

Our values symbolize the actions, attitudes, qualities and behaviors we use every day to ensure we are:

**“Powering the Future - Everywhere for Everyone”**



## Safety & Our Environment

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

We are proud to be EnerSys. EnerSys team members bring positive energy by influencing others through their enthusiasm, inspiration, commitment and pride. Our environment drives engagement and rewards proactive self-starters who accomplish great things. This energy creates exceptional experiences for our customers, employees, suppliers, shareholders and the communities we live in. Our leaders empower our employees by giving their work meaning, purpose and vision and provide feedback to help them develop their skills. Leaders recognize and value all employees for their contributions to the organization.

## Engagement

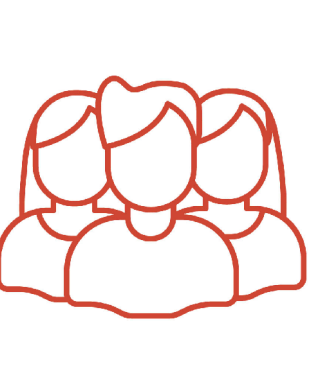


## Continuous Improvement

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

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

## Customer Experience

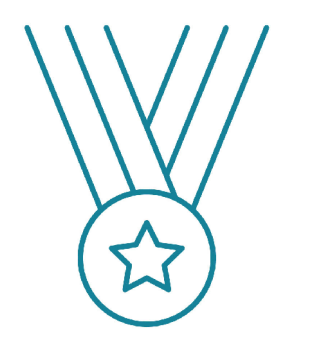


## Teamwork

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

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

## Ethics



## Accountability

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

These values will be used and evaluated on future talent processes such as performance, recruiting, and more.

