



EnerSys Biodiversity and Critical Habitats Policy

EnerSys, and its global subsidiaries (collectively, “EnerSys”, “Company”, “we” or “us”), recognize our responsibility to our stakeholders, including our obligation to responsible environmental management. We operate in a manner that aims to minimize our environmental impacts and promote sustainable land use. We understand the importance of biodiversity, High Conservation Value (“HCV”) areas and critical habitats. EnerSys remains dedicated to minimizing any negative impact and supports the United Nations Convention on Biological Diversity (“CBD”) and the Strategic Plan for Biodiversity 2011-2020 including the associated Aichi targets. EnerSys has adopted this Biodiversity and Critical Habitats Policy (this “Policy”) to underscore our commitment and set forth the guidelines for our Biodiversity program.

Commitment:

To meet the requirements of this Policy, we commit to:

- Evaluate the impact of any new construction and expansion projects on biodiversity, with a specific focus on identifying critical habitats or areas with a recognized high biodiversity value.
- Periodically undertake surveys of our direct operations as necessary to determine and assess any impacts on critical habitats, HCVs or other areas with high diversity value.
- Comply with all relevant host country laws and regulations and/or international best practices.
- Not operate in declared natural World Heritage Sites.
- Apply a mitigation hierarchy to manage and offset any biodiversity impacts that may arise.
- Adhere to the IUCN Guidelines, including the Species Conservation Planning Principles & Steps (Ver. 1.0, 2020, IUCN SSC 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 that is within, or adjacent to legally protected areas.
- Apply the FSC Principles and Criteria of Forest Stewardship for any HCV forest areas impacted by our operations.

Biodiversity Project Framework:

In carrying out this Policy, we are also working toward the goal of no net loss of biodiversity for new sites and major expansion projects. When a new or major expansions has the potential for significant impact on biodiversity, we will:

- Develop site-specific Biodiversity Action Plans (BAPs) based on the CBD guidelines.
- Engage communities and affected stakeholders in assessing and appreciating biodiversity value.
- Work in partnership with environmental groups and local authorities, to share knowledge and resources.
- Where practicably possible we will seek to achieve a net neutral biodiversity impact for any ecologically sensitive environments we affect.

Scope of Policy:

This Policy is applicable to EnerSys and its subsidiaries, including all of our operations and joint ventures where EnerSys has operational control. EnerSys also encourages our suppliers to adopt similar guidelines or policies for their operations.

We report on biodiversity performance through our annual Sustainability Report. This Policy will be regularly reviewed to ensure it remains up to date. EnerSys will communicate this Policy to our employees, partners, contractors, sub-contractors, local communities and other stakeholders affected by our operations, and make it available to the public on our website at: www.enersys.com/en/about-us/sustainability