

# Welcome to your CDP Water Security Questionnaire 2023

## W0. Introduction

### W0.1

#### **(W0.1) Give a general description of and introduction to your organization.**

At Celestica, we enable the world's best brands. We build trusted relationships and solve complex technology challenges to help our customers realize greater value, potential and outcomes. We are a leader in high-reliability design, manufacturing and supply chain solutions that bring global expertise at every stage of product development – from the drawing board to full-scale production and after-market services. With talented teams across North America, Europe and Asia, we imagine, develop and deliver a better future with our customers.

Headquartered in Toronto, Canada, Celestica is a publicly held corporation traded on both the New York and Toronto stock exchanges with 2022 revenue of US\$7.25 billion. Through the teamwork, ingenuity, confidence and care of over 26,000 employees, Celestica delivers innovative supply chain solutions globally to customers in the following end markets: Advanced Technology Solutions (comprised of consumer, industrial, aerospace and defense, healthcare, smart energy and semiconductor equipment) and Connectivity and Cloud Solutions (comprised of enterprise communications, telecommunications, servers and storage). We offer a range of services to our customers, including design and development; engineering services; supply chain management; new product introduction; component sourcing; electronics manufacturing; assembly and test; complex mechanical assembly; systems integration; precision machining; order fulfillment; logistics; and after-market services.

At Celestica, we are committed to integrating Environmental, Social and Governance (ESG) factors into every aspect of our business and culture -- ensuring we support our people, the planet and communities in which we operate. Our sustainability strategy aims to drive innovation, inspire employees every day, and work together to unlock ideas. Our goal is to foster a company-wide culture of sustainability in which we: minimize the risks associated with climate change, improve the communities in which we operate, do no harm to people or the planet, all while supporting our customers and suppliers to drive positive change. Celestica recognizes the importance of responsible water management and is committed to reducing our impact on fresh water systems, especially in water-stressed regions. We are increasing our alignment to UN SDG 6 Water and Sanitation by actively seeking opportunities to improve, invest in, and strengthen Celestica's infrastructure in water-stressed communities in the near- and long-term.

## W0.2

**(W0.2) State the start and end date of the year for which you are reporting data.**

	Start date	End date
Reporting year	January 1, 2022	December 31, 2022

## W0.3

**(W0.3) Select the countries/areas in which you operate.**

- Canada
- China
- India
- Indonesia
- Ireland
- Japan
- Lao People's Democratic Republic
- Malaysia
- Mexico
- Philippines
- Republic of Korea
- Romania
- Singapore
- Spain
- Thailand
- United States of America

## W0.4

**(W0.4) Select the currency used for all financial information disclosed throughout your response.**

- USD

## W0.5

**(W0.5) Select the option that best describes the reporting boundary for companies, entities, or groups for which water impacts on your business are being reported.**

- Companies, entities or groups over which operational control is exercised

## W0.6

**(W0.6) Within this boundary, are there any geographies, facilities, water aspects, or other exclusions from your disclosure?**

- Yes

## W0.6a

**(W0.6a) Please report the exclusions.**

Exclusion	Please explain
The following facilities did not report water impacts in the 2022 reporting year: Chennai, India Hong Kong, China Maple Grove, USA Mississauga, Canada Ontario, USA Penang-GBS, Malaysia Rochester, USA Songshan Lake GDS, China Toronto, Canada Tucson, USA	The facilities listed under the “Exclusion” column did not report water impacts in 2022 as water usage is not billed to the sites. The sites in the exclusion column do not have operational control over water. Additional methods of tracking water usage are not present at these facilities.

## W0.7

**(W0.7) Does your organization have an ISIN code or another unique identifier (e.g., Ticker, CUSIP, etc.)?**

Indicate whether you are able to provide a unique identifier for your organization.	Provide your unique identifier
Yes, a Ticker symbol	NYSE: CLS
Yes, a Ticker symbol	TSX: CLS.TO

## W1. Current state

### W1.1

**(W1.1) Rate the importance (current and future) of water quality and water quantity to the success of your business.**

	Direct use importance rating	Indirect use importance rating	Please explain
Sufficient amounts of good quality freshwater available for use	Important	Important	Celestica’s water usage is mainly for our employees’ consumption activities such as drinking water, washrooms, and kitchens/canteens. There is water usage within our production processes, such as wash processes, machine shops cutting fluid, deionized (DI) water systems and chilled water for

			<p>test chambers. Wash water recirculation is implemented when applicable at facilities. For Celestica’s operations, we prefer to use good quality water for several reasons: it supports the cleanliness and optics in areas of employee consumption activities, it streamlines the process for DI and other internal water systems so no pre-treatment is required, and third party contractors that repair and maintain our plumbing and sanitation systems would know the exact water source. For these reasons, it is unlikely Celestica’s dependency on the use of reliable quality freshwater will change as it is important to both our business and the health and safety of our employees. We are, however, seeking opportunities to improve our water management practices and policies to withdraw freshwater responsibly and reduce our impact in water-stressed areas in which we operate.</p> <p>For business continuity purposes we ensure that we have reliable alternate sources of supply for freshwater at our locations. When an ecological issue did arise from contamination in the freshwater source of a neighboring facility (not Celestica’s), we were able to supply freshwater to a facility from another country.</p>
<p>Sufficient amounts of recycled, brackish and/or produced water available for use</p>	<p>Not very important</p>	<p>Not very important</p>	<p>Celestica’s processes are dependent on freshwater to be supplied by local municipalities and, as a result, recycled, brackish and/or produced water are not critical to our business at this time. Wherever we can, we utilize water recirculation, closed-loop systems and/or modify existing processes to reduce and improve water consumption and quality. If social, ecological or economic competition or issues did arise, Celestica is willing and able to switch to lower grade water to mitigate risk of dependence on freshwater sources. This would be subject to health and safety requirements for water used in employee activities. Use of lower grade water could reduce the efficiency of water systems and infrastructure within our operations.</p>

## W1.2

**(W1.2) Across all your operations, what proportion of the following water aspects are regularly measured and monitored?**

	% of sites/facilities/operations	Frequency of measurement	Method of measurement	Please explain
Water withdrawals – total volumes	76-99	Monthly	Our method of measurement is through water bills and invoices. Our facilities report data monthly into our environmental accounting software using monthly bill data, and a corporate group validates the data on a quarterly basis.	Where we have operational control, we capture the water withdrawn by our facilities. Based on the number of facilities and total square footage with water data, our 2022 reported water withdrawal by volume covers 84% of our total facilities' water withdrawals. For our company, "facilities" refers to our warehouses, offices and manufacturing sites. Exclusions include facilities in which we do not have operational control and are unable to obtain the water data required to report.
Water withdrawals – volumes by source	76-99	Monthly	The water sources are known and tracked for facilities in which we have operational control . Our method of volume measurement is	The withdrawal sources are known for all facilities reporting water withdrawal volume. This represents 84% of Celestica's total square

			through water bills and invoices. Our facilities report data monthly into our environmental accounting software using monthly bill data, and a corporate group validates the data on a quarterly basis.	footage in 2022. For our company, "facilities" refers to our warehouses, offices and manufacturing sites. Exclusions include facilities in which we do not have operational control and are unable to obtain the water data required to report.
Water withdrawals quality	26-50	Monthly	The measurement methods differ across facilities. For some facilities, monitoring of water withdrawal quality is conducted by their local municipal water suppliers on a monthly basis. This includes assessing the physical, chemical, and biological characteristics of the water, such as BOD (Biological Oxygen Demand), COD (Chemical Oxygen Demand), and TSS (Total Suspended Solids).	In 2022, facilities that represented 41% of our total square footage reported that they monitor water withdrawals quality. For our company, "facilities" refers to our warehouses, offices and manufacturing sites. The measurement methods differ across facilities. For some facilities, local municipalities monitor water quality where parameters measured include physical, chemical, and biological properties of water. On a corporate level,

				<p>information on water withdrawal quality is collected on an annual basis from facilities. Celestica is committed to improving our efforts in monitoring and reporting on water-related data and information for these facilities that are within our operational control. Further exclusions include facilities in which we do not have operational control and are unable to obtain the water data required to report.</p>
Water discharges – total volumes	26-50	Yearly	<p>The measurement methods vary among different facilities. In certain facilities, the monitoring of water discharge volume is carried out by local municipal water services, while others employ on-site water meters. A corporate team gathers data from various sites to calculate the total water discharge on an annual basis</p>	<p>In 2022, facilities that represented 43% of our total square footage reported on water discharge volume. For our company, "facilities" refers to our warehouses, offices and manufacturing sites. Sites report on this data annually with the method of measurement varying for each site. Some</p>



				<p>facilities monitor or report on water discharges to local jurisdictions, but the monitoring is not quantified for the CDP response. Also, some of our sites report on water discharges as needed to obtain waste-water discharge permits. Total water discharge volume is calculated through primary data that is collected on an annual basis from sites. Celestica is committed to improving our efforts in monitoring and reporting on water discharges for facilities that are within our operational control. Further exclusions include facilities in which we do not have operational control and are unable to obtain the water data required to report.</p>
Water discharges – volumes by destination	26-50	Yearly	The destination of the discharge is known for all facilities reporting discharge data.	Celestica is enhancing its process of collecting water-related



			<p>The measurement methods vary among different facilities. In certain facilities, the monitoring of water discharge volume is carried out by local municipal water services, while others employ on-site water meters. A corporate team collect data from various sites to calculate the total water discharge on an annual basis.</p>	<p>information. The discharge destinations are known for all facilities reporting water discharge volume. This represents 43% of Celestica's total square footage in 2022. For our company, "facilities" refers to our warehouses, offices and manufacturing sites. Total water discharge volume by destination is calculated on an annual basis through primary data that is collected on an annual basis from sites. This data is reported annually with the majority of our water discharge to third-party destinations. Exclusions include facilities in which we do not have operational control and are unable to obtain the water data required to report.</p>
Water discharges – volumes by treatment method	26-50	Yearly	<p>The method of water discharge treatment is known for all facilities reporting</p>	<p>Although all our facilities either treat water discharge onsite or send to a third-</p>



			<p>discharge volume data. The methods used to measure water volume differ across various sites. Some sites have the capability to monitor the volume of water undergoing treatment through their own on-site wastewater treatment plant, while others rely on third-party services to measure and treat water discharge. A corporate team collects data from various sites to calculate the total water discharge on an annual basis.</p>	<p>party for treatment, in 2022, only 11 facilities were able to monitor their water discharge volumes by treatment method. This represents 43% of our total square footage. Total water discharge volume by treatment method is calculated on an annual basis through primary data that is collected on an annual basis from sites. For our company, "facilities" refers to our warehouses, offices and manufacturing sites. This data is reported and validated annually with the majority of our water discharge to third-party destinations. Exclusions include facilities in which we do not have operational control and are unable to obtain the water data required to report. Celestica will</p>
--	--	--	---	---

				continue to enhance its process of collecting water-related information.
Water discharge quality – by standard effluent parameters	26-50	Monthly	The measurement methods vary among different facilities. For majority of our facilities, local municipality monitor water quality every month. This includes assessing the physical, chemical, and biological characteristics of the water, such as BOD (Biological Oxygen Demand), COD (Chemical Oxygen Demand), and TSS (Total Suspended Solids). A corporate team collect data annually from various sites on water discharge quality by standard effluent parameters.	For all our facilities, water discharge quality meets regional jurisdiction requirements either through on-site or third-party secondary level or tertiary level water treatment methods. However, not all the data is tracked on a corporate level. In 2022, 50% of our facilities reported on their water discharge quality by standard effluent parameters. For our company, "facilities" refers to our warehouses, offices and manufacturing sites. This is often due to facilities requiring permits to discharge water or operate a water treatment plant, thus they have to report on this data to local authorities or within site

				<p>inspections. Also, some of our sites report on water discharges as needed to obtain waste-water discharge permits. Exclusions include facilities in which we do not have operational control and are unable to obtain the water data required to report.</p>
<p>Water discharge quality – emissions to water (nitrates, phosphates, pesticides, and/or other priority substances)</p>	<p>Not relevant</p>			<p>For all our facilities, water discharge undergoes sufficient treatment to minimize the release of any solid, liquid or gaseous contaminants into bodies of water. Water treatment is either carried out onsite or sent to a third-party that subsequently treats our water discharge. For facilities having onsite water treatment plants, they monitor the quality of treated water due to regional jurisdiction requirements before release to final discharge</p>

				<p>destination to ensure local allowable limits are met. Therefore the "emissions to water" category is deemed as "not relevant" to our company.</p>
Water discharge quality – temperature	26-50	Monthly	<p>The measurement methods vary among different facilities. For majority of our facilities, local municipality monitor water discharge temperature while some use temperature sensors.</p>	<p>In 2022, 8 facilities which represents 27% of our total square footage reported on water discharge temperature. This is often due to facilities requiring permits to discharge water; thus, they have to report on this data to local authorities or within site inspections. Also, some of our sites report on water discharges as needed to obtain waste-water discharge permits. Water discharge quality by temperature is widely monitored monthly by sites but collected by a corporate team on an annual basis. For our company, "facilities" refers to our warehouses,</p>

				offices and manufacturing sites. Exclusions include facilities in which we do not have operational control and are unable to obtain the water data required to report.
Water consumption – total volume	26-50	Yearly	Water consumption is calculated using the CDP's definition of consumption: Consumption = Withdrawals - Discharge. Water consumption is calculated and validated on an annual basis.	Where we are able to accurately obtain the data, we calculate the water consumption of our facilities. For our company, "facilities" refers to our warehouses, offices and manufacturing sites. Water consumption is calculated for all facilities reporting on their water discharge volume. This represents 43% of Celestica's total square footage in 2022. Our method of measurement is through water bills and invoices. Water consumption is calculated using the CDP's definition of consumption: Consumption = Withdrawals -

				<p>Discharge. Water consumption is calculated and validated on an annual basis. Exclusions include facilities in which we do not have operational control and are unable to obtain the water data required to report.</p>
Water recycled/reused	1-25	Yearly	<p>The measurement methods vary among different facilities. Some sites are able to use flow meters to estimate water reuse/recycle data, while others estimate data based on the reduction in withdrawal levels.</p>	<p>Various facilities implement water conservation measures to reduce the demand for water in processes and domestic usage. However, the volume is not tracked for all of our facilities. In 2022, we were able to track water reuse data from 3 of our facilities that covered 11% of our total facilities' square footage. As an example, our Suzhou, China facility recycled 3.5 ML that would have been discharged into the sewage. The facility collects this water in a buffer, then reuse the water by pumping it into a cooling tower.</p>

				While Celestica encourages water recycling initiatives and projects, not all of our recycling and reusing processes are known at this time. We will work with our sites to improve our data collection process and obtain the data required to disclose in the following years.
The provision of fully-functioning, safely managed WASH services to all workers	100%	Continuously	Our facilities provide continuous access to WASH (Water, Sanitation, and Hygiene) services, which are continuously monitored to ensure their optimal functioning.	We have WASH services in all of our facilities. We provide safe drinking water for all workers and it is available when needed and we comply with faecal and chemical standards for sanitation facilities.

## W1.2b

**(W1.2b) 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?**

	Volume (megaliters/year)	Comparison with previous reporting year	Primary reason for comparison with previous reporting year	Five-year forecast	Primary reason for forecast	Please explain



Total withdrawals	1,158	About the same	Change in accounting methodology	Higher	Increase/decrease in business activity	<p>In 2022, Celestica withdrew approximately 1,158 megalitres of third-party municipal water supply systems and local water sources for the sites in which we have operational control and measurement capabilities. For most of our sites, our method of measurement is through water bills and invoices. In spite of an increase in the number of sites reporting water withdrawal data, there is a decrease by 1% from 2021 levels. This can be attributed to the closure of three sites in 2022 that previously reported water withdrawal data in 2021.</p>

						<p>Furthermore, the implementation of water efficiency measures at various sites contributed to maintaining the overall water withdrawal levels. Celestica considers any decrease in overall water withdrawals less than 10% to be considered “about the same” when compared to the previous year. In the future, we anticipate our water withdrawal to increase as we are experiencing growth in our business, which will result in additional facilities that Celestica has operational control included in the calculation. Total water</p>
--	--	--	--	--	--	--

						<p>withdrawal volume is calculated on an annual basis through monthly bill data that is collected on a quarterly basis from sites. We will, however, continue to seek opportunities to improve our water management practices and policies to withdraw freshwater responsibly and reduce our impact in the areas in which we operate.</p>
Total discharges	454	Lower	Change in accounting methodology	Higher	Change in accounting methodology	<p>In 2022, we confirmed a total of 454 megalitres of water discharged from 10 facilities. This represents 43% of our sites, therefore, total discharge does not</p>

						<p>equal total withdrawals minus consumption. Our 2022 discharge volume is 13% less than the 2021 reported data. This is primarily due to less sites reporting on water discharge volume to our corporate team. We continue to work with each site individually to measure and report the water discharge volumes and will continue to increase the coverage of our water reporting metrics. In the future, we anticipate our water discharge to increase as we are experiencing growth in our business, and we will continue to enhance our</p>
--	--	--	--	--	--	--

						process of collecting water-related information from our facilities.
Total consumption	449	Higher	Change in accounting methodology	Higher	Change in accounting methodology	In 2022, total water consumption was 449 megalitres. This data was calculated for our facilities that reported on their total discharge, which was collected for 43% of our total square footage. Water consumption is calculated using the CDP's definition of consumption: Consumption = Withdrawals - Discharge. Water consumption is calculated and validated on an annual basis. We anticipate our future water consumption to increase as we are experiencing growth in our business, and

							will continue to enhance our process of collecting water-related information from our facilities.
--	--	--	--	--	--	--	---

## W1.2d

**(W1.2d) Indicate whether water is withdrawn from areas with water stress, provide the proportion, how it compares with the previous reporting year, and how it is forecasted to change.**

	Withdrawals are from areas with water stress	% withdrawn from areas with water stress	Comparison with previous reporting year	Primary reason for comparison with previous reporting year	Five-year forecast	Primary reason for forecast	Identification tool	Please explain
Row 1	Yes	1-10	About the same	Increase/decrease in business activity	Higher	Increase/decrease in business activity	WRI Aqueduct	Celestica recognizes there are facilities which operate in water stressed areas as identified on a tool called Aqueduct by the World Resources Institute (WRI). Aqueduct examines water availability by region.

								<p>Aqueduct has one metric named “Baseline Water Stress”, which assesses the ratio of total withdrawals to total renewable supply in a given area. The CDP requests that users use this metric when reporting results from the Aqueduct tool to define water stressed areas. Through this tool, a number of sites were assessed as “high risk” or “extremely high risk”. The tool indicated that 6 of our facilities</p>
--	--	--	--	--	--	--	--	--

								<p>were operating in water stressed areas. Celestica has operational control of these 6 sites, thus were able to provide withdrawal data for 2022. These sites covered 68.6 ML out of our total 1,158 ML, which is 6.0% by volume; the same levels as 2021. While certain sites experienced a reduction in water usage due to improved efficiency measures, other sites saw an increase in business activities,</p>
--	--	--	--	--	--	--	--	---



								<p>resulting in higher water consumption. In the future, we anticipate our water withdrawal to increase as we are experiencing growth in our business. We will, however, continue to seek opportunities to improve our water management practices and policies to withdraw freshwater responsibly and reduce our impact in the areas in which we operate.</p>
--	--	--	--	--	--	--	--	---

## W1.2h

**(W1.2h) Provide total water withdrawal data by source.**

	Relevance	Volume (megaliters/year)	Comparison with previous	Primary reason for comparison	Please explain
--	-----------	--------------------------	--------------------------	-------------------------------	----------------

			reporting year	with previous reporting year	
Fresh surface water, including rainwater, water from wetlands, rivers, and lakes	Not relevant				In 2022, none of our facilities reported water withdrawal from fresh surface water sources. Therefore, it is deemed as 'not relevant.'
Brackish surface water/Seawater	Not relevant				Celestica's primary use of water is for employee use and sanitation. Our company does not withdraw water from this source therefore it is deemed as 'not relevant.'
Groundwater – renewable	Relevant	43	About the same	Increase/decrease in efficiency	In 2022, we accounted for two facilities that withdrew water from renewable groundwater. The total volume of 43 ML is measured through water bills and invoices. This is a 2% reduction compared to 2021 total volume of water withdrawn from renewable groundwater sources. This is primarily due to improvements in

					water efficiency through water recycling initiatives. Celestica considers any decrease in overall water withdrawals less than 10% to be considered “about the same” when compared to the previous year.
Groundwater – non-renewable	Not relevant				Celestica’s primary use of water is for employee use and sanitation. Our company does not withdraw water from this source therefore it is deemed as ‘not relevant.’
Produced/Entrained water	Not relevant				Celestica’s primary use of water is for employee use and sanitation. Our company does not withdraw water from this source therefore it is deemed as ‘not relevant.’
Third party sources	Relevant	1,115	Higher	Increase/decrease in business activity	In 2022 1,115 ML of our total water withdrawal was from third party municipal water suppliers. The

				<p>volume of water withdrawal increased by 45% from 2021 levels primarily due to increase in business activity which leads to an increase in employee headcount. Celestica's manufacturing processes are not water-intensive, therefore our water usage is attributed to employees' consumption activities such as drinking water, washrooms, and kitchens/canteens. Therefore, an increase in employee headcount will increase the demand of water at our facilities. There is a 10% increase in global employee headcount in 2022 compared to 2021. Additionally, some of the increase is also due to enhanced processes of collecting water-related</p>
--	--	--	--	--

					information from our facilities. In 2022, a total of 6 facilities located in Indonesia, Malaysia, China and Singapore reported on their water withdrawal data for the first time.
--	--	--	--	--	---

## W1.2i

**(W1.2i) Provide total water discharge data by destination.**

	Relevance	Volume (megaliters/year)	Comparison with previous reporting year	Primary reason for comparison with previous reporting year	Please explain
Fresh surface water	Relevant	38	Lower	Change in accounting methodology	Celestica is enhancing its processes of collecting water-related information from our facilities. In 2022, we accounted for three facilities that discharged fresh surface water. This does not include fresh water that was collected in rain barrels and used to water greenery around the sites. With fewer facilities discharging to fresh surface water destination in 2022, the levels are 48.5%

					<p>less than reported in 2021. Celestica will look to enhance our data collecting process to include estimates of the fresh water discharged from this initiative. Volumes reported were taken from direct measurements from our sites. We anticipate our future water discharge volumes to increase as we are experiencing growth in our business, and will continue to enhance our process of collecting water-related information from our facilities.</p>
Brackish surface water/seawater	Not relevant				<p>Celestica's primary use of water is for employee use and sanitation. Our company does not withdraw or discharge brackish water therefore it is deemed as 'not relevant.'</p>

Groundwater	Relevant but volume unknown				In 2022, none of our facilities reported discharge to groundwater destinations. We will continue to enhance our process of collecting water-related information from our facilities.
Third-party destinations	Relevant	416	About the same	Increase/decrease in business activity	Celestica is enhancing its processes of collecting water-related information from our facilities. In 2022, we accounted for seven facilities that discharged their water to third party destinations. Volumes reported were taken from direct measurements from our sites. The volume reported does not include water discharged to other organizations for further use. Celestica considers any increase in overall water discharge less than 10% to be considered

					<p>“about the same” when compared to the previous year. A 6.6% increase in 2022 compared to 2021 is due to an increase in business activity. We anticipate our future water discharge volumes to increase as we are experiencing growth in our business, and will continue to enhance our process of collecting water-related information from our facilities.</p>
--	--	--	--	--	--

## W1.2j

**(W1.2j) Within your direct operations, indicate the highest level(s) to which you treat your discharge.**

	Relevance of treatment level to discharge	Volume (megaliters/year)	Comparison of treated volume with previous reporting year	Primary reason for comparison with previous reporting year	% of your sites/facilities/operations this volume applies to	Please explain
Tertiary treatment	Relevant	80	Higher	Change in accounting methodology	11-20	In 2022, we collaborated with our sites on an individual basis to understand





						<p>d their water processes and practices, and obtain concise water reporting data. Celestica is enhancing its processes of collecting water-related information from our facilities. Discharge volumes treated to tertiary level are expected to increase as we enhance our water data collection processes and increase the scope of our water data coverage. Any future increases in reported volume</p>
--	--	--	--	--	--	--

						would likely be attributed to increased water data availability rather than changes to our direct operations . Celestica's sites select the level of treatment based on voluntary standards, however, regional and/or national water standards are met to ensure employee and community health and safety.
Secondary treatment	Relevant	27	Higher	Change in accounting methodology	1-10	In 2022, we collaborated with our sites on an individual basis to understand their water processes



						<p>and practices, and obtain concise water reporting data. Celestica is enhancing its processes of collecting water-related information from our facilities. Discharge volumes treated to secondary level are expected to increase as we enhance our water data collection processes and increase the scope of our water data coverage. Any future increases in reported volume would likely be attributed</p>
--	--	--	--	--	--	--

						<p>to increased water data availability rather than changes to our direct operations .</p> <p>Celestica's sites select the level of treatment based on voluntary standards, however, regional and/or national water standards are met to ensure employee and community health and safety.</p>
Primary treatment only	Relevant	9	Lower	Change in accounting methodology	1-10	<p>In 2022, we collaborated with our sites on an individual basis to understand their water processes and practices, and obtain</p>

						<p>concise water reporting data. Celestica is enhancing its processes of collecting water-related information from our facilities. Discharge volumes treated to primary level are expected to increase as we enhance our water data collection processes and increase the scope of our water data coverage. Any future increases in reported volume would likely be attributed to increased water data</p>
--	--	--	--	--	--	--

						<p>availability rather than changes to our direct operations .</p> <p>Celestica's sites select the level of treatment based on voluntary standards, however, regional and/or national water standards are met to ensure employee and community health and safety.</p>
Discharge to the natural environment without treatment	Not relevant					<p>For all our facilities, water discharge undergoes sufficient treatment to minimize the release of any solid, liquid or gaseous contaminants into bodies of water.</p>



						Water treatment is either carried out onsite or sent to a third-party that subsequently treats our water discharge. However volumes are not tracked for all our sites. Therefore discharge to natural environment without treatment is deemed as "not relevant" to our company.
Discharge to a third party without treatment	Relevant	7	Lower	Change in accounting methodology	1-10	In 2022, we collaborated with our sites on an individual basis to understand their water processes and practices, and obtain concise water



						<p>reporting data. Celestica is enhancing its processes of collecting water-related information from our facilities. Discharge volumes to a third party without treatment are expected to increase as we enhance our water data collection processes and increase the scope of our water data coverage. Any future increases in reported volume would likely be attributed to increased water data</p>
--	--	--	--	--	--	--





						<p>availability rather than changes to our direct operations . The highest level of treatment the third party applies is unknown at this time, but as Celestica improves its water data collection process, we hope to report on this in following years. Celestica's sites select the level of treatment based on voluntary standards, however, regional and/or national water standards are met to ensure employee and</p>
--	--	--	--	--	--	--

						community health and safety.
Other	Relevant	331	About the same	Increase/decrease in efficiency	11-20	Our sites located in Thailand adheres to the national requirements outlined by the Industrial Estate Authority of Thailand (IEAT).

### W1.3

**(W1.3) Provide a figure for your organization’s total water withdrawal efficiency.**

	Revenue	Total water withdrawal volume (megaliters)	Total water withdrawal efficiency	Anticipated forward trend
Row 1	7,250,000,000	1,158	6,260,794.47322971	In the future, we anticipate our total water withdrawal efficiency to increase as we are experiencing growth in our business, which will result in additional facilities that Celestica has operational control included in the calculation. Additionally, Celestica hopes to increase water reporting coverage by obtaining more data from our sites. We will, however, continue to seek opportunities to improve management practices and reduce water consumption in our operations.

### W1.4

**(W1.4) Do any of your products contain substances classified as hazardous by a regulatory authority?**

Products contain hazardous substances	
Row 1	Yes

### W1.4a

**(W1.4a) What percentage of your company’s revenue is associated with products containing substances classified as hazardous by a regulatory authority?**

Regulatory classification of hazardous substances	% of revenue associated with products containing substances in this list	Please explain
Candidate List of Substances of Very High Concern for Authorisation above 0.1% by weight (EU Regulation)	Don't know	<p>Celestica’s approach to product environmental compliance involves monitoring specific chemicals and consumables in accordance with the specified regulatory classifications. Compliance declarations are given to representatives at our manufacturing facilities, who are responsible for communicating with customers. For some products, our customers have component level control and are responsible for ensuring materials compliance under their engineering control.</p> <p>We offer a range of services to our customers, including design and development; engineering services; supply chain management; new product introduction; component sourcing; electronics manufacturing; assembly and test; complex mechanical assembly; systems integration; precision machining; order fulfilment; logistics; and after-market services. At this time, we are unable to estimate accurately, the % of our revenue associated with products containing substances classified as hazardous by regulatory authorities</p>
Annex XIV of UK REACH Regulation	Don't know	Celestica’s approach to product environmental compliance involves monitoring specific chemicals and

		<p>consumables in accordance with the specified regulatory classifications. Compliance declarations are given to representatives at our manufacturing facilities, who are responsible for communicating with customers. For some products, our customers have component level control and are responsible for ensuring materials compliance under their engineering control.</p> <p>We offer a range of services to our customers, including design and development; engineering services; supply chain management; new product introduction; component sourcing; electronics manufacturing; assembly and test; complex mechanical assembly; systems integration; precision machining; order fulfilment; logistics; and after-market services. At this time, we are unable to estimate accurately, the % of our revenue associated with products containing substances classified as hazardous by regulatory authorities</p>
<p>Candidate List of Substances of Very High Concern (UK Regulation)</p>	<p>Don't know</p>	<p>Celestica's approach to product environmental compliance involves monitoring specific chemicals and consumables in accordance with the specified regulatory classifications. Compliance declarations are given to representatives at our manufacturing facilities, who are responsible for communicating with customers. For some products, our customers have component level control and are responsible for ensuring materials compliance under their engineering control.</p> <p>We offer a range of services to our customers, including design and development; engineering services; supply chain management; new product introduction; component sourcing; electronics manufacturing; assembly and test; complex mechanical assembly;</p>

		systems integration; precision machining; order fulfillment; logistics; and after-market services. At this time, we are unable to estimate accurately, the % of our revenue associated with products containing substances classified as hazardous by regulatory authorities
Other, please specify EU RoHS Directive 2011/65/EU, U.S. Toxic Substances Control Act (TSCA), Section 6(h), IEC 62474 Material Declaration for Products of and for the Electrotechnical Industry, Persistent Organic Pollutants (POPs) Regulation .	Don't know	<p>Celestica's approach to product environmental compliance involves monitoring specific chemicals and consumables in accordance with the specified regulatory classifications. Compliance declarations are given to representatives at our manufacturing facilities, who are responsible for communicating with customers. For some products, our customers have component level control and are responsible for ensuring materials compliance under their engineering control.</p> <p>We offer a range of services to our customers, including design and development; engineering services; supply chain management; new product introduction; component sourcing; electronics manufacturing; assembly and test; complex mechanical assembly; systems integration; precision machining; order fulfillment; logistics; and after-market services. At this time, we are unable to estimate accurately, the % of our revenue associated with products containing substances classified as hazardous by regulatory authorities</p>

## W1.5

**(W1.5) Do you engage with your value chain on water-related issues?**

	Engagement
Suppliers	Yes
Other value chain partners (e.g., customers)	Yes

## W1.5a

**(W1.5a) Do you assess your suppliers according to their impact on water security?**

**Row 1**

**Assessment of supplier impact**

Yes, we assess the impact of our suppliers

**Considered in assessment**

- Supplier dependence on water
- Supplier impacts on water availability
- Supplier impacts on water quality

**Number of suppliers identified as having a substantive impact**

0

**% of total suppliers identified as having a substantive impact**

None

**Please explain**

Celestica’s major suppliers are requested annually to complete the Responsible Business Alliance Supplier Assessment Questionnaire (RBA SAQ), which covers a range of topics. Within the environmental section, we ask our supply chain partners to provide details on their water-related issues such as: wastewater treatment processes, environmental permits (ie wastewater), regulatory non-compliance (ie wastewater exceedances on treatment, discharge), discharge destinations, policies and procedures on water management, programs to track and reduce water usage.

Suppliers that score high risk from the SAQ work with our compliance team with corrective actions and update their SAQ until a medium risk score or lower is achieved. The details are collected through the RBA and Celestica would be made aware of any risks including water-related risks. In 2022 no suppliers were identified as scoring high risk from the SAQ results, therefore 0 suppliers were identified as having a substantive impact.

**W1.5b**

**(W1.5b) Do your suppliers have to meet water-related requirements as part of your organization’s purchasing process?**

Suppliers have to meet specific water-related requirements	
Row 1	Yes, suppliers have to meet water-related requirements, but they are not included in our supplier contracts

**W1.5c**

**(W1.5c) Provide details of the water-related requirements that suppliers have to meet as part of your organization’s purchasing process, and the compliance measures in place.**

**Water-related requirement**

Complying with going beyond water-related regulatory requirements

**% of suppliers with a substantive impact required to comply with this water-related requirement**

100%

**% of suppliers with a substantive impact in compliance with this water-related requirement**

100%

**Mechanisms for monitoring compliance with this water-related requirement**

- Off-site third-party audit
- On-site third-party audit
- Supplier self-assessment
- Supplier scorecard or rating

**Response to supplier non-compliance with this water-related requirement**

Retain and engage

**Comment**

Celestica’s major suppliers are requested annually to complete the Responsible Business Alliance Supplier Assessment Questionnaire (RBA SAQ). Within the environmental section, we ask our supply chain partners to provide details on their water-related issues such as: wastewater treatment processes, environmental permits (i.e. wastewater), regulatory non-compliance (i.e. wastewater exceedances on treatment, discharge). Suppliers that score high risk from the SAQ work with our compliance team with corrective actions and update their SAQ until a medium risk score or lower is achieved. The details are collected through the RBA and Celestica would be made aware of any risks including water-related risks. In 2022 no suppliers were identified as scoring high risk from the SAQ results, therefore 0 suppliers were identified as having a substantive impact.

**W1.5d**

**(W1.5d) Provide details of any other water-related supplier engagement activity.**

**Type of engagement**

Incentivization

**Details of engagement**

Water management and stewardship is featured in supplier awards scheme

**% of suppliers by number**

100%

**% of suppliers with a substantive impact**

None

**Rationale for your engagement**

Celestica identifies, assesses and manages risks through the supplier selection and evaluation processes. One such evaluation process is Celestica’s supplier scorecards, which were recently enhanced to increase environmental (including water), social, and ethics requirements for all direct suppliers. In 2022, the supplier scorecard assessment was conducted on over 5300 suppliers, including 100% of our direct suppliers. Celestica defines direct suppliers as suppliers that provide goods, materials, and services directly associated with the manufacturing of products that we provide. Suppliers that score high in their scorecards become part of "Celestica's Preferred Supplier List". Celestica's preferred suppliers are offered more opportunities to do business as they meet scoring criteria. As well, Celestica hosts a Supplier Excellence Awards Program to recognize suppliers who achieve the highest performance standards. On of the main awards is the Sustainability Award, offered to a supplier that shows leadership in driving sustainability initiatives, with a positive impact for Celestica.

**Impact of the engagement and measures of success**

The added environmental, ethics and social requirements on our supplier scorecard evaluation will better guide us to identify, assess and manage our supply chain and climate-related risks (eg. pollution, resource reduction, water assessments and transportation disruptions) and opportunities (eg. collaboration on water-related initiatives).

We expect this improved procedure will deepen our awareness and identification of Celestica’s upstream risks and support customers who inquire past their tier-1 suppliers. As a result, this will allow us to create mitigation plans and strategically select responsible suppliers ensuring we address our own and customers’ risk exposure.

**Comment**

**W1.5e**

**(W1.5e) Provide details of any water-related engagement activity with customers or other value chain partners.**

**Type of stakeholder**

Customers

**Type of engagement**

Education / information sharing

**Details of engagement**

Run an engagement campaign to educate stakeholders about your water-related performance and strategy

**Rationale for your engagement**





Our sustainability team prioritizes our customers based on their engagement on sustainability and climate related issues. In 2022, we engaged with 24% customers which represents 81% of Celestica's 2022 revenue. Our sustainability team is dedicated to fostering transparency and collaboration with our customers regarding water-related matters. One way we achieve this is by actively participating in our customers' environmental surveys or questionnaires, which cover various environmental topics, including water-related activities at our sites. Additionally, our sustainability team engages with customers who seek water-related information through the annual CDP.

**Impact of the engagement and measures of success**

Through engaging with our customers by educating and sharing water-related performance and strategies, we are able to identify opportunities of engaging in mutually beneficial water-related projects, fostering collaboration with our customers. This also enables Celestica gain valuable insights into how we can assist our customers in their pursuit of sustainability objectives. Another measure of success is improving our scorecard rankings for customers that include sustainability-related criteria in their scorecards. Our aim is to rank as number one or number two on these customer scorecards to achieve success.

## W2. Business impacts

### W2.1

**(W2.1) Has your organization experienced any detrimental water-related impacts?**

No

### W2.2

**(W2.2) 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	Fines, enforcement orders, and/or other penalties	Comment
Row 1	Yes	Fines, but none that are considered as significant	Celestica tracks all Environmental, Health or Safety fines or penalties received by our facilities. In 2022, only one was received. See W2.2a for further information.

### W2.2a

**(W2.2a) Provide the total number and financial value of all water-related fines.**

Row 1

**Total number of fines**

1

**Total value of fines**

145

**% of total facilities/operations associated**

5

**Number of fines compared to previous reporting year**

This is our first year of measurement

**Comment**

2022 is our first year having a water-related fine since Celestica started responding to the CDP water security questionnaire. Our Johor AMS is the only facility associated with this fine. The site incurred a one time fine of RM 500 (RM500 x 0.29 = US\$145). Our Johor AMS facility represents 5% of Celestica’s total 2022 square footage.

## W3. Procedures

### W3.1

**(W3.1) 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?**

	Identification and classification of potential water pollutants	How potential water pollutants are identified and classified
Row 1	Yes, we identify and classify our potential water pollutants	Celestica classifies its industrial effluent according to contaminant parameters for example; Metals, Volatile Organic Compounds (VOC), Chemical Oxygen Demand (COD), Biological Oxygen Demand (BOD) or Total Suspended Solids (TSS). For all our sites, we ensure the implementation of suitable treatment measures, either on-site or through third-party services. In facilities equipped with on-site water treatment plants, the quality of treated water undergoes testing in accordance with regional regulations prior to its release to the final discharge destination. This ensures that there are no detrimental effects on water ecosystems or human health. Celestica’s manufacturing processes are not water-intensive, therefore our water usage is attributed to employees’ consumption activities such as drinking water, washrooms, and kitchens/canteens. Therefore, there are minimal presence of pollutants that can have detrimental effects on human health and the water ecosystem in our water discharge.

## W3.1a

**(W3.1a) Describe how your organization minimizes the adverse impacts of potential water pollutants on water ecosystems or human health associated with your activities.**

### **Water pollutant category**

Other physical pollutants

### **Description of water pollutant and potential impacts**

Celestica’s manufacturing processes are not water-intensive, therefore our water usage is attributed to employees’ consumption activities such as drinking water, washrooms, and kitchens/canteens. As a result, the presence of physical pollutants is generally limited and can vary across our facilities. Considering the presence of common physical pollutants across our facilities, such as fats, oils, and greases (FOG), can result in the formation of surface films and emulsions that block sunlight. This, in turn, reduces oxygen exchange in water bodies, negatively impacting the ecosystem by limiting its access to vital sunlight and oxygen.

To mitigate any potential harm, Celestica ensures compliance with local regulations on water discharge into water bodies and other destinations where we discharge water. This ensures the safeguarding of water ecosystems and human health from any adverse impacts that could arise from our business activities.

### **Value chain stage**

Direct operations

### **Actions and procedures to minimize adverse impacts**

Beyond compliance with regulatory requirements  
 Implementation of integrated solid waste management systems  
 Discharge treatment using sector-specific processes to ensure compliance with regulatory requirements

### **Please explain**

At all our facilities, we ensure that water discharge, including industrial effluent, undergoes treatment, either on-site or through the use of third-party services. In facilities equipped with on-site water treatment plants, the quality of treated water is tested in accordance with regional regulations before being released to its final discharge destination. Furthermore, some facilities are obligated to obtain wastewater permits issued by local authorities. These permits typically outline discharge limitations, monitoring requirements, maintenance requirements, record-keeping procedures, and regular reporting. Our primary goal is to achieve compliance with local water regulations and site-specific standards, serving as a measure of our success.

Additionally, our facilities implement proper solid waste management practices, including the handling of hazardous waste, to minimize any potential impact on water

bodies through leaching that may occur in landfills. Waste management practices include, recycling, composting, reusing and waste-to-energy methods. In 2021, we set an aspirational goal to divert 90 percent of our waste from landfill by 2025. This is a company-wide absolute target to manage our waste and ensure responsible consumption and production. We closed 2022 with 89.6% of our waste diverted from landfill, globally.

**Water pollutant category**

Other nutrients and oxygen demanding pollutants

**Description of water pollutant and potential impacts**

Celestica’s manufacturing processes are not water-intensive, therefore our water usage is attributed to employees’ consumption activities such as drinking water, washrooms, and kitchens/canteens. As a result, the presence of oxygen demanding pollutants is generally limited and can vary across our facilities. Considering the presence of common oxygen-demanding pollutants across our facilities, such as solid food waste and biodegradable scraps, their contribution to increased oxygen demand in water bodies through microbial decomposition results in reduced oxygen levels. This reduction in oxygen levels can negatively impact the ecosystem.

To mitigate any potential harm, Celestica ensures compliance with local regulations on water discharge into water bodies and other destinations where we discharge water. This ensures the safeguarding of water ecosystems and human health from any adverse impacts that could arise from our business activities.

**Value chain stage**

Direct operations

**Actions and procedures to minimize adverse impacts**

- Beyond compliance with regulatory requirements
- Implementation of integrated solid waste management systems
- Discharge treatment using sector-specific processes to ensure compliance with regulatory requirements

**Please explain**

At all our facilities, we ensure that water discharge, including industrial effluent, undergoes treatment, either on-site or through the use of third-party services. In facilities equipped with on-site water treatment plants, the quality of treated water is tested in accordance with regional regulations before being released to its final discharge destination. Furthermore, some facilities are obligated to obtain wastewater permits issued by local authorities. These permits typically outline discharge limitations, monitoring requirements, maintenance requirements, record-keeping procedures, and regular reporting. Our primary goal is to achieve compliance with local water regulations and site-specific standards, serving as a measure of our success.

Additionally, our facilities implement proper solid waste management practices,

including the handling of hazardous waste, to minimize any potential impact on water bodies through leaching that may occur in landfills. Waste management practices include, recycling, composting, reusing and waste-to-energy methods. In 2021, we set an aspirational goal to divert 90 percent of our waste from landfill by 2025. This is a company-wide absolute target to manage our waste and ensure responsible consumption and production. We closed 2022 with 89.6% of our waste diverted from landfill, globally.

### W3.3

#### (W3.3) Does your organization undertake a water-related risk assessment?

Yes, water-related risks are assessed

### W3.3a

#### (W3.3a) Select the options that best describe your procedures for identifying and assessing water-related risks.

---

##### Value chain stage

Direct operations

##### Coverage

Full

##### Risk assessment procedure

Water risks are assessed as part of other company-wide risk assessment system

##### Frequency of assessment

Annually

##### How far into the future are risks considered?

3 to 6 years

##### Type of tools and methods used

Tools on the market  
 Enterprise risk management  
 International methodologies and standards  
 Other

##### Tools and methods used

EcoVadis  
 WRI Aqueduct  
 ISO 31000 Risk Management Standard  
 Environmental Impact Assessment  
 ISO 14001 Environmental Management Standard  
 Internal company methods  
 External consultants  
 Other, please specify

Internet research (e.g. FM global flood maps)

**Contextual issues considered**

- Water availability at a basin/catchment level
- Water quality at a basin/catchment level
- Implications of water on your key commodities/raw materials
- Water regulatory frameworks
- Access to fully-functioning, safely managed WASH services for all employees

**Stakeholders considered**

- Customers
- Employees
- Investors
- Local communities
- Regulators
- Suppliers
- Water utilities at a local level

**Comment**

We used the WRI Aqueduct tool to identify water stressed regions. The tool identified a number of sites that were assessed as “high risk” or “extremely high risk”. The tool indicated that 6 of our facilities were operating in water stressed areas. Water withdrawal data is tracked and monitored for all 6 sites located in water stressed regions. Apart from sites’ ISO 14001 certification, there is a requirement to identify environmental impacts to their operations, including water related usage and/or risks. Sites also use elements of ISO 31000 in the determination of risks in risk assessments. The internal company methods used consist of a risk matrix assessment that is completed by each location on every risk type, and then assigned a numerical value based on its likelihood and severity. We also implement table-top exercises (TTEs) to prepare for any potential water-related risks, such as water scarcity, storms or contaminated freshwater sources. We obtain annual physical risk assessments through our external consultants and insurance providers who assess our operations and facilities for acute and chronic physical risks such as extreme weather events, rising water levels, etc.

We utilize other credible sources on the internet such as FM Global Flood Maps to conduct research that supports risk identification and assessment.

---

**Value chain stage**

Supply chain

**Coverage**

Full

**Risk assessment procedure**

Water risks are assessed as part of other company-wide risk assessment system

**Frequency of assessment**

Annually

**How far into the future are risks considered?**

Up to 1 year

**Type of tools and methods used**

Tools on the market  
International methodologies and standards

**Tools and methods used**

Other, please specify  
Responsible Business Alliance Supplier Assessment Questionnaire (RBA SAQ)

**Contextual issues considered**

Water availability at a basin/catchment level  
Water quality at a basin/catchment level  
Implications of water on your key commodities/raw materials  
Water regulatory frameworks  
Access to fully-functioning, safely managed WASH services for all employees

**Stakeholders considered**

Customers  
Employees  
Investors  
Local communities  
Regulators  
Suppliers  
Water utilities at a local level

**Comment**

Celestica has not directly assessed water-related risks at the supply chain level. We put reliance on the RBA SAQ to capture real or perceived risks in terms of water-related impacts to our key suppliers that are required to provide details of water usage. Most of our major suppliers complete the SAQ. As such, we would be made aware of any water-related risks with the potential to have a substantial financial or strategic impact; however, no suppliers (corporate or facility) were identified as high risk in 2022. There are opportunities identified for suppliers to improve their risk management when it comes to water but none that scored to a threshold of actioning. In addition, our supplier scorecards were enhanced to incorporate a range of new requirements—including new environmental and social performance criteria. These criteria will be reviewed on an as-needed basis to align with Celestica sustainability strategy and global trends.

**W3.3b**

**(W3.3b) Describe your organization’s process for identifying, assessing, and responding to water-related risks within your direct operations and other stages of your value chain.**

	Rationale for approach to risk assessment	Explanation of contextual issues considered	Explanation of stakeholders considered	Decision-making process for risk response
Row 1	<p>Celestica's goal is to foster a company-wide culture of sustainability, wherein we aim to minimize the risks associated with water security, improve the communities in which we operate, and ensure we do no harm to people or the planet, all while supporting our customers and suppliers to drive positive change. With operations in over 35 locations across 16 countries and a global network of more than 5320 active direct suppliers (with approximately 97% being customer chosen), we cover 100% of our direct operations and supply chain when assessing water-related risks. Our approach to risk assessment is driven by the need to address water-related risks on a case-by-case basis, in collaboration with stakeholders and mindful of their requirements. Furthermore, we have a global Business Continuity Planning</p>	<p>In our risk assessment In order to effectively address water-related risks, we take into account the contextual issues specific to our operations. This includes our presence in diverse locations and the potential impacts of water stress and extreme weather events on our facilities. We obtain annual physical risk assessments through external consultants and insurance providers who evaluate our operations and facilities for acute and chronic physical risks such as rising water levels and extreme weather events. By considering these contextual factors, we ensure that our risk assessment process is tailored to the unique challenges and vulnerabilities presented by each location.</p>	<p>Our risk assessment process involves the collaboration and engagement of various stakeholders. This includes internal teams responsible for risk management, business continuity planning, and facility assessments. Externally, we work with consultants and insurance providers to gain insights and expertise in identifying and managing physical risks. Additionally, we utilize the Responsible Business Alliance Supplier Assessment Questionnaire (RBA SAQ) to capture water-related risks associated with our key suppliers. By involving these stakeholders, we ensure a comprehensive assessment of water-related risks throughout our operations and supply chain.</p>	<p>When it comes to responding to water-related risks, we follow a structured decision-making process. Our global Business Continuity Planning (BCP) policy outlines our commitment to mitigating and responding to policy, legal, and physical risks. It includes responsibilities such as setting annual business continuity objectives, conducting table top exercises (TTEs) to test system readiness, and identifying potential natural and human-dependent events and incidents. Through ISO 14001 certification, we implement environmental management systems (EMS) at our sites, enabling us to identify environmental impacts, including water usage and risks. We also leverage elements of ISO 31000 to determine risks in our assessments. By adhering to these frameworks and procedures, we can effectively identify, assess, and manage water-related risks and</p>



<p>(BCP) policy that demonstrates our commitment to preventing potential events that could impact business continuity. This policy includes recovery planning processes to anticipate and avoid water-related risks to our operations in the short-term. Our protocols seek to minimize business disruptions and ensure clear plans are followed, with physical risks assessed and managed annually through our BCP, risk management, and facility assessment processes.</p>			<p>develop appropriate response plans.</p>
--	--	--	--

## W4. Risks and opportunities

### W4.1

**(W4.1) Have you identified any inherent water-related risks with the potential to have a substantive financial or strategic impact on your business?**

Yes, only within our direct operations

### W4.1a

**(W4.1a) How does your organization define substantive financial or strategic impact on your business?**

Celestica defines substantive financial, operational or strategic impact on our business from global or local events outside our control including natural disasters as follows:

- For our operations, an impact that could (i) result in the risk of personal injury, illness or death of our employees or other individuals on our premises, (ii) result in material damage to our plants, equipment or inventory, or (iii) adversely affect our operating results materially through higher costs, supply shortages and disruptions of components delivery to us from our suppliers and logistics partners, and lost revenue due to our inability to provide finished products or services to our customers

- For CDP reporting purposes, we define a substantive financial impact as one that could create a \$10M charge to our statement of operations.

## W4.1b

**(W4.1b) What is the total number of facilities exposed to water risks with the potential to have a substantive financial or strategic impact on your business, and what proportion of your company-wide facilities does this represent?**

	Total number of facilities exposed to water risk	% company-wide facilities this represents	Comment
Row 1	2	1-25	

## W4.1c

**(W4.1c) By river basin, what is the number and proportion of facilities exposed to water risks that could have a substantive financial or strategic impact on your business, and what is the potential business impact associated with those facilities?**

---

### Country/Area & River basin

United States of America

Other, please specify

California, Coyote

### Number of facilities exposed to water risk

1

### % company-wide facilities this represents

Less than 1%

### % company's total global revenue that could be affected

Unknown

### Comment

Our organization's revenue reporting primarily focuses on the overall performance of the organization as a whole. As a result, we are unable to provide the proportion of our total global revenue derived from the facilities exposed to water risks.

---

### Country/Area & River basin

Romania

Danube

### Number of facilities exposed to water risk

1

**% company-wide facilities this represents**

1-25

**% company’s total global revenue that could be affected**

Unknown

**Comment**

Our organization's revenue reporting primarily focuses on the overall performance of the organization as a whole. As a result, we are unable to provide the proportion of our total global revenue derived from the facilities exposed to water risks.

**W4.2**

**(W4.2) Provide details of identified risks in your direct operations with the potential to have a substantive financial or strategic impact on your business, and your response to those risks.**

**Country/Area & River basin**

United States of America

Other, please specify

California, Coyote

**Type of risk & Primary risk driver**

Acute physical

Flood (coastal, fluvial, pluvial, groundwater)

**Primary potential impact**

Reduction or disruption in production capacity

**Company-specific description**

Acute physical risks caused by climate change have led to catastrophic events that could damage Celestica's facilities or third party property (utilities and other infrastructure), impacting our operations and financial results. The duration of the event and its aftermath, insurance recoveries, and our ability to meet our obligations through other, unaffected Celestica facilities or third party contractors determine our ability to respond to the risk. Celestica’s Business Continuity Plans (BCPs) take into consideration different types of scenarios and risks, such as environmental, socio-political, man-made threats, logistics and supply changes, contagions, etc. An annual schedule is established to test the preparedness and response to custom scenarios per site. These are called Tabletop Exercises (TTEs), which are facilitated by corporate resources and each site is scored on their performance. Sites are to provide responses to any deficiencies noted and update their plans accordingly. Although we have not been directly impacted by drastic events in the vicinity of our facilities, we examine the potential flood risks in San Jose, California and evaluate how our comprehensive disaster recovery plans would respond to such events.

**Timeframe**

4-6 years

**Magnitude of potential impact**

Medium-low

**Likelihood**

About as likely as not

**Are you able to provide a potential financial impact figure?**

Yes, an estimated range

**Potential financial impact figure (currency)**

**Potential financial impact figure - minimum (currency)**

0

**Potential financial impact figure - maximum (currency)**

1,000,000

**Explanation of financial impact**

Celestica's sites have varied environmental risks dependent on their geographical locations and natural catastrophes. Climate change poses an increasing flood risk for San Jose, California, as it leads to more intense rainfall events and rising sea levels. The city's flat topography make it susceptible to heavy overflow during storms. Additionally, the rapid urbanization and development of impervious surfaces in San Jose reduces the area's natural ability to absorb water, increasing the risk of flooding. If a flood were to impact Celestica's site in San Jose California, we would incur the estimated maximum financial impact of \$1,000,000. The range provided in "Potential financial impact figure - minimum - maximum" is based on the following possible outcomes of an event caused by physical risks: physical damage caused to a site and infrastructure based on size and scope of work; disruptions and shortages in supply of raw materials, utilities and transportation of finished goods; ability to implement and integrate alternative plans, material components; and insurance recoveries. The potential financial impact range (\$0-\$1,000,000) is estimated by our finance team based on the possible outcomes outlined earlier in the response.

**Primary response to risk**

Develop flood emergency plans

**Description of response**

Risks are identified, assessed and responded to in our short-term Business Continuity Plans (BCP) and environmental compliance program to review our ability to manufacture and deliver on our commitments. A key part of the BCP is our Table Top Exercises (TTEs), a process for all sites to pre-select scenarios (natural and/or human-dependent) based on magnitudes of severity and likelihood. Along with the Global Facilities team, sites evaluate and prepare response plans in the case such an event occurs that could disrupt our business. In response to a flood risk in San Jose, our site would develop a comprehensive flood emergency plan that would include implementing

measures for early detection, evacuation planning, strategies to protect critical assets and business continuity as well as communication with employees and emergency services.

**Cost of response**

10,000

**Explanation of cost of response**

The \$10,000 cost to respond to the risk is estimated based on the cost of labour hours to develop a formal documented flood emergency response plan (considering an hourly labour cost of \$100 and 100 hours of labour,  $\$100/\text{hours} \times 100 \text{ hours} = \$10,000$ ). This plan may encompass various elements such as conducting risk assessments, designing evacuation plans, organizing drills, implementing early detection systems, establishing clear communication procedures, ensuring the protection of critical assets, devising strategies for flood suppression and containment, facilitating business continuity measures, and providing training on flood safety and awareness.

**Country/Area & River basin**

Romania

Danube

**Type of risk & Primary risk driver**

Acute physical

Flood (coastal, fluvial, pluvial, groundwater)

**Primary potential impact**

Reduction or disruption in production capacity

**Company-specific description**

Acute physical risks caused by climate change have led to catastrophic events that could damage Celestica's facilities or third party property (utilities and other infrastructure), impacting our operations and financial results. The duration of the event and its aftermath, insurance recoveries, and our ability to meet our obligations through other, unaffected Celestica facilities or third party contractors determine our ability to respond to the risk. Celestica's Business Continuity Plans (BCPs) take into consideration different types of scenarios and risks, such as environmental, socio-political, man-made threats, logistics and supply changes, contagions, etc. An annual schedule is established to test the preparedness and response to custom scenarios per site. These are called Tabletop Exercises (TTEs), which are facilitated by corporate resources and each site is scored on their performance. Sites are to provide responses to any deficiencies noted and update their plans accordingly. Although we have not been directly impacted by drastic events in the vicinity of our facilities, we examine the potential flood risks in Oradea, Romania and evaluate how our comprehensive disaster recovery plans would respond to such events.

**Timeframe**

4-6 years

**Magnitude of potential impact**

Medium-low

**Likelihood**

About as likely as not

**Are you able to provide a potential financial impact figure?**

Yes, an estimated range

**Potential financial impact figure (currency)**

**Potential financial impact figure - minimum (currency)**

0

**Potential financial impact figure - maximum (currency)**

35,000,000

**Explanation of financial impact**

Celestica's sites have varied environmental risks dependent on their geographical locations and natural catastrophes. The changing climate patterns, including increased precipitation and extreme weather events, contribute to more frequent and intense rainfall in Oradea, Romania. This, combined with other factors such as the region's topography and rapid urbanization can impede proper water drainage, increasing the flood risk. If a flood were to impact Celestica's site in Oradea, Romania, we would incur the estimated maximum financial impact of \$35,000,000. The range provided in "Potential financial impact figure - minimum - maximum" is based on the following possible outcomes of an event caused by physical risks: physical damage caused to a site and infrastructure based on size and scope of work; disruptions and shortages in supply of raw materials, utilities and transportation of finished goods; ability to implement and integrate alternative plans, material components; and insurance recoveries. The potential financial impact range (\$0-\$35,000,000) is estimated by our finance team based on the possible outcomes outlined earlier in the response.

**Primary response to risk**

Other, please specify

Provision of flood mitigating equipment and flood emergency response plan

**Description of response**

Risks are identified, assessed and responded to in our short-term Business Continuity Plans (BCP) and environmental compliance program to review our ability to manufacture and deliver on our commitments. A key part of the BCP is our Table Top Exercises (TTEs), a process for all sites to pre-select scenarios (natural and/or human-dependent) based on magnitudes of severity and likelihood. Along with the Global Facilities team, sites evaluate and prepare response plans in the case such an event occurs that could disrupt our business. In response to a flood risk in Oradea, Romania, our site would develop a comprehensive flood emergency plan that would include implementing measures for early detection, evacuation planning, strategies to protect critical assets and business continuity as well as communication with employees and

emergency services. Furthermore, a study may be conducted for corrective action in order to make provision for flood mitigating equipment and systems that reduce the impact of flooding and any damage caused by excessive water.

**Cost of response**

500,000

**Explanation of cost of response**

The \$500,000 cost to respond to the risk is estimated based on two factors. 1). A cost of \$10,000 for the labour hours required to develop a formal documented flood emergency response plan (considering an hourly labour cost of \$100 and 100 hours of labour, \$100/hours\*100 hours = \$10,000). This plan may encompass various elements such as conducting risk assessments, designing evacuation plans, organizing drills, implementing early detection systems, establishing clear communication procedures, ensuring the protection of critical assets, devising strategies for flood suppression and containment, facilitating business continuity measures, and providing training on flood safety and awareness. 2) The cost to cover a study for corrective action and to ensure provision of flood mitigating equipment. A cost of \$10,000 covers the labour hours required to conduct study for corrective action (considering an hourly labour cost of \$100 and 100 hours of labour, \$100/hours\*100 hours = \$10,000) and \$480,000 is the estimated cost of procuring flood equipment for the facility. Therefore \$10,000 + \$10,000 + \$480,000 = \$500,000.

**W4.2c**

**(W4.2c) Why does your organization not consider itself exposed to water risks in its value chain (beyond direct operations) with the potential to have a substantive financial or strategic impact?**

	Primary reason	Please explain
Row 1	Evaluation in progress	<p>Celestica has not directly assessed water-related risks at the supply chain level. We rely on the Responsible Business Alliance Supplier Assessment Questionnaire (RBA SAQ) to capture real or perceived risks in terms of water-related impacts to our key suppliers.</p> <p>Most of our major suppliers complete the SAQ. As such we would be made aware of any water-related risks with the potential to have a substantive financial or strategic impact; however, none have been identified in 2022.</p> <p>In 2022, our supplier scorecards were enhanced to incorporate a range of new requirements—including new environmental and social performance criteria. These criteria will be reviewed on an as-needed basis to align with Celestica's sustainability strategy and global trends. The added environmental, ethics and social requirements on our supplier scorecard evaluation will better guide us to identify, assess and manage our supply chain and climate-related risks (eg. pollution, resource reduction, water assessments and transportation disruptions) and opportunities (eg. collaboration on water-related initiatives). We expect this</p>

		improved procedure will deepen our awareness and identification of Celestica’s upstream risks and support customers who inquire past their tier-1 suppliers. As a result, this will allow us to create mitigation plans and strategically select responsible suppliers ensuring we address our own and customers’ risk exposure.
--	--	--

### W4.3

**(W4.3) Have you identified any water-related opportunities with the potential to have a substantive financial or strategic impact on your business?**

No

### W4.3b

**(W4.3b) Why does your organization not consider itself to have water-related opportunities?**

	Primary reason	Please explain
Row 1	Opportunities exist, but none with potential to have a substantive financial or strategic impact on business	Our operations will identify and assess water savings opportunities where they exist (eg. clean processes, recycling or recirculating, collection from storm water for lawn maintenance, improved equipment efficiency, DI water systems, closed-loop systems and modifying existing systems); however, none are significant enough to have a substantive positive impact on financial or strategic business operations.

## W5. Facility-level water accounting

### W5.1

**(W5.1) For each facility referenced in W4.1c, provide coordinates, water accounting data, and a comparison with the previous reporting year.**

**Facility reference number**

Facility 1

**Facility name (optional)**

**Country/Area & River basin**

United States of America

Other, please specify

California, Coyote

**Latitude**



37.398

**Longitude**

-121.911

**Located in area with water stress**

No

**Total water withdrawals at this facility (megaliters/year)**

0.98

**Comparison of total withdrawals with previous reporting year**

About the same

**Withdrawals from fresh surface water, including rainwater, water from wetlands, rivers and lakes**

0

**Withdrawals from brackish surface water/seawater**

0

**Withdrawals from groundwater - renewable**

0

**Withdrawals from groundwater - non-renewable**

0

**Withdrawals from produced/entrained water**

0

**Withdrawals from third party sources**

0.98

**Total water discharges at this facility (megaliters/year)**

0.59

**Comparison of total discharges with previous reporting year**

This is our first year of measurement

**Discharges to fresh surface water**

0

**Discharges to brackish surface water/seawater**

0

**Discharges to groundwater**

0

**Discharges to third party destinations**

0.59

**Total water consumption at this facility (megaliters/year)**

0.39

**Comparison of total consumption with previous reporting year**

This is our first year of measurement

**Please explain**

Our San Jose-Rincon facility is located in a water low-stress area as identified on a tool called Aqueduct by the World Resources Institute (WRI). Our method of measurement of water withdrawal volume is through water bills and invoices. In 2022, the facility closed with a total water withdrawal volume of 0.984 ML, which is a 6% higher than 2021 levels. This is due to an increase in business activities and employee headcount at the site. Celestica considers any increase in overall water withdrawals less than 10% to be considered “about the same” when compared to the previous year. Celestica continues to improve water data collection processes and in 2022, our San Jose site reported on water discharge volume for the first time. Water consumption is calculated based on a company-wide calculation using the CDP’s definition of consumption: Consumption = Withdrawals - Discharge. The site withdraws and discharges 100% of their water via a third-part municipal water supplier and services.

**Facility reference number**

Facility 2

**Facility name (optional)**

**Country/Area & River basin**

Romania  
Danube

**Latitude**

47.105

**Longitude**

21.822

**Located in area with water stress**

No

**Total water withdrawals at this facility (megaliters/year)**

33.99

**Comparison of total withdrawals with previous reporting year**

About the same

**Withdrawals from fresh surface water, including rainwater, water from wetlands, rivers and lakes**

0

**Withdrawals from brackish surface water/seawater**

0

**Withdrawals from groundwater - renewable**

33.99

**Withdrawals from groundwater - non-renewable**

0

**Withdrawals from produced/entrained water**

0

**Withdrawals from third party sources**

0

**Total water discharges at this facility (megaliters/year)**

21.38

**Comparison of total discharges with previous reporting year**

Lower

**Discharges to fresh surface water**

21.382

**Discharges to brackish surface water/seawater**

0

**Discharges to groundwater**

0

**Discharges to third party destinations**

0

**Total water consumption at this facility (megaliters/year)**

12.61

**Comparison of total consumption with previous reporting year**

Higher

**Please explain**

Our Oradea Romania facility is located in a water low-stress area as identified on a tool called Aqueduct by the World Resources Institute (WRI). Our method of measurement of water withdrawal volume is through water bills and invoices. In 2022, the facility closed with a total water withdrawal volume of 33.99 ML, which is a 7% higher than 2021 levels. This is due to an increase in business activities and employee headcount at the site. Celestica considers any increase in overall water withdrawals less than 10% to be considered “about the same” when compared to the previous year. Celestica continues to improve water data collection processes and in 2022, our Oradea Romania site reported a water discharge volume of 21.38 ML . Water consumption is calculated based on a company-wide calculation using the CDP’s definition of consumption: Consumption = Withdrawals - Discharge. The site withdraws and discharges 100% of

their water from surface water sources and destinations. 100% of water discharge undergoes tertiary water treatment before release to discharge destination.

## W5.1a

**(W5.1a) For the facilities referenced in W5.1, what proportion of water accounting data has been third party verified?**

### Water withdrawals – total volumes

---

**% verified**

Not verified

**Please explain**

At this time, no water-related data is verified by a third-party. Some water aspects such as discharge quality are monitored by local municipalities to ensure compliance with regional jurisdiction requirements are met.

### Water withdrawals – volume by source

---

**% verified**

Not verified

**Please explain**

At this time, no water-related data is verified by a third-party. Some water aspects such as discharge quality are monitored by local municipalities to ensure compliance with regional jurisdiction requirements are met.

### Water withdrawals – quality by standard water quality parameters

---

**% verified**

Not verified

**Please explain**

At this time, no water-related data is verified by a third-party. Some water aspects such as discharge quality are monitored by local municipalities to ensure compliance with regional jurisdiction requirements are met.

### Water discharges – total volumes

---

**% verified**

Not verified

**Please explain**

At this time, no water-related data is verified by a third-party. Some water aspects such as discharge quality are monitored by local municipalities to ensure compliance with regional jurisdiction requirements are met.

### Water discharges – volume by destination

---

**% verified**

Not verified

**Please explain**

At this time, no water-related data is verified by a third-party. Some water aspects such as discharge quality are monitored by local municipalities to ensure compliance with regional jurisdiction requirements are met.

**Water discharges – volume by final treatment level**

---

**% verified**

Not verified

**Please explain**

At this time, no water-related data is verified by a third-party. Some water aspects such as discharge quality are monitored by local municipalities to ensure compliance with regional jurisdiction requirements are met.

**Water discharges – quality by standard water quality parameters**

---

**% verified**

Not verified

**Please explain**

At this time, no water-related data is verified by a third-party. Some water aspects such as discharge quality are monitored by local municipalities to ensure compliance with regional jurisdiction requirements are met.

**Water consumption – total volume**

---

**% verified**

Not verified

**Please explain**

At this time, no water-related data is verified by a third-party. Some water aspects such as discharge quality are monitored by local municipalities to ensure compliance with regional jurisdiction requirements are met.

## **W6. Governance**

### **W6.1**

**(W6.1) Does your organization have a water policy?**

Yes, we have a documented water policy, but it is not publicly available

## W6.1a

**(W6.1a) Select the options that best describe the scope and content of your water policy.**

	Scope	Content	Please explain
Row 1	Company-wide	<p>Description of business impact on water</p> <p>Commitment to align with international frameworks, standards, and widely-recognized water initiatives</p> <p>Commitment to safely managed Water, Sanitation and Hygiene (WASH) in the workplace</p> <p>Commitment to safely managed Water, Sanitation and Hygiene (WASH) in local communities</p> <p>Commitment to water stewardship and/or collective action</p> <p>Commitments beyond regulatory compliance</p> <p>Acknowledgement of the human right to water and sanitation</p> <p>Recognition of environmental linkages, for example, due to climate change</p>	<p>Our internal Global Environmental Policy includes a company-wide commitment to environmental conservation. Our business practices and methods endeavour to monitor our waste water and water quality to ensure they meet acceptable discharge criteria, reduce water consumption in our operations, and minimize any water impacts. Our sites are also empowered to seek solutions to mitigate water-based risks and we strive to partner within our network and with our customers and suppliers to solve environmental challenges.</p> <p>We have a Global Environmental Policy poster that does not specifically identify any particular natural resource; however it does identify (in robust terms) our commitment to conserve resources. This is publicly available at <a href="http://www.celestica.com">www.celestica.com</a>. The internal documented policy provides specific direction related to natural resources, including for addressing water conservation and risks.</p>

## W6.2

**(W6.2) Is there board level oversight of water-related issues within your organization?**

Yes

## W6.2a

**(W6.2a) Identify the position(s) (do not include any names) of the individual(s) on the board with responsibility for water-related issues.**

Position of individual or committee	Responsibilities for water-related issues
Board-level committee	<p>The Nominating and Corporate Governance Committee (NCGC) is an independent committee of the Board and is responsible for overseeing Celestica’s general strategy, policies and initiatives relating to ESG matters, including water. The NCGC reviews the long-term risks related to ESG matters, and monitors corporate governance policy to ensure we comply with Celestica’s environmental policies. The NCGC is also responsible for developing a continuing education program for the Board’s directors to maintain or enhance their skills and ensure that their knowledge and understanding of the business remains current.</p> <p>In April 2022, the NCGC was provided with an ESG update from management, which included educational topics such as greenhouse gas emissions, and was updated on Celestica’s strategy and policies relating to ESG matters, including water. The NCGC was also updated on Celestica’s progress towards its ESG targets and goals.</p>

## W6.2b

**(W6.2b) Provide further details on the board’s oversight of water-related issues.**

	Frequency that water-related issues are a scheduled agenda item	Governance mechanisms into which water-related issues are integrated	Please explain
Row 1	Scheduled - some meetings	Reviewing and guiding business plans Reviewing and guiding major plans of action Reviewing and guiding risk management policies Reviewing and guiding strategy	Under its mandate, the Board of Directors has responsibility for overseeing the general strategy, policies and initiatives relating to environmental, social and governance (ESG) matters, including, among other things, sustainability. The Nominating and Corporate Governance Committee (NCGC) is an independent committee of the Board and is responsible for overseeing Celestica’s general strategy, policies and initiatives relating to ESG matters, including, among other things, water-related issues. The NCGC also reviews the long-term risks related to ESG matters, and reviews and monitors corporate governance, including our Business Conduct Governance (BCG) policy where we ensure we value and comply with Celestica’s environmental policies. In addition to overseeing governance and ESG matters, the NCGC is also responsible for developing a continuing education program for the Board of Directors. The continuing education

			<p>program maintains or enhances the Directors' skills and abilities and ensures that their knowledge and understanding of the business remains current. All of the directors were provided with the educational materials and participated in sessions relevant to the committees on which they sit.</p> <p>The NCGC has increased the frequency of their meetings to a quarterly basis. At each meeting of the NCGC, an ESG risk update is provided as needed. An in-depth annual update on ESG matters is also a scheduled agenda item in one of the NCGC meetings as part of the NCGC annual agenda.</p> <p>During this meeting, ESG updates are provided by Celestica's Chief Executive Officer (CEO), and the Chief Sustainability Officer (CSO). The CSO is also Celestica's Chief Legal Officer and is a Senior Vice President responsible for our Sustainability, Compliance and Legal functions. The COO's oversight of our global operations provides key insights needed to effectively identify and make decisions on climate risks and opportunities.</p> <p>In April 2022, the NCGC was provided with an ESG update from management, which included educational topics such as greenhouse gas emissions, and was updated on Celestica's strategy and policies relating to ESG matters, including water. The NCGC was also updated on Celestica's progress towards its ESG targets and goals.</p>
--	--	--	---

## W6.2d

**(W6.2d) Does your organization have at least one board member with competence on water-related issues?**

	<b>Board member(s) have competence on water-related issues</b>	<b>Primary reason for no board-level competence on water-related issues</b>	<b>Explain why your organization does not have at least one board member with competence on water-related issues and any plans to address board-level competence in the future</b>
Row 1	No, but we plan to address this within the next two years	Important but not an immediate priority	The Nominating and Corporate Governance Committee (NCGC) is an independent committee of the Board and is responsible for overseeing Celestica's general strategy, policies and initiatives relating to ESG matters, including, among other things, water-related issues. Although six board members possess functional competency on



		<p>environmental and social topics, there currently is no board member with competence on water-related issues. Celestica's manufacturing processes are not water-intensive, therefore our water usage is attributed to employees' consumption activities such as drinking water, washrooms, and kitchens/canteens. Celestica recognizes the importance of responsible water management and is committed to reducing our impact on fresh water systems, especially in water stressed regions. The NCGC is responsible for developing a continuing education program for the Board of Directors. The continuing education program maintains or enhances the Directors' skills and abilities and ensures that their knowledge and understanding of the business remains current. There are opportunities to integrate water-related issues into the training and education programs for the Board of Directors, and we plan to address this in the near future.</p>
--	--	---

### W6.3

**(W6.3) Provide the highest management-level position(s) or committee(s) with responsibility for water-related issues (do not include the names of individuals).**

**Name of the position(s) and/or committee(s)**

Chief Sustainability Officer (CSO)

**Water-related responsibilities of this position**

Assessing water-related risks and opportunities  
 Managing water-related risks and opportunities

**Frequency of reporting to the board on water-related issues**

Annually

**Please explain**

The Chief Sustainability Officer (CSO) is also the Chief Legal Officer. The CSO reports directly to the CFO who reports to the CEO. The CSO is responsible for leading Celestica's sustainability program and providing guidance on our sustainability strategy and day to day operations. The CSO is briefed monthly on all sustainability issues, including water-related risks and opportunities. The CSO, in turn, provides briefings on these matters to the CFO monthly, and to the CEO quarterly. The CEO, CFO and CSO provide ESG updates, including on our water-related performance and risks to the Nominating and Corporate Governance Committee (NCGC), an independent committee of the Board who is responsible for overseeing Celestica's general strategy, policies and

initiatives relating to ESG matters. An in-depth annual update on ESG matters is a scheduled agenda item in one of the NCGC meetings as part of the NCGC annual agenda. As well, an ESG risk update is provided as needed to the NCGC quarterly.

**Name of the position(s) and/or committee(s)**

Environment/Sustainability manager

**Water-related responsibilities of this position**

Managing water-related risks and opportunities

**Frequency of reporting to the board on water-related issues**

As important matters arise

**Please explain**

Senior leadership in the sustainability team review water-related data annually, as part of our reporting and materiality process. The team would report to the board if an issue, risk or opportunity arose that warranted their attention. The sustainability team continually seeks to identify opportunities to improve management practices and reduce water consumption in our operations. The current focus is to increase water data coverage and the team is working with sites to understand and improve our water data collection process. Obtaining and analysing water usage on a site level will help the sustainability team propose a water target in the future.

**Name of the position(s) and/or committee(s)**

Environmental, health, and safety manager

**Water-related responsibilities of this position**

Assessing water-related risks and opportunities  
 Managing water-related risks and opportunities

**Frequency of reporting to the board on water-related issues**

As important matters arise

**Please explain**

Environmental Health and Safety leadership manages or conducts EHS reviews, regulatory requirements, water-related permitting, monitoring and business continuity planning activities and results. This is done in real-time. The team would report to the board if an issue, risk or opportunity arose that warranted their attention. For example, table-top exercises (TTEs) can be performed when relevant issues arise.

**W6.4**

**(W6.4) Do you provide incentives to C-suite employees or board members for the management of water-related issues?**

Provide incentives for management of water-related issues	Comment
---	---------

Row 1	No, not currently but we plan to introduce them in the next two years	
-------	---	--

## W6.5

**(W6.5) Do you engage in activities that could either directly or indirectly influence public policy on water through any of the following?**

Yes, other

## W6.5a

**(W6.5a) What processes do you have in place to ensure that all of your direct and indirect activities seeking to influence policy are consistent with your water policy/water commitments?**

Our engagement with the government in terms of water policy activities aims not to influence policy but to provide input from industry on how to better collect, manage and assess water-related activities in industry activities. Our engagement aligns with the business' needs to get information to all of our industry stakeholders as required in an easy and simplified format.

## W6.6

**(W6.6) Did your organization include information about its response to water-related risks in its most recent mainstream financial report?**

Yes (you may attach the report - this is optional)

 2022\_20F\_Mar\_13.pdf

## W7. Business strategy

### W7.1

**(W7.1) Are water-related issues integrated into any aspects of your long-term strategic business plan, and if so how?**

	Are water-related issues integrated?	Long-term time horizon (years)	Please explain
Long-term business objectives	Yes, water-related issues are integrated	11-15	Celestica's alignment to United Nations Sustainable Development Goal (SDG) 6: Clean Water and Sanitation demonstrates that water-related issues are integrated into our long-term strategic business plan. Mitigating risks from water scarcity and quality issues are important for our employees, suppliers, and customers. Sustainable management of water and sanitation, especially in water-stressed areas, is critical to ensuring access to plentiful, clean water supplies. Celestica is focused on reducing and eliminating water

			<p>effluents and hazardous wastes, reducing water usage, and ensuring that we adhere to local guidelines regarding water treatment and sanitation. We also monitor sites for water-related risks, impacts, and areas of improvement for the sustainable management of this invaluable resource. The time horizon chosen corresponds with our alignment with the United Nations SDG 6 (2030) and our timeline for implementing strategies.</p>
<p>Strategy for achieving long-term objectives</p>	<p>Yes, water-related issues are integrated</p>	<p>11-15</p>	<p>We are focused on enhancing our efforts in water resource management measures, mitigating risks from water scarcity and quality issues. For all our facilities, we ensure that water discharge undergoes adequate treatment to minimize the release of contaminants into bodies of water. Water treatment is carried out either onsite or through third-party services. Facilities with onsite water treatment monitor the quality of treated water to meet regional jurisdiction requirements before final release. To further our efforts in water conservation, we continue to implement site-specific initiatives that reduce our water usage. In 2022, we accounted for 3 water withdrawal reduction site targets. As a notable example, our Suzhou facility, which accounts for 84% of our water withdrawal from water stressed regions, surpassed their 2022 target by achieving a 13% reduction in their total water withdrawal volume compared to 2021 levels. In line with our long-term focus on water conservation, the site has set reduction targets to be achieved by 2027. Furthermore, through our global Time Off to Volunteer (TOV) program, we are increasing our water stewardship efforts by encouraging employees to volunteer to protect and restore local water-related ecosystems, increase community infrastructure and development, and work with others to address shared water challenges. The time horizon chosen corresponds with our alignment with the UN SDG 6 (2030) and our timeline for implementing strategies.</p>
<p>Financial planning</p>	<p>Yes, water-related issues are integrated</p>	<p>11-15</p>	<p>Celestica's sites have varied environmental risks dependent on their geographical locations and natural catastrophes. Acute physical risks such as floods caused by climate change have led to catastrophic events that could damage Celestica's facilities or third party property (utilities and other infrastructure), impacting our operations and financial results. Celestica's Business Continuity Plans (BCPs) take into</p>

			<p>consideration different types of scenarios and risks, such as environmental, socio-political, man-made threats, logistics and supply changes, contagions, etc. An annual schedule is established to test the preparedness and response to custom scenarios per site. These are called Tabletop Exercises (TTEs), which are facilitated by corporate resources and each site is scored on their performance. TTE includes a process for all sites to pre-select scenarios (natural and/or human-dependent) based on magnitudes of severity and likelihood. Along with the Global Facilities team, sites evaluate (- this includes assessment of financial impact and cost of mitigating risks) and prepare response plans in the case such an event occurs that could disrupt our business. The chosen time horizon reflects the ever-evolving nature of water-related climate risks which may experience continuous transformations over the coming years and even decades. Our teams will continue to assess these risks to mitigate any potential impact on our financial and operational results.</p>
--	--	--	---

## W7.2

**(W7.2) What is the trend in your organization’s water-related capital expenditure (CAPEX) and operating expenditure (OPEX) for the reporting year, and the anticipated trend for the next reporting year?**

Row 1

**Water-related CAPEX (+/- % change)**

**Anticipated forward trend for CAPEX (+/- % change)**

**Water-related OPEX (+/- % change)**

**Anticipated forward trend for OPEX (+/- % change)**

**Please explain**

There are capital expenditure (CAPEX) requirements for our operations, such as upgrades to systems and improvements to processes. However, this metric is not tracked. In addition, Celestica has implemented 4 smaller water savings and efficiency

projects across our operations, however, the magnitude of financial impact of these projects is minimal compared to Celestica’s overall CAPEX spend.

### W7.3

**(W7.3) Does your organization use scenario analysis to inform its business strategy?**

	Use of scenario analysis	Comment
Row 1	No, but we anticipate doing so within the next two years	Celestica’s Sustainability team is working on establishing a formal climate-related scenario analysis. The team is working with SMEs and consultants to complete an assessment prior to publishing results in the next year. The team analyzed our exposure to the transitional risk of a 1.5°C scenario based on the IPCC Sixth Assessment Report and presented these findings to senior leadership. From this analysis, the team successfully launched Celestica’s new GHG emissions reduction targets in alignment with the Science Based Targets initiative (SBTi). These targets will transition the company’s strategy to a low-carbon economy, achieving the United Nations’ Sustainable Development Goals (SDG) 13 - Climate Action and our GHG emission reduction goals. We are working towards achieving SDG 6-Clean Water and Sanitation, by focusing on sustainable water management and ensuring that our sites adhere to local guidelines regarding water treatment and sanitation, especially in water stressed areas.

### W7.4

**(W7.4) Does your company use an internal price on water?**

Row 1

**Does your company use an internal price on water?**

No, but we are currently exploring water valuation practices

**Please explain**

Where relevant, scenario analysis will also be used to help gauge our water usage, particularly for sites with risks to water supply or that are more dependent on water. During this analysis, we will investigate our valuation of water. If water valuation and implementing an internal price on water proves useful, then it will be implemented.

### W7.5

**(W7.5) Do you classify any of your current products and/or services as low water impact?**

Products and/or services classified as	Definition used to classify low water impact	Please explain
--	--	----------------

	low water impact		
Row 1	Yes	Water is used minimally in delivering our services to our customers. When we assess where water is used, it is primarily used by building infrastructure for cooling, sanitation and as drinking water for employees. Over 20 years ago, Celestica began converting the largest production process away from using water. Flux (a substance introduced in the melting of solder to promote fluidity and to remove impurities) needed to be washed away in order to ensure proper solder connectivity in electronics. Initially fluxes needed to be washed away consuming a large amount of water. Celestica converted most products to a no-clean flux eliminating the need for water. These products are classified as low water impact products. There are instances where some water is used however this is minimal in comparison to the overall services which we provide our customers.	Celestica's manufacturing processes are not water-intensive, therefore our water usage is attributed to employees' consumption activities such as drinking water, washrooms, and kitchens/canteens and we consider this to have a low water impact.

## W8. Targets

### W8.1

**(W8.1) Do you have any water-related targets?**

Yes

#### W8.1a

**(W8.1a) Indicate whether you have targets relating to water pollution, water withdrawals, WASH, or other water-related categories.**

	Target set in this category	Please explain
Water pollution	Yes	
Water withdrawals	Yes	

Water, Sanitation, and Hygiene (WASH) services	No, but we plan to within the next two years	All our facilities are equipped with Water, Sanitation, and Hygiene (WASH) services, ensuring regular maintenance and adherence to standards. We provide safe drinking water for all workers, readily available when needed, and comply with faecal and chemical standards for sanitation facilities. As a result, WASH target category is not applicable to our operations. However, we will explore opportunities to improve the WASH services of the local population around our facilities and operations.
Other	No, and we do not plan to within the next two years	Celestica is committed to reducing and eliminating water effluents and hazardous wastes, as well as minimizing water usage, while strictly adhering to local guidelines concerning water treatment and sanitation. We are consistently enhancing our data collection processes to gather water-related information from our sites in order to support the development of future water-related targets, both at the site and corporate levels.

## W8.1b

**(W8.1b) Provide details of your water-related targets and the progress made.**

**Target reference number**

Target 1

**Category of target**

Water withdrawals

**Target coverage**

Site/facility

**Quantitative metric**

Reduction in total water withdrawals

**Year target was set**

2022

**Base year**

2021

**Base year figure**

66.21

**Target year**

2022

**Target year figure**

62.9



**Reporting year figure**

57.48

**% of target achieved relative to base year**

263.746223565

**Target status in reporting year**

Achieved

**Please explain**

In 2022, our Suzhou, China facility set a target to achieve a 5% reduction in total water withdrawal from their 2021 levels of 66.21 ML. Through significant water recycling initiatives, the site exceeded set target and achieved a 13.19% reduction by the end of 2022. This aligns with Celestica's commitment to United Nations Sustainable Development Goal 6 and our focus on reducing our impact on fresh water systems, particularly in water-stressed regions. The Suzhou facility is located in a water-stressed region, demonstrating our commitments and water management efforts. For our company 'facilities' refers to our warehouses, offices and manufacturing sites. The Suzhou facility represents 4.3% of Celestica's total 2022 square footage and 84% of our water withdrawal from water stressed regions.

**Target reference number**

Target 2

**Category of target**

Water pollution

**Target coverage**

Site/facility

**Quantitative metric**

Reduction in concentration of pollutants

**Year target was set**

2021

**Base year**

2020

**Base year figure**

159

**Target year**

2025

**Target year figure**

60

**Reporting year figure**

58

**% of target achieved relative to base year**

102.0202020202

**Target status in reporting year**

Underway

**Please explain**

In 2021, our facility at Galway, Ireland, aligned with the water discharge license issued by the Government body Irish Water, set a target to decrease the average Fat, Oil, and Grease (FOG) content in canteen effluent from the 2021 levels of 159g to 60g by 2025. Through enhanced cleaning frequency by external contractors, the FOG levels in the canteen effluent were reduced to 58g by the end of 2022. The Galway facility is committed to maintaining these reduction levels to ensure compliance with local water regulations. This commitment aligns with Celestica's dedication to United Nations Sustainable Development Goal 6 on Clean Water and Sanitation, as well as our focus on reducing and eliminating water effluents. For our company 'facilities' refers to our warehouses, offices and manufacturing sites. The Galway facility represents 1.47% of Celestica's total 2022 square footage.

**Target reference number**

Target 3

**Category of target**

Water withdrawals

**Target coverage**

Site/facility

**Quantitative metric**

Reduction in total water withdrawals

**Year target was set**

2022

**Base year**

2021

**Base year figure**

105.57

**Target year**

2022

**Target year figure**

98.39

**Reporting year figure**

88.31

**% of target achieved relative to base year**

240.3899721448

**Target status in reporting year**

Achieved

**Please explain**

In 2022, our facility at Songshan Lake, China, in accordance with local government requirements, set a target to limit water withdrawal to a maximum of 98.39 ML. This target represented a 6.8% reduction from their total withdrawal levels of 105.57 ML in 2021. The facility achieved a significant reduction, concluding 2022 with a total water withdrawal of 88.31 ML, representing a 16.34% decrease compared to 2021 levels. This aligns with Celestica's commitment to United Nations Sustainable Development Goal 6 and our ongoing efforts to minimize our impact on fresh water systems. For our company 'facilities' refers to our warehouses, offices and manufacturing sites. The Songshan Lake facility represents 6.4% of Celestica's total 2022 square footage.

**Target reference number**

Target 4

**Category of target**

Water withdrawals

**Target coverage**

Site/facility

**Quantitative metric**

Reduction in total water withdrawals

**Year target was set**

2023

**Base year**

2023

**Base year figure**

57.48

**Target year**

2027

**Target year figure**

53.45

**Reporting year figure**

57.48

**% of target achieved relative to base year**

0

**Target status in reporting year**

New

**Please explain**

In line with water savings initiative set by Suzhou's local government, our Suzhou, China facility set a target to achieve a 7% reduction in total water withdrawal by 2027 from their 2022 levels of 57.48 ML. This aligns with Celestica's commitment to United Nations Sustainable Development Goal 6 and our focus on reducing our impact on fresh water systems, particularly in water-stressed regions. The Suzhou facility is located in a water-stressed region, demonstrating our commitments and water management efforts. For our company 'facilities' refers to our warehouses, offices and manufacturing sites. The Suzhou facility represents 4.3% of Celestica's total 2022 square footage and 84% of our water withdrawal from water stressed regions.

## W9. Verification

### W9.1

**(W9.1) Do you verify any other water information reported in your CDP disclosure (not already covered by W5.1a)?**

No, we are waiting for more mature verification standards and/or processes

## W10. Plastics

### W10.1

**(W10.1) Have you mapped where in your value chain plastics are used and/or produced?**

	Plastics mapping	Please explain
Row 1	Not mapped – and we do not plan to within the next two years	Celestica offers a range of services to our customers across various markets. This includes manufacturing a high mix of products that may or may not contain plastics. Currently, we do not have a process in place to assess our plastic use across each value chain stage. However, our major engagements, as per CDP's definitions, in relation to plastic usage include the production of plastic components and the production of goods packaged in plastics.

### W10.2

**(W10.2) Across your value chain, have you assessed the potential environmental and human health impacts of your use and/or production of plastics?**

Impact assessment	Please explain
-------------------	----------------

Row 1	Not assessed – and we do not plan to within the next two years	Celestica offers a range of services to our customers across various markets. This includes manufacturing a high mix of products that may or may not contain plastics. Currently, we do not have a process in place to assess our plastic use or impact across each value chain stage. However, our major engagements, as per CDP's definitions, in relation to plastic usage include the production of plastic components and the production of goods packaged in plastics. Celestica is committed to driving circular economy solutions that reduce environmental impact. We work with customers to develop circular models to manage products through design, usage, maintenance, reuse, remanufacture, and recycling. Measures include implementing take-back programs, keeping useful materials out of landfills or recycling streams, and screening and repairing products to be distributed back to customers.
-------	--	---

### W10.3

**(W10.3) Across your value chain, are you exposed to plastics-related risks with the potential to have a substantive financial or strategic impact on your business? If so, provide details.**

	Risk exposure	Please explain
Row 1	Not assessed – and we do not plan to within the next two years	Celestica offers a range of services to our customers across various markets. This includes manufacturing a high mix of products that may or may not contain plastics. Currently, we do not have a process in place to assess our plastics-related risks across each value chain stage.

### W10.4

**(W10.4) Do you have plastics-related targets, and if so what type?**

	Targets in place	Please explain
Row 1	No – and we do not plan to within the next two years	Celestica does not have a corporate target with a specific focus on plastics. Currently, we do not have a process in place to assess or track the usage of plastics across our value chain stages. However, in 2021, we set an aspirational goal to divert 90 percent of our waste from landfills by 2025. This includes implementing proper waste management practices for our various materials and waste streams, including plastics.

### W10.5

**(W10.5) Indicate whether your organization engages in the following activities.**

	Activity applies	Comment
--	------------------	---------

Production of plastic polymers	No	Celestica does not produce plastic through a polymerization process.
Production of durable plastic components	Yes	Celestica offers a range of services to our customers across various markets. This includes manufacturing a high mix of products that may contain plastics components.
Production / commercialization of durable plastic goods (including mixed materials)	No	Celestica does not have production / commercialization of durable plastic goods (including mixed materials) activities.
Production / commercialization of plastic packaging	No	Celestica does not have production / commercialization of plastic packaging activities.
Production of goods packaged in plastics	Yes	Our products are packaged in several materials including plastics. Some electronic components Celestica manufactures are required to be stored in plastic packaging materials (i.e. anti-static bags) to ensure safe transportation to our customers.
Provision / commercialization of services or goods that use plastic packaging (e.g., retail and food services)	No	Celestica does not have provision / commercialization of services or goods that use plastic packaging (e.g., retail and food services) activities.

## W10.7

**(W10.7) Provide the total weight of plastic durable goods/components sold and indicate the raw material content.**

### Row 1

**Total weight of plastic durable goods/components sold during the reporting year (Metric tonnes)**

**Raw material content percentages available to report**

None

**Please explain**

Celestica offers a range of services to our customers across various markets. This includes manufacturing a high mix of products that may or may not contain plastics. Currently, we do not have a process in place to accurately estimate the total weight of plastic components sold annually or their raw material content.

## W10.8

**(W10.8) Provide the total weight of plastic packaging sold and/or used, and indicate the raw material content.**

	Total weight of plastic packaging sold / used during the reporting year (Metric tonnes)	Raw material content percentages available to report	Please explain
Plastic packaging used		None	Celestica offers a range of services to our customers across various markets. This includes manufacturing a high mix of products that may or may not contain plastics. Currently, we do not have a process in place to accurately estimate the total weight of plastic packaging used annually or their raw material content.

### W10.8a

**(W10.8a) Indicate the circularity potential of the plastic packaging you sold and/or used.**

	Percentages available to report for circularity potential	Please explain
Plastic packaging used	None	Celestica offers a range of services to our customers across various markets. This includes manufacturing a high mix of products that may or may not contain plastics. Currently, we do not have a process in place to accurately estimate the total weight of plastic packaging used annually or their raw material content.

### W11. Sign off

#### W-FI

**(W-FI) Use this field to provide any additional information or context that you feel is relevant to your organization's response. Please note that this field is optional and is not scored.**

For further information, please see Corporate Sustainability Report which can be found at <https://www.celestica.com/about-us/sustainability/sustainability-reporting>

#### W11.1

**(W11.1) Provide details for the person that has signed off (approved) your CDP water response.**

Job title	Corresponding job category
-----------	----------------------------



Row 1	Chief Financial Officer (CFO)	Chief Financial Officer (CFO)
-------	-------------------------------	-------------------------------

## Submit your response

**In which language are you submitting your response?**

English

**Please confirm how your response should be handled by CDP**

	I understand that my response will be shared with all requesting stakeholders	Response permission
Please select your submission options		Public