

SASB and GRI Framework Indexes

SASB RENEWABLE RESOURCES & ALTERNATIVE ENERGY SECTOR FUEL CELLS & INDUSTRIAL BATTERIES SUSTAINABILITY ACCOUNTING STANDARD

ACCOUNTING METRIC		REPORT SECTION OR RESPONSE	PAGE
RR-FC-130a.1	(1) Total Energy Consumed, (2) percentage grid electricity, (3) percentage renewable	GHG Emissions and Energy Performance, Data Table	36, 37
RR-FC-320a.1	(1) Total recordable incident rate (TRIR) and (2) fatality rate	Safety Performance	49
RR-FC-320a.2	Description of efforts to assess, monitor, and reduce exposure of workforce to human health hazards	Preventing Employee Exposure	49
RR-FC-410a.1	Average storage capacity of batteries, by product application and technology type	In total, EnerSys produced about 13.05 GWh of battery storage. This storage amount comprises a variety of chemistries – predominantly lead acid with some lithium-ion chemistries as well.	N/A
RR-FC-410a.3	Average battery efficiency as coulombic efficiency, by product application and technology type	We do not calculate the average battery efficiency across all our product and technology types at this time. EnerSys batteries are used in a wide variety of industries, with different battery chemistries used based on application needs. We ensure that the efficiency of our batteries is well-suited to the performance and budgetary needs of our customers. For more information about our products and their use, please refer to the Products & Services section.	N/A
RR-FC-410a.5	Average operating lifetime of batteries, by product application and technology type	We do not calculate the average battery operating lifetime across all our product and technology types at this time. EnerSys batteries are used in a wide variety of industries, with different battery chemistries used based on application needs. We ensure that the operating lifetime of our batteries is well-suited to the performance and budgetary needs of our customers. For more information about our products and their use, please refer to the Products & Services section.	N/A
RR-FC-410b.1	Percentage of products sold that are recyclable or reusable	Lead batteries are the most recycled consumer product in industrialized countries, with a recycling rate of over 99%. The majority of our products sold are lead acid batteries. For more information about the recyclability and reusability of our products, please refer to the End of Use Management section.	N/A
RR-FC-410b.2	Weight of end-of-life material recovered, percentage recycled	Lead batteries are the most recycled consumer product in industrialized countries, with a recycling rate of over 99%. The majority of our products sold are lead acid batteries. For more information about our end-of-life material management, please refer to the End of Use Management section.	N/A
RR-FC-410b.3	Description of approach to manage use, reclamation, and disposal of hazardous materials	Waste Performance	41
RR-FC-440a.1	Description of the management of risks associated with the use of critical materials	Critical Materials	66

GRI STANDARDS 2021

TOPIC	DISCLOSURE	REPORT SECTION OR RESPONSE	PAGE	
GRI 2 GENERAL DISCLOSURES	1. The organization and its reporting practices			
	2-1	Organizational details	About EnerSys	3
	2-2	Entities included	About EnerSys	3
	2-3	Reporting period, frequency and contact point	a. The 2021 Sustainability Report covers EnerSys operations from January 1, 2021, through December 31, 2021, unless otherwise noted. b. EnerSys financial reporting covers EnerSys operations from January 1, 2021, through December 31, 2021, unless otherwise noted. c. Publication Date: April 21, 2022 d. Contact Point: Samuel Shiroff, Samuel.Shiroff@enersys.com	N/A
	2-4	Restatements of information	There are no data restatements from our Sustainability Update Addendum – Environmental Data.	N/A
	2. Activities and workers			
	2-6	Activities, value chain and other business relationships	About EnerSys	3
	2-7	Employees	About EnerSys	3
	3. Governance			
	2-9	Governance structure and composition	Our Board of Directors 2021 Proxy Report	63
	2-10	Nomination and selection of the highest governance body	Our Board of Directors 2021 Proxy Report	63
	2-11	Chair of the highest governance body	Our Board of Directors 2021 Proxy Report	63
	2-12	Role of the highest governance body in overseeing the management of impacts	Sustainability Oversight 2021 Proxy Report	64
	2-13	Delegation of responsibility for managing impacts	Sustainability Oversight 2021 Proxy Report	64
	2-14	Role of the highest governance body in sustainability reporting	Sustainability Oversight 2021 Proxy Report	64
	2-15	Conflicts of interest	EnerSys Corporate Governance Guidelines	3
	2-16	Communication of critical concerns	2021 Proxy Report	15
	2-17	Collective knowledge of the highest governance body	EnerSys Corporate Governance Guidelines	4
	2-18	Evaluation of the performance of the highest governance body	EnerSys Corporate Governance Guidelines	5
	2-19	Remuneration policies	2021 Proxy Report	18, 25
	2-20	Process to determine remuneration	2021 Proxy Report	25
2-21	Annual total compensation ratio	2021 Proxy Report	48	

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TOPIC	DISCLOSURE	REPORT SECTION OR RESPONSE	PAGE	
GRI 2 GENERAL DISCLOSURES	4. Strategy, policies and practices			
	2-22	Statement on sustainable development strategy	CEO Letter	1
	2-23	Policy commitments	Policies	19
	2-24	Embedding policy commitments	Policies	19
	2-26	Mechanisms for seeking advice and raising concerns	Code of Conduct and Ethics, Code of Business Conduct and Ethics	65
	2-28	Membership associations	Trade Associations	10
	5. Stakeholder engagement			
	2-29	Approach to stakeholder engagement	Stakeholder Expectations and Engagement	12
GRI 3 MATERIAL TOPICS 2021	2. Disclosures on material topics			
	3-1	Process to determine material topics	Goal Setting and Materiality	15, 16
	3-2	List of material topics	Goal Setting and Materiality	15, 16
	3-3	Management of material topics	Goal Setting and Materiality	15, 16
GRI 302 ENERGY 2016	2. Topic disclosures			
	302-1	Energy consumption within the organization	GHG Emissions and Energy Performance, Data Table	36, 37
	302-3	Energy intensity	GHG Emissions and Energy Performance, Data Table	36, 37
	302-4	Reduction of energy consumption	Energy Efficiency Highlights	38, 39
	302-5	Reductions in energy requirements of products and services	Energy Efficiency Highlights	38, 39
GRI 303 WATER & EFFLUENTS 2018	1. Topic management disclosures			
	303-1	Interactions with water as a shared resource	Water	40
	303-2	Management of water discharge-related impacts	Water	40
	2. Topic disclosures			
	303-3	Water withdrawal	Water, Data Table	40
303-4	Water discharge	Water, Data Table	40	

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TOPIC	DISCLOSURE		REPORT SECTION OR RESPONSE	PAGE
GRI 304 BIODIVERSITY 2016	2. Topic disclosures			
	304-2	Significant impacts of activities, products and services on biodiversity	Biodiversity	45
GRI 305 EMISSIONS 2016	2. Topic disclosures			
	305-1	Direct (Scope 1) GHG Emissions	GHG Emissions and Energy Performance, Data Table	36, 37
	305-2	Energy indirect (Scope 2) GHG Emissions	GHG Emissions and Energy Performance, Data Table	36, 37
	305-3	Other indirect (Scope 3) GHG Emissions	GHG Emissions and Energy Performance, Data Table	36, 37
	305-4	GHG emissions intensity	GHG Emissions and Energy Performance, Data Table	36, 37
	305-5	Reduction of GHG emissions	Energy Efficiency Highlights	38, 39
	305-6	Emissions of ozone-depleting substances (ODS)	EnerSys facilities do not emit ozone-depleting substances (ODS)	N/A
305-7	Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions	EnerSys facilities do not emit a significant amount of nitrogen oxides (NO _x), sulfur oxides (SO _x), or other significant air emissions	N/A	
GRI 306 WASTE 2020	1. Topic management disclosures			
	306-1	Waste generation and significant waste-related impacts	Waste	41
306-2	Management of significant waste-related impacts	Waste	41	
GRI 308 SUPPLIER ENVIRONMENTAL ASSESSMENT 2016	2. Topic disclosures			
	308-1	New suppliers that were screened using environmental criteria	Environmental Stewardship	66

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TOPIC	DISCLOSURE	REPORT SECTION OR RESPONSE	PAGE	
GRI 403 OCCUPATIONAL HEALTH & SAFETY 2018	1. Topic management disclosures			
	403-1	Occupational health and safety management system	Workforce Health and Safety	48
	403-2	Hazard identification, risk assessment, and incident investigation	Workforce Health and Safety	48
	403-3	Occupational health services	Preventing Employee Exposure	49
	403-4	Worker participation, consultation, and communication on occupational health and safety	Workforce Health and Safety	48
	403-5	Worker training on occupational health and safety	Workforce Health and Safety	48
	2. Topic disclosures			
	403-8	Workers covered by an occupational health and safety management system	Workforce Health and Safety	48
	403-9	Work-related injuries	Safety Performance	49
	403-10	Work-related ill health	Safety Performance	49
GRI 404 TRAINING & EDUCATION 2016	2. Topic disclosures			
	404-1	Average hours of training per employee	Workforce Training and Development	56
	404-2	Programs for upgrading employee skills and transition assistance programs	Development Programs	58
404-3	Percentage of employees receiving regular performance and career development reviews	Talent Management	57	
GRI 405 DIVERSITY & EQUAL OPPORTUNITY 2016	2. Topic disclosures			
	405-1	Diversity of governance bodies and employees	Employee Representation	54
Our Board of Directors			63	
GRI 407 FREEDOM OF ASSOCIATION & COLLECTIVE BARGAINING 2016	2. Topic disclosures			
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Labor and Employee Representation, Workforce Labor Rights Policy	66	

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TOPIC	DISCLOSURE	REPORT SECTION OR RESPONSE	PAGE
GRI 408 CHILD LABOR 2016	2. Topic disclosures		
	408-1	Operations and suppliers at significant risk for incidents of child labor	Human Rights Workforce Labor Rights Policy Corporate Social Responsibility and Human Rights Policy
GRI 409 FORCED OR COMPULSORY LABOR 2016	2. Topic disclosures		
	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Human Rights Workforce Labor Rights Policy Corporate Social Responsibility and Human Rights Policy
GRI 413 LOCAL COMMUNITIES 2016	2. Topic disclosures		
	413-1	Operations with local community engagement, impact assessments, and development programs	Community Engagement and Philanthropy
GRI 414 SUPPLIER SOCIAL ASSESSMENT 2016	2. Topic disclosures		
	414-1	New suppliers that were screened using social criteria	Human Rights