



January 2023

## **CELESTICA INC.**

### **Board of Directors Diversity Policy**

The Board of Directors of Celestica Inc. (“**Celestica**”) seeks to ensure that it is comprised of talented and dedicated directors with a diverse mix of expertise, experience, skills, backgrounds, perspectives and views, collectively representing the diverse nature of the business environment in which Celestica operates. When assessing its composition or identifying suitable candidates for appointment or re-election, the Board will consider candidates on merit against objective criteria having due regard to the benefits of diversity and the needs of the Board, free of conscious or unconscious bias and discrimination.

In furtherance of Board diversity, Celestica has established a goal of maintaining a Board composition in which at least 30% of the Board identify as women and at least one Board member identifies as an Indigenous person, a member of a visible minority, has a disability, or is LGBTQ+. Further, when identifying candidates for election or appointment to the Board of Directors, the Board and its Nominating and Corporate Governance Committee will:

- consider candidates who are qualified based on a balance of skills, background, experience and knowledge;
- take into account diversity considerations such as age, geographical representation from the regions in which Celestica operates, and representation from underrepresented groups;
- ensure that diverse candidates are brought forth for consideration;
- ensure that the initial candidate list is comprised of no less than 50% people who identify as women; and
- periodically review recruitment and selection protocols to ensure diversity remains an important component of the Board.

From time to time, the Board will review this policy and assess its effectiveness in promoting a diverse Board.