiatives due to CDP Supply Chain member engagement?

(5.13.1) Environmental initiatives implemented due to CDP Supply Chain member engagement

Select from:

☑ No, and we do not plan to within the next two years

(5.13.2) Primary reason for not implementing environmental initiatives

Select from:

☑ Not an immediate strategic priority

(5.13.3) Explain why your organization has not implemented any environmental initiatives

EnerSys has not implemented environmental initiatives specifically as a result of CDP Supply Chain member engagement. Our current sustainability initiatives are developed through internal governance processes, including the Climate Action Plan Committee, and are prioritized based on materiality, operational impact, and alignment with our global strategy. While we recognize the value of collaborative projects, our environmental programs are currently driven by enterprise-wide goals, regulatory requirements, and direct customer partnerships outside the CDP Supply Chain program. At this time, we do not anticipate implementing initiatives solely due to CDP Supply Chain member engagement, but we continue to monitor opportunities for collaboration that align with our operational priorities and resource planning.
[Fixed row]

C6. Environmental Performance - Consolidation Approach

(6.1) Provide details on your chosen consolidation approach for the calculation of environmental performance data.

Climate change

(6.1.1) Consolidation approach used

Select from:

☑ Operational control

(6.1.2) Provide the rationale for the choice of consolidation approach

EnerSys applies the operational control approach for all environmental issues because we have full authority to introduce and implement operating policies across our global operations. This approach ensures that all facilities and activities where EnerSys has the ability to direct operational practices are included in our environmental performance boundary, regardless of ownership structure. Using a single, consistent consolidation method across climate, water, and other environmental data aligns with the GHG Protocol Corporate Standard and supports accurate, comparable reporting and target setting.

Water

(6.1.1) Consolidation approach used

Select from:

☑ Operational control

(6.1.2) Provide the rationale for the choice of consolidation approach

EnerSys applies the operational control approach for all environmental issues because we have full authority to introduce and implement operating policies across our global operations. This approach ensures that all facilities and activities where EnerSys has the ability to direct operational practices are included in our environmental performance boundary, regardless of ownership structure. Using a single, consistent consolidation method across climate, water, and other environmental data aligns with the GHG Protocol Corporate Standard and supports accurate, comparable reporting and target setting.

Plastics

(6.1.1) Consolidation approach used

Select from:

☑ Operational control

(6.1.2) Provide the rationale for the choice of consolidation approach

EnerSys applies the operational control approach for all environmental issues because we have full authority to introduce and implement operating policies across our global operations. This approach ensures that all facilities and activities where EnerSys has the ability to direct operational practices are included in our environmental performance boundary, regardless of ownership structure. Using a single, consistent consolidation method across climate, water, and other environmental data aligns with the GHG Protocol Corporate Standard and supports accurate, comparable reporting and target setting.

Biodiversity

(6.1.1) Consolidation approach used

Select from:

☑ Operational control

(6.1.2) Provide the rationale for the choice of consolidation approach

EnerSys applies the operational control approach for all environmental issues because we have full authority to introduce and implement operating policies across our global operations. This approach ensures that all facilities and activities where EnerSys has the ability to direct operational practices are included in our environmental performance boundary, regardless of ownership structure. Using a single, consistent consolidation method across climate, water, and other environmental data aligns with the GHG Protocol Corporate Standard and supports accurate, comparable reporting and target setting.
[Fixed row]

C7. Environmental performance - Climate Change

(7.1) Is this your first year of reporting emissions data to CDP?

Select from:
☑ No

(7.1.1) Has your organization undergone any structural changes in the reporting year, or are any previous structural changes being accounted for in this disclosure of emissions data?

	Has there been a structural change?	Name of organization(s) acquired, divested from, or merged with	Details of structural change(s), including completion dates
	Select all that apply ☑ Yes, other structural change, please specify	*Bren-Tronics*	*EnerSys acquired Bren-Tronics in FY25, and switched reporting cadence from CY to FY.*

[Fixed row]

(7.1.2) Has your emissions accounting methodology, boundary, and/or reporting year definition changed in the reporting year?

(7.1.2.1) Change(s) in methodology, boundary, and/or reporting year definition?

Select all that apply
☑ Yes, a change in reporting year definition

(7.1.2.2) Details of methodology, boundary, and/or reporting year definition change(s)

In response to evolving global sustainability reporting standards, including the European Sustainability Reporting Standards (ESRS), EnerSys transitioned from a calendar year to a fiscal year reporting cycle.
[Fixed row]

(7.1.3) Have your organization's base year emissions and past years' emissions been recalculated as a result of any changes or errors reported in 7.1.1 and/or 7.1.2?

	Base year recalculation	Scope(s) recalculated	Base year emissions recalculation policy, including significance threshold
	Select from: ☑ Yes	*Select all that apply* ☑ Scope 1 ☑ Scope 2, location-based	*Our base year is now FY20 rather than CY20.*

[Fixed row]

(7.2) Select the name of the standard, protocol, or methodology you have used to collect activity data and calculate emissions.

Select all that apply
☑ IEA CO2 Emissions from Fuel Combustion
☑ The Climate Registry: Oil & Gas Protocol
☑ The Greenhouse Gas Protocol: Scope 2 Guidance
☑ The Climate Registry: General Reporting Protocol
☑ The Climate Registry: Electric Power Sector (EPS) Protocol
☑ The Climate Registry: Local Government Operations (LGO) Protocol
☑ The Greenhouse Gas Protocol: Corporate Value Chain (Scope 3) Standard
☑ 2019 Refinement to the 2006 IPCC Guidelines for National Greenhouse Gas Inventories
☑ The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition)

(7.3) Describe your organization’s approach to reporting Scope 2 emissions.

(7.3.1) Scope 2, location-based

Select from:

☑ We are reporting a Scope 2, location-based figure

(7.3.2) Scope 2, market-based

Select from:

☑ We have operations where we are able to access electricity supplier emission factors or residual emissions factors, but are unable to report a Scope 2, market-based figure

(7.3.3) Comment

The data was gathered by the EnerSys Sustainability Team utilizing the Tracera platform. Greenhouse gas data covers Scope 1, 2 and 3 emissions. Data is based on utility data with measurements. Global warming potential and emissions factor conversations are based on the latest guidance from: International Energy Agency (IEA), The Climate Registry -DEFRA, and IPCC Fourth Assessment Report (AR4 -100 year).
[Fixed row]

(7.4) Are there any sources (e.g. facilities, specific GHGs, activities, geographies, etc.) of Scope 1, Scope 2 or Scope 3 emissions that are within your selected reporting boundary which are not included in your disclosure?

Select from:

☑ No

(7.5) Provide your base year and base year emissions.

Scope 1

(7.5.1) Base year end

03/31/2020

(7.5.2) Base year emissions (metric tons CO2e)

66229

(7.5.3) Methodological details

The data was gathered by the EnerSys Sustainability Team utilizing the Tracera platform. Greenhouse gas data covers Scope 1, 2 and 3 emissions. Data is based on utility data with measurements. Global warming potential and emissions factor conversations are based on the latest guidance from: International Energy Agency (IEA), The Climate Registry -DEFRA, and IPCC Fourth Assessment Report (AR4 -100 year). When utility data were not available, estimates were made in alignment with the Greenhouse Gas Protocol guidance.

Scope 2 (location-based)

(7.5.1) Base year end

03/31/2020

(7.5.2) Base year emissions (metric tons CO2e)

212070

(7.5.3) Methodological details

The data was gathered by the EnerSys Sustainability Team utilizing the Tracera platform. Greenhouse gas data covers Scope 1, 2 and 3 emissions. Data is based on utility data with measurements. Global warming potential and emissions factor conversations are based on the latest guidance from: International Energy Agency (IEA), The Climate Registry -DEFRA, and IPCC Fourth Assessment Report (AR4 -100 year). When utility data were not available, estimates were made in alignment with the Greenhouse Gas Protocol guidance.

Scope 3 category 1: Purchased goods and services

(7.5.1) Base year end

12/31/2022

(7.5.2) Base year emissions (metric tons CO2e)

395500.0

(7.5.3) Methodological details

Supply chain survey data will be used to update emissions factors for spend categories. Expense data will be used as a proxy to estimate emissions associated with each category of spend. Spend-based method used.

Scope 3 category 2: Capital goods

(7.5.1) Base year end

12/31/2022

(7.5.2) Base year emissions (metric tons CO2e)

33400.0

(7.5.3) Methodological details

Supply chain survey data will be used to update emissions factors for spend categories. Expense data will be used as a proxy to estimate emissions associated with each category of spend. Spend-based method used.

Scope 3 category 3: Fuel-and-energy-related activities (not included in Scope 1 or 2)

(7.5.1) Base year end

12/31/2022

(7.5.2) Base year emissions (metric tons CO2e)

70500

(7.5.3) Methodological details

Units of fuel will be used to calculate well-to-tank emissions. Average data method used.

Scope 3 category 4: Upstream transportation and distribution

(7.5.1) Base year end

12/31/2022

(7.5.2) Base year emissions (metric tons CO2e)

30670

(7.5.3) Methodological details

Units of fuel will be used to calculate emissions associated with transportation and distribution of upstream products purchased. Data will be used to estimate emissions on ton-miles transported. Expense data will be used as a proxy. Distance based method used.

Scope 3 category 5: Waste generated in operations

(7.5.1) Base year end

12/31/2022

(7.5.2) Base year emissions (metric tons CO2e)

6200.0

(7.5.3) Methodological details

Headcount, facility type, and square footage will be used as a proxy Headcount and/or square footage and facility type allows us to estimate waste generated in operations. Average data method used.

Scope 3 category 6: Business travel

(7.5.1) Base year end

12/31/2022

(7.5.2) Base year emissions (metric tons CO2e)

2100.0

(7.5.3) Methodological details

Expense data will be used as a proxy. Distance based method used.

Scope 3 category 7: Employee commuting

(7.5.1) Base year end

12/31/2022

(7.5.2) Base year emissions (metric tons CO2e)

19000

(7.5.3) Methodological details

Headcount and average commute distance will be used as proxy, using the number of onsite employees for each facility and average commute miles to estimate emissions associated with employee commuting. Average data method used.

Scope 3 category 8: Upstream leased assets

(7.5.1) Base year end

12/31/2022

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

We do not calculate at this time.

Scope 3 category 9: Downstream transportation and distribution

(7.5.1) Base year end

12/31/2022

(7.5.2) Base year emissions (metric tons CO2e)

52600.0

(7.5.3) Methodological details

Units of fuel used to calculate emissions associated with transportation and distribution of upstream products purchased. Data will be used to estimate emissions on ton-miles transported. Expense data used as a proxy. Distance based method used.

Scope 3 category 10: Processing of sold products

(7.5.1) Base year end

12/31/2022

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

We do not calculate at this time.

Scope 3 category 11: Use of sold products

(7.5.1) Base year end

12/31/2022

(7.5.2) Base year emissions (metric tons CO2e)

1095227

(7.5.3) Methodological details

This category estimates the emissions associated with the use of our products after sale. Evaluating quantity of sold products, life expectancy, types of fuels consumed by product.

Scope 3 category 12: End of life treatment of sold products

(7.5.1) Base year end

12/31/2022

(7.5.2) Base year emissions (metric tons CO2e)

66.0

(7.5.3) Methodological details

We estimate the emissions associated with the disposal of our sold products at the end of life. Evaluating products sold, estimating mass of sold products in rough categories by material type, estimated portions of end of life treatment (% to landfill, % to recycle, % reuse, etc.).

Scope 3 category 13: Downstream leased assets

(7.5.1) Base year end

12/31/2022

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

We do not calculate at this time.

Scope 3 category 14: Franchises

(7.5.1) Base year end

12/31/2022

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

We do not calculate at this time.

Scope 3 category 15: Investments

(7.5.1) Base year end

12/31/2022

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

We do not calculate at this time.

Scope 3: Other (upstream)

(7.5.1) Base year end

12/31/2022

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

We do not calculate at this time.

Scope 3: Other (downstream)

(7.5.1) Base year end

12/31/2022

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

We do not calculate at this time.
[Fixed row]

(7.6) What were your organization’s gross global Scope 1 emissions in metric tons CO2e?

Reporting year

(7.6.1) Gross global Scope 1 emissions (metric tons CO2e)

49646

Past year 1

(7.6.1) Gross global Scope 1 emissions (metric tons CO2e)

50688

(7.6.2) End date

03/31/2024

(7.6.3) Methodological details

The data was gathered by the EnerSys Sustainability Team utilizing the Tracera platform. Greenhouse gas data covers Scope 1, 2 and 3 emissions. Data is based on utility data with measurements. Global warming potential and emissions factor conversations are based on the latest guidance from: International Energy Agency (IEA), The Climate Registry -DEFRA, and IPCC Fourth Assessment Report (AR4 -100 year).

Past year 2

(7.6.1) Gross global Scope 1 emissions (metric tons CO2e)

51628

(7.6.2) End date

03/31/2023

(7.6.3) Methodological details

The data was gathered by the EnerSys Sustainability Team utilizing the Tracera platform. Greenhouse gas data covers Scope 1, 2 and 3 emissions. Data is based on utility data with measurements. Global warming potential and emissions factor conversations are based on the latest guidance from: International Energy Agency (IEA), The Climate Registry -DEFRA, and IPCC Fourth Assessment Report (AR4 -100 year).

Past year 3

(7.6.1) Gross global Scope 1 emissions (metric tons CO2e)

54395

(7.6.2) End date

03/31/2022

(7.6.3) Methodological details

The data was gathered by the EnerSys Sustainability Team utilizing the Tracera platform. Greenhouse gas data covers Scope 1, 2 and 3 emissions. Data is based on utility data with measurements. Global warming potential and emissions factor conversations are based on the latest guidance from: International Energy Agency (IEA), The Climate Registry -DEFRA, and IPCC Fourth Assessment Report (AR4 -100 year).

Past year 4

(7.6.1) Gross global Scope 1 emissions (metric tons CO2e)

63311

(7.6.2) End date

03/31/2021

(7.6.3) Methodological details

The data was gathered by the EnerSys Sustainability Team utilizing the Tracera platform. Greenhouse gas data covers Scope 1, 2 and 3 emissions. Data is based on utility data with measurements. Global warming potential and emissions factor conversations are based on the latest guidance from: International Energy Agency (IEA), The Climate Registry -DEFRA, and IPCC Fourth Assessment Report (AR4 -100 year).

Past year 5

(7.6.1) Gross global Scope 1 emissions (metric tons CO2e)

66229

(7.6.2) End date

03/31/2020

(7.6.3) Methodological details

The data was gathered by the EnerSys Sustainability Team utilizing the Tracera platform. Greenhouse gas data covers Scope 1, 2 and 3 emissions. Data is based on utility data with measurements. Global warming potential and emissions factor conversations are based on the latest guidance from: International Energy Agency (IEA), The Climate Registry -DEFRA, and IPCC Fourth Assessment Report (AR4 -100 year).
[Fixed row]

(7.7) What were your organization's gross global Scope 2 emissions in metric tons CO2e?

Reporting year

(7.7.1) Gross global Scope 2, location-based emissions (metric tons CO2e)

208175

(7.7.4) Methodological details

The data was gathered by the EnerSys Sustainability Team utilizing the Tracera platform. Greenhouse gas data covers Scope 1, 2 and 3 emissions. Data is based on utility data with measurements. Global warming potential and emissions factor conversations are based on the latest guidance from: International Energy Agency (IEA), The Climate Registry -DEFRA, and IPCC Fourth Assessment Report (AR4 -100 year).

Past year 1

(7.7.1) Gross global Scope 2, location-based emissions (metric tons CO2e)

219492

(7.7.3) End date

03/31/2024

(7.7.4) Methodological details

The data was gathered by the EnerSys Sustainability Team utilizing the Tracera platform. Greenhouse gas data covers Scope 1, 2 and 3 emissions. Data is based on utility data with measurements. Global warming potential and emissions factor conversations are based on the latest guidance from: International Energy Agency (IEA), The Climate Registry -DEFRA, and IPCC Fourth Assessment Report (AR4 -100 year).

Past year 2

(7.7.1) Gross global Scope 2, location-based emissions (metric tons CO2e)

227585

(7.7.3) End date

03/31/2023

(7.7.4) Methodological details

The data was gathered by the EnerSys Sustainability Team utilizing the Tracera platform. Greenhouse gas data covers Scope 1, 2 and 3 emissions. Data is based on utility data with measurements. Global warming potential and emissions factor conversations are based on the latest guidance from: International Energy Agency (IEA), The Climate Registry -DEFRA, and IPCC Fourth Assessment Report (AR4 -100 year).

Past year 3

(7.7.1) Gross global Scope 2, location-based emissions (metric tons CO2e)

236089

(7.7.3) End date

03/31/2022

(7.7.4) Methodological details

The data was gathered by the EnerSys Sustainability Team utilizing the Tracera platform. Greenhouse gas data covers Scope 1, 2 and 3 emissions. Data is based on utility data with measurements. Global warming potential and emissions factor conversations are based on the latest guidance from: International Energy Agency (IEA), The Climate Registry -DEFRA, and IPCC Fourth Assessment Report (AR4 -100 year).

Past year 4

(7.7.1) Gross global Scope 2, location-based emissions (metric tons CO2e)

224844

(7.7.3) End date

03/31/2021

(7.7.4) Methodological details

The data was gathered by the EnerSys Sustainability Team utilizing the Tracera platform. Greenhouse gas data covers Scope 1, 2 and 3 emissions. Data is based on utility data with measurements. Global warming potential and emissions factor conversations are based on the latest guidance from: International Energy Agency (IEA), The Climate Registry -DEFRA, and IPCC Fourth Assessment Report (AR4 -100 year).

Past year 5

(7.7.1) Gross global Scope 2, location-based emissions (metric tons CO2e)

212070

(7.7.3) End date

03/31/2020

(7.7.4) Methodological details

The data was gathered by the EnerSys Sustainability Team utilizing the Tracera platform. Greenhouse gas data covers Scope 1, 2 and 3 emissions. Data is based on utility data with measurements. Global warming potential and emissions factor conversations are based on the latest guidance from: International Energy Agency (IEA), The Climate Registry -DEFRA, and IPCC Fourth Assessment Report (AR4 -100 year).
[Fixed row]

(7.8) Account for your organization’s gross global Scope 3 emissions, disclosing and explaining any exclusions.

Purchased goods and services

(7.8.1) Evaluation status

Select from:
☑ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

480973

(7.8.3) Emissions calculation methodology

Select all that apply
☑ Spend-based method

(7.8.5) Please explain

Spend-based approach with NAICS EF matching. Inter-company & special spend excluded; spend normalized to 2021 USD.

Capital goods

(7.8.1) Evaluation status

Select from:
☑ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

18046

(7.8.3) Emissions calculation methodology

Select all that apply
☑ Spend-based method

(7.8.5) Please explain

Spend-based approach with NAICS EF matching. Capitalized goods identified; spend normalized to 2021 USD.

Fuel-and-energy-related activities (not included in Scope 1 or 2)

(7.8.1) Evaluation status

Select from:

☑ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

51780

(7.8.3) Emissions calculation methodology

Select all that apply

☑ Methodology for direct use phase emissions, please specify :Activity-based approach using WTT (DEFRA) + T&D (IEA) factors

(7.8.5) Please explain

DEFRA/IEA factors represent upstream emissions.

Upstream transportation and distribution

(7.8.1) Evaluation status

Select from:

☑ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

10555

(7.8.3) Emissions calculation methodology

Select all that apply

☑ Spend-based method

☑ Methodology for direct use phase emissions, please specify :Mixed activity- & spend-based (DEFRA/EPA freight EFs)

(7.8.5) Please explain

Mixed activity- & spend-based (DEFRA/EPA freight EFs). Missing distances filled with averages; mode assigned via supplier data.

Waste generated in operations

(7.8.1) Evaluation status

Select from:
☑ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

7142

(7.8.3) Emissions calculation methodology

Select all that apply
☑ Other, please specify :Assumption-based approach using proxy waste generation rates & disposal splits

(7.8.5) Please explain

Assumption-based approach using proxy waste generation rates & disposal splits. Global disposal split (32.1% recycle, 67.9% landfill); site drivers proxy waste.

Business travel

(7.8.1) Evaluation status

Select from:
☑ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

2440

(7.8.3) Emissions calculation methodology

Select all that apply

☑ Methodology for direct use phase emissions, please specify :Activity-based approach using miles flown & car rental days

(7.8.5) Please explain

Activity-based approach using miles flown & car rental days; Rental car avg 36.9 miles/day; flights categorized by haul distance.

Employee commuting

(7.8.1) Evaluation status

Select from:

☑ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

18304

(7.8.3) Emissions calculation methodology

Select all that apply

☑ Other, please specify :Assumption-based approach using headcount × commuting distance

(7.8.5) Please explain

Assumption-based approach using headcount × commuting distance. All employees assumed to commute by car; 230–260 workdays/year.

Upstream leased assets

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

Downstream transportation and distribution

(7.8.1) Evaluation status

Select from:

☑ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

54725

(7.8.3) Emissions calculation methodology

Select all that apply

☑ Spend-based method

☑ Methodology for direct use phase emissions, please specify :Mixed activity- & spend-based (DEFRA/EPA freight EFs)

(7.8.5) Please explain

Mixed activity- & spend-based (DEFRA/EPA freight EFs); Missing data filled with averages; excludes inter-company shipments.

Processing of sold products

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

Use of sold products

(7.8.1) Evaluation status

Select from:

☑ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

1165778

(7.8.3) Emissions calculation methodology

Select all that apply

☑ Other, please specify :Assumption-based approach: lifetime energy throughput × grid EF

(7.8.5) Please explain

Assumption-based approach: lifetime energy throughput × grid EF. Cycle life & DOD derated to 50–70% of spec; float/UPS excluded.

End of life treatment of sold products

(7.8.1) Evaluation status

Select from:

☑ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

6756

(7.8.3) Emissions calculation methodology

Select all that apply

☑ Other, please specify :Assumption-based approach: 2 V cell equivalent mass × chemistry-specific EF

(7.8.5) Please explain

Assumption-based approach: 2 V cell equivalent mass × chemistry-specific EF. PB tanks excluded (negligible); NiCd higher EF scenario applied.

Downstream leased assets

(7.8.1) Evaluation status

Select from:
☑ Not relevant, explanation provided

Franchises

(7.8.1) Evaluation status

Select from:
☑ Not relevant, explanation provided

Investments

(7.8.1) Evaluation status

Select from:
☑ Not relevant, explanation provided
[Fixed row]

(7.8.1) Disclose or restate your Scope 3 emissions data for previous years.

Past year 1

(7.8.1.1) End date

12/31/2023

(7.8.1.2) Scope 3: Purchased goods and services (metric tons CO2e)

325685

(7.8.1.3) Scope 3: Capital goods (metric tons CO2e)

55891

(7.8.1.4) Scope 3: Fuel and energy-related activities (not included in Scopes 1 or 2) (metric tons CO2e)

59800

(7.8.1.5) Scope 3: Upstream transportation and distribution (metric tons CO2e)

12329

(7.8.1.6) Scope 3: Waste generated in operations (metric tons CO2e)

6850

(7.8.1.7) Scope 3: Business travel (metric tons CO2e)

2300

(7.8.1.8) Scope 3: Employee commuting (metric tons CO2e)

20200

(7.8.1.9) Scope 3: Upstream leased assets (metric tons CO2e)

0

(7.8.1.10) Scope 3: Downstream transportation and distribution (metric tons CO2e)

66088

(7.8.1.11) Scope 3: Processing of sold products (metric tons CO2e)

0

(7.8.1.12) Scope 3: Use of sold products (metric tons CO2e)

1103021

(7.8.1.13) Scope 3: End of life treatment of sold products (metric tons CO2e)

45

(7.8.1.14) Scope 3: Downstream leased assets (metric tons CO2e)

0

(7.8.1.15) Scope 3: Franchises (metric tons CO2e)

0

(7.8.1.16) Scope 3: Investments (metric tons CO2e)

0

Past year 2

(7.8.1.1) End date

12/31/2022

(7.8.1.2) Scope 3: Purchased goods and services (metric tons CO2e)

395500

(7.8.1.3) Scope 3: Capital goods (metric tons CO2e)

33400

(7.8.1.4) Scope 3: Fuel and energy-related activities (not included in Scopes 1 or 2) (metric tons CO2e)

70500

(7.8.1.5) Scope 3: Upstream transportation and distribution (metric tons CO2e)

30670

(7.8.1.6) Scope 3: Waste generated in operations (metric tons CO2e)

6200

(7.8.1.7) Scope 3: Business travel (metric tons CO2e)

2100

(7.8.1.8) Scope 3: Employee commuting (metric tons CO2e)

19000

(7.8.1.9) Scope 3: Upstream leased assets (metric tons CO2e)

0

(7.8.1.10) Scope 3: Downstream transportation and distribution (metric tons CO2e)

42148

(7.8.1.11) Scope 3: Processing of sold products (metric tons CO2e)

0

(7.8.1.12) Scope 3: Use of sold products (metric tons CO2e)

1095227

(7.8.1.13) Scope 3: End of life treatment of sold products (metric tons CO2e)

66

(7.8.1.14) Scope 3: Downstream leased assets (metric tons CO2e)

0

(7.8.1.15) Scope 3: Franchises (metric tons CO2e)

0

(7.8.1.16) Scope 3: Investments (metric tons CO2e)

0
[Fixed row]

(7.9) Indicate the verification/assurance status that applies to your reported emissions.

	Verification/assurance status
Scope 1	*Select from:* ☑ No third-party verification or assurance
Scope 2 (location-based or market-based)	*Select from:* ☑ No third-party verification or assurance
Scope 3	*Select from:* ☑ No third-party verification or assurance

[Fixed row]

(7.10) How do your gross global emissions (Scope 1 and 2 combined) for the reporting year compare to those of the previous reporting year?

Select from:
☑ Decreased

(7.10.1) Identify the reasons for any change in your gross global emissions (Scope 1 and 2 combined), and for each of them specify how your emissions compare to the previous year.

Other emissions reduction activities

(7.10.1.1) Change in emissions (metric tons CO2e)

20478

(7.10.1.2) Direction of change in emissions

Select from:
☑ Decreased

(7.10.1.3) Emissions value (percentage)

7

(7.10.1.4) Please explain calculation

Reductions due to operational efficiencies.
[Fixed row]

(7.12) Are carbon dioxide emissions from biogenic carbon relevant to your organization?

Select from:
☑ No

(7.15) Does your organization break down its Scope 1 emissions by greenhouse gas type?

Select from:

☑ No

(7.16) Break down your total gross global Scope 1 and 2 emissions by country/area.

Argentina

(7.16.1) Scope 1 emissions (metric tons CO2e)

5.6

(7.16.2) Scope 2, location-based (metric tons CO2e)

145.7

Australia

(7.16.1) Scope 1 emissions (metric tons CO2e)

112.6

(7.16.2) Scope 2, location-based (metric tons CO2e)

544.9

Austria

(7.16.1) Scope 1 emissions (metric tons CO2e)

9.7

(7.16.2) Scope 2, location-based (metric tons CO2e)

10.4

Belgium

(7.16.1) Scope 1 emissions (metric tons CO2e)

18.8

(7.16.2) Scope 2, location-based (metric tons CO2e)

41.6

Brazil

(7.16.1) Scope 1 emissions (metric tons CO2e)

572.8

(7.16.2) Scope 2, location-based (metric tons CO2e)

507.6

Bulgaria

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

6.9

Canada

(7.16.1) Scope 1 emissions (metric tons CO2e)

1918.3

(7.16.2) Scope 2, location-based (metric tons CO2e)

99

Chile

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

1.3

China

(7.16.1) Scope 1 emissions (metric tons CO2e)

1180.6

(7.16.2) Scope 2, location-based (metric tons CO2e)

15903

Czechia

(7.16.1) Scope 1 emissions (metric tons CO2e)

390.9

(7.16.2) Scope 2, location-based (metric tons CO2e)

780.3

Finland

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

0.4

France

(7.16.1) Scope 1 emissions (metric tons CO2e)

2671.5

(7.16.2) Scope 2, location-based (metric tons CO2e)

2374.6

Germany

(7.16.1) Scope 1 emissions (metric tons CO2e)

675.6

(7.16.2) Scope 2, location-based (metric tons CO2e)

550.7

Greece

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

3.4

Hungary

(7.16.1) Scope 1 emissions (metric tons CO2e)

45.1

(7.16.2) Scope 2, location-based (metric tons CO2e)

36.8

India

(7.16.1) Scope 1 emissions (metric tons CO2e)

3.8

(7.16.2) Scope 2, location-based (metric tons CO2e)

152.9

Italy

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

19.6

Japan

(7.16.1) Scope 1 emissions (metric tons CO2e)

1.5

(7.16.2) Scope 2, location-based (metric tons CO2e)

6.4

Kazakhstan

(7.16.1) Scope 1 emissions (metric tons CO2e)

1.4

(7.16.2) Scope 2, location-based (metric tons CO2e)

7.3

Luxembourg

(7.16.1) Scope 1 emissions (metric tons CO2e)

0.2

(7.16.2) Scope 2, location-based (metric tons CO2e)

0.7

Malaysia

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

214.5

Mexico

(7.16.1) Scope 1 emissions (metric tons CO2e)

4452.6

(7.16.2) Scope 2, location-based (metric tons CO2e)

19702.9

Morocco

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

7.5

Netherlands

(7.16.1) Scope 1 emissions (metric tons CO2e)

9.2

(7.16.2) Scope 2, location-based (metric tons CO2e)

39.2

New Zealand

(7.16.1) Scope 1 emissions (metric tons CO2e)

17.3

(7.16.2) Scope 2, location-based (metric tons CO2e)

8.5

Norway

(7.16.1) Scope 1 emissions (metric tons CO2e)

0.2

(7.16.2) Scope 2, location-based (metric tons CO2e)

0

Philippines

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

51.5

Poland

(7.16.1) Scope 1 emissions (metric tons CO2e)

610.3

(7.16.2) Scope 2, location-based (metric tons CO2e)

40997.8

Singapore

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

103.3

Slovakia

(7.16.1) Scope 1 emissions (metric tons CO2e)

6

(7.16.2) Scope 2, location-based (metric tons CO2e)

8

South Africa

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

27.9

Spain

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

9.4

Sweden

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

4.9

Switzerland

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

2.3

Turkey

(7.16.1) Scope 1 emissions (metric tons CO2e)

1.9

(7.16.2) Scope 2, location-based (metric tons CO2e)

9

Ukraine

(7.16.1) Scope 1 emissions (metric tons CO2e)

1

(7.16.2) Scope 2, location-based (metric tons CO2e)

3.8

United Arab Emirates

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

17.2

United Kingdom of Great Britain and Northern Ireland

(7.16.1) Scope 1 emissions (metric tons CO2e)

2540.4

(7.16.2) Scope 2, location-based (metric tons CO2e)

5115.2

United States of America

(7.16.1) Scope 1 emissions (metric tons CO2e)

21245.5

(7.16.2) Scope 2, location-based (metric tons CO2e)

120658.9
[Fixed row]

(7.22) Break down your gross Scope 1 and Scope 2 emissions between your consolidated accounting group and other entities included in your response.

	Scope 1 emissions (metric tons CO2e)	Scope 2, location-based emissions (metric tons CO2e)
Consolidated accounting group	*49646*	*208175*

[Fixed row]

(7.23) Is your organization able to break down your emissions data for any of the subsidiaries included in your CDP response?

Select from:
☑ No

(7.27) What are the challenges in allocating emissions to different customers, and what would help you to overcome these challenges?

Row 1

(7.27.1) Allocation challenges

Select from:
☑ Doing so would require we disclose business sensitive/proprietary information
[Add row]

(7.28) Do you plan to develop your capabilities to allocate emissions to your customers in the future?

(7.28.1) Do you plan to develop your capabilities to allocate emissions to your customers in the future?

Select from:

☑ No

(7.28.3) Primary reason for no plans to develop your capabilities to allocate emissions to your customers

Select from:

☑ Other, please specify :Sensitive information

(7.28.4) Explain why you do not plan to develop capabilities to allocate emissions to your customers

Doing so would require that we disclose sensitive business information.
[Fixed row]

(7.29) What percentage of your total operational spend in the reporting year was on energy?

Select from:

☑ Don't know

(7.30) Select which energy-related activities your organization has undertaken.

	Indicate whether your organization undertook this energy-related activity in the reporting year
Consumption of fuel (excluding feedstocks)	*Select from:* ☑ Yes
Consumption of purchased or acquired electricity	*Select from:* ☑ Yes

	Indicate whether your organization undertook this energy-related activity in the reporting year
Consumption of purchased or acquired heat	*Select from:* ☑ No
Consumption of purchased or acquired steam	*Select from:* ☑ Yes
Consumption of purchased or acquired cooling	*Select from:* ☑ No
Generation of electricity, heat, steam, or cooling	*Select from:* ☑ Yes

[Fixed row]

(7.30.1) Report your organization’s energy consumption totals (excluding feedstocks) in MWh.

Consumption of fuel (excluding feedstock)

(7.30.1.1) Heating value

Select from:

☑ Unable to confirm heating value

(7.30.1.2) MWh from renewable sources

0

(7.30.1.3) MWh from non-renewable sources

246662

(7.30.1.4) Total (renewable + non-renewable) MWh

246662.00

Consumption of purchased or acquired electricity

(7.30.1.1) Heating value

Select from:
☑ Unable to confirm heating value

(7.30.1.2) MWh from renewable sources

3484

(7.30.1.3) MWh from non-renewable sources

442493

(7.30.1.4) Total (renewable + non-renewable) MWh

445977.00

Consumption of purchased or acquired steam

(7.30.1.1) Heating value

Select from:
☑ Unable to confirm heating value

(7.30.1.2) MWh from renewable sources

0

(7.30.1.3) MWh from non-renewable sources

8647

(7.30.1.4) Total (renewable + non-renewable) MWh

8647.00

Consumption of self-generated non-fuel renewable energy

(7.30.1.1) Heating value

Select from:
☑ Unable to confirm heating value

(7.30.1.2) MWh from renewable sources

5

(7.30.1.4) Total (renewable + non-renewable) MWh

5.00

Total energy consumption

(7.30.1.1) Heating value

Select from:
☑ Unable to confirm heating value

(7.30.1.2) MWh from renewable sources

3489

(7.30.1.3) MWh from non-renewable sources

697802

(7.30.1.4) Total (renewable + non-renewable) MWh

701291.00
[Fixed row]

(7.30.6) Select the applications of your organization's consumption of fuel.

	Indicate whether your organization undertakes this fuel application
Consumption of fuel for the generation of electricity	*Select from:* ☑ No
Consumption of fuel for the generation of heat	*Select from:* ☑ Yes
Consumption of fuel for the generation of steam	*Select from:* ☑ No
Consumption of fuel for the generation of cooling	*Select from:* ☑ No
Consumption of fuel for co-generation or tri-generation	*Select from:* ☑ No

[Fixed row]

(7.30.7) State how much fuel in MWh your organization has consumed (excluding feedstocks) by fuel type.

Sustainable biomass

(7.30.7.1) Heating value

Select from:
☑ Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

0

Other biomass

(7.30.7.1) Heating value

Select from:
☑ Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

0

Other renewable fuels (e.g. renewable hydrogen)

(7.30.7.1) Heating value

Select from:
☑ Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

0

Coal

(7.30.7.1) Heating value

Select from:
☑ Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

24

Oil

(7.30.7.1) Heating value

Select from:
☑ Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

117

Gas

(7.30.7.1) Heating value

Select from:
☑ Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

246522

Other non-renewable fuels (e.g. non-renewable hydrogen)

(7.30.7.1) Heating value

Select from:
☑ Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

0

Total fuel

(7.30.7.1) Heating value

Select from:
☑ Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

246663
[Fixed row]

(7.30.9) Provide details on the electricity, heat, steam, and cooling your organization has generated and consumed in the reporting year.

Electricity

(7.30.9.1) Total Gross generation (MWh)

5

(7.30.9.2) Generation that is consumed by the organization (MWh)

5

(7.30.9.3) Gross generation from renewable sources (MWh)

5

(7.30.9.4) Generation from renewable sources that is consumed by the organization (MWh)

5

Heat

(7.30.9.1) Total Gross generation (MWh)

0

(7.30.9.2) Generation that is consumed by the organization (MWh)

0

(7.30.9.3) Gross generation from renewable sources (MWh)

0

(7.30.9.4) Generation from renewable sources that is consumed by the organization (MWh)

0

Steam

(7.30.9.1) Total Gross generation (MWh)

0

(7.30.9.2) Generation that is consumed by the organization (MWh)

0

(7.30.9.3) Gross generation from renewable sources (MWh)

0

(7.30.9.4) Generation from renewable sources that is consumed by the organization (MWh)

0

Cooling

(7.30.9.1) Total Gross generation (MWh)

0

(7.30.9.2) Generation that is consumed by the organization (MWh)

0

(7.30.9.3) Gross generation from renewable sources (MWh)

0

(7.30.9.4) Generation from renewable sources that is consumed by the organization (MWh)

0
[Fixed row]

(7.30.16) Provide a breakdown by country/area of your electricity/heat/steam/cooling consumption in the reporting year.

Argentina

(7.30.16.1) Consumption of purchased electricity (MWh)

510

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

31

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

541.00

Australia

(7.30.16.1) Consumption of purchased electricity (MWh)

653

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

64

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

717.00

Austria

(7.30.16.1) Consumption of purchased electricity (MWh)

61

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

54

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

115.00

Belgium

(7.30.16.1) Consumption of purchased electricity (MWh)

237

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

105

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

342.00

Brazil

(7.30.16.1) Consumption of purchased electricity (MWh)

4005

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

2691

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

6696.00

Bulgaria

(7.30.16.1) Consumption of purchased electricity (MWh)

16

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

16.00

Canada

(7.30.16.1) Consumption of purchased electricity (MWh)

1417

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

1149

Chile

(7.30.16.1) Consumption of purchased electricity (MWh)

10

China

(7.30.16.1) Consumption of purchased electricity (MWh)

34514

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

5485

Czechia

(7.30.16.1) Consumption of purchased electricity (MWh)

1415

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

2173

Finland

(7.30.16.1) Consumption of purchased electricity (MWh)

4

France

(7.30.16.1) Consumption of purchased electricity (MWh)

48955

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

14854

Germany

(7.30.16.1) Consumption of purchased electricity (MWh)

1461

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

3757

Greece

(7.30.16.1) Consumption of purchased electricity (MWh)

7

Hungary

(7.30.16.1) Consumption of purchased electricity (MWh)

129

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

251

India

(7.30.16.1) Consumption of purchased electricity (MWh)

137

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

18

Italy

(7.30.16.1) Consumption of purchased electricity (MWh)

71

Japan

(7.30.16.1) Consumption of purchased electricity (MWh)

12

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

8

Kazakhstan

(7.30.16.1) Consumption of purchased electricity (MWh)

9

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

4

Luxembourg

(7.30.16.1) Consumption of purchased electricity (MWh)

3

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

1

Malaysia

(7.30.16.1) Consumption of purchased electricity (MWh)

294

Mexico

(7.30.16.1) Consumption of purchased electricity (MWh)

43829

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

23245

Morocco

(7.30.16.1) Consumption of purchased electricity (MWh)

10

Netherlands

(7.30.16.1) Consumption of purchased electricity (MWh)

116

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

51

New Zealand

(7.30.16.1) Consumption of purchased electricity (MWh)

77

Norway

(7.30.16.1) Consumption of purchased electricity (MWh)

1

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

1

Philippines

(7.30.16.1) Consumption of purchased electricity (MWh)

63

Poland

(7.30.16.1) Consumption of purchased electricity (MWh)

48911

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

8647

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

3373

Singapore

(7.30.16.1) Consumption of purchased electricity (MWh)

246

Slovakia

(7.30.16.1) Consumption of purchased electricity (MWh)

26

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

1138

South Africa

(7.30.16.1) Consumption of purchased electricity (MWh)

30

Spain

(7.30.16.1) Consumption of purchased electricity (MWh)

72

Sweden

(7.30.16.1) Consumption of purchased electricity (MWh)

164

Switzerland

(7.30.16.1) Consumption of purchased electricity (MWh)

137

Turkey

(7.30.16.1) Consumption of purchased electricity (MWh)

19

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

10

Ukraine

(7.30.16.1) Consumption of purchased electricity (MWh)

10

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

6

United Arab Emirates

(7.30.16.1) Consumption of purchased electricity (MWh)

37

United Kingdom of Great Britain and Northern Ireland

(7.30.16.1) Consumption of purchased electricity (MWh)

24023

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

12769

United States of America

(7.30.16.1) Consumption of purchased electricity (MWh)

233946

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

117997

[Fixed row]

(7.34) Does your organization measure the efficiency of any of its products or services?

	Measurement of product/service efficiency	Comment
	Select from: ☑ No, but we plan to start doing so within the next two years	*We are working to establish a robust, ambitious and measurable goal around our products' sustainability.*

[Fixed row]

(7.45) Describe your gross global combined Scope 1 and 2 emissions for the reporting year in metric tons CO2e per unit currency total revenue and provide any additional intensity metrics that are appropriate to your business operations.

Row 1

(7.45.1) Intensity figure

71.2

(7.45.2) Metric numerator (Gross global combined Scope 1 and 2 emissions, metric tons CO2e)

257821

(7.45.3) Metric denominator

Select from:
☑ unit total revenue

(7.45.4) Metric denominator: Unit total

3620

(7.45.5) Scope 2 figure used

Select from:
☑ Location-based

(7.45.6) % change from previous year

6

(7.45.7) Direction of change

Select from:
☑ Decreased

(7.45.8) Reasons for change

Select all that apply
☑ Other emissions reduction activities

(7.45.9) Please explain

In FY24, EnerSys emitted 75.5 tCO2e per million USD revenue. In FY25, EnerSys emitted 71.2 tCO2e per million USD revenue. This resulted in a 6% decrease in emissions intensity.
[Add row]

(7.52) Provide any additional climate-related metrics relevant to your business.

Row 1

(7.52.1) Description

Select from:

☑ Energy usage

(7.52.2) Metric value

65.8

(7.52.3) Metric numerator

kWh consumed

(7.52.4) Metric denominator (intensity metric only)

kWh produced

(7.52.5) % change from previous year

1

(7.52.6) Direction of change

Select from:

☑ Increased

(7.52.7) Please explain

The U.S. Department of Energy's Better Plants Program helps leading manufacturers boost their resilience and economic competitiveness by supporting improvements in energy efficiency. As part of the program, EnerSys has committed to reducing our energy intensity by 25% over the next ten years with 2020 as our baseline year. Since FY21, EnerSys has decreased energy intensity by 19%. This metric is calculated for our 5 U.S. plants, per DOE guidelines.

Row 2

(7.52.1) Description

Select from:

☑ Other, please specify :Water intensity

(7.52.2) Metric value

77.5

(7.52.3) Metric numerator

L of water consumed

(7.52.4) Metric denominator (intensity metric only)

kWh produced

(7.52.5) % change from previous year

1

(7.52.6) Direction of change

Select from:
☑ Increased

(7.52.7) Please explain

Since FY21, EnerSys has decreased water intensity by 7%.
[Add row]

(7.53) Did you have an emissions target that was active in the reporting year?

Select all that apply
☑ Absolute target

(7.53.1) Provide details of your absolute emissions targets and progress made against those targets.

Row 1

(7.53.1.1) Target reference number

Select from:

☑ Abs 2

(7.53.1.2) Is this a science-based target?

Select from:

☑ No, but we anticipate setting one in the next two years

(7.53.1.5) Date target was set

08/07/2022

(7.53.1.6) Target coverage

Select from:

☑ Organization-wide

(7.53.1.7) Greenhouse gases covered by target

Select all that apply

☑ Carbon dioxide (CO2)

☑ Methane (CH4)

☑ Nitrous oxide (N2O)

(7.53.1.8) Scopes

Select all that apply

☑ Scope 2

(7.53.1.9) Scope 2 accounting method

Select from:

☑ Location-based

(7.53.1.11) End date of base year

12/31/2019

(7.53.1.13) Base year Scope 2 emissions covered by target (metric tons CO2e)

212070

(7.53.1.31) Base year total Scope 3 emissions covered by target (metric tons CO2e)

0.000

(7.53.1.32) Total base year emissions covered by target in all selected Scopes (metric tons CO2e)

212070.000

(7.53.1.34) Base year Scope 2 emissions covered by target as % of total base year emissions in Scope 2

100

(7.53.1.53) Base year emissions covered by target in all selected Scopes as % of total base year emissions in all selected Scopes

100

(7.53.1.54) End date of target

12/31/2050

(7.53.1.55) Targeted reduction from base year (%)

100

(7.53.1.56) Total emissions at end date of target covered by target in all selected Scopes (metric tons CO2e)

0.000

(7.53.1.77) Total emissions in reporting year covered by target in all selected scopes (metric tons CO2e)

0.000

(7.53.1.78) Land-related emissions covered by target

Select from:

☑ No, it does not cover any land-related emissions (e.g. non-FLAG SBT)

(7.53.1.79) % of target achieved relative to base year

100.00

(7.53.1.82) Explain target coverage and identify any exclusions

Companywide, no exclusions.

(7.53.1.83) Target objective

EnerSys GHG emissions target is net zero for Scope 2 by 2050.

(7.53.1.85) Target derived using a sectoral decarbonization approach

Select from:

☑ No

Row 2

(7.53.1.1) Target reference number

Select from:

☑ Abs 1

(7.53.1.2) Is this a science-based target?

Select from:

☑ No, but we anticipate setting one in the next two years

(7.53.1.5) Date target was set

08/08/2022

(7.53.1.6) Target coverage

Select from:

☑ Organization-wide

(7.53.1.7) Greenhouse gases covered by target

Select all that apply

☑ Carbon dioxide (CO2)

☑ Methane (CH4)

☑ Nitrous oxide (N2O)

(7.53.1.8) Scopes

Select all that apply

☑ Scope 1

(7.53.1.11) End date of base year

12/31/2019

(7.53.1.12) Base year Scope 1 emissions covered by target (metric tons CO2e)

66227

(7.53.1.31) Base year total Scope 3 emissions covered by target (metric tons CO2e)

0.000

(7.53.1.32) Total base year emissions covered by target in all selected Scopes (metric tons CO2e)

66227.000

(7.53.1.33) Base year Scope 1 emissions covered by target as % of total base year emissions in Scope 1

100

(7.53.1.53) Base year emissions covered by target in all selected Scopes as % of total base year emissions in all selected Scopes

100

(7.53.1.54) End date of target

12/31/2040

(7.53.1.55) Targeted reduction from base year (%)

100

(7.53.1.56) Total emissions at end date of target covered by target in all selected Scopes (metric tons CO2e)

0.000

(7.53.1.77) Total emissions in reporting year covered by target in all selected scopes (metric tons CO2e)

0.000

(7.53.1.78) Land-related emissions covered by target

Select from:

☑ No, it does not cover any land-related emissions (e.g. non-FLAG SBT)

(7.53.1.79) % of target achieved relative to base year

100.00

(7.53.1.82) Explain target coverage and identify any exclusions

Companywide, no exclusions.

(7.53.1.83) Target objective

EnerSys GHG emissions target is net zero for Scope 1 by 2040.

(7.53.1.85) Target derived using a sectoral decarbonization approach

Select from:
☑ No
[Add row]

(7.54) Did you have any other climate-related targets that were active in the reporting year?

Select all that apply
☑ Net-zero targets

(7.54.3) Provide details of your net-zero target(s).

Row 1

(7.54.3.1) Target reference number

Select from:
☑ NZ1

(7.54.3.2) Date target was set

08/08/2022

(7.54.3.3) Target Coverage

Select from:

☑ Organization-wide

(7.54.3.4) Targets linked to this net zero target

Select all that apply

☑ Abs1

(7.54.3.5) End date of target for achieving net zero

12/31/2040

(7.54.3.6) Is this a science-based target?

Select from:

☑ No, but we anticipate setting one in the next two years

(7.54.3.8) Scopes

Select all that apply

☑ Scope 1

(7.54.3.9) Greenhouse gases covered by target

Select all that apply

☑ Methane (CH4)

☑ Nitrous oxide (N2O)

☑ Carbon dioxide (CO2)

☑ Perfluorocarbons (PFCs)

☑ Hydrofluorocarbons (HFCs)

☑ Sulphur hexafluoride (SF6)

☑ Nitrogen trifluoride (NF3)

(7.54.3.10) Explain target coverage and identify any exclusions

Company wide, no exclusion

(7.54.3.11) Target objective

Scope 1 net zero by 2040

(7.54.3.12) Do you intend to neutralize any residual emissions with permanent carbon removals at the end of the target?

Select from:
☑ Unsure

Row 2

(7.54.3.1) Target reference number

Select from:
☑ NZ2

(7.54.3.2) Date target was set

08/08/2022

(7.54.3.3) Target Coverage

Select from:
☑ Organization-wide

(7.54.3.4) Targets linked to this net zero target

Select all that apply
☑ Abs2

(7.54.3.5) End date of target for achieving net zero

12/31/2050

(7.54.3.6) Is this a science-based target?

Select from:

☑ No, but we anticipate setting one in the next two years

(7.54.3.8) Scopes

Select all that apply

☑ Scope 2

(7.54.3.9) Greenhouse gases covered by target

Select all that apply

☑ Methane (CH4)

☑ Nitrous oxide (N2O)

☑ Carbon dioxide (CO2)

☑ Perfluorocarbons (PFCs)

☑ Hydrofluorocarbons (HFCs)

☑ Sulphur hexafluoride (SF6)

☑ Nitrogen trifluoride (NF3)

(7.54.3.10) Explain target coverage and identify any exclusions

Company wide, no exlusions

(7.54.3.11) Target objective

Scope 2 net zero by 2050

(7.54.3.12) Do you intend to neutralize any residual emissions with permanent carbon removals at the end of the target?

Select from:

☑ Unsure

[Add row]

(7.55) Did you have emissions reduction initiatives that were active within the reporting year? Note that this can include those in the planning and/or implementation phases.

Select from:
☑ Yes

(7.55.3) What methods do you use to drive investment in emissions reduction activities?

Row 1

(7.55.3.1) Method

Select from:
☑ Dedicated budget for other emissions reduction activities

(7.55.3.2) Comment

EnerSys has committed at least $20 million in CapEx through 2027 to achieve the Scope 1 net zero by 2040 and Scope 2 net zero by 2050 goals.

Row 2

(7.55.3.1) Method

Select from:
☑ Employee engagement

(7.55.3.2) Comment

We are underway with multiple initiatives including plant-level analysis and implementation, training for managers and above on climate and other sustainability topics, as well as integration of sustainability considerations into goals and incentives.

Row 3

(7.55.3.1) Method

Select from:

☑ Compliance with regulatory requirements/standards

(7.55.3.2) Comment

We are underway with multiple initiatives including plant-level analysis and implementation, training for managers and above on climate and other sustainability topics, as well as integration of sustainability considerations into goals and incentives.

Row 4

(7.55.3.1) Method

Select from:

☑ Financial optimization calculations

(7.55.3.2) Comment

We are underway with multiple initiatives including plant-level analysis and implementation, training for managers and above on climate and other sustainability topics, as well as integration of sustainability considerations into goals and incentives.
[Add row]

(7.71) Does your organization assess the life cycle emissions of any of its products or services?

	Assessment of life cycle emissions	Comment
	Select from: ☑ No, but we plan to start doing so within the next two years	*We are in the process of developing an evaluation for several of our product categories.*

[Fixed row]

(7.73) Are you providing product level data for your organization’s goods or services?

Select from:

☑ No, I am not providing data

(7.74) Do you classify any of your existing goods and/or services as low-carbon products?

Select from:

☑ Yes

(7.74.1) Provide details of your products and/or services that you classify as low-carbon products.

Row 1

(7.74.1.1) Level of aggregation

Select from:

☑ Group of products or services

(7.74.1.2) Taxonomy used to classify product(s) or service(s) as low-carbon

Select from:

☑ No taxonomy used to classify product(s) or service(s) as low carbon

(7.74.1.3) Type of product(s) or service(s)

Power

☑ Other, please specify :EnerSys delivers solutions that meet our customers’ most critical energy services and storage challenges. Our batteries and energy storage solutions are part of building a resilient, low-carbon future.

(7.74.1.4) Description of product(s) or service(s)

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 consider our products and services to be low carbon. The products enable our customers to choose low-carbon energy. Our services facilitate this effort or directly facilitate the reduction in environmental impacts – like recycling.

(7.74.1.5) Have you estimated the avoided emissions of this low-carbon product(s) or service(s)

Select from:

☑ No

[Add row]

(7.79) Has your organization retired any project-based carbon credits within the reporting year?

Select from:

☑ No

C9. Environmental performance - Water security

(9.1) Are there any exclusions from your disclosure of water-related data?

Select from:
☑ No

(9.2) Across all your operations, what proportion of the following water aspects are regularly measured and monitored?

Water consumption – total volume

(9.2.1) % of sites/facilities/operations

Select from:
☑ 76-99

(9.2.2) Frequency of measurement

Select from:
☑ Yearly
[Fixed row]

(9.2.2) What are the total volumes of water withdrawn, discharged, and consumed across all your operations, how do they compare to the previous reporting year, and how are they forecasted to change?

Total consumption

(9.2.2.1) Volume (megaliters/year)

952.2

(9.2.2.2) Comparison with previous reporting year

Select from:
☑ Higher

(9.2.2.3) Primary reason for comparison with previous reporting year

Select from:
☑ Other, please specify :Higher overall production volumes and a shift in the types of batteries manufactured.
[Fixed row]

(9.2.4) Indicate whether water is withdrawn from areas with water stress, provide the volume, how it compares with the previous reporting year, and how it is forecasted to change.

	Withdrawals are from areas with water stress
	Select from: ☑ Yes

[Fixed row]

(9.3) In your direct operations and upstream value chain, what is the number of facilities where you have identified substantive water-related dependencies, impacts, risks, and opportunities?

	Identification of facilities in the value chain stage
Direct operations	*Select from:*

	Identification of facilities in the value chain stage
	☑ Yes, we have assessed this value chain stage and identified facilities with water-related dependencies, impacts, risks, and opportunities
Upstream value chain	*Select from:* ☑ No, we have not assessed this value chain stage for facilities with water-related dependencies, impacts, risks, and opportunities, but we are planning to do so in the next 2 years

[Fixed row]

(9.3.2) For the facilities in your direct operations referenced in 9.3.1, what proportion of water accounting data has been third party verified?

Water withdrawals – total volumes

(9.3.2.1) % verified

Select from:

☑ Not verified

Water withdrawals – volume by source

(9.3.2.1) % verified

Select from:

☑ Not verified

Water withdrawals – quality by standard water quality parameters

(9.3.2.1) % verified

Select from:

☑ Not verified

Water discharges – total volumes

(9.3.2.1) % verified

Select from:

☑ Not verified

Water discharges – volume by destination

(9.3.2.1) % verified

Select from:

☑ Not verified

Water discharges – volume by final treatment level

(9.3.2.1) % verified

Select from:

☑ Not verified

Water discharges – quality by standard water quality parameters

(9.3.2.1) % verified

Select from:

☑ Not verified

Water consumption – total volume

(9.3.2.1) % verified

Select from:
☑ Not verified
[Fixed row]

(9.4) Could any of your facilities reported in 9.3.1 have an impact on a requesting CDP supply chain member?

Select from:
☑ We do not have this data but we intend to collect it within two years

(9.12) Provide any available water intensity values for your organization’s products or services.

Row 1

(9.12.1) Product name

Across the company's operations, we measure gallons consumed per kWh of energy storage produced

(9.12.2) Water intensity value

20.5

(9.12.3) Numerator: Water aspect

Select from:
☑ Water consumed

(9.12.4) Denominator

kWh produced
[Add row]

(9.13) Do any of your products contain substances classified as hazardous by a regulatory authority?

	Products contain hazardous substances
	Select from: ☑ Yes

[Fixed row]

(9.14) Do you classify any of your current products and/or services as low water impact?

(9.14.1) Products and/or services classified as low water impact

Select from:

☑ No, but we plan to address this within the next two years

(9.14.3) Primary reason for not classifying any of your current products and/or services as low water impact

Select from:

☑ Important but not an immediate business priority

(9.14.4) Please explain

EnerSys is committed to developing products with reduced environmental impacts over their full life cycle and to using energy and water resources efficiently in our operations. While many of our products are designed to be resource-efficient in both production and use, we do not currently apply a formal methodology or threshold to classify products as "low water impact" against market norms. Our current focus is on operational water efficiency and reduction initiatives, and we continue to monitor industry standards and methodologies that could support future product classification in this area.
[Fixed row]

(9.15) Do you have any water-related targets?

Select from:

☑ Yes

(9.15.1) Indicate whether you have targets relating to water pollution, water withdrawals, WASH, or other water-related categories.

Water pollution

(9.15.1.1) Target set in this category

Select from:

☑ No, but we plan to within the next two years

(9.15.1.2) Please explain

EnerSys does not currently track the priority substances defined by Annex I to Directive 2013/39/EU, but we are working toward aligning with CSRD/ESRS requirements to enable future target-setting in this area. At present, we monitor emissions to water as measured wastewater discharge and disclose total withdrawals and discharges across our operations. We are committed to continuous improvement in water quality performance. In addition, EnerSys has joined the UN CEO Water Mandate, reinforcing our commitment to responsible water stewardship and to integrating enhanced monitoring of potential pollutants into our reporting framework.

Water withdrawals

(9.15.1.1) Target set in this category

Select from:

☑ No, but we plan to within the next two years

(9.15.1.2) Please explain

EnerSys monitors and discloses total water withdrawals from our operations and has established a water intensity target to reduce water use per kWh of storage produced by 25% by 2030 (vs. 2020 baseline). While we do not have a separate absolute withdrawal target, achieving this intensity reduction inherently drives a decrease in total withdrawals. To meet this objective, we are developing new and strategic initiatives to reduce water consumption, increase process efficiency, and expand water recycling where feasible, thereby minimizing our impact on local water supplies.

Water, Sanitation, and Hygiene (WASH) services

(9.15.1.1) Target set in this category

Select from:

☑ No, but we plan to within the next two years

(9.15.1.2) Please explain

EnerSys efforts to reduce the water intensity of our operations contribute to conserving local water resources, which supports the availability of safe drinking water, sanitation, and hygiene (WASH) for the communities in which we operate. While we do not have a stand-alone WASH target, our 25% water intensity reduction goal by 2030 inherently supports WASH objectives by lowering our demand on shared water supplies. These efforts are complemented by ongoing initiatives to improve water efficiency, implement recycling where feasible, and engage with stakeholders on responsible water stewardship.

Other

(9.15.1.1) Target set in this category

Select from:

☑ Yes

[Fixed row]

(9.15.2) Provide details of your water-related targets and the progress made.

Row 1

(9.15.2.1) Target reference number

Select from:

☑ Target 1

(9.15.2.2) Target coverage

Select from:

☑ Organization-wide (direct operations only)

(9.15.2.3) Category of target & Quantitative metric

Product water intensity

☑ Other product water intensity, please specify :per kWh of storage produced

(9.15.2.4) Date target was set

01/01/2021

(9.15.2.5) End date of base year

03/31/2021

(9.15.2.6) Base year figure

21.9

(9.15.2.7) End date of target year

03/31/2029

(9.15.2.8) Target year figure

16.4

(9.15.2.9) Reporting year figure

20.5

(9.15.2.10) Target status in reporting year

Select from:

☑ Underway

(9.15.2.11) % of target achieved relative to base year

25

(9.15.2.12) Global environmental treaties/initiatives/ frameworks aligned with or supported by this target

Select all that apply

☑ Other, please specify :CEO Water Mandate

(9.15.2.13) Explain target coverage and identify any exclusions

This target applies organization-wide to all manufacturing facilities under EnerSys operational control. It covers all processes that contribute to water withdrawals associated with battery and energy storage production. No geographic regions or major operational activities are excluded. The target does not currently extend to suppliers or other upstream/downstream value chain activities, but we continue to evaluate opportunities for expanding scope in future target cycles.

(9.15.2.16) Further details of target

Progress toward the 25% reduction in water intensity per kWh of storage produced by FY30 (vs. FY21 baseline) is measured annually by collecting site-level water consumption data, verifying it through internal review, and consolidating it at the corporate level. The results are normalized against production output to ensure changes reflect efficiency gains rather than production volume fluctuations. This method allows us to identify high-consumption processes, prioritize water efficiency investments, and track the impact of measures such as water recycling, process optimization, and equipment upgrades. The target aligns with our commitment under the UN CEO Water Mandate and supports our broader goal of reducing operational impacts on local water resources.
[Add row]

C11. Environmental performance - Biodiversity

(11.2) What actions has your organization taken in the reporting year to progress your biodiversity-related commitments?

(11.2.1) Actions taken in the reporting period to progress your biodiversity-related commitments

Select from:

☑ Yes, we are taking actions to progress our biodiversity-related commitments

(11.2.2) Type of action taken to progress biodiversity- related commitments

Select all that apply

☑ Other, please specify :EnerSys has updated its Biodiversity and Critical Habitats Policy to expand our commitment to include the following: EnerSys will adjust its strategy and business model to ensure we are compatible with respecting planetary boundaries on the biosphere

[Fixed row]

(11.3) Does your organization use biodiversity indicators to monitor performance across its activities?

	Does your organization use indicators to monitor biodiversity performance?	Indicators used to monitor biodiversity performance
	Select from: ☑ Yes, we use indicators	*Select all that apply* ☑ Other, please specify :EnerSys commits to evaluate the impacts of new construction and expansion projects, comply with relevant host country laws, and apply a mitigation hierarchy to offset impacts

[Fixed row]

(11.4) Does your organization have activities located in or near to areas important for biodiversity in the reporting year?

Legally protected areas

(11.4.1) Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity

Select from:

☑ No

(11.4.2) Comment

After a comprehensive analysis, it was concluded that our direct operations have minimal effects on critical habitats or areas with high biodiversity value. Although we have no plans to extend our physical operations into areas of concern, we are committed to thoroughly evaluating the impact of any new construction or projects on biodiversity. We will implement necessary measures to mitigate these impacts and engage with stakeholders throughout the process. Our commitment to safeguarding land and biodiversity is outlined in our Biodiversity and Critical Habitats Policy.

UNESCO World Heritage sites

(11.4.1) Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity

Select from:

☑ No

(11.4.2) Comment

EnerSys remains dedicated to minimizing any negative impact and supports the Convention on Biological Diversity (CBD) and the Strategic Plan for Biodiversity 2011-2020 including the associated Aichi targets. EnerSys will adjust its strategy and business model to ensure we are compatible with respecting planetary boundaries on the biosphere integrity and land-system change by committing to not operate in declared natural World Heritage Sites

UNESCO Man and the Biosphere Reserves

(11.4.1) Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity

Select from:

☑ No

(11.4.2) Comment

After a comprehensive analysis, it was concluded that our direct operations have minimal effects on critical habitats or areas with high biodiversity value. Although we have no plans to extend our physical operations into areas of concern, we are committed to thoroughly evaluating the impact of any new construction or projects on biodiversity. We will implement necessary measures to mitigate these impacts and engage with stakeholders throughout the process. Our commitment to safeguarding land and biodiversity is outlined in our Biodiversity and Critical Habitats Policy.

Ramsar sites

(11.4.1) Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity

Select from:

☑ No

(11.4.2) Comment

After a comprehensive analysis, it was concluded that our direct operations have minimal effects on critical habitats or areas with high biodiversity value. Although we have no plans to extend our physical operations into areas of concern, we are committed to thoroughly evaluating the impact of any new construction or projects on biodiversity. We will implement necessary measures to mitigate these impacts and engage with stakeholders throughout the process. Our commitment to safeguarding land and biodiversity is outlined in our Biodiversity and Critical Habitats Policy.

Key Biodiversity Areas

(11.4.1) Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity

Select from:

☑ No

(11.4.2) Comment

After a comprehensive analysis, we have concluded that our direct operations have minimal effects on critical habitats or areas with high biodiversity value. Although we have no plans to extend our physical operations into areas of concern, we are committed to thoroughly evaluating the impact of any new construction or projects on biodiversity. We will implement necessary measures to mitigate these impacts and engage with stakeholders throughout the process. Our commitment to safeguarding land and biodiversity is outlined in our Biodiversity and Critical Habitats Policy.

Other areas important for biodiversity

(11.4.1) Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity

Select from:

☑ No

(11.4.2) Comment

EnerSys remains dedicated to minimizing any negative impact and supports the Convention on Biological Diversity (CBD) and the Strategic Plan for Biodiversity 2011-2020 including the associated Aichi targets. EnerSys will adjust its strategy and business model to ensure we are compatible with respecting planetary boundaries on the biosphere integrity and land-system change by committing to: Adhere to the International Union for Conservation of Nature (IUCN) Guidelines, including the Species Conservation Planning Principles and Steps (Ver. 1.0, 2020, IUCN Species Survival Commission Conservation Planning Specialist Group).; Consider red flags, including areas known to be the habitat of IUCN Red List of Threatened Species™ or the location of land within or adjacent to legally protected areas; Apply the Forest Stewardship Council Principles and Criteria of Forest Stewardship for any HCV forest areas impacted by our operations; and Develop site-specific Biodiversity Action Plans based on the CBD guidelines.
[Fixed row]

C13. Further information & sign off

(13.1) Indicate if any environmental information included in your CDP response (not already reported in 7.9.1/2/3, 8.9.1/2/3/4, and 9.3.2) is verified and/or assured by a third party?

(13.1.1) Other environmental information included in your CDP response is verified and/or assured by a third party

Select from:

☑ No, but we plan to obtain third-party verification/assurance of other environmental information in our CDP response within the next two years

(13.1.2) Primary reason why other environmental information included in your CDP response is not verified and/or assured by a third party

Select from:

☑ Not an immediate strategic priority

(13.1.3) Explain why other environmental information included in your CDP response is not verified and/or assured by a third party

EnerSys ensures that our environmental information included in the CDP report is aligned to the following frameworks, with specific disclosures indicated throughout the report: European Sustainability Reporting Standards (ESRS) as required by the Corporate Sustainability Reporting Directive (CSRD), Global Reporting Initiative (GRI) and International Sustainability Standards Board (ISSB) disclosures, International Financial Reporting Standards Foundation (IFRS) Sustainability Accounting Standards Board (SASB) Renewable Resources and Alternative Energy (RR-FC) Fuel Cells & Industrial Batteries Sustainability Accounting Standard and United Nations Sustainable Development Goals (SDGs). Additionally, the included data and other environmental information adheres to the Greenhouse Gas Protocol, ISO 14000, and Task Force on Climate-Related Financial Disclosures (TCFD) guidance. Given our current resources and capacity, EnerSys is confident that alignment with the industry standard frameworks, disclosure, and guidance, is reliable, though it has not been independently verified at this time.
[Fixed row]

(13.3) Provide the following information for the person that has signed off (approved) your CDP response.

(13.3.1) Job title

Senior Director Global Sustainability

(13.3.2) Corresponding job category

Select from:

☑ Other, please specify :Senior Director Global Sustainability

[Fixed row]

(13.4) Please indicate your consent for CDP to share contact details with the Pacific Institute to support content for its Water Action Hub website.

Select from:

☑ Yes, CDP may share our Disclosure Submission Lead contact details with the Pacific Institute

Caution Concerning Forward Looking Statements

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

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

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