



BUILT TO RISE

Stepping up to tackle
sustainability's biggest challenges

Sustainability Report 2022

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This year's report summarizes our sustainability program's key activities, performance and results in the 2022 calendar year.

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Sustainability isn't something we do, it's in everything we do. For more than two decades we have taken responsibility for the social and environmental footprint of our operations by integrating strong Environmental, Social and Governance (ESG) principles and practices into every part of our business.

We have a clear ESG strategy built on minimizing the environmental impact of our operations and supply chain, supporting our local communities, and creating a vibrant, positive workplace that empowers our people. Over the past year, we continued to execute on this strategy and contribute to a more sustainable future.

We continue to align our operations with the United Nations Global Compact (UNGC) and its 10 principles on human rights, labour, the environment and anti-corruption. We also made progress on the 10 United Nations Sustainable Development Goals that we have prioritized.

Our annual Sustainability Report charts the progress we made in 2022 and what we hope to achieve in 2023 and beyond. Some of our highlights include:

- **Greenhouse Gas (GHG) Reduction:** We outperformed on the commitment to decrease our GHG emissions, reducing our Scope 1 and 2 emissions 47% from 2021, and a full 81% from the 2018 baseline—surpassing our 30% reduction goal by 2025.
- **Renewable Energy:** We expanded the use of renewable energy sources in our operations. Celestica currently uses the equivalent of 75.1% renewable energy through a mix of on-site solar panels, procurement through utilities and the purchase of Energy Attribute Certificates (EACs). Together, these renewable energy initiatives averted approximately 115,000 metric tonnes of CO2e emissions in 2022, representing a 58% improvement in emission reductions since last year.
- **Waste Diversion:** We deepened our commitment to sustainable consumption through the efficient use of materials within our operations, tracking waste diversion rates at a site and global level. In 2022, Celestica diverted nearly 1.4 million products and over 1.2 million kilograms of material from landfill through redeployment, recovery and recycling activities. We completed 2022 with a global waste diversion rate of 89.6%.

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We also focused on creating opportunities for our people:

- **Diversity and Inclusion:** We continued to cultivate a diverse and inclusive environment and expanded our employee-led resource groups to five (Celestica Women's Network, Celestica Black Employee Network, Celestica Pride Network, Celestica Indigenous Affinity Group and Celestica NextGen), each of which is championed by a senior leader.
- **Learning and Development:** Our Learning Management System offers thousands of courses and learning resources covering a wide range of topics and skills. We logged approximately 3 million training hours globally. We also provided more than 720 internship positions for students and graduates, and launched the third generation of our Women in Action program with enhanced activities for a new group of high-potential women to accelerate their leadership growth and development.

As we look to next year and beyond, we will remain disciplined in reducing our GHG emissions each year with specific emphasis on reducing our Scope 3 emissions. And we remain committed to reducing our impact on freshwater systems, increasing the use of renewable energy sources in our operations, and working to advance the circular economy.

I'm proud of the difference our team made in 2022, and together with our customers and stakeholders, we will continue to create positive change and build a better world.



Rob Mionis
President and Chief Executive Officer

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Celestica has long believed that fostering a company-wide culture of sustainability focused on supporting people, the planet, and the communities in which we operate, is the right thing to do and is good for business. An emphasis on sound ESG practices, including prioritizing Diversity and Inclusion (D&I) and combating climate change, remained at the forefront in 2022 as people and societies around the world continue to demand progress in these areas.

Through our sustainability initiatives we collaborate with each other, as well as our customers and suppliers, to drive positive change within our company and in our communities.

Using the United Nations (UN) Sustainable Development Goals (SDGs) as our guide, we focus on four key pillars: our products and services, our people, our communities, and our shared planet. This report illustrates the progress we have made in the last year in these areas and to help sustain a better future for all.

We welcome your feedback on our activities and performance. If you have any comments or questions, please contact Celestica's Sustainability team at sustainability@celestica.com.

Brand and Values GRI 2-6, 2-23

We foster a high-integrity work environment based on our strong corporate brand and values.

Our mission: 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.

Our values: Our corporate culture is based on the key values of teamwork, ingenuity, confidence, and care. These values guide employees' decision-making and represent a call to action for them. We hold ourselves and each other accountable to our values in all of our interactions.

Celestica's Response to COVID-19

COVID-19 continued to challenge our business continuity plans and ESG practices in 2022 with extraordinary real-life stress tests—and we are proud of how Celestica has navigated the associated challenges.

We continue to use the learnings from the pandemic to test and improve our disaster recovery and business continuity plans.

We maintain robust disaster recovery plans to identify, prevent and respond to crisis situations with an adaptable framework. Our leadership team provides regular updates to the Board about potential risks to our business that we identify, monitor and mitigate. The Board monitors the implementation of our systems to manage such risks.

We support the communities in which we operate to navigate through the longer term impacts of the pandemic and maintain vigilance in monitoring for new variants of concern. During the pandemic, in a time of great need, our teams came together to support our local hospitals, schools, and the most vulnerable. Several examples are highlighted in the [Our Communities](#) section of this report.

We will continue to ensure our network preparedness, as we did prior to COVID-19, and maintain our stocks of personal protective equipment (PPE), sanitizers, and our business continuity testing plan to ensure that we can respond rapidly. Our focus has been, and remains, securing the health and wellbeing of our employees and the communities where they live and work.

The Board continues to receive updates concerning the impact of, and our response to, the COVID-19 pandemic. These updates focus on supply chain interruptions caused by the pandemic, employee safety and protective measures and disruptions to our operations. We will maintain these updates to the Board so long as they remain relevant.

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Sustainability at Celestica

Celestica is committed to distinguishing our company as a sustainability leader. We achieve this by leveraging our knowledge and expertise and collaborating with our employees, customers, suppliers, other business partners and the communities in which we operate. Sustainability is ingrained into all aspects of business at Celestica.

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At Celestica we foster a company-wide culture of sustainability in which we minimize the risks associated with climate change, empower the communities in which we operate and reduce our impact on people and the planet.

Throughout our 2022 Sustainability Report, you will find details on the goals, initiatives, results and metrics we have established to manage our environmental, social governance and sustainability performance.

Celestica continually works to strengthen climate resilience across our global network. We set science-based targets to reduce our absolute emissions and strive to improve energy productivity in our operations. In 2022 we continued our global Energy Consumption Roadmap Reviews (ECRRs)—a formalized process which mandates that our facilities set energy reduction targets, track and measure progress, and encourage collaboration and knowledge-sharing across our network of operations.

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Globally, we implemented 61 energy-saving projects in our facilities such as building energy management systems and installation of cooling technology, among many others. These energy-saving initiatives were equivalent to 2% of the previous year's consumption and reduced our greenhouse gas emissions in line with our science-based target.

Our 2022 Sustainability Report also highlights how we foster a culture of sustainability, expanding beyond our company to our supply chain. Celestica has a global network of more than 5,300 active direct suppliers, delivering products from over 80 countries around the world. We were honored to receive an A-rating on the CDP supplier engagement score which indicates that Celestica is a leader in engaging with suppliers on climate change and implementing best practices to accelerate global action on supply chain emissions.

Globally, our continual investment in leading-edge design capabilities and hardware innovations is enabling significant advances in energy efficiency. More than 80% of Celestica's Hardware Platform Solutions (HPS) projects use titanium instead of platinum within the power supply unit, as titanium is much more energy efficient. In addition, all Celestica HPS product designs aim to have 96% power efficiency.

The incredible dedication and talent of our employees lie at the heart of our progress. This report highlights just a few inspiring examples of how they are making a difference around the world.

As we look toward the future, our focus is clear, and we remain dedicated to doing our part to ensure we leave a sustainable planet for future generations.



Robert Ellis

Senior Vice President,
Sustainability and Chief Legal Officer

2022 Sustainability Highlights



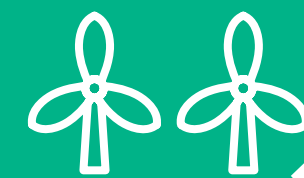
47% decrease

in Scope 1 & 2
GREENHOUSE GAS EMISSIONS FROM 2021 AND AN 81% DECREASE FROM THE 2018 BASELINE



89.6%

WASTE DIVERSION RATE, diverting over 15 metric tonnes (mt) of waste from landfill



Over **115,000** metric tonnes of CO₂e averted through RENEWABLE ENERGY PROJECTS IN 2022

12,000+

working hours

volunteered in local communities in 2022 AND 168,000+ HOURS SINCE 2015



HIRED OVER

700



interns across our global operations

Over **3,000,000**

hours of training delivered



3,200

employees participated in GLOBAL DIVERSITY & INCLUSION AWARENESS AND DIALOGUE SPEAKER SERIES

Launched our 5th



Employee Resource Group supporting Diversity and Inclusion

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We fully embrace the need to integrate ESG factors into every aspect of our business—ensuring we support our products and services, our people, the planet and the communities in which we live and work.

Our strategy is to drive innovation, inspire employees to incorporate sustainability into their everyday actions and work together to unlock ideas. Our goals are to minimize the risks associated with climate change, support the communities in which we operate, protect people and the planet, and create value for our stakeholders. We monitor environmental, social, governance and sustainability trends and issues to inform the development of this report.

We take a value-chain approach to addressing our carbon emission impacts by setting climate goals for our global operations, supply chain, and product portfolios.

In setting our sustainability strategy, we secure the resources and investments necessary to execute the plan over the long-term.

Celestica's core business programs and policies are instrumental to unlocking the potential of our sustainability strategy, including:

- A strong [Environmental Policy](#) driving everything we do for environmental stewardship—from how we conduct our operations to the management practices we follow every day.
- Well-defined [Business Conduct Governance \(BCG\)](#) and a Compliance and Ethics (C&E) program establishing our opposition to unethical behaviour, such as discrimination, corruption and bribery, to ensure two-way communication and productive employment for all.
- Strong business continuity, ensuring we deliver on our commitments to our customers, suppliers and employees, and that we live up to our environmental stewardship commitments.
- Fostering a diverse and inclusive culture in which employees bring their best selves to work; contribute their ideas, experiences and talents; and add value to their teams and to the company overall.
- Investing in the communities where we operate.
- Training and development opportunities enabling long-term improvement inside and outside the organization.
- Internship programs providing new entrants to the workforce with valuable development opportunities through real-life work experiences, projects and networking with industry professionals.

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Our Planet

- Minimize the impact of our operations and supply chain on the environment:
 - Reduce our greenhouse gas emissions and water use according to climate science.
 - Reduce, reuse and recycle products and materials to support a circular economy.
 - Expand the use of renewable energy through on-site generation, direct procurement from electricity suppliers and purchasing Energy Attribute Certificates.

Our Products and Services

- Enable our customers to improve their material efficiency, reduce waste, bring smart energy products to market and deliver more efficient products through our engineering and design expertise.
- Leverage our expertise and resources to drive and support sustainable initiatives throughout our value chain, focused on emissions and materials from logistics and purchased goods and services.

Our People

- Foster a positive, educated and engaged workforce that empowers people to make a difference.
- Implement best-in-class business practices around D&I, pay equity and education.

Our Communities

- Leverage our collective expertise and resources to drive positive change.
- Establish partnerships and empower our employees to volunteer in the communities in which we operate.

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United Nations Sustainable Development Goals



The UN SDGs, also known as the Global Goals, are a universal call to action to address the world's biggest challenges by 2030.

The SDGs promote strategies to address global issues such as poverty, inequality, climate change, environmental degradation, peace and justice. They inform our sustainability strategy and help us to focus on areas in which we can provide the largest positive impact. Our actions help build a more sustainable, equitable future by moving forward together.

We believe that one of the most effective ways to do our part is to adopt and apply universally recognized standards within our business. Although all 17 SDGs are relevant to Celestica, our communities and our stakeholders, we have prioritized 10 goals we believe present opportunities for us to accomplish the greatest positive change. We determine this annually through our materiality assessment and during stakeholder conversations. We also address additional SDGs through our partnerships, memberships and community impact projects. Throughout this report we indicate where our company's actions address the SDGs.

As a special initiative of the UN Secretary-General, the United Nations Global Compact (UNGC) is a call to companies everywhere to align their operations and strategies with 10 universal principles in the areas of human rights, environment and anti-corruption, and labour to take action in support of UN goals. With more than 18,000 companies and 3,800 non-business signatories based in more than 160 countries, and 62 local networks, it is the largest corporate sustainability initiative in the world.

Since 2021 Celestica has been committed to the UNGC corporate responsibility initiative and its principles.



Please see the [UNGC website](#) for more information.

Celestica's Alignment to the SDGs

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SDG 4: Quality Education

Celestica understands that our people are our core strength. They require opportunities to learn, grow and develop. We invest in helping our employees advance their education by offering function-specific skills development and leadership training initiatives globally. We also conduct surveys to understand their needs and prepare avenues for relevant learning experiences. Through our Time Off to Volunteer (TOV) program we support and enable our local communities to have resources to access and attain a quality education. We will continue to deepen our relationships with local schools and organizations that allow our employees to offer their time, skills and knowledge as resources to empower future generations within their communities.



SDG 5: Gender Equality

Celestica is committed to ensuring our company culture and programs reflect the importance of gender equality. Recognizing the imbalance of opportunities and compensation to women and minority gender-identification groups, Celestica strives to correct this in the workplace and the communities in which we operate. Through our Women in Action program, global International Women's Day events, and public goals of board member representation, we work to acknowledge the gaps in gender equality and identify strategies to accelerate equality. Management of equality is also grounded in Celestica's policies and programs, through flexible work policies, reproductive health programs, access to nursing areas, parental leave and a whistleblower policy that encourages people to speak up when inequality is identified by any employee or external stakeholder. Celestica's TOV program enables employees to support organizations within their communities that seek to achieve gender equality, such as science, technology, engineering and mathematics (STEM) programs, mentorship and education enablement.



SDG 6: Clean Water and Sanitation

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 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. Through our 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.

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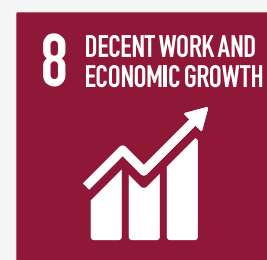
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SDG 7: Affordable and Clean Energy

Celestica actively invests in energy-efficient solutions within our operations. We focus on enhancing energy performance in our building infrastructure and process equipment. We also support the transition to renewable energy sources across our global network. Through our HPS business we promote a low-carbon future across our value chain by providing our customers with energy-efficient products.



SDG 8: Decent Work and Economic Growth

Celestica's diverse global employee base is our most important resource. We support employees by providing safe jobs with competitive wages, strictly enforcing ethical labour practices, preventing discrimination and providing training and development opportunities. We also empower our people through freedom of association and collective bargaining, and provide a range of methods to express concerns or make complaints safely and anonymously.



SDG 9: Industry, Innovation and Infrastructure

Celestica has a range of initiatives to make its infrastructure sustainable. Nine of our sites were certified to the ISO 50001 energy management standard in 2022, driving energy savings and effective management of our equipment. We also focus on increasing our use of renewable energy around the world. In addition, our engineering and design expertise enables our customers to improve their material efficiency, reduce waste and bring smart energy products to market quickly and efficiently.



SDG 10: Reduced Inequalities

Celestica is a global company that spans more than 16 countries and the diverse make-up of our employees is a source of enormous pride. Celestica is committed to equality of opportunity and treatment for our employees. We hope that demonstrating such leadership will expand our favourable impact into the outside community. It is just one of our many programs and policies that establish our opposition to any form of discrimination based on gender, race, sexual orientation, disability, age and religion. Celestica's CEO, Rob Mionis, has signed the [CEO Action for Diversity & Inclusion pledge](#), an important step to supporting SDG 10 and reflecting our commitment to cultivating a healthy workplace environment.

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SDG 12: Responsible Consumption and Production

Celestica’s manufacturing facilities have environmental management systems and regularly track energy, water usage and waste to ensure sustainable resource management. We are committed to reducing our energy, water and materials consumption. We aim to improve our waste diversion rate, prevent leaks and spills and avoid the use of hazardous wastes and chemicals. Through Celestica’s After-Market Services, we extend the useful life and utility of our customers products and we drive value across the product lifecycle. Through Celestica’s customized hardware support we support customers in realizing the maximum lifetime value of their products—extending product life and quality, maintaining consistent performance levels and transforming the value of end-of-use equipment.



SDG 13: Climate Action

Celestica continually works to strengthen climate resilience across our global network. We set science-based targets to reduce our absolute emissions and strive to improve energy productivity in our operations. Celestica discloses its emissions and climate-related risks to the CDP to ensure transparency and awareness of climate-related impacts for our business. We also embed natural hazard risks in our business continuity plan and disaster recovery plan, enabling our business to adapt to extreme circumstances.



SDG 17: Partnerships For the Goals

Celestica works with external stakeholder groups such as customers and suppliers to create partnerships that support our sustainability initiatives and community impact projects. Our strategic partnerships foster knowledge-sharing and technological innovation that lead to energy and waste reductions. Through our TOV program, thousands of our employees dedicate their time and skills to giving back to their communities, affecting greater change beyond our own operations.

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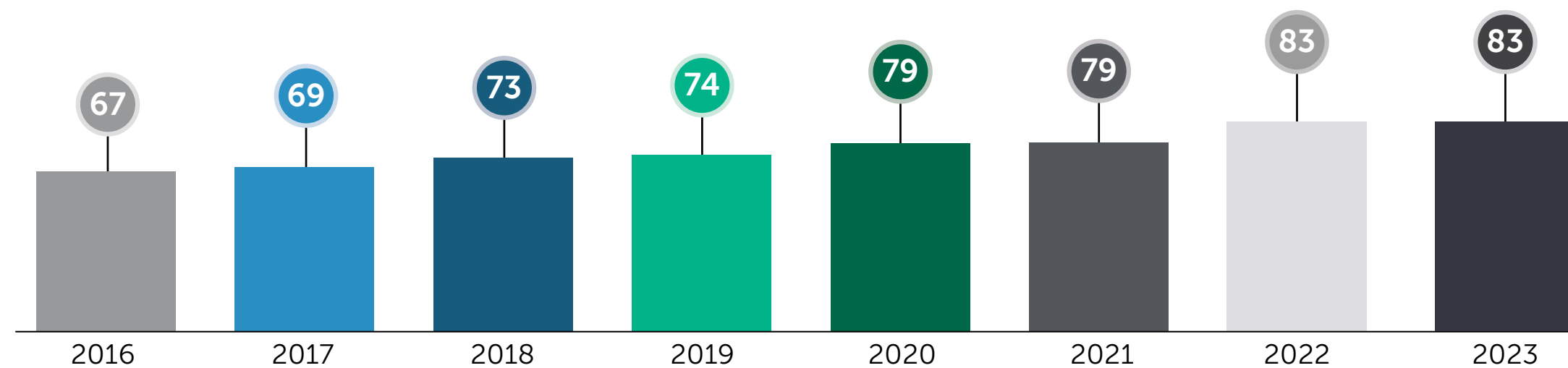
EcoVadis Assessment: Platinum Rating

Celestica is proud to have received a Platinum rating from EcoVadis, one of the world’s most trusted providers of business sustainability ratings for global supply chains. In 2023, Celestica achieved a score of 83/100. Celestica has been an active participant in EcoVadis assessments, and is scored annually. Rating more than 100,000 companies, EcoVadis validates corporate adherence to 21 recognized Corporate Social Responsibility (CSR) criteria which follow verifiable international CSR standards including the Global Compact Principles, the Global Reporting Initiative standards, and the ISO 26000 standard.

Celestica ranked among the top 1% in all categories. In our industry, Celestica scored:

- **Overall score:** Top 1%
- **Environment:** Top 1%
- **Labour and Human Rights:** Top 2%
- **Sustainable Procurement:** Top 2%
- **Ethics:** Top 2%

FIGURE 2.1: HISTORICAL ECOVADIS RATINGS



The EcoVadis assessment also includes a Carbon Action Module that provides insight into the company’s maturity in carbon management practices and performance. Celestica’s response for the carbon scorecard resulted in a “Leader” ranking, the highest level of management awarded.

To view the latest EcoVadis assessment, please [visit our website](#).

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Bihor Community Gala, Team of the Year Oradea, Romania

Oradea Community Foundation held the Bihor Community Gala to celebrate the individuals, organizations, and projects that had a positive impact on the Bihor community from 2020-2022. Over 800 nominations were received and judged by the Foundation’s Board of Directors, with winners announced at the Gala. The event gathered more than 180 participants from companies, public figures, NGOs, and individuals. Celestica Romania won the Team of the Year category for their outstanding actions in the community, including volunteer work, social, educational and environmental projects. Celestica Romania was recognized for developing sustainable solutions with an impact on the community and had 42 activities in 2022.



Celestica Romania accepting the Team of the Year Award.



30th

Canada’s Best 50 Corporate Citizens

Celestica has earned the 30th spot among Canada’s best corporate citizens in 2023 by Corporate Knights, an organization dedicated to encouraging responsible business practices. Corporate Knights annually ranks Canadian companies with revenue over \$1 billion based on 24 ESG-focused key performance indicators, including: greenhouse gas emissions; water productivity; waste; clean revenue; supplier performance; and employee and financial management metrics.

External Sustainability Initiatives GRI 2-28

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9.5



17.16
17.17

In addition to the United Nations' SDGs and Science Based Targets initiative (SBTi), Celestica supports a number of external initiatives that drive economic, environmental and social charters and principles within and outside our operations.

FIGURE 2.2: EXTERNAL INITIATIVES AND PROJECTS

Group	Description	Date Joined	Commitment
CEO Pledge to Bridge the Digital Divide	Celestica has signed a CEO Pledge with Computers for Success Canada to participate in a program that will help close the digital skills gap. When we upgrade our technology we will donate devices and computers to be refurbished through the "Computers for Schools Plus" initiative and distributed through federal and provincial programs to bridge the digital divide for Canadians in need.	2021	Voluntary
UN Global Compact	The UN Global Compact is a powerful call to action to companies that enable change. Members are required to uphold the Ten Principles and provide communication on progress to collectively create positive impact in the areas of human rights, labour, environment, and anti-corruption.	2021	Voluntary
Science Based Targets initiative	The SBTi drives ambitious climate action in the private sector by enabling organizations to set science-based emissions reduction targets. It is a partnership between CDP, the UN Global Compact, World Resources Institute (WRI) and the WWF.	2020	Voluntary
Ecology Forum, Miyagi, Japan	Celestica is a founding member of the Miyagi Ecology Forum, consisting of government representatives and local companies. Its purpose is to promote waste reduction and diversion efforts through partnerships and sharing best practices.	2017	Voluntary
Sustainable Energy Authority of Ireland (SEAI)	Celestica is a member of SEAI's large industry energy network (LIEN) subgroup. The goal of the organization is to work with homeowners, businesses, communities, and government to transform how we think about, generate and use energy.	2017	Voluntary
Laem Chabang Industrial Estate Authority of Thailand Group, Thailand (LCB IEAT)	Celestica's Thailand site is a member of the LCB IEAT Group, which provides opportunities for sharing, participation and involvement in a variety of activities such as corporate social responsibility initiatives, water savings meetings, environmental health and safety meetings and public road consultations.	1995	Voluntary

Membership Associations GRI 2-28



Celestica has established strategic affiliations with a number of organizations that address both global citizenship and environmental concerns.

FIGURE 2.3: MEMBERSHIP ASSOCIATIONS

Organization	Participation
The CSR Board	ESG & CSR Board Community Member
Responsible Business Alliance (RBA) and Responsible Minerals Initiative (RMI)	Regular Member Validated Assessment Program
High Density Packaging Users Group	Board of Directors Lead-free Board Materials Phase Six, Researcher Digital Speckle Correlation, Project Leader Photonics Soldering, Researcher
International Electronics Manufacturing Initiative (iNEMI)	Characterization of Alternate Pb-Free Alloys, Member of Technical Committee
Green Industry, Ministry of Industry, Thailand	Green Industry Level 3 Certification
Workplace Safety & Prevention Services (WSPS), Canada	Member
Energy Conservation Center, Miyagi, Japan	Member
Green Business Alliance, Gresham, US	Member
Safety and Hazardous Material Monthly Conference Group, Miyagi, Japan	Member
Laem Chabang Provincial Electricity Authority Group, Thailand	Member
Siam Safety, Thailand	Member
Telecom Infra Project	Member
Consortium for On Board Optics	Member
Quad Small Form Factor Double Density	Member
Octal Small Form Factor Pluggable (OSFP) Multi-Source Agreement	Member
Emission Control, Portland	Member
Birch Community Services, Portland	Member
PGE Green Futures, Portland	Member
Optical Internetworking Forum	Principal Member

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CDP Climate Change and Water Security Responses

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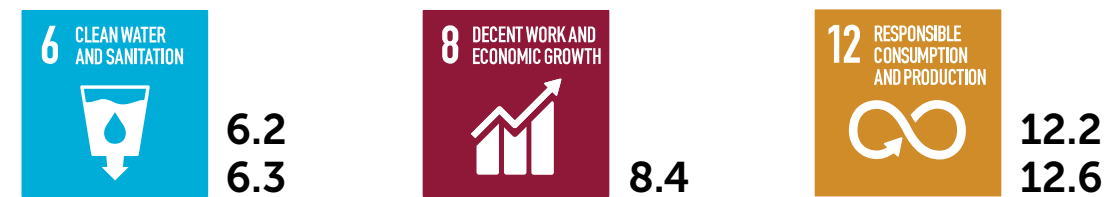
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Over the last decade, Celestica has developed a sustainability strategy that aligns with industry-leading environmental reporting such as global environmental non-profit CDP.

In 2022, Celestica’s continuous commitment to grow its sustainability program has garnered an A- score on the CDP Climate Change Questionnaire.

Achieving an A- ranks us in the “Leadership” category amongst all respondents, indicating that we are implementing current best practices. It validates the progress and strides we’ve made in our sustainability program and continues to drive us towards taking environmental action. Celestica continually works to reduce our water footprint. This year we improved our score from a C to a B- on the CDP Water Security Questionnaire and are developing plans to implement effective and focused strategies that minimize our water use and build resilient water sources. Our supplier engagement score also improved from an A- to an A, which indicates that Celestica is a leader in engaging with suppliers on climate change and implementing best practices to accelerate global action on supply chain emissions.

[Learn more](#) about our environmental management practices, performance, and our responses.



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We are committed to being a responsible partner in the communities in which we operate by ensuring we have safe, efficient and environmentally conscious operating and manufacturing processes. In addition, we leverage our expertise to support our customers' environmental sustainability programs and goals.

Please see the [KPI Summary](#) for data in reference to this section.

Greenhouse Gas Emissions GRI 2-5, 305-1, 305-2, 305-3



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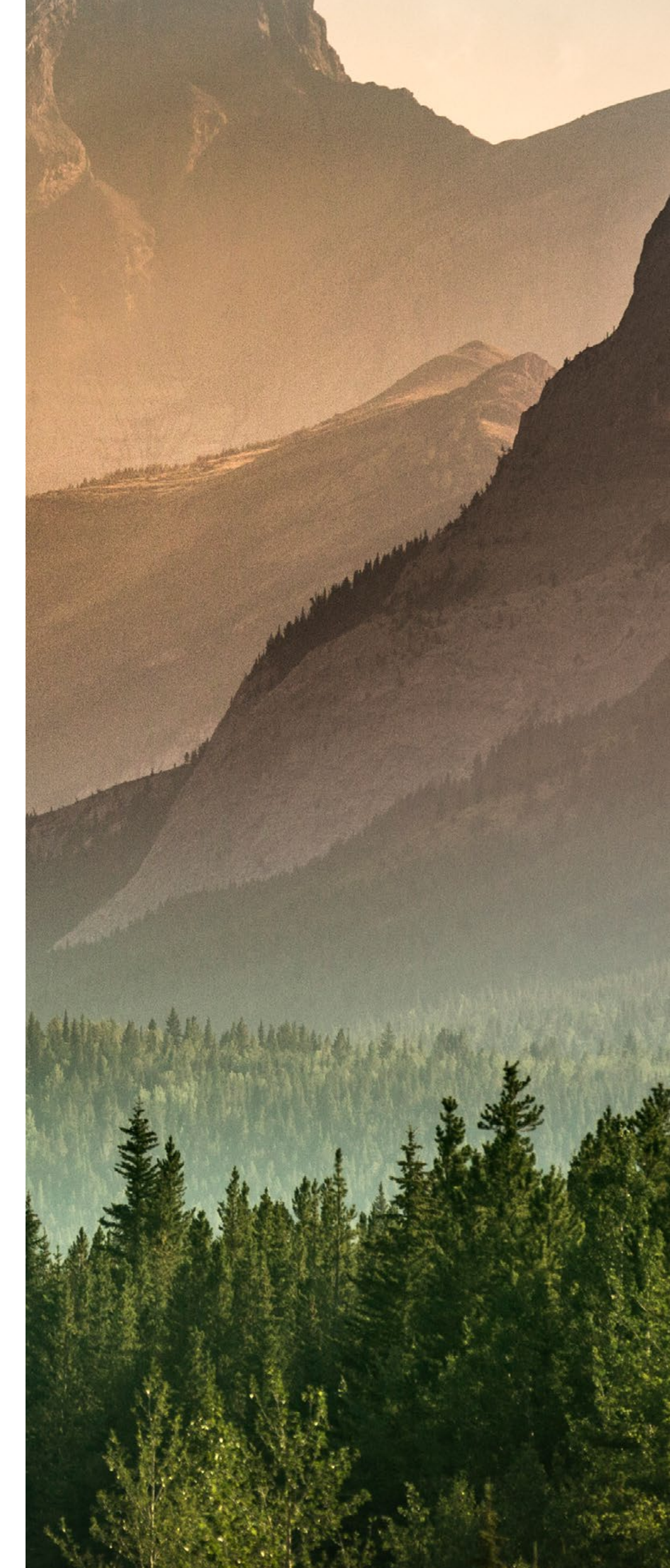
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The UN has called climate change a “crisis multiplier” that has profound implications for international peace and stability. Reducing greenhouse gas (GHG) emissions will help mitigate climate change. Businesses around the world are stepping up to meet global climate targets in alignment with the Paris Agreement, the latest science from the Intergovernmental Panel on Climate Change (IPCC) and the UN SDGs.

In 2020, Celestica set a new GHG emissions reduction target in alignment with the SBTi. We commit to reduce absolute Scope 1 and Scope 2 GHG emissions 30% by 2025 from a 2018 base year. Celestica also commits to reduce absolute Scope 3 GHG emissions from fuel and energy-related activities, purchased goods and services, and upstream and downstream transportation and distribution 10% by 2025 from a 2018 base year. As of December 31, 2022, we are pleased to announce that we reduced our Scope 1 and 2 emissions by 81% compared to our 2018 baseline.

Celestica ensures transparent and consistent reporting by tracking emissions at our facilities using carbon accounting software, ensuring accuracy through third-party verification, and reporting to the CDP. Our environmental management systems set the foundation for progressing towards our emissions reduction goals, and our actions are detailed in the following sections.



Emissions From Our Operations (Scope 1 and Scope 2)

GRI 2-5, 305-1, 305-2, 305-3

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At Celestica, we monitor our GHG emissions at a facility level which enables us to identify the largest sources of emissions and drive more sustainable practices in areas that have the greatest environmental impact. In 2022, we tracked emissions from 96% of the facilities over which we have operational control.

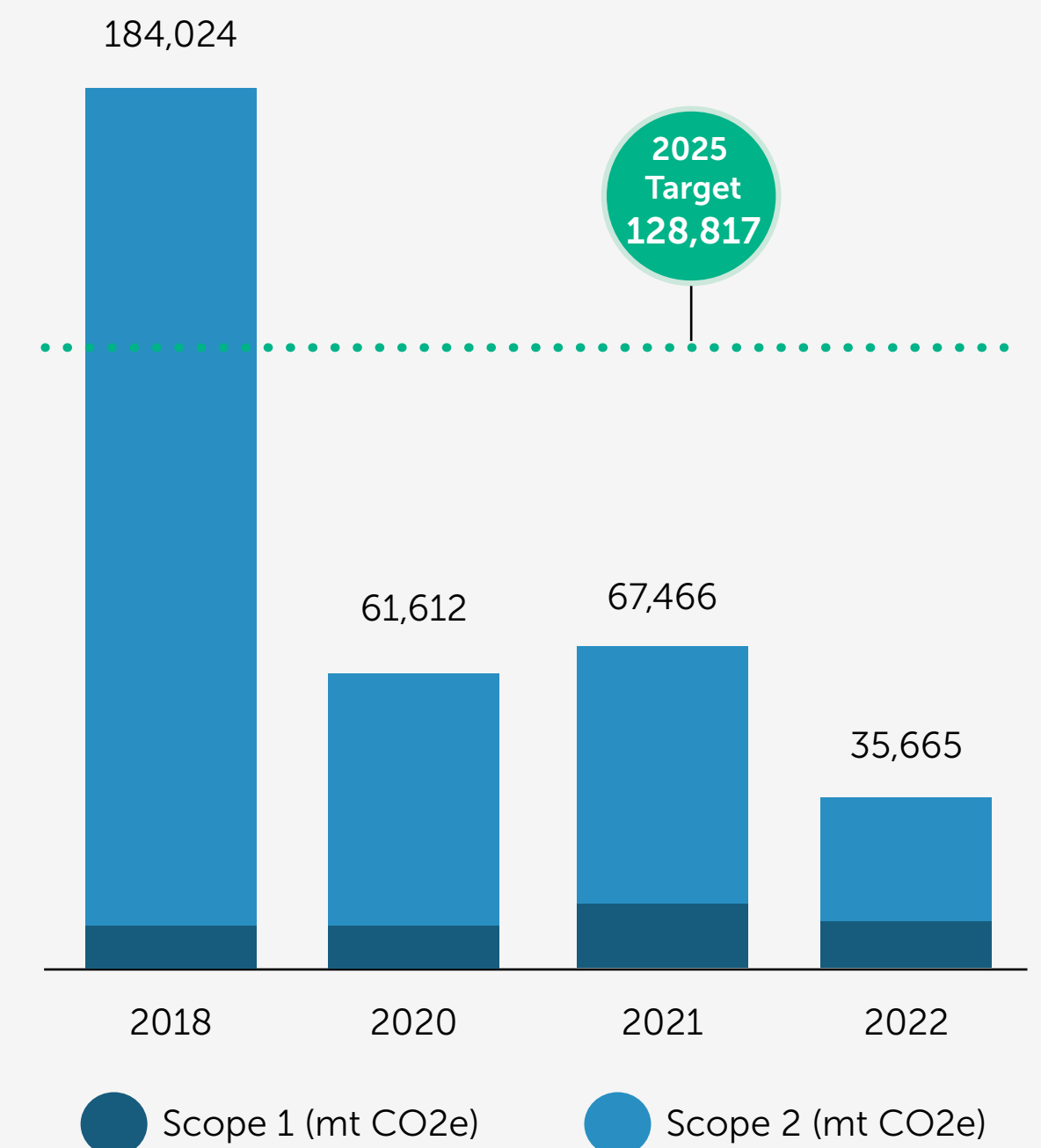
Our Scope 1 direct emissions derived from natural gas and liquid fuels (such as diesel) are used for heating, cooking in cafeterias and powering back-up generators. In 2022, our Scope 1 emissions decreased by 27% compared to 2021. The decrease was largely due to the shutdown of equipment which used a significant amount of natural gas in the calendar year in one of our facilities.

Our Scope 2 indirect emissions are derived from the electricity used in our operations primarily for lighting, heating, ventilation and air conditioning (HVAC), manufacturing equipment and compressed air. In 2022, our Scope 2 location-based emissions increased by 8% year-over-year, whereas our Scope 2 market-based emissions decreased by 52% year-over-year. The increase in location-based emissions can be attributed to the full year data being available from facilities acquired in the previous reporting year. The decrease in market-based emissions in 2022 is attributed to the increased amount of renewable energy coverage throughout the year. This reduction is attributed to the increased purchasing of EACs, the use of on-site solar energy generation, the procurement of renewable energy from utilities and implementation of energy efficiency projects.

Despite the significant revenue growth we experienced in 2022, Celestica's combined Scope 1 and 2 market-based emissions decreased by 47% year-over-year. Celestica also tracks normalized emissions to revenue. Our normalized emissions were 5 metric tonnes (mt) of carbon dioxide equivalent (CO₂e) per million dollars USD of revenue, representing a 7 mt of CO₂e per million dollars USD reduction from our 2021 normalized value. We will continue to identify methods to reduce our Scope 1 and 2 GHG emissions through the implementation of additional energy-efficient projects and renewable energy sources from on-site generation and procurement of renewable energy from utilities.

See our [KPI Summary](#) for more information about our GHG emissions.

FIGURE 3.1: GHG EMISSIONS AND 2025 TARGET



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Other Indirect Emissions (Scope 3) GRI 305-3

Celestica’s other indirect GHG emissions are generated from our operations and supply chain. We track and report on 11 Scope 3 categories from the Greenhouse Gas Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard, including purchased goods and services, business travel, upstream and downstream transportation, and employee commuting, among others. Of the 11 Scope 3 categories that Celestica reports on, the emissions from three categories decreased in 2022. In total, our Scope 3 emissions increased by 28% year-over-year.

The large increase in Scope 3 Category 1: Purchased Goods and Services is aligned with the significant revenue growth we experienced in 2022. We were able to mitigate some of the increase as we leverage more accurate and robust data from our suppliers through Celestica’s Supplier Emissions Program (see the [Supplier Assessments](#) section). Category 7: Employee Commuting saw increases in emissions in comparison to 2021, however we are still below 2019 pre-pandemic levels due to work-from-home measures. We are aware that we are not measuring the emissions arising from home offices to the extent that our employees are working remotely. Further, we cannot measure the increased demands on cloud-based storage from the additional need for email, instant messaging and video conferencing; nor are we aware of additional emissions that the pandemic may have caused within our supply chains.



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Regarding scope and coverage, we made two large improvements to our data coverage. Category 6: Business Travel reporting improved this year by including emissions from hotels. Today our Business Travel emissions include those from air travel and hotel stays. As well, Category 1: Purchased Goods and Services saw increased coverage in primary data through Celestica’s pilot year for the Supplier Emissions Program.

In 2020, Celestica set a target in alignment with the SBTi to reduce Scope 3 GHG emissions 10% by 2025 from a 2018 base year from fuel and energy-related activities, purchased goods and services, and upstream and downstream transportation and distribution. In 2022, we had a 29% increase in these categories compared to 2021, largely due to a similar increase in overall corporate revenue.

Further Scope 3 emissions details are provided in our [CDP Climate Change Questionnaire](#) and within the [KPI Summary](#).



Additional Air Emissions

GRI 305-7

To strengthen our ability to mitigate the impacts of climate change, we have enhanced our emissions inventory to track criteria air contaminants (CACs), hazardous air pollutants (HAPs) and persistent organic pollutants (POPs) emissions released from our facilities and process operations that are not included in our total emissions calculations. This includes volatile organic compounds (VOCs), particulate matter (PM), nitrogen oxides (NOx), methane (CH4), sulphur oxides (SOx), lead (Pb), non-methane hydrocarbons (NMHC), HAPs and tin (Sn). In 2022, we released approximately 13 metric tonnes of these air emissions from 25% of our square footage.

More information about additional air emissions can be found in the [KPI Summary](#).

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GRI 302-1, 302-3, 302-4



Energy is critical to Celestica’s operations and can generate significant greenhouse gas emissions. We procure renewable energy and conserve energy throughout our sites to reduce demand on the grid. Our sites continue to develop energy reduction initiatives through the ongoing implementation of efficient technologies and equipment, sharing of best practices and education.

Celestica’s target is to achieve the equivalent of 100% generation and/or procurement of electricity by renewable sources by 2025; our plan is to accomplish this goal through the installation of new on-site renewable energy systems, additional procurements of green energy from utility providers and purchase of EACs.

In 2022, Celestica consumed 1,230,037 gigajoules (GJ) of total energy where 1,040,162 GJ was consumed electricity. In total 97% of energy was supplied from the electricity grid and 6% of that energy was from renewable sources.

For additional details, please refer to our [KPI Summary](#).



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For 2022, Celestica consumed 170 GJ of energy per million USD of revenue, a 20% reduction year-over-year. To reduce our energy consumption, our facilities implemented energy efficiency projects that account for savings of more than 15,000 GJ.

Currently nine of our 35 manufacturing sites have maintained ISO 50001:2018 certifications, covering 13,574 employees and representing 68% of our total consumed electricity for the year. We are regularly reassessing whether we can increase the number of certified sites, look for opportunities to conduct

formalized energy audits and continue to invest in the latest best practices for energy management that enable us to reduce our energy consumption, emissions and costs. Representatives across our operations meet quarterly to share ideas, projects, and solutions. Historically sites have also conducted energy audits receiving a third-party analysis of potential energy improvements. We will continue these practices as opportunities present themselves.



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Energy Consumption Roadmap Reviews

Celestica has formalized a global process called the Energy Consumption Roadmap Reviews (ECRR). The ECRR is a process for our facilities to set energy reduction targets, track and measure progress, and encourage collaboration and knowledge-sharing across our network of operations. Sites meet quarterly to discuss projects and initiatives, encourage conversations and education and establish a common set of best practices for use at all sites.

Globally we implemented 61 energy-saving projects in our facilities ranging from building energy management systems; installation of cooling technology; refurbishment and replacement of HVAC systems; upgrading lighting and compressed air equipment; performance management of chillers and boilers; integration of automation; and other energy-efficient systems. These energy-saving initiatives were equivalent to 2% of the previous year’s consumption, and reduced our greenhouse gas emissions in line with our science-based target. A total of 4,250 megawatt-hours (MWh) and 2,000 mt of CO2e are estimated to have been avoided in 2022 due to these projects.

SITE SUCCESS STORY: JOHOR-EMS, MALAYSIA



ON-SITE RENEWABLE AND BUILDING MANAGEMENT SYSTEM UPGRADE

Through the ECRR process, our Johor-EMS, Malaysia site implemented several projects, including two major emission and energy-saving initiatives in 2022. The first was an on-site renewable project that consisted of the installation of a photovoltaic (PV) array annually generating over 2,700 MWh of renewable electricity for the facility. The Johor-EMS site also carried out upgrades of their existing Building Management System (BMS) improving the cleanroom temperature and relative humidity control mechanism. Both projects represented a total saving of more than 3,000 MWh in 2022 and will continue to provide savings for years to come.

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SITE SUCCESS STORY:
LAEM CHABANG, THAILAND

ENERGY EFFICIENCY PROJECTS

Celestica’s Laem Chabang, Thailand site implemented a number of energy-efficiency projects in 2022. In total, the facility saved over 1,600 MWh. Projects included:

- Invested in replacement high efficiency chiller pumps for older equipment.
- Developed an improved PV system maintenance program where inspections were defined on a more frequent basis for faster response.
- Maximized production equipment utilization ensuring idle equipment is turned off.
- Replaced Fresh Air Handling Units (FAHU) coils reducing departing coil temperature and overall energy consumption of the unit.

SITE SUCCESS STORY:
VALENCIA, SPAIN

ON-SITE RENEWABLE AND INDEPENDENT CHILLER FOR PRODUCTION EQUIPMENT

Celestica’s Valencia, Spain site implemented an on-site renewable project aimed at reducing electricity consumption from external energy providers. For this, the site installed a PV system on the roof of its facility, allowing the generation of over 225 MWh of clean, renewable energy. During the same year, the site also completed the installation of an independent chiller for production equipment leading to an additional 62 MWh energy savings in 2022. These projects represented a total saving of 287 MWh in 2022.

SITE SUCCESS STORY:
MULTIPLE GLOBAL LOCATIONS

ENERGY EFFICIENCY IN BUILDINGS PROJECTS

Celestica completed a number of projects related to the improvement of HVAC systems within its facilities across the global network. This included thermal recovery from liquid nitrogen to obtain pre-cooled water and reduce chiller consumption, reusing pre-conditioned hot air to heat a secondary area, air handling unit optimization and optimizing air pressure to reduce energy demands to name a few. Altogether these voluntary efforts represented an estimated amount of 1,760 MWh of energy savings in 2022.

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Renewable Energy

At Celestica, we are committed to increasing the use of renewable energy sources in our operations. We currently use the equivalent of 75.1% renewable energy as part of our total electricity consumption, through the use of on-site solar panels (3.1%), procurement through utilities (6.1%), and the purchase of Energy Attribute Certificates (65.9%).

In 2022, we installed solar panels at our sites in Johor-EMS, Malaysia and Valencia, Spain providing renewable energy to power parts of our operations in those locations. These initiatives prevented approximately 1,900 mt of CO₂e from entering the atmosphere in 2022.

Our Laem Chabang, Thailand site continues to generate renewable energy through its 3.5 megawatts of solar PV systems first installed in 2016. In 2022, the PV systems avoided approximately 1,900 mt of CO₂e, which has increased our total savings from these panels, to nearly 70,000 mt of CO₂e.

Our Galway, Ireland; Valencia, Spain; and Portland, Oregon, U.S. sites derive 100% of their electricity from renewable energy. Together, these three sites prevented approximately 3,750 mt of CO₂e from entering the atmosphere in 2022.



Alex Neacsu
 COMMODITY MANAGEMENT
 CONSULTANT
 Oradea, Romania

Alex plays a key role in transitioning Celestica to more sustainable energy sources. In 2022, he led a high impact project that transitioned the Oradea, Romania facility to geothermal power—reducing the company’s dependency on natural gas. Alex also oversaw a project that responded to the urgent need to transition to renewable energy. The ongoing war in Ukraine has driven an increase in the cost of energy in Romania, with prices skyrocketing ten times for 1 megawatt. Alex worked quickly to implement solar panels across three European sites—achieving an almost 30% reduction in the cost of electricity. Alex also works closely with leadership to ensure that our vast network of global suppliers adheres to the Responsible Business Alliance (RBA) Code of Conduct, which safeguards the highest health and safety standards and fair conditions for their workers.

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In 2022, Celestica purchased 190,000 MWh of EACs to further offset an additional 66% of our energy consumption and 75% of our Scope 2 emissions. These certificates were purchased from from wind, solar, hydro and small hydro projects in China, Indonesia, Vietnam, Malaysia, Mexico, and Thailand. All certificates are recognized by the International Renewable Energy Certificates (i-REC) Standard. We are constantly investigating new sources of on-site renewable energy capabilities for our facilities and access to renewable energy via local grids but are currently employing the purchase of EACs to promote the development of renewable energy off-site.



Together, these renewable energy initiatives averted approximately 115,000 metric tonnes of CO₂e emissions in 2022.



Sam Huang
FACILITIES SUPPORT
MANAGER
Suzhou, China

Sam and his team are making Celestica's Suzhou site a sustainability leader. After identifying potential opportunities to reduce site energy usage, they chose the most promising and went on to implement an innovative range of solutions. These included improving the efficiency of the site's Process Cooling Water structure by combining systems and eliminating duplication. The result saved 83 MWh per year and thousands in cost savings. Realizing that exhaust pipes at workbenches were constantly running even when not in use, Sam and his team installed valves that automatically shut-off when workbench lights are turned off. This saved a further 9 MWh per year. A process was also developed to increase the air pressure inside the workshops to prevent dust from entering the building. In total, the team implemented 11 projects that saved a total of 602 MWh of energy—a true testament to Sam and his team's incredible efforts.



Building Blocks for Sustainable Solutions

Celestica’s Industrial and Smart Energy business is proud to support customers that are helping to deliver solutions that make the world healthier, greener and more productive.

As a leader in high-reliability design, manufacturing and supply chain solutions, we help our customers launch innovative and scalable industrial and smart energy products that drive performance improvements and help power a more sustainable future.

We facilitate a wide range of energy and smart city applications through gas and electric smart meters, high-efficiency generation controls, power converters, energy storage and solar trackers. Celestica enabled more than 6,000 megawatts (MW) of solar energy with a solar inverter customer in 2022.

We partnered with a leading original equipment manufacturer (OEM) in the production of high-power electric vehicle (EV) charging stations designed with cutting-edge technology used in commercial and industrial applications where charge time is limited. Celestica not only manufactures components of these chargers, but also provides design services to ensure optimal performance. We supported nearly 7,000 power modules for use in fast-charge direct current (DC) applications for electric vehicle charging stations and built integrated cabinets and charging stations servicing the car, bus and truck EV markets. In 2022, Celestica supplied equipment to support more than 480 MW worth of EV charging stations, 2.2 million electricity smart meters and 3.9 million Advanced Metering Infrastructure (AMI) boards for smart city applications.

Partnerships such as these are helping to grow the electric vehicle industry through intelligent design and enable our customers to deliver innovative, smart products.

Learn more about the [Industrial and Smart Energy](#) business.



Enabling Reliable Uninterrupted Power Solutions

In 2022, Celestica partnered with a leading customer to provide energy storage solutions which are paving the way for the future grid to help meet the growing demand for clean and efficient energy. In 2022, Celestica provided 5.3 MWh of energy storage, and is continuing to expand the partnership and provide more storage solutions in the upcoming year.

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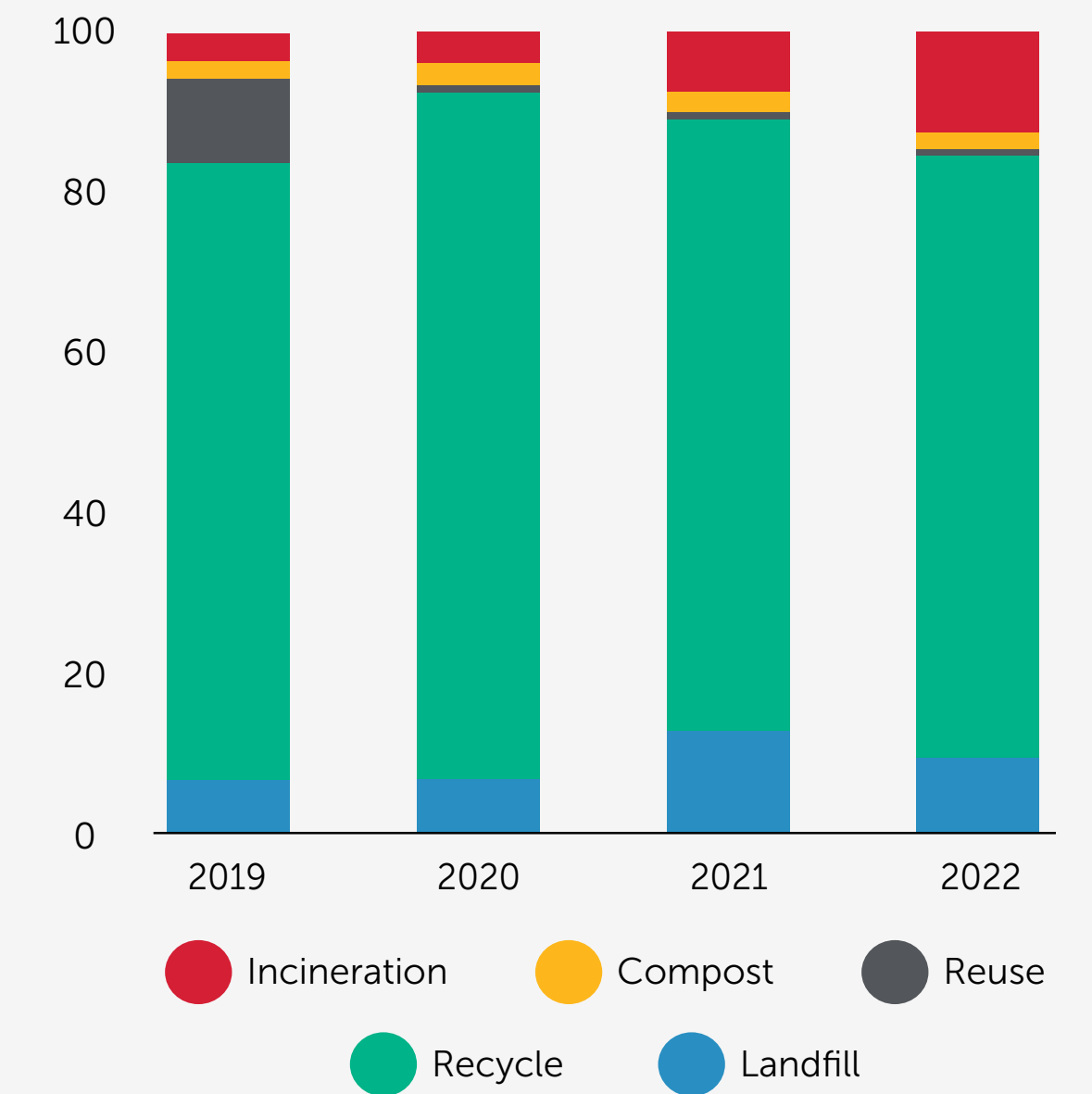
Waste GRI 306-1, 306-2



Celestica is committed to sustainable consumption through the efficient use of materials within our operations. Our facilities follow a robust waste and recycling management system to reduce, reuse, repurpose, refurbish, and recycle materials. We track our data using dedicated sustainability software and share best practices among our sites by hosting bi-monthly meetings and through online community platforms.

We continue to track waste diversion rates at a site and global level. We completed 2022 with a global waste diversion rate of 89.6%. Overall, Celestica’s material disposal increased by over 2,500 mt from 2021. Celestica’s Laem Chabang, Thailand site saw a large conversion from landfill waste to waste-to-energy disposal between 2021 and 2022. Additionally there was an increase in recycled materials associated with steel from construction and production elements. With almost a 30% growth in business by revenue and an increase in procurement spend, Celestica was required to manage a larger quantity of supplier packaging materials and in-process waste from manufacturing processes. Packaging materials comprise a significant portion of our total waste. In 2022, paper, wood, plastics, and cardboard made up 43% of our waste material.

FIGURE 3.2: WASTE DISPOSAL METHODS, HISTORICAL BREAKDOWN AS A PERCENTAGE OF TOTAL



Further waste disposition details are provided in the [KPI Summary](#).

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Celestica works with suppliers and customers to prevent waste generation in both our upstream and downstream activities—from reducing packaging waste to managing material selection in products and packaging. We also work to ensure in-process products are reworked and final products are returned to their intended use when possible. Our sites use due diligence in selecting material hauling vendors that meet quality specifications and sustainability practices, and conduct audits on a regular basis.

Celestica collects and reports manufacturing waste material data at a site level on a monthly basis through a third party software system. Waste data is evaluated and reported to our Chief Operations Officer on a quarterly basis.

While implementing activities to reduce waste, Celestica will continue to look to improve data collection—from methods of disposal to circularity activities within the business. This will not only enhance our visibility into waste produced, but also us to set accurate goals and communicate our activities more effectively.



Hokeng Tjundawan

INFRASTRUCTURE (IT & FACILITY)
MANAGER

Batam, Indonesia

Under Hokeng’s leadership, a powerhouse Waste Reduction Week initiative spurred hundreds of Batam employees to take action. The campaign took a three-pronged approach. Using site-wide education outreach, employees were instructed how to correctly separate their plastics and other waste into appropriate containers. The campaign also worked with the site cafeteria to completely phase out the use of polystyrene and single use plastics used for liquids and food. Additionally, water fountains were installed throughout the site, with strong measures taken to ensure water quality and safety met Celestica standards and local regulations. The results were impressive. With the reduction of 1,200 plastic bottles per day, more than 400 kg of single use plastic was eliminated in just one month. One final grace note—a gorgeous tree made of waste plastic bottles has since been built and is proudly displayed in the site lobby.

Packaging Reuse Highlight

Kulim, Malaysia

Celestica works to ensure we provide safe, sustainable packaging with our products. Depending on factors such as transportation mode, distance and recurrence, we work with our customers to propose packaging solutions that benefit both companies and the environment. One example is our Kulim site and their packaging reuse activity with a customer. Over the course of 2022, Celestica estimated that almost 18,000 cardboard boxes would be required to complete shipments to a local customer. By creating a box return process with the logistics provider and quality criteria with the customer, boxes were sent back for repackaging to the Celestica site, reducing boxes by approximately 75%. Through this process, Celestica circulates the boxes at their highest material value, and recycles them only when they are no longer functional.

Hazardous Waste Recovery Highlight

Multiple Global Locations

One of the hazardous materials used across our global operations includes solder. During soldering operations, solder dross is generated as a waste material. This is a mixture of solder, flux, and oxides formed when the solder is exposed to heat. By using solder recovery systems, Celestica recovers on average 50-75% of solder from this dross to be reused and consumed, creating an internal circular practice. Not only does this support conserving natural resources but also minimizes hazardous waste, as solder dross contains substances that require proper management to meet environmental regulations. In 2022, six Celestica operation sites managed to upcycle nearly 40 mt of solder dross and recover approximately 25 mt solder for reuse internally. The remaining solder dross was recycled with vendors to be processed for further refinement and managed appropriately.

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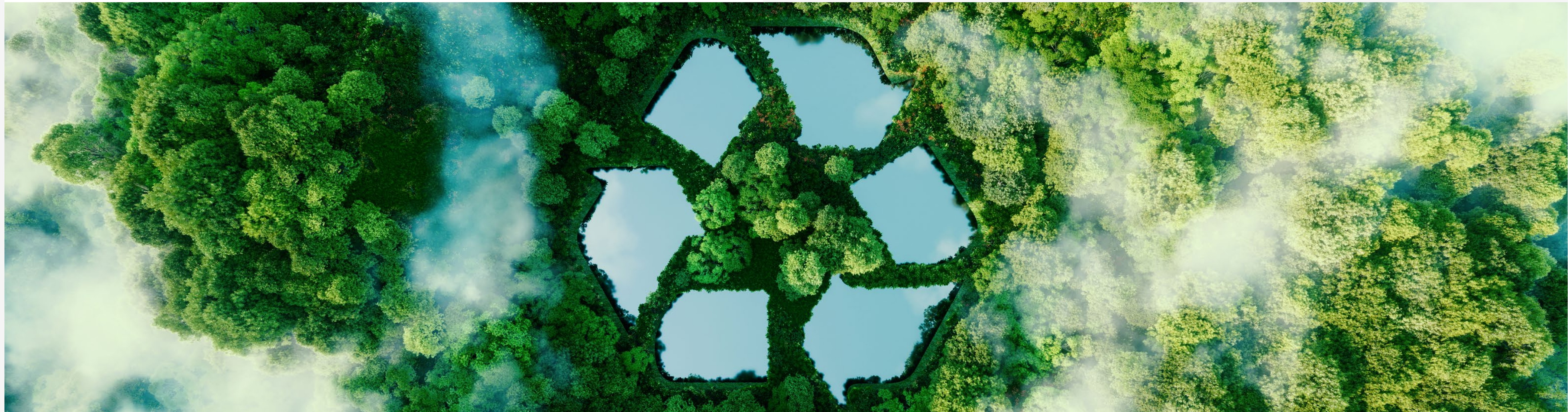
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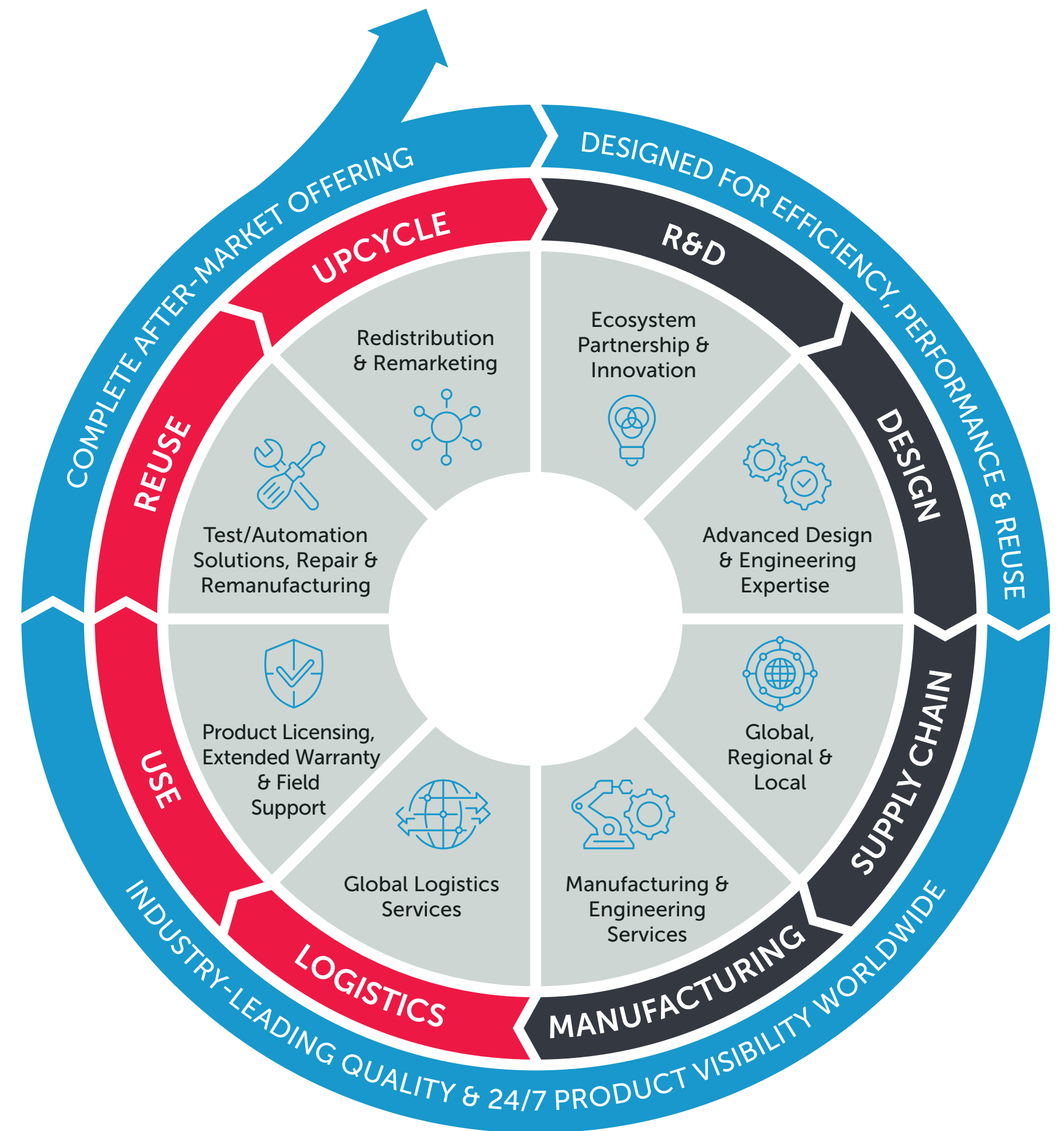
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Circularity by Design

Celestica provides services that focus on designs with full lifecycle circularity, closed-loop systems, and after-market services. Offering products as a service is a tenet of the circular economy as it transforms the concept of ownership and encourages manufacturers to rethink how a product is used over its lifetime.

Celestica works with customers to develop a circular model 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. Within our Asset Recovery Services, we have been able to create this circular model and properly recycle any residual materials.



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After-Market Services Business

GRI 306-2

Celestica’s After-Market Services (CAMS) business offers a range of customer solutions as well as partnerships, including repair and end-of-life product management. Servicing multiple customers over nine sites, Celestica supports the circular economy by disassembling products and facilitating the reuse of mined and processed materials. This enables value to be recaptured and reduces materials from entering landfills. In 2022, Celestica diverted nearly 1.4 million products and over 1,200 mt of material from landfill through redeployment, recovery and recycling activities, totalling over 7,400 mt since 2020. Recently, Celestica focused on circular hardware lifecycle management, helping to extend the productive life and use of hardware, to not only reduce electronic waste (e-waste) but GHG emissions as well.

Apart from our CAMS business, Celestica provides upgrades and redeployment of products when possible, through our Return Material Authorization Process and Advanced Exchange Program (AEP).

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Global Waste Reduction Week

In 2022, Celestica hosted its eighth annual global Waste Reduction Week, an event that engages and empowers employees to reduce waste within our operations and in their daily lives.

To enable this yearly initiative, our sites continued to overcome the challenges posed by the pandemic by leveraging virtual and in-person activities while complying with local pandemic safety guidelines. Employees at 23 of our sites participated in this year's events, by hosting site-level activities promoting proper waste segregation, minimization and elimination.

A global webinar was hosted featuring six panelists that are leading sustainability initiatives at Celestica. Over 50 employees attended and learned about waste reduction concepts, Celestica's waste management practices, actions every employee can take and how Celestica is working towards a low-waste future for the company. In addition, we organized a global Celestica waste trivia event, engaging over 180 participants who had the opportunity to learn and demonstrate their understanding of waste management practices.

Waste Reduction Week Results



3,300 kg

of clothing avoided landfill and was donated within local communities.



720 kg

of non-perishable food items was donated to local charitable organizations, avoiding compost and landfill.



320 kg

of electronics was collected for proper recycling or reuse, including adapters and used batteries.



200 kg

of garbage was collected through local, voluntary cleanups.

Global Waste Reduction Week: Site Activities

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Kulim, Malaysia

The Kulim, Malaysia site initiated two programs to upcycle used cooking oil and recycle unwanted garments from employees. Thirty kg of used cooking oil found a second life, repurposed for biodiesel. Four hundred pieces of clothing, that would otherwise be sent to landfill, were provided to a local store.



Batam, Indonesia

The Batam, Indonesia site hosted a garbage classification activity, labelling bins and educating employees on how to separate waste correctly. The site also engaged with the onsite food caterer to completely eliminate the use of plastic straws and polystyrene for serving food. As a result, the daily usage of 1,500 single-use styrofoam plates have been replaced with reusable plates.



Mississauga, Canada

The Mississauga, Canada site engaged employees in a food drive, collecting and donating 78 kg of food items to Eden Food for Change. The site also collected 37 kg of e-waste and 11 kg of used batteries from employees for proper recycling and disposal.



Song Shan Lake, China

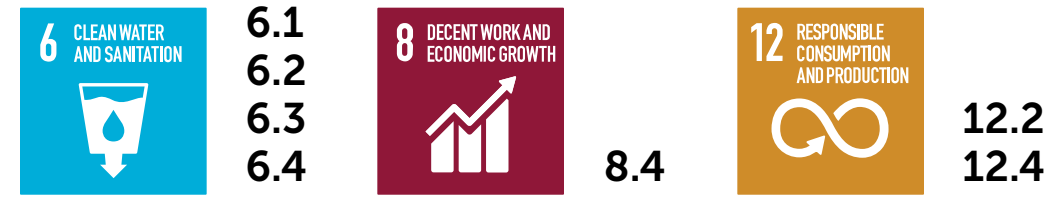
The Song Shan Lake, China site participated in Waste Reduction Week by organizing garbage classification, waste repurposing and donation activities. As a result, 6,100 pieces of clothes were donated, and 350 kg of waste materials were repurposed to decorate working areas at the site.



Suzhou GBS, China

The Suzhou GBS, China site organized a climbing route cleanup as well as an educational trip to the Suzhou Recycling Resource Management center. Here, employees gained insights about waste management best practices. The site also implemented water saving initiatives and collected 20 kg of cardboard boxes for recycling.

Water GRI 303-1, 303-3



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 World Resources Institute’s Aqueduct tool indicates that six of Celestica’s facilities operate in water-stressed areas. We are working to integrate evidence-based industry best practices into our tracking and environmental management systems. Actions include strengthening our reporting capabilities to provide greater transparency and encouraging our supply chain to disclose their water management practices. We are increasing our alignment to SDG 6: Clean Water and Sanitation by actively seeking opportunities to improve, invest in and strengthen Celestica’s infrastructure in water-stressed communities and development in the near- and long-term.

In 2022, Celestica withdrew approximately 1,158 megalitres (ML) from third-party municipal water supply systems and local water sources for the sites in which we have operational control and measurement capabilities. Even with an increase in our total employee headcount and the total number of reporting sites, Celestica still managed to finish 2022 with a 1% reduction in water withdrawal compared to 2021 levels. This is due to significant efforts

made by our facilities to reduce water withdrawal through various water-saving initiatives. Areas such as washrooms, drinking fountains and cafeterias are the greatest sources of water consumption, meaning that water usage is highly dependent on the number of employees working within our sites. Our manufacturing processes account for the second largest percentage of water consumption. Several of our sites have mitigated this usage through the installation of circular water systems such as collecting rainwater to water gardens; however, these volumes are not currently tracked.

Our existing water management approaches, policies and standards work to minimize impacts of our effluents on water sources, protected areas and biodiversity. Celestica acknowledges risks that can come from water misuse and scarcity, including polluted waters, biodiversity loss, reduced river flows and political conflicts. Potential impacts of water misuse may include increased supply and treatment costs, intermittent supply and other adverse effects to our supply chain, employees and operations. We are committed to finding innovative solutions to minimize our use of water in processes and day-to-day employee water usage, such as efficient fixtures in food service and sanitation areas.

For more information, please refer to our [CDP Water Security Questionnaire](#).

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Earth Day



April 22, 2022 marked the 52nd anniversary of Earth Day, a day to observe, appreciate and spread awareness of environmental protection. The 2022 theme was Investing in Our Planet, which is a call to action to act boldly and innovate broadly to preserve and protect the planet.

At Celestica, we are committed to supporting the planet, our people and the communities in which we operate, because a sustainable future is a brighter future. On Earth Day and beyond, we invest in our planet every day by working with the world’s best brands to create a safer, healthier and greener future.



Canadian Operations

As part of the Earth Day Celebration, 40 Celestica employees from the Newmarket, Canada and Mississauga, Canada sites hosted a cleanup activity. Employees and Leadership team members came together on a cold spring morning to help preserve our Earth, by removing 48 bags of trash and waste pieces from the environment. All volunteers of the event were entered in a raffle and the winners were given Celestica reusable water bottles.

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Laem Chabang, Thailand

The Laem Chabang, Thailand site organized a reusable cloth bag donation drive to promote a sustainable alternative to single-use plastic bags, collecting over 470 cloth bags. These bags were distributed to two organizations: Baan Nok Khamin Foundation which supports underprivileged children and The Department of Environmental Quality Promotion within The Ministry of Natural Resources and Environment which distributes resources across hospitals in Thailand.



Song Shan Lake, China

Employees from the Song Shan Lake, China site celebrated Earth Day by organizing several activities to promote sustainable practices. Employees were encouraged to turn off the lights in the site building and at their home offices. The site's Green Travel initiative encouraged employees to find alternatives to driving a car to work. Over 81% of employees participated in the initiative by walking, biking or carpooling to work. The site also hosted a collection drive for used batteries, and recycled over 6 kg of used batteries by the end of the week.



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Financial Implications Due to Climate Change

GRI 3-3, 201-2



13.1
13.3

Celestica’s goal is to foster a company-wide culture of sustainability in which we minimize the risks associated with climate change, empower the communities in which we operate and reduce our impact on people and the planet.

We understand the potential risks from climate change and take a precautionary approach to proactively manage them through our Environmental Management Systems policies and practices. These efforts require our Board of Directors, executives, functional teams, and operational employees to work together to help identify and manage our climate risk exposure and potential opportunities. In 2020 we enhanced board leadership on ESG matters through the inclusion of ESG within the Nominating and Corporate Governance Committee mandate. [See the Corporate Governance page](#) for more information.

Within our annual materiality assessment we provide internal stakeholders with a platform to discuss their priorities and objectives, guide strategies, strengthen alignments and spark new conversations. We also stay up-to-date with the latest climate science, climate change models, industry trends and external stakeholder priorities. Using these research and collaborative processes, we are able to identify and assess transitional and physical climate-related risks and opportunities, including their size, scope and potential impacts on our business and stakeholders.

Additionally, effective systems within our operations such as our internal audit team’s annual global risk assessments, Business Continuity Plans (BCPs), and Disaster Recovery Plans (DRPs) ensure that proactive protocols are followed to minimize business disruptions and foster sustainable solutions. Overall, these collective approaches ensure that climate-related risks and opportunities are embedded into our strategies, plans and conversations to outline Celestica’s role and responsibilities for driving climate action and water security.

Through our annual assessments and CDP responses, we have identified and assessed the potential impact on our business and stakeholders of transitional risks such as acute and chronic physical climate risks, technological changes, current and emerging regulations, insurance programs, and legal implications. We also found that there are climate-related opportunities by inspiring proactive measures, innovation and future partnerships with Celestica. There may also be business opportunities from shifting markets and product diversification that place us in a better competitive position due to our response to changing consumer and investor preferences. Further details and impacts on climate-related risk and opportunity types are outlined in our CDP Climate Change and Water Security Responses.

For more information, please refer to our [CDP Climate Change Questionnaire](#) and [CDP Water Security Questionnaire](#).

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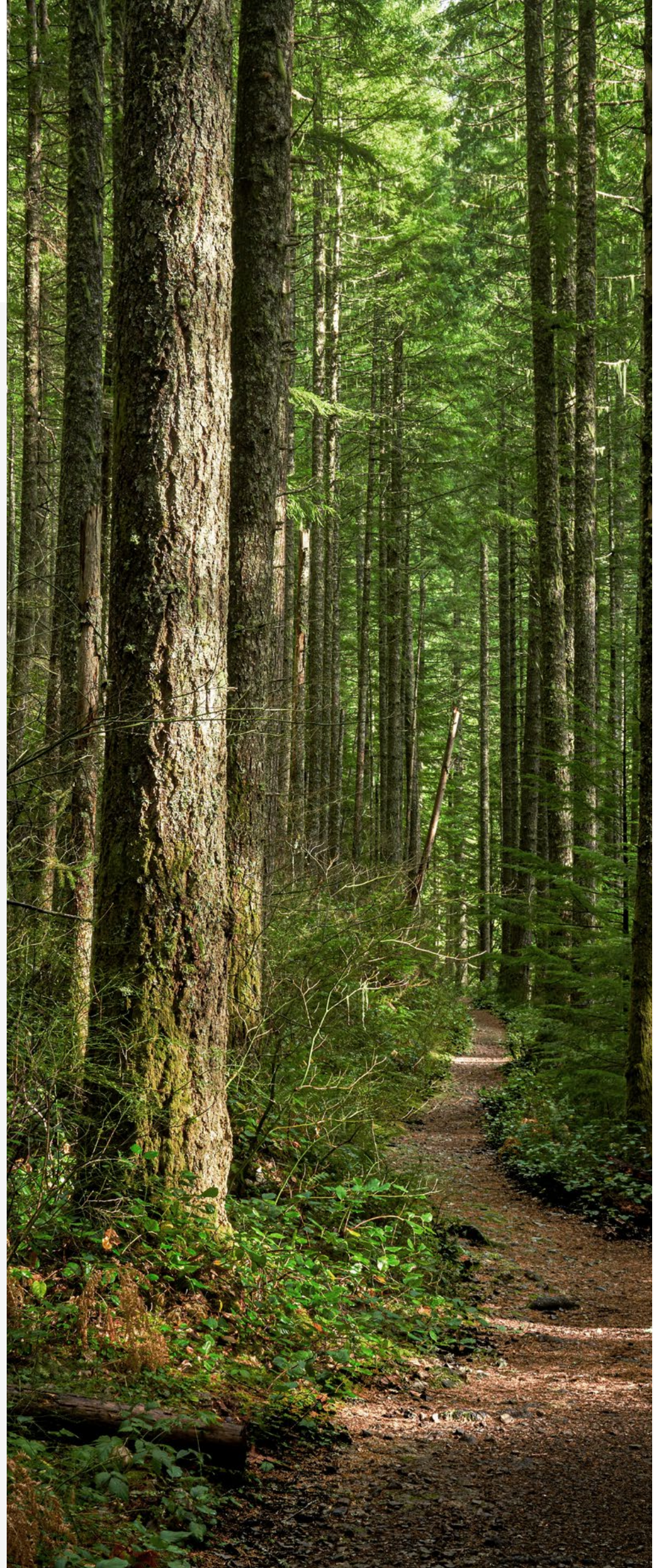
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Managing Risks

Celestica's BCPs take into consideration a range of scenarios and risks including environmental, socio-political and manmade threats, logistics and supply changes and contagions, among others. An annual schedule is established to test the preparedness and response to custom scenarios per site. These are called Tabletop Exercises, which are facilitated by corporate resources and each site is scored on its performance. Sites are to provide responses to any deficiencies noted so they can update their plans accordingly.

This process continued to be tested and utilized for our response to the COVID-19 pandemic and global component constraints. Our BCPs were applied to the societal and supply chain impacts from the pandemic. Due to this proactive approach, we were able to minimize impacts to our supply chains, continue manufacturing for our customers and ensure the safety and well-being of our employees. The pandemic allowed Celestica to demonstrate resilience and ability to react quickly to a global emergency, similar to other potential climate change impacts such as natural disasters.





Environmental Compliance

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Celestica’s Global Environmental Policy communicates our commitment to environmental regulatory compliance and to being a good environmental citizen in the jurisdictions in which we operate. As part of our global Environmental Management System, we closely monitor compliance activities and identify and control risks.



22 of our 35 manufacturing locations have ISO 14001-certified environmental management systems, covering 21,282 employees.

Our proactive approach to mitigating and controlling risk is outlined in our top-level Environmental, Health and Safety (EHS) manual. It includes risk assessments for identifying operational impacts. Each site has one or more persons tasked with managing environmental compliance and reporting site status to the global EHS team and/or Sustainability team.

Both site and global EHS teams ensure regulations are integrated into the site’s management systems and daily operations. In 2022, Celestica did not identify any significant non-compliance issues with environmental laws or regulations.

For more information, please refer to the [Global Environmental Policy](#).

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Supply Chain GRI 2-6, CM

Celestica has a global network of more than 5,300 active direct suppliers, and our preferred suppliers are generally located in close proximity to our operations, when possible. This alignment increases the speed and flexibility of our supply chain and provides the shortest overall lead times for our customers. Direct materials are sourced globally, with most indirect materials originating near the majority of our manufacturing locations, resulting in reduced GHG emissions.

At Celestica, we foster a culture of sustainability, expanding beyond our company to our suppliers. Celestica's Supplier Management Playbook provides suppliers insight to Celestica's Preferred Supplier Program, driving partnership, value and continuous improvement through the value chain. The Compliance Engineering team ensures that our suppliers are compliant with industry standards to ensure that working conditions are safe, workers are treated with respect and dignity, and manufacturing processes are environmentally responsible. As well, we ensure compliance with legislation including conflict minerals; Registration, Evaluation, Authorization, and Restriction of Chemicals (REACH); Restriction of Hazardous Substances (RoHS); and Responsible Minerals Assurance Process (RMAP). We leverage key supply chain groups by focusing on reducing our Scope 3 emissions from our logistical footprint, such as through consolidating shipments, reducing part numbers and empty spaces in shipments, and optimising transportation methods and packaging.



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Our supplier requirements, conflict minerals policy, reporting template and our alignment to industry standards can be found on our website - [Supplier Requirements](#), [Compliance & Ethics](#) and [Our Services](#).



Sharon O'Connell
 GLOBAL ACCOUNT DIRECTOR,
 INDUSTRIAL & SMART ENERGY
 Toronto, Canada

Sharon and her team provide a range of advice that helps both new and established clients to improve and streamline their operations through a sustainability lens. Her guidance ranges from helping to set up scorecards and track trends, to optimizing their global supply chains. "I really enjoy helping less established customers find their 'sea legs' in terms of sustainability," she says. For example, new customers may direct Celestica to buy materials from their pre-existing vendors. This can sometimes result in a product being manufactured in one country, with materials being provided by vendors located thousands of miles away. "In cases like this I will recommend that non-critical components be purchased locally to reduce the distance goods are shipped," says Sharon. The result: reduced energy costs, increased efficiencies, and substantial cost savings—all thanks to Sharon and her team's deep knowledge and global experience.

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Supplier Assessments GRI 308-1, 414-1, CM

Celestica is an electronics manufacturing services company that builds products for original equipment manufacturer customers and hyperscalers in accordance to their specifications. Many of our suppliers are screened, selected and controlled by the customers we work with and therefore are out of scope for much of Celestica’s own assessment and qualification process. In 2022, we had over 5,400 unique suppliers assessed through methods including RBA Self-Assessment Questionnaires (SAQs), verification visits, internal scorecards, our Supplier Emissions Program or a combination of these.

We do have control over a select group of suppliers defined as key players in our business. This group is known as our Major Supplier List (MSL). Through supplier self-assessments and verification visits conducted by our employees or through the RBA, Celestica annually analyzes and scores our MSL suppliers on social, ethical and environmental actions across their operations. Celestica works with suppliers to improve their scoring and close out any corrective actions that are identified in a timely manner.

In 2022, Celestica completed more than 220 supplier facility SAQs. No suppliers were identified as high-risk suppliers. A total of 74 RBA supplier audits were completed for supplier facilities, 39 initial audits and 35 closure audits. During 2022, we closed 69 of 113 corrective actions open with our suppliers. It should be noted that some audits take up to two years to be completed. With a focus on our MSL, 157 unique suppliers were assessed in environmental and social sustainability using an in-house supplier verification process. In addition to our RBA supplier assessments and audits, and supplier scorecards, Celestica will continue to improve risk management in our supply chain through integrated software.



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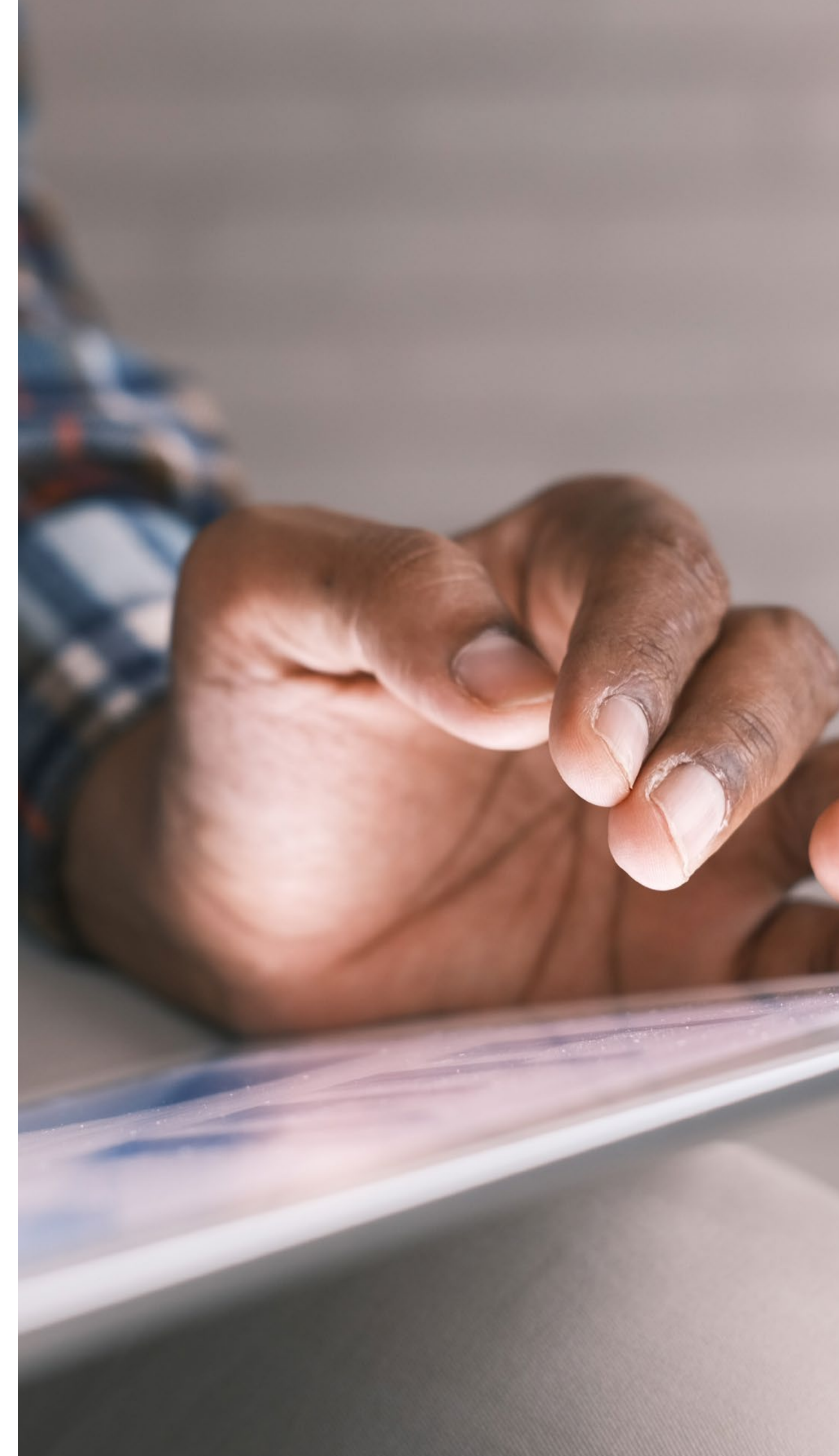
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Celestica’s Global Commodity Management team evaluates MSL suppliers quarterly through our Supplier Performance Tool (SPoT). This scoring can affect the amount of business awarded to the supplier, and if deficiencies are not satisfactorily addressed, the supplier may be removed from the MSL. At the end of 2022, over 30% of the suppliers have a 40% or higher score in sustainability performance, calculated on suppliers’ practices in environment, labour, health, safety and ethics. Celestica reviews the scoring breakdown on an as-needed basis to ensure relevancy and opportunity for growth, ensuring points are meaningful and achievable for all industries and supplier sizes.

With Category 1: Purchased Goods and Services, being one of the largest contributors to Scope 3 emissions and part of our SBT (see the [Greenhouse Gas Emissions](#) section), Celestica deemed it important to evaluate our supply chain beyond our current programs and activities. In 2022 Celestica launched our first Supplier Emissions Program. Due to the complexity of Scope 3 emissions, this program helped to improve access to both the quantity and quality of data. With almost 10,000 suppliers worldwide, key suppliers based on procurement category and spend were assessed through a self-assessment, addressing Scope 1 and 2 emissions, emission and energy goals, renewable energy and determining projects and partnerships. As many companies are on different journeys in emissions and energy reporting, we supplemented the assessment with a robust handbook, outlining step-by-step procedures on how to tackle each question with supportive secondary resources. Celestica increased our supplier emissions coverage by 10% in 2022, supporting suppliers to calculate their emissions and helping them to track their progress as we annually request the information. In combination with the Supplier Emissions Program, one-on-one meetings with key suppliers were held to discover their sustainability maturity and collaboration opportunities.



Supplier Risk Management

With a supply chain that spans countries throughout the world, Celestica ensures we recognize and manage risks from our suppliers, within the areas of business, ethics, human rights, labour and the environment.

In 2022, Celestica continued to partner with an external software company to enhance our supply chain risk visibility and business continuity. The tool monitors a large number of indicators, including identifying single-sourced materials, maintaining supplier history, and monitoring natural disasters and geopolitical issues. Celestica uses the tool to give our company a leading edge in proactively addressing procurement challenges, thus preventing production delays. Additionally, our customers are provided with pre-production insights into their supply chain risk maturity. With the majority of

Celestica's 10,000+ suppliers and their respective facilities in our data system currently, Celestica's Supply Chain Risk Management team has robust processes integrated within the tool's powerful database. Features from the tool, such as automated live alerts, are implemented to ensure information is communicated efficiently and to appropriate departments based on risk type.

As part of our focus on continuous improvement, we will look to take advantage of the full range of software data to expand the scope of risk management, including analyzing and measuring suppliers from site-specific data for crime, terrorism, ethical behaviour, labour and human slavery, providing greater alignment to our commitment to the RBA.

Please review our [Management Approaches](#) and [Celestica's Global Supplier Management Playbook](#) to learn more about our policies and practices to reduce supply chain risks.

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Laura Valladares
PROCESS & APPLICATION
MANAGER, COMMODITY
MANAGEMENT
Toronto, Canada

As the manager of Celestica's global supplier scorecard, Laura plays a critical role in our commitment to working with suppliers who meet internationally recognized environmental and social standards. "Global supply chains account for a full 80% of carbon emissions and employ thousands of people," says Laura. "That's why we measure every supplier in the areas of environmental management (including conflict minerals), labor and human rights, ethics, and sustainable procurement." If a supplier falls short, Laura's team works with them to identify areas of improvement in the supplier scorecard which allows commodity managers to work with suppliers to get back on track. "It gives me great satisfaction to play a part in helping our suppliers to take action to meet these metrics," says Laura. "I know it will have an enormous impact in the long term, not just for the company, but for the planet."



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Sustainability Built Into Our Hardware Platform Solutions Business

Celestica's Hardware Platform Solutions (HPS) business has invested in leading-edge product roadmaps, design capabilities, and hardware innovations aligned with market standards and emerging technology trends. Our focus is to ensure environmental compliance throughout the product lifecycle, from sourcing of materials to product disposal. Processes and products are designed with circularity in mind, ensuring recovered materials are used in manufacturing and that the materials have a high level of recoverability, through either reuse, remanufacturing or recycling. Please see the [Circularity By Design](#) section for more information.

We are also designing and manufacturing more energy-efficient products. For example, more than 80% of HPS projects use titanium instead of platinum within the power supply unit, as titanium is much more energy efficient. In addition, all Celestica HPS product designs aim to have 96% power efficiency.

To learn more about the HPS business, please visit our [website](#).

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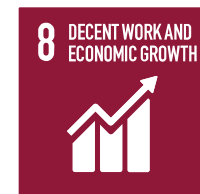
At Celestica, we strive to create an environment that fosters innovation, empowers people and leverages individual expertise.

Please see the [KPI Summary](#) for data in reference to this section.



Occupational Health and Safety

GRI 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7, 403-9



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We believe that every employee has a right to a healthy and safe workplace. Celestica’s Environmental, Health and Safety (EHS) organization has oversight of policies and operational controls of environmental, Occupational Health and Safety (OHS) and social risks. Each site has one or more persons tasked with managing OHS activities and reporting site status to the global EHS team. In 2022, our dedicated OHS representatives continued to support our operations and the challenges presented by the pandemic. We appreciate the enormous contributions they made in maintaining a healthy and safe workplace during the COVID-19 pandemic.

Celestica’s OHS management systems are implemented in accordance with local legal requirements and are aligned with internationally recognized standards and codes such as ISO 45001 and the RBA. The products and services we provide are manufactured in accordance with legal requirements.

Seventeen of Celestica’s 35 manufacturing sites are certified to ISO 45001, covering 16,943 employees.

For more information on our OHS certifications, please see the [KPI Summary](#).



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Our top level Global OHS Policy defines our commitment to employee well-being and prevention of employee injury and ill health, with a focus on proactive hazard recognition and effective risk management. Furthermore, workers are provided with non-occupational medical and healthcare services depending on location. Such access includes topics such as smoking cessation, healthy eating, weight management and additional relevant health care services.

Celestica uses a variety of methods and tools to ensure we are continually monitoring and improving the performance of our OHS management system, including both internal and external auditing programs and EHS-focused kaizen activities. It also includes monthly key process indicator reporting by all sites that includes both leading and lagging indicators such as close calls reported and workplace inspections completed.

Hazard identification and assessment is integral to our ability to provide a healthy and safe workplace. When reviewing new equipment, processes and chemicals or conducting incident investigations, we focus on applying the hazard hierarchy with preference given to elimination, substitution and engineering controls to mitigate risks.

Our continued focus on safety led the team to develop a new global safety training program, Elevating Safety with the objective of enhancing performance and safety culture. One element of the training was Behaviour Based Safety (BBS) training. The training focus was to support 'the shadow of a leader' where we directly involved our leaders across the business to lead and present the BBS training to their teams in order to cascade the BBS training throughout the organization. In addition, employees received a Safety First badge to be worn on their Celestica ID lanyards and saw Safety First posters throughout their site to serve as a reminder that we need to think about safety first throughout our day.



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The Safety First program is a behavioural based safety program which at its core empowers employees to play a role in creating a zero-harm safety culture. The program was successful in reinforcing our safety culture, empowering our employees to speak up and focus on safe behaviours.

The program took a creative approach to safety by addressing Celestica’s safety culture and behaviours to ensure a “Safety First” mindset. Our employees are the most important part of our Celestica Operating System and employee health, safety and wellness are paramount.

Not only were they successful in developing and deploying the training in 2022, but we saw immediate results through a 50% reduction in lost time incidents (LTIs) at the end of 2022.

We also introduced a global safe practices campaign in the second quarter of 2022 focusing on high-priority topics that have contributed to past incidents in our sites, including PPE, Lockout/Tagout (LOTO) and Material Handling. Each topic included an action file for the site EHS team and simple communication elements to be posted on site television screens for all employees. New topics were deployed every 60 days, starting with PPE.

In 2022, there were no work-related fatalities. Celestica continues to provide training for employees and third-party contractors including onboarding training which includes health and safety (i.e. workplace safety rules, incident reporting, PPE to be worn and equipment safety) and job specific training highlighting any specific hazards related to assigned tasks (i.e. as equipment safety/guarding, chemicals, heights, powered industrial vehicles, PPE and physically demanding work). If there are any incidents, employees are retrained.

OHS Highlights

The OHS management system includes all employees, contractors and persons undertaking business at our locations. We are committed to keeping our 26,000 employees worldwide informed about health and safety standards, policies and local legal requirements. We are also a responsible neighbour in the communities in which we operate and extend our community focused approach to assist those in need.

In 2022, we completed:

- 1,455 EHS-focused workplace inspections of our manufacturing facilities.
- Over 900 Gemba walks focused on ensuring and improving the safety of our employees in our facilities.
- EHS-dedicated weeks or days to promote safety and environmental awareness.
- More than 700 health and safety committee meetings.
- EHS-focused kaizen activities, resulting in more than 300 improvements across the network.
- Targeted minimum of four hours of EHS-focused training for direct labor employees - including training all of our manufacturing sites on Safe Behaviours.

For more information, refer to the [Global Occupational Health and Safety Policy](#).

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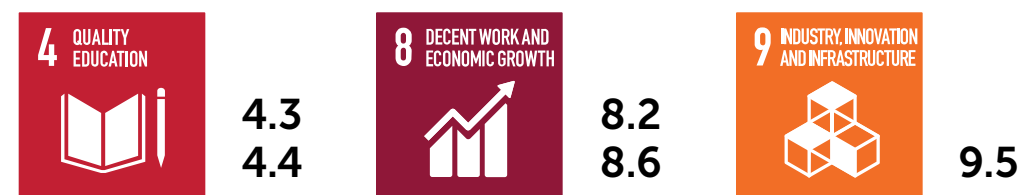
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Learning and Development GRI 404-1, 404-2



Celestica creates its global learning and development programs to attract, retain and develop employees. We also encourage employees to manage their careers, expand their knowledge and skills and foster personal growth by engaging in new projects and initiatives or taking on new roles and responsibilities.

Across all of our global teams, we logged approximately 3 million training hours throughout Celestica and provided more than 720 internship positions.

We offer a blended learning approach by incorporating comprehensive e-learning experiences and instructor-led learning sessions. In support of employee growth, we promote the importance of continuous learning through participation in informal development opportunities (i.e. mentoring, coaching), on-the-job experiences (i.e. special projects) and formal learning/training programs that address leadership, function-specific and technical skills.

Our Learning Management System offers thousands of courses and learning resources covering a wide range of topics and skills. In 2023, we will offer a mix of virtual and face-to-face training for instructor-led programs.





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To enhance leadership effectiveness and career growth across the organization we launched four new programs:

- Take Charge of Your Career, a career development program for employees.
- Engage in Career Conversations, a career development program for managers.
- Leading Inclusively, an inclusivity training for people leaders.
- Site General Academy, for our site leaders across the network.

We also continued our mentoring program, global speaking events and other key global development programs such as our comprehensive Operations Training Academies (Site General Manager and Customer Focused Teams) and our People Leadership Development Program (PLDP) which were delivered virtually to employees in customer-facing roles within our operations teams and new, emerging and existing people leaders across our networks. In 2022, we also re-launched our Women in Action program with enhanced activities for a new group of high-potential women to accelerate their leadership growth and development.

Celestica’s ‘Your Voice’ Employee Engagement survey ensures that we understand employee sentiment in specific areas such as performance enablement, employee experience and leadership. Based on the survey results, we implement actions targeted at key areas of improvement at the team, site, function and overall company levels to ensure Celestica remains a great place to work. Since our 2021 survey, we have enhanced learning and development opportunities such as additional leadership, functional skills and D&I training, modernized and increased accessibility to a greater breadth of robust online learning resources, provided greater visibility to career paths and opportunities to drive meaningful career growth while strengthening capabilities and the employee experience.

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Furthermore, performance objective reviews occur annually with all permanent, full-time Celestica employees and align to strategic focus areas. The goals for broader functions and teams are established annually, providing an opportunity for a cohesive and valuable partnership between employees and people leaders. All permanent, full-time employees at and above the manager level are included in our global talent and succession reviews. Talent reviews below the manager level are also completed at the discretion of each business leader with a consistent approach. Through our enhanced 2022 global talent review cycle, we provided greater visibility to talent data by leveraging a digital talent and succession management system and enhanced reporting, implemented career conversations training for People Leaders and employees to inspire career growth, and implemented a cross-functional talent discussion framework to increase talent visibility and link to potential opportunities across the organization. We also focused on enhancing the overall employee experience, engagement and retention through several initiatives and a redefined employee value proposition based on employee feedback about their lived experience at Celestica.

In 2023, we will continue to expand targeted leadership development programs for managers, directors and high performers to build future capabilities to maintain a competitive advantage, ensure individuals are in the right roles to help deliver on our business strategy and support employees' career aspirations and growth.



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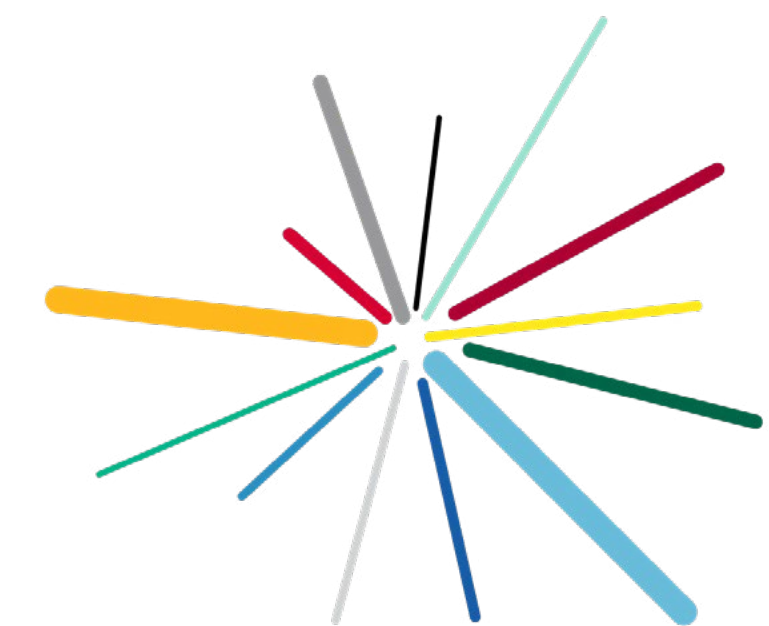
Diversity and Inclusion



Celestica is committed to fostering a diverse and inclusive culture in which employees bring their best selves to work; contribute their ideas, experiences, and talents; and add value to their team and to the company overall.

We recognize and are proud that our workforce has a variety of backgrounds, experiences and perspectives. Celestica believes that the diversity of our talented workforce is a competitive advantage, and we continue to focus on Diversity and Inclusion (D&I) in our people practices. Celestica embraces diversity of gender, race, age, ethnicity, religious or cultural background, disability, marital or family status, sexual orientation, gender identity, education, experiences, perspectives, language and other areas of potential differences.

We are committed to providing a work environment in which everyone feels accepted and valued by being treated fairly and with dignity and respect across the organization.



Diversity and Inclusion

To further cultivate a diverse and inclusive environment in 2022, Celestica:

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- Provided regular updates from leaders about ongoing progress on D&I matters.
 - Launched D&I Leading Inclusively for people leaders covering topics of microaggressions and managing biases.
 - Launched D&I training for hiring managers.
 - Hosted a Global Diversity and Inclusion Awareness and Dialogue Speaker Series, attended by more than 3,200 employees.
 - Expanded our employee-led employee resource groups to five (Celestica Women’s Network, Celestica Black Employee Network, Celestica Pride Network, Celestica Indigenous Affinity Group, and Celestica NextGen) each of which is championed by a member of senior management.
 - Continued to grow a pipeline of diverse candidates within our indirect labour population.
 - Continued to introduce mandatory job postings on diverse sites and job boards.
 - Continued to partner with recruitment agencies focused on seeking talented minority youths.
 - Partnered with the US National Society of Black Engineers (NSBE).
 - In response to our 2021 D&I Survey, we introduced a number of company-wide initiatives in 2022 to support career growth, expanded the learning and development opportunities available to all employees, strengthened our commitment to D&I, addressed favoritism and continued to foster a safe, respectful and inclusive environment where employees are appreciated for their support and encouraged to share input.
- Drove employee awareness and an inclusive culture:
- Analyzed our D&I data and metrics (diversity attributes data).
 - Understood gaps and identify improvement plans.
 - Integrated D&I into business practices.
- Engaged our employees:
- Increased employee communications and continued to gather employee feedback from diverse perspectives and all levels.
 - Celebrated our people, recognizing international and cultural events, D&I Intranet features.
 - Supported our Employee Resource Groups with executive sponsorship and allies.

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- Hosted annual D&I Awareness & Dialogue events.
- Set targets to increase diversity within departments by leaders through Celestica’s annual objective setting process.
- Added to our executive leadership team’s performance measurements very specific metrics and goals which require all Executive Leadership Team (ELT) members to participate in a Celestica D&I event and/or lead a D&I initiative each year.
- Matured our D&I scorecard by adding new key performance indicators (KPIs) to track and report.
- Celebrated key observances such as Black History Month, Pride

Month, International Women’s Day, National Day for Truth and Reconciliation and more.

- Recognized various cultural celebrations (Songkran, Eid, Lunar New Year) through a new communications feature on the homepage of our Intranet to proudly recognize and celebrate with our colleagues around the globe.
- Provided customers with diversity spend reports to support their diversity goals.
- Achieved Board composition of 30% female directors.



Mathilde Roche
SENIOR ASSOCIATE,
CORPORATE STRATEGY
Toronto, Canada

A passionate advocate of Celestica’s Diversity and Inclusion program, Mathilde is a key member of the global Employee Resource Group program, which brings together people with shared identities. “I take pride in knowing we’re committed to ensuring employees feel valued for being themselves and aren’t exposed to bias or discrimination,” she says. “We’re putting real action behind our words.” Today, the company has Black, Pride, Indigenous, NextGen, and Women’s networks. Mathilde works to ensure that the benefits of ERG membership and allyship extend far beyond connecting employees who share identities by encouraging them to reach their full potential through personal and career development opportunities. “Bottom line: it’s extremely important and beneficial to ensure everyone is heard and feels free to be themselves in the workplace,” says Mathilde. “The ERGs help people to be open to learning from each other. It’s how we grow as a company.”

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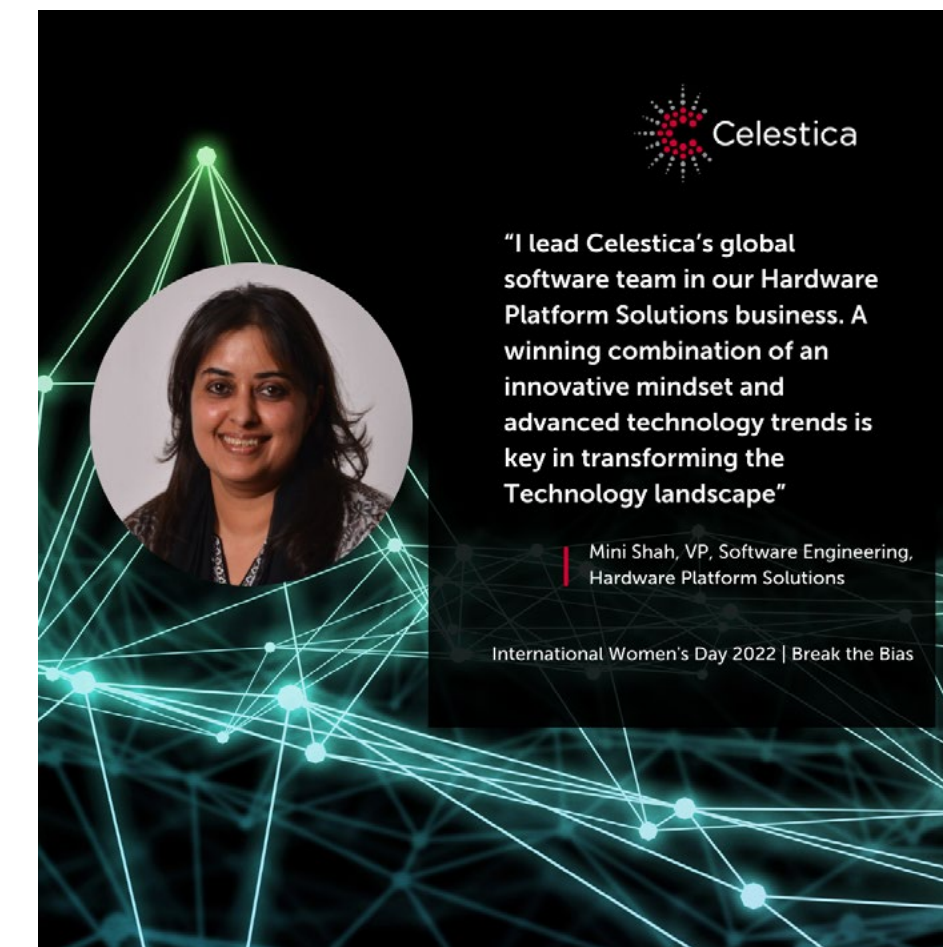
Gender Equality

At Celestica, we recognize that diversity expands beyond gender, but we also remain focused on hiring, developing and promoting women into senior leadership roles.

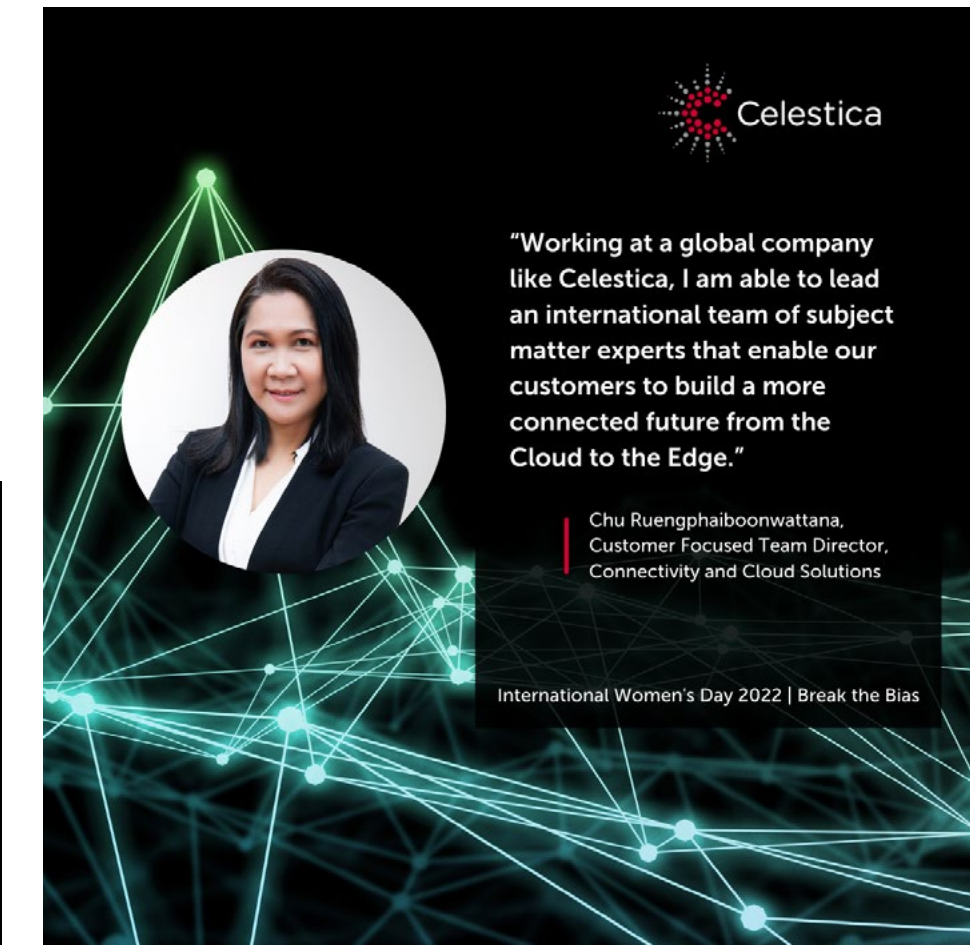
The Board's goal is to maintain at least 30% women on the Board. As of December 31, 2022, there were four women on our Board. Due to a retirement in April 2023, we now have three women directors, one of whom chairs the Audit Committee, and another who chairs the Nominating and Corporate Governance Committee.

Additionally, our Board Diversity Policy establishes a goal of having at least one Board member who identifies as an Indigenous person, a member of a visible minority, has a disability, or is LGBTQ+. When identifying candidates for election or appointment to the Board of Directors, the Board and its Nominating and Corporate Governance Committee will:

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



Leaders were highlighted on Celestica's social media throughout the month of March in honour of International Women's Day.



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We are committed to being an equal opportunity employer and prohibit discrimination based on race, religion, national origin, gender, sexual orientation, age, marital status, veteran or disability status or other characteristics protected by law. Celestica bases its hiring decisions on skill, qualifications and level of experience. We also embrace a pay-for performance culture, irrespective of employee gender, race, ethnicity, religion or disability.

Celestica supports a range of initiatives promoting the advancement of women, including the Women in Action program which addresses the unique challenges women face in working environments. In 2022, we continued with many meaningful events such as team coaching and training, peer discussions, guest speakers, networking events and volunteering opportunities. We also worked to refine the program to foster greater talent visibility, and multiple leadership development opportunities those who participated.



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Employee Resource Groups

Employee Resource Groups (ERGs) are voluntary, employee-led groups organized around a shared identity—for example, gender or ethnicity. These groups are open to any employee who shares the common identity of the group or would like to support the group as an advocate or ally. ERGs offer members the opportunity to come together, build a sense of inclusion and create an environment in which everyone feels valued and encouraged to be their authentic selves. In addition to bringing communities together, ERGs benefit employees by creating opportunities for mentoring and career development.

Celestica Pride Network

The mission of the Celestica Pride Network (CPN) is to create an inclusive environment where LGBTQ2SIA+* members can feel safe to be their authentic selves and create an open forum for allies to seek understanding. CPN will accomplish this mission by increasing awareness of our culture, fostering affirmation of our members and expanding the representation of our people at all levels within the global Celestica organization.

*Lesbian, Gay, Bisexual, Transgender, Transsexual, Queer, Questioning, Two Spirit, Intersex, Asexual and other ways to describe gender identities and sexual orientation.

Celestica Black Employee Network

The mission of the Celestica Black Employee Network (CBEN) is to elevate Black employee representation at Celestica by creating and promoting an inclusive environment that enables everyone to thrive. CBEN will foster professional development and leadership opportunities with a focus on the recruitment, retention and advancement of Black employees at all levels of the organization.

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Celestica Indigenous Affinity Group

The Celestica Indigenous Affinity Group (CIAG) will create opportunities for employees to learn, engage and become more aware of Indigenous experiences, culture and history to foster an inclusive environment within Celestica. CIAG will achieve this through active listening to Indigenous voices, learning and sharing with empathy and respect, and striving to build a foundation of trust with Indigenous employees and alongside the Indigenous communities in which we operate.

Celestica Women's Network

The mission of the Celestica Women's Network (CWN) is to develop and enable women, engage men and promote an inclusive and diverse environment throughout the organization. Through CWN, we are focused on raising awareness on challenges women face in the workplace, providing opportunities for development, fostering collaboration and networking, and giving back to our local communities through team-oriented activities. The CWN also provides a discussion platform across Celestica's network to overcome biases and discuss matters that are important to women. In 2023, we are expanding our local chapters across all regions.

Celestica NextGen

The Celestica NextGen (CNG) network brings together a group of early-in-career employees and those who support the next generation to create an engaged community for members to develop meaningful relationships with colleagues across the business; creating opportunities for employees to learn and develop key skills; and to provide access to leaders to facilitate two-way dialogue and learn from each other's skills through knowledge sharing and mentorship.

Employee Wellness GRI 406-1, EW



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Promoting the health and wellness of our employees is a crucial element of our sustainability strategy, and we are committed to providing a healthy, supportive and safe workplace.

The need to recognize the importance of employee wellness has never been so great. Our employees rose to the challenge of working through the stressful circumstances of the evolving global pandemic to continue to deliver for our customers. Challenges aren't unique to Celestica—research continues to note a dramatic rise in mental health challenges across the globe since the onset of the pandemic.

In 2022, Celestica continued with the Global Employee Wellness program which was launched in 2021. The program provides employees with resources, insights and best practices to promote employee health and well-being. We also partnered with an external vendor who provides expert information on its mental health and well-being platform that all employees and their family members can access. Topics covered include: mental health stigma, achieving work-life balance, addressing anxiety, building resilience, getting better sleep, adding more movement to your life and eating for optimal health.

In addition to our global program, employees at each site actively contribute to Celestica's wellness programs. Many sites offer wellness initiatives each year, including annual voluntary health checks, fitness competitions and communication platforms to share ideas. We also offer sick leave programs, paid time-off and other benefits on a regional or site level to support all employees.

This year, healthy living and the act of caring was highlighted in many site activities hosted by and for our employees.

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Celestica Spirit Week

Each year Celestica dedicates Spirit Week to acknowledge and thank employees for their enormous contributions.

In 2022, Celestica celebrated its 27th annual Spirit Week, a week dedicated to celebrating our employees and everything they do on a daily basis to drive our business, support our customers and take care of our communities and each other.

Throughout the week, employees had the chance to take photos in our virtual photo booth and share photos and stories with colleagues on our global employee platform, Celestica Connects. Celestica also encouraged employees to join a webinar featuring Dr. Adam Steltzner, Chief Engineer, Mars 2020 at NASA, for an inspirational story about making the impossible possible and the power of individual curiosity and collaboration.



Employees enjoyed taking pictures with their colleagues throughout Spirit Week.





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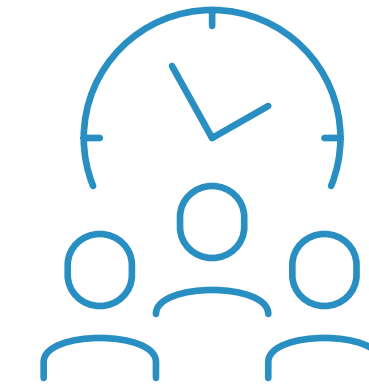
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Working Hours WH

Celestica is committed to protecting the well-being of our employees. We partner with customers and suppliers to avoid excessive overtime hours and limit consecutive workdays through our Hours of Work Policy, which complies with the Responsible Business Alliance Code of Conduct. Working hour targets are set for each operations site on an annual basis. Metrics are reviewed and presented on a monthly basis to Human Resources site leads, Human Resources directors and the Chief Operating Officer.

In 2020, the RBA released a COVID-19 Working Hour Advisory, which allowed for exemptions to working hour requirements as the pandemic was considered a global emergency. Considering this, in 2022, 98.4% of employees complied with maximum working hour requirements and 92.4% complied with continuous working day requirements. We continued to face challenges with the continued supply chain disruptions in our industry as well as COVID-19 outbreaks at our sites, impacting employee schedules and availability. We are proud of our efforts to cross-train employees to manage workload distribution in order to maintain compliance and keep our operations running. When the RBA Working Advisory comes to a close Celestica will ensure to track our working hours to be in compliance with RBA requirements.

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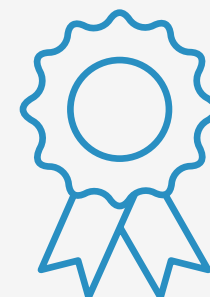
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Rewards and Recognition

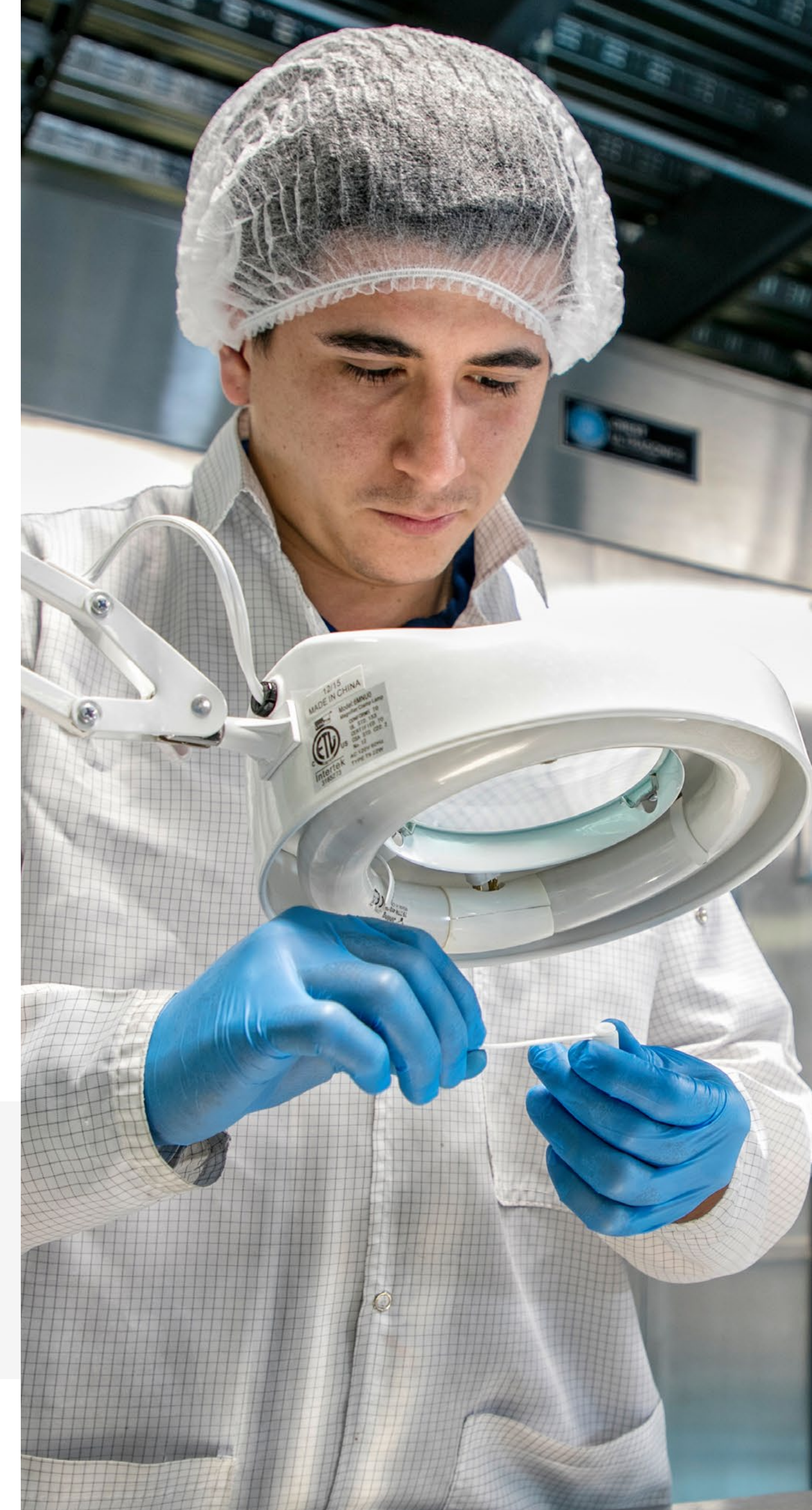
Celestica’s rewards and recognition programs acknowledge employees who are achieving business results by living our Brand and Values, and embracing the characteristics of our Leadership Imperatives.

Recognition takes place every day across Celestica. We encourage business and people leaders to acknowledge individual and team success in quarterly town halls, and in more formal ways through our Bravo! and Ignition Awards programs.



28,450
Bravo! Awards

were given out to recognize employees in 2022. Celestica’s Bravo! Program encourages employees to recognize others.



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Celestica's Ignition Awards program celebrates individuals and teams driving change in the organization. In 2022, there were over 280 nominations recognizing nearly 1,900 employees globally. The SparkChange Award honours those who drive significant sustainability improvements in their sites and communities. This category consists of three awards recognizing individuals or team contributions in the Americas, Asia and Europe regions during 2021.

SparkChange Ignition Award Winners

**Americas: Darren Harris, Facilities Support Manager
Portland, Oregon, United States**

A member of the Facilities team in Portland, Oregon, Darren has a strong focus on sustainability, which has led to significant achievements at the site. He established the first Green Team in the Portland site and worked tirelessly to encourage energy and cost savings, as well as motivating both senior leadership and site employees to participate. He collaborated with state and local agencies to secure grant funding and reduce carbon emissions. Darren initiated various energy savings projects, including upgrading the building automation system and air compressor, resulting in a total energy consumption reduction of 384 MWh. Additionally, he fostered a partnership with the local utility company to procure renewable wind energy, led the site's Responsible Business Alliance audit and organized sustainability week activities from which the site was able to donate almost 800 kg of food and clothing to their community and diverted 275 kg from landfill.

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Europe: Oradea Spark Change Team

Oradea, Romania

Despite pandemic restrictions, the Oradea Spark Change Team managed to carry out numerous impactful projects, focusing on areas such as energy consumption, community activities, health and wellness and environmental sustainability. Projects implemented by the team included: upgrading building infrastructure to drive cost and energy savings, launching a 1.6 MW photovoltaic plant, implementing waste packaging and monitoring programs, tracking batteries and educating local youth on proper waste disposal. The team also prioritized employee health and safety by offering various training programs, improving the site's regulatory reporting and enhancing Oradea's COVID-19 prevention approach. The team's engagement efforts helped increase employee time off for volunteering by 163% through the implementation of an Engagement calendar, which highlighted opportunities and enabled scheduling and registration for 35 unique events throughout the year, in which over 300 employees participated.

Asia: CJH Go Green Team

Johor-EMS, Malaysia

The Johor-EMS, Malaysia site prioritizes sustainability and encourages employee participation to drive positive change. The CJH Go Green Team culminated a multi-year project to improve chiller efficiencies by optimizing the condenser water loop—saving nearly 500 MWh and 2,920 cubic meters of water, and achieving cost savings. They also updated the frequency for variable speed drives to optimize chilled water and condenser pumps and integrated main air handling units into the building management system (BMS)—bringing the chiller system to the next level of excellence. Waste reduction efforts included repurposing production materials, reducing paper waste and recycling used cooking oil for biodiesel. In an effort to prioritize employee health and safety, the team partnered with an industry immunization program to facilitate access to COVID-19 vaccinations for employees. Additionally, they conducted community outreach through thank you cards and goody bags for frontline workers, and a food drive to support children with special needs.

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Operations Central Best of Best

Across Celestica, our employees drive continuous improvement practices every day. All employees are encouraged to submit their projects to be considered for our “Best of Best” Operations Central Awards.



2022 Winners, Sustainability Category

The “Best of Best: Sustainability” Award is given to solutions that make a significant impact by reducing energy or water consumption, increase the reuse or recycling of materials to reduce the amount of waste that goes to landfills, and reduce excessive working hours.

Photovoltaic Plant Project

Oradea, Romania.

Employees in Oradea, Romania implemented a Photovoltaic Plant project with the aim of decreasing annual electricity expenses by replacing grid electricity consumption. This project was initiated in response to a significant rise in electricity and distribution costs in the last quarter of 2021 compared to the last quarter of 2020. The Photovoltaic Power Plant is connected to a public power grid and was created for the direct self-consumption of photovoltaic output energy. The project aims to achieve an average reduction of 2,000 MWh per year in energy consumption.

Weldment Tube Consumption Reduction

Johor-EMS, Malaysia

The Weldment project, launched in 2020, presented an opportunity for employees in Johor-EMS, Malaysia. The team identified that imprecise tube length estimates were causing wastage and collaborated with the engineering change, design and production teams to revise the Bill of Material and cut list on the manufacturing and inspection drawing for the 87 parts. This effort resulted in a significant reduction in monthly average tube wastage from 207 metres to 61 metres, leading to substantial annual cost savings.

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Celestica is committed to supporting the communities in which we work and live. Throughout 2022, we continued to support our local communities to help those impacted by COVID-19. We volunteered our skills, time and creativity to make a difference in a host of ways—donating care packages containing rapid antigen tests and masks, supporting non-governmental organizations, engaging with the local community and much more.



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COVID-19 Relief

Shanghai, China

Employees from the Shanghai, China site organized volunteer events to help the community in the ongoing response to the COVID-19 pandemic. All of the events accumulated a total of 475 volunteer hours, helping the local community, with some events having employees delivering supplies during the lockdown period. Employees also assisted in doing nucleic acid tests (PCR) and disinfecting the surroundings afterward.



Laem Chabang, Thailand

Employees at Celestica’s Laem Chabang, Thailand site donated face masks and COVID-19 rapid antigen test kits (ATK) to community and healthcare centers. In total, the site donated 40,000 face masks, 600 ATK, and 816 tissue rolls. Representatives from local health centers and schools collected the items and distributed them to those in need.



Hong Kong, China

In March 2022, Celestica employees raised funds to create care packages and meal boxes for local non-governmental organizations (NGOs). The care packages contained ATK, masks and instant meals, and were donated to a service center for families and young people. The meal boxes included rice and vegetables for ready-to-cook meals and were donated to a local food bank supporting elders during the pandemic. In total, 1,350 packages were distributed locally.

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Giving Back



Singapore

In Singapore, employees continued their annual partnership with Food From the Heart (FFTH), a non-profit organization dedicated to feeding in-need members of their community through its food distribution program. More than 2,500 food items were donated by over 450 Celestica employees. Volunteers helped to pack the donated items to prepare them for delivery to FFTH, who distributed the items to the community.



Toronto, Canada

Together with the Give To Learn To Grow Foundation and the Thrive Global Project, Celestica Toronto employee, Mohamed Ahmed, climbed Mount Kilimanjaro to raise money to give students in Somalia access to computers and bridge the digital divide. On the morning of July 14, 2022, Mohamed's team made it to the summit of Mount Kilimanjaro, Uhuru Peak. This is 5,895m above sea level. To say this was no easy feat is an understatement, but as a team, they pushed through and climbed to the top. In the end, the team raised \$356,000 USD, exceeding their original goal of \$200,000 USD.

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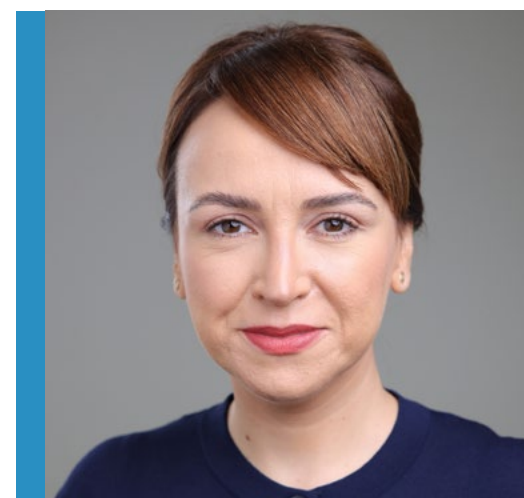
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Celestica's Time Off to Volunteer Program



Celestica's Time Off to Volunteer (TOV) program encourages all eligible employees to volunteer their time and skills in their communities.

Celestica provides up to 16 paid hours per calendar year for employees to use for volunteering, either individually or as a group with other employees. In 2022, employees demonstrated their commitment to volunteering through the TOV program, dedicating over 12,000 hours to various initiatives. Their efforts made a significant impact on their communities. The following pages showcase examples of how our employees supported and made a difference in their communities.



Alexandra Draghiciu
HR DIRECTOR
Oradea, Romania

Alex and hundreds of her colleagues in Oradea took part in one of the most inspiring community initiatives in Celestica's history—helping Ukrainian refugees who were fleeing the war. "When the conflict started, our local community set-up a refugee center to help feed and shelter thousands of refugees who were travelling through Romania enroute to other destinations," says Alex. Many of those fleeing had arrived with almost no belongings. Oradea employees stepped up in many ways. Hundreds helped to make thousands of sandwiches that were delivered to the center each week. Others donated items to help those who had to leave almost everything behind—toys helped provide much needed comfort for the many children who passed through. Still other employees volunteered to welcome incoming refugees to the center. "It was pure joy seeing people be kind to each other," says Alex. "Care is one of our company values and we live it authentically every day."

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Environmental Activities

Suzhou-GBS, China

Our Global Business Services (GBS) employees in Suzhou, China organized a volunteer event to clean up a mountain climbing route, as well as an educational trip to the “Suzhou Recycling Resource Management Company” where employees gained insights about waste management best practices and the waste management system. This event sparked a series of call-to-action activities on waste management around the office creating a sound sense of accountability.



Oradea, Romania

Employees at Celestica Oradea took pride in making garden embellishments at their local park. Forty-three volunteers put in a total of 150 hours of work into taking care of their community garden and park. They planted flowers, gathered leaves, trimmed the trees and painted and repaired statues at the park to create a pleasant and well-kept environment.



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Educational Activities

Laem Chabang, Thailand

To welcome back Wat Laem Chabang School students to their new semester, Celestica employees distributed stationery sets, ice cream buckets and snack boxes. This volunteering event created a joyful start to the new semester for students.



Kulim, Malaysia

In Kulim, Malaysia, employees volunteered at a local orphanage where they offered “Duit Raya”—a Malay tradition where adults give youths money as a token of celebration for Eid al-Fitr. Continuing this wonderful momentum, 72 employees also donated blood for those in need to spread the message of compassion and solidarity with one another.



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Social Activities

Oradea, Romania

Due to the ongoing conflict in Ukraine, Ukrainian refugees have made their way to Romania. Employees at our Oradea, Romania site sprung into action to help. Sixty Celestica employees gathered to help Ukrainian refugees by preparing sandwiches and providing shelter and transportation. Employees also volunteered at an emergency call center established to provide guidance and support to refugees as they arrived in the country.



Johor-EMS, Malaysia

In October 2022, Celestica Johor-EMS, Malaysia employees celebrated Diwali or Deepavali - The Festival of Lights at a homeless shelter. Volunteers decorated the shelter with lights and diyas to begin the festivities. They also organized celebratory activities such as making savory snacks like "murukku" and making traditional and colourful floor art called "Kolam" or "Rangoli". Celebrating Diwali at the homeless shelter created a sense of community and togetherness and shared the light of happiness.



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Singapore

Sixty-one employees in Singapore participated in the Race Against Cancer, an event to raise funds for the Singapore Cancer Society. Employees took part in either a 5km, 10km, 15km, 21km or 42km race. For every dollar raised by our runners, Celestica matched it dollar for dollar. Despite the sudden rain downpour in the middle of the race, our runners completed their races.

**Team
Celestica
18 – 25 Sep
2022**

**Together,
We Race**



Kulim, Malaysia

In honor of International Women’s Day, employees in Kulim organized a rose sale where all proceeds were donated to a local training center for special needs children and teenagers. In total, employees purchased over 140 roses for their colleagues and a generous donation was made to the local center.



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Mississauga, Canada

Hatim Yousuf from our Mississauga, Canada operations volunteered with the Tetra Society, a not-for-profit organization that recruits volunteers to work with clients to design and build assistive devices that are customized to the individual's needs. He designed a wireless Bluetooth device with an external USB-C rechargeable battery to assist Zeba, a client with lower case quadriplegia cerebral palsy, to communicate seamlessly without cable entanglement or expensive battery replacements. Hatim's remarkable accomplishment improved Zeba's quality of life and demonstrates his passion for making a meaningful difference in the community.



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Fundraising Activities

For the past 26 years, Celestica’s Canadian locations have supported the efforts of the United Way Greater Toronto through an annual fundraiser.

In 2022, employees took part in Get Up!, a virtual physical challenge, for the third consecutive year. Participants received donations for committing to running, walking, lifting, stretching and cycling for at least 280 minutes in support of people and families experiencing poverty. In total, 35 employees participated in the two week Get Up! Challenge placing Celestica 9th overall in donations raised. Our contributions also included a kick-off breakfast where donations were made to Toronto Centre of Learning & Development; Interim Place, a shelter for abused women and children in Mississauga; and Inn From the Cold, an organization that provides emergency shelter and support services for the homeless and those at risk of homelessness in York Region. Donations were also made to both Ernestine’s Women’s Shelter and The Stop Community Food Shelter as part of the leadership kick-off meeting. Finally, we had volunteers donate their time to support critical programs and services through various virtual and in-person Days of Caring opportunities. At the end of the fundraiser, \$255,000 CAD (including funds from the Celestica matching program) was donated to the United Way Greater Toronto. This brings Celestica’s lifetime giving amount to \$12.5 million CAD.



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Irene Sterian, P. Eng

Chief Executive Officer, REMAP
 Director of Technology and Innovation Development, Celestica

1962-2022



Celebrating the Life & Impact of Irene Sterian

A long-time Celestica employee, Irene Sterian was a trailblazer, big picture visionary and respected technology leader. She dedicated her career to advancing Canadian innovation and served as a role model to many—including countless women pursuing careers in STEM.

As a strategic technology leader with over 30 years of experience in electronics, Irene possessed an energized and entrepreneurial spirit and was a driving force in the future of manufacturing in Canada. As a proud Professional Engineer in Ontario, she drove significant accomplishments in engineering management and pioneered environmentally safe, sustainable manufacturing technologies.

A successful engineering executive, Irene demonstrated incredible creative vision with the ability to forge successful large-scale, cross-sector partnerships. Her work resulted in unprecedented investments in Canadian commercial research and development (R&D) in electronics manufacturing.

A culmination of her life’s work, in 2014 Irene founded Canadian innovation accelerator REMAP—now a \$49M pan-Canadian technology accelerator with 700+ members across industry and academia. Under her leadership, REMAP enabled the commercialization of hundreds of Canadian innovations, helped to create thousands of jobs, and supported small to medium enterprises (SMEs) in the adoption of digitization solutions that make them more competitive. REMAP has also delivered over 32,374 mentoring hours across the industry—helping to build skills and the Canadian talent pipeline.



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Honouring Irene's Legacy

As a global industry expert, Irene gave back to the manufacturing community in many ways throughout her inspiring life—whether publishing technical insights; lecturing or speaking; developing a patent in memory circuit packaging; spearheading manufacturing standards; serving on numerous boards and committees; or collaborating with academia, including her alma mater, the University of Toronto. She was also active in the community and acted as a champion for adults with exceptionalities.

In memory of her profound impact on Celestica and the broader advanced manufacturing sector, in November 2022 Celestica proudly served as the lead sponsor of Celebrating Unlimited Potential: A Tribute to the Life, Legacy and Impact of Irene Sterian—helping to raise \$50,000 toward the establishment of the Irene Sterian Scholarship for Women in Engineering at the University of Toronto, and an additional \$50,000 towards Active Lives Canada, in support of adults with exceptionalities.

“Irene was an incredible role model for many people across Celestica,” said Darryl Sills, Vice President, Operations. “We continue to be inspired by her significant accomplishments and the way she energized and empowered those around her.”

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We are committed to the highest standards of corporate governance. Our strong business ethics create an environment of trust in all of our business relationships, and we ensure all employees understand the importance of ethical behaviour when conducting business on behalf of Celestica.

Sustainability Governance GRI 2-9, 2,11, 2-12, 2-13, 2-14

Our Environmental, Social and Governance (ESG) strategy is integrated into every aspect of our business. Everyone at Celestica—from our Board of Directors and executives, to our functional teams, and global sites—recognizes that sustainability is the key to unlocking the potential of the future.

As the impact of climate-related events becomes increasingly apparent, the Celestica Board of Directors' Nominating and Corporate Governance committee increased its focus on our ESG practices. Celestica's Senior Vice President (SVP), Sustainability and Chief Legal Officer (CLO) provides an in-depth report to the Board annually on our ESG performance which includes ESG aspects associated with economic, environmental and people impacts.

This position formally reviews the Sustainability Report to ensure that the sustainability strategy is aligned with and integrated into our overall corporate strategy. Their annual compensation includes a metric that relates to achieving sustainability targets. This position reports directly to the Chief Financial Officer.

Celestica's Chief Executive Officer (CEO), Chief Operations Officer (COO), and Chief Financial Officer (CFO) receive quarterly sustainability updates. Discussions focus on our sustainability strategy and the progress we are making on our metrics. Input received in these meetings is used to shape Celestica's sustainability strategy and ensure it aligns with business priorities. Company performance on sustainability goals is tracked and progress is linked to annual and long-term objectives within the CEO's strategy and compensation. Through our objective setting processes, these objectives cascade down throughout our organization and are part of our overall management systems.

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In 2022, Celestica launched a Sustainability Committee. The Sustainability Committee's objectives are to:

- Increase input of Celestica's thought leaders and subject matter experts (SMEs) into long-term sustainability strategy.
- Expand resources to lead necessary projects.
- Ensure key stakeholder input, including employees, customers and suppliers are brought forward to formulate appropriate strategies.
- Embed relevant ESG objectives into relevant teams.
- Enhance reporting and communications.

The Sustainability Committee is chaired by the SVP, Sustainability and CLO. We believe that the creation of this committee will increase collaboration and strategic focus in ways that will take our sustainability program to the next level.

The Corporate Sustainability team directs the design, development and deployment of our ESG strategies and programs. The team manages the collaboration and integration of operational and functional teams that execute and report on yearly sustainability plans and initiatives. In addition, the team engages with external stakeholders, completes disclosure reports and conducts necessary reviews, assessments and research. The team ensures that there is support for an ethical and sustainable electronics supply chain through environmental and social efforts, while mitigating risks along the way.



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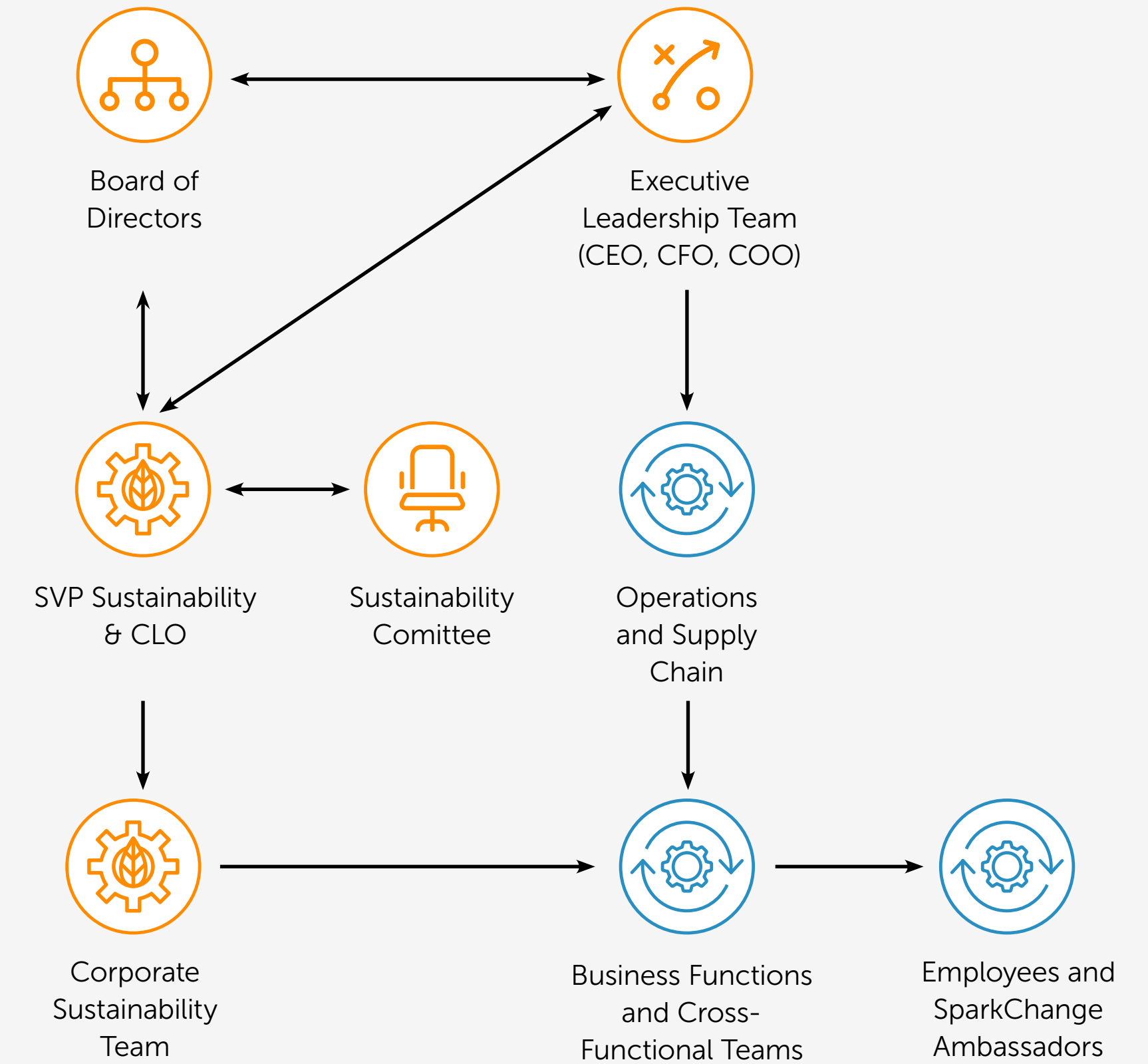
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The Corporate Sustainability team is responsible for:

- Monitoring ESG and sustainability trends and issues.
- Developing short, medium and long-term sustainability strategies for the company.
- Driving investments that support sustainable business practices.
- Coordinating all sustainability-related reporting, such as this report, the CDP, EcoVadis, Institutional Shareholder Services Inc. (ISS), SustainAlytics and the UN Global Compact Communication on Progress.
- Collaborating and creating alignment on ESG matters and goals with customers and suppliers.
- Engaging with external stakeholders such as communities, academics and third-party advisors to support the UN SDGs.
- Fostering a diverse and inclusive culture in which all team members are able to contribute fully and share their talents and innovative ideas.
- Reviewing our science-based targets (at minimum) annually, and resetting our baseline if needed.

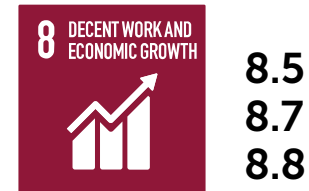
The SparkChange program is a key component of our sustainability initiatives. The program aims to drive innovation, inspire employees to incorporate sustainability into strategic conversations and encourages them to work together to unlock ideas. Located at our operational sites, our SparkChange Ambassadors engage with employees to grow the sustainability program. They also play a key role in educating employees about Celestica’s contribution to achieving sustainable solutions.

FIGURE 5.1: SUSTAINABILITY GOVERNANCE STRUCTURE



Board responsible for overseeing strategy	Functions responsible for implementing initiatives
Functions responsible for overseeing strategy	Functions responsible for oversight, governance and controls for sustainability
Function responsible for driving increased strategic alignment	

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8.5
8.7
8.8

Ethics Program GRI 2-6, 2-23, 2-26, 205-2, 412-2, 419-1, WH, CM, FMW

Celestica is committed to ensuring that our company culture is free from discrimination and harassment based on race, colour, religion, gender, gender identity, citizenship and/or origin, age, disability, sexual orientation, marital status, education, experiences, perspectives, languages or other factors.

Open communication is a critical component of Celestica’s culture. We encourage our employees to speak with their managers, a member of management or Human Resources should they have concerns or questions on legal or ethical matters.

In 2022, our global workforce completed approximately 7,270 hours of compliance training. All new employees, regardless of job role or function, receive Business Conduct Governance (BCG) training within 30 days of joining Celestica. This commitment to BCG compliance is renewed by all regular employees annually.

To learn more about additional aspects of our Compliance Program, such as compliance training, the BCG and assessing risk areas, as well as aspects of our ethical labour practices, such as prohibiting child labour, forced and compulsory labour, compliance with migrant worker standards, and working hours, please visit the [Celestica website](#).



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Labour and Ethics Management

GRI 2-23, 2-26

At Celestica, we strive to create a safe work environment and treat our employees with dignity and respect. To fulfill this mandate, we have established a Labour and Ethics Management system. This system ensures compliance with applicable laws, regulations and customer requirements related to our operations and products, including adherence to Celestica's BCG Policy and the RBA Code of Conduct. Each site has a governing document that includes any global policies and procedures, as well as local governing practices and regulations that are implemented at the site.

To ensure compliance to the RBA, Celestica assesses its manufacturing operations sites every two years, through a combination of internal and external audits (in-person or remote). Annual self-assessments, internal risk assessments and improvement objectives are also recorded and actioned for each manufacturing site.

Within the development of commercial relationships with suppliers, Celestica ensures adherence to the RBA code and all labour standards, including freely chosen employment, child labour, discrimination and harassment.

To learn more about Celestica's Labour and Ethics Management, including the RBA Code, please visit the [Celestica website](#).

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About This Report GRI 2-3, 2-5



9.5



17.16
17.17

Since 2009, Celestica has published annual reports documenting our corporate social responsibility programs and environmental sustainability initiatives. We are committed to reporting our GHG emissions annually and began including third-party assurance of our GHG emissions in 2013. We published our previous report in September 2022, which contained results from the 2021 calendar year. This report contains results from the 2022 calendar year.

To view previous sustainability reports, please visit the [Celestica website](#).

Materiality GRI 3-1, 3-2

Identifying and mitigating actual and potential impacts of Celestica’s operations is integrated into our multidisciplinary company-wide risk management process. The process used to determine which material topics could have substantive financial, strategic and environmental impacts applies to all value chain stages (upstream, downstream and direct operations) and consists of robust policies and procedures that help Celestica identify, assess and respond to risks and opportunities. Celestica also assesses the actual and potential impacts that occur to the people within our business, including their human rights.

The Corporate Sustainability team conducts annual (short term) materiality assessments with internal and external stakeholders (e.g., employees, facilities, customers, suppliers, consortia/industry, non-governmental organizations and academia). Through this process, we are able to identify and assess material topics including their actual and potential impacts on the environment, economy and people, including their human rights.

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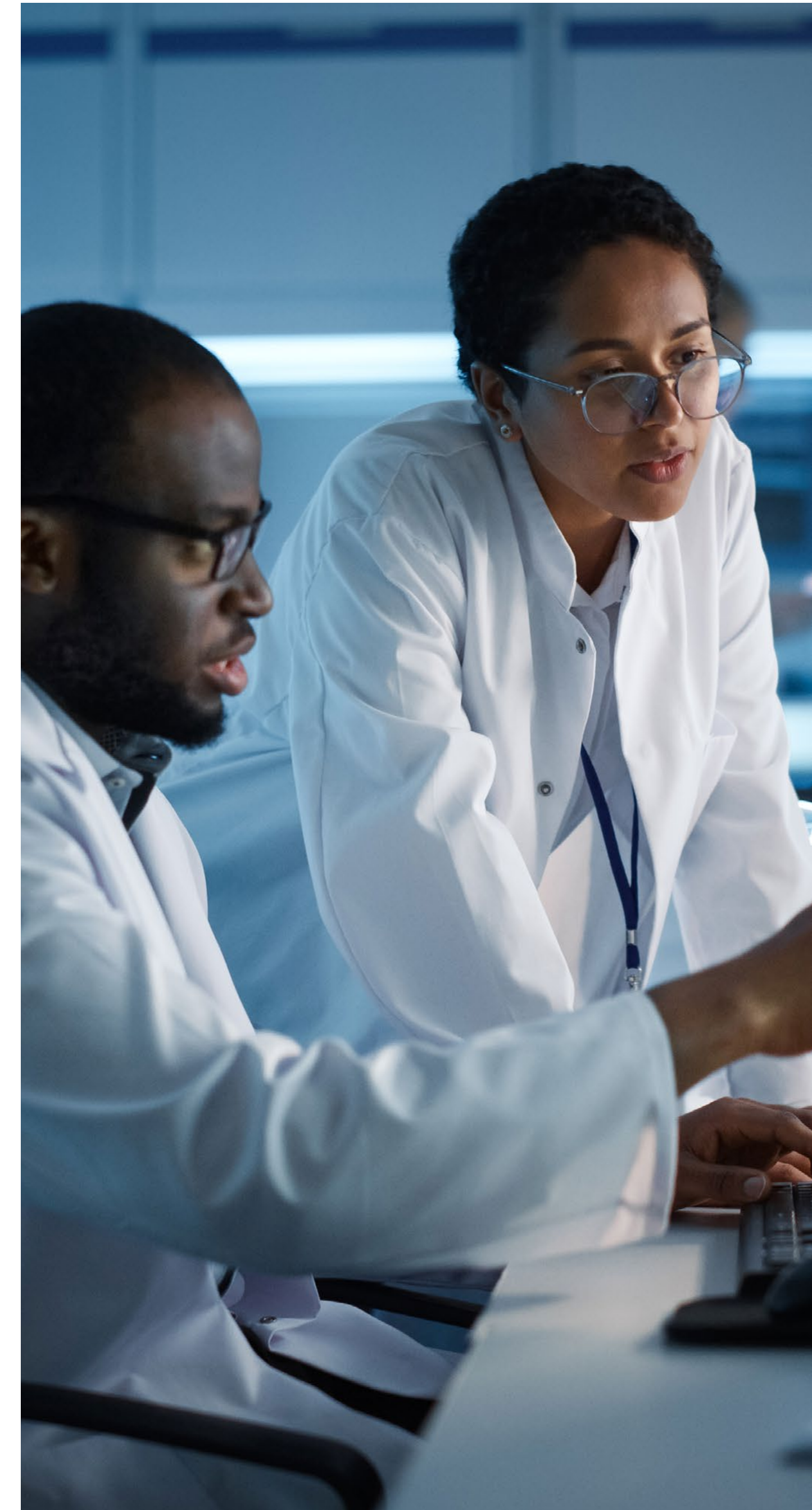
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Celestica's facilities also contribute to the identification of local and regional environmental risks and opportunities through our environmental compliance program and report the site's progress towards our sustainability goals. Our sustainability, EHS and global security and facilities teams work together to identify, mitigate and respond to identified actual and potential impacts of our material topics. 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. Our annual Tabletop Exercises (TTEs) in our risk assessment have been tested for short-term supply constraints, downtime and transportation/logistics issues due to severe weather, flooding, etc. This accounts for potential impacts on delivering materials to Celestica and goods/ services to our customers.

The actual and potential impacts of each material topic is assessed based on the severity and likelihood of occurrence. A quantitative analysis is conducted by consulting internal subject matter experts, as well as relevant stakeholders to complete the assessment of material topics.

Climate-related risks are objectively assessed by our Internal Audit team as part of our annual global Risk Assessment process, in consultation with the SVP Sustainability and CLO. The SVP Sustainability and CLO works with our Internal Audit team to integrate climate-related risk topics into Celestica's annual global risk assessment, reflecting the anticipated likelihood of occurrence and level of impact. Senior executives are informed of impact assessment results on a quarterly basis.



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Once material topics are identified, stakeholder importance is determined by quantifying the number of interactions with stakeholders for each topic and subject matter experts rank the topics based on the potential short-term and long-term impacts each topic can have on the organization. A materiality matrix is created based on the results from the stakeholders and experts. Figure 5.2 illustrates the material topics for our company and stakeholders, with the highest priority given to those with the greatest importance to Celestica and to our stakeholders.

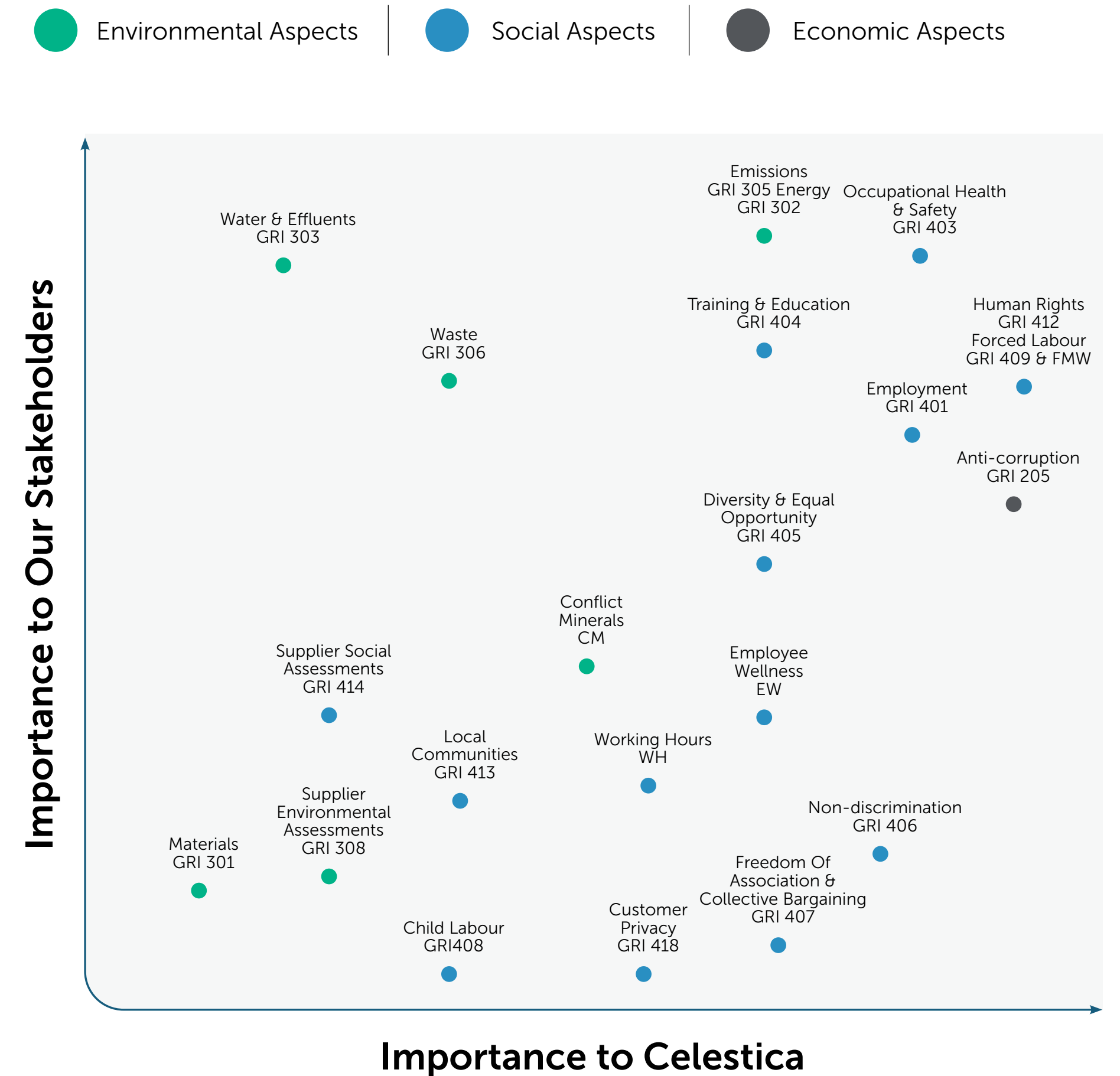
Unless otherwise stated, the boundary for our material topics will represent 100% of Celestica’s footprint.

The list of material topics that Celestica is prioritizing includes:

- | | |
|---|--|
| • Water and Effluents | • Employee Wellness (EW) |
| • Waste | • Supplier Social Assessments |
| • Energy and Emissions | • Supplier Environmental Assessments |
| • Occupational Health and Safety | • Local Communities |
| • Training and Education | • Working Hours (WH) |
| • Human Rights, Forced Labour and Foreign Migrant Workers (FMW) | • Non-discrimination |
| • Employment | • Freedom of Association and Collective Bargaining |
| • Anti-Corruption | • Customer Privacy |
| • Diversity and Equal Opportunity | • Child Labour |
| • Conflict Minerals (CM) | • Materials |

Given updates made to the GRI Standard, the Environmental Compliance material topic has been embedded in our management approaches and is considered table stakes in order to report to the standard. Environmental Compliance is foundational to GRI standards and therefore we will continue to report against the topic as needed.

FIGURE 5.2: MATERIALITY MATRIX



Stakeholder Engagement GRI 2-29

We regularly engage with our stakeholders to determine our material topics, identify actual and potential impacts associated with the material topics and establish mitigation plans. Our stakeholder groups are those that have an impact on our business or have the potential to be affected by our business, and also includes external organizations that have expertise in the areas that relate to our material topics. We engage with our stakeholder groups in various ways, listed in Figure 5.3.

Celestica recognizes the importance of fostering meaningful relationships with our stakeholders, which can only be done with ongoing communication and integrating stakeholder expectations in our decision-making. Stakeholders not only inform Celestica during the process of establishing material topics, but also provide feedback that is recorded and integrated into our decision-making processes. Stakeholders are, at minimum, informed annually on how their feedback has influenced Celestica’s decisions.

FIGURE 5.3: STAKEHOLDER ENGAGEMENT TABLE

STAKEHOLDER GROUP	ENGAGEMENT APPROACH	TOPICS	ACTION
Employees	<ul style="list-style-type: none"> • Town hall meetings • Leadership meetings • Employee surveys • Sustainability Report • Annual risk assessment • Internal communication • Courses and training 	<ul style="list-style-type: none"> • Energy • Emissions • Water • Waste • Wellness • Recognition • Training • Communities • Working hours • Diversity and Inclusion • Health and Safety • Ethics, Compliance and Human Rights 	<ul style="list-style-type: none"> • Ensure SparkChange Ambassadors inform employees of status towards goals • Facilitate Time Off to Volunteer events in local communities • Discuss topics on virtual employee communities and with subject matter experts • Connect employees to subject matter experts on areas of specific interest • Increase capacity within leadership to talk about sustainability • Create and share the annual Sustainability Report • Inform employees of Celestica’s Hours of Work Policy • Organize events with activities to educate and engage employees • Facilitate mandatory training

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STAKEHOLDER ENGAGEMENT TABLE CONTINUED

STAKEHOLDER GROUP	ENGAGEMENT APPROACH	TOPICS	ACTION
Customers	<ul style="list-style-type: none"> • Teleconferences • Voluntary reporting • Surveys • Audits • Scorecards • Collaboration projects • Membership associations / boards • Emails 	<ul style="list-style-type: none"> • Energy • Emissions • Health and safety • Supply chain product compliance • Working hours • Transparency • Conflict minerals • Diversity and Inclusion • Human Rights 	<ul style="list-style-type: none"> • Share strategy to align resources on mutually beneficial projects • Share environmental and social best practices • Share relevant data (i.e. conflict minerals, supplier diversity spend) • Provide training on topics of interest • Communicate updates on audit findings and necessary corrective actions • Collaborate with customers to ensure supplier compliance • Respond to customer-led surveys • Participate in sustainable supply chain conferences • Respond to CDP Climate Change and Water Security Questionnaires • Respond to EcoVadis Assessment • Create and share the annual Sustainability Report • Participate in industry associations (i.e. RBA)
Suppliers	<ul style="list-style-type: none"> • Emails • Teleconferences • Questionnaires • Facility assessments • Scorecards • Emissions assessment 	<ul style="list-style-type: none"> • Health and safety • Human rights • Environmental compliance • Business conduct • Conflict minerals • Anti-corruption • Energy • Emissions 	<ul style="list-style-type: none"> • Ensure the completion of RBA Self-Assessment Questionnaires • Ensure participation in the RBA Validated Assessment Program • Conduct Verification Visits • Assess suppliers using supplier scorecards • Participate in sustainable supply chain conferences • Create partnerships and engage in programs, where appropriate • Participate in Celestica’s Supplier Emissions Program
Consortia	<ul style="list-style-type: none"> • RBA meetings • RBA working groups • Seminars • Webinars 	<ul style="list-style-type: none"> • Working hours • Energy • Emissions • Supply chain • Conflict minerals • Human rights • Labour and ethics • Materials • Health and safety • Water • Waste 	<ul style="list-style-type: none"> • Perform RBA site audits • Supplier assessments • Collaborate on RBA-sponsored projects • Complete additional reporting

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STAKEHOLDER ENGAGEMENT TABLE CONTINUED

STAKEHOLDER GROUP	ENGAGEMENT APPROACH	TOPICS	ACTION
Government	<ul style="list-style-type: none"> Local government regulations Site inspections Site audits 	<ul style="list-style-type: none"> Energy Emissions Water Waste Human resources Health and safety Permit compliance 	<ul style="list-style-type: none"> Monitor local regulations and update standards to maintain compliance Provide legally required test results Update and maintain health and safety programs according to local regulations Properly handle and dispose of waste and effluents Monitor air and water quality where applicable Active engagement regarding pandemic related requirements
Investors	<ul style="list-style-type: none"> Investor surveys Securities filings (quarterly and annually) Analyst calls Sustainability Report 	<ul style="list-style-type: none"> Economic performance Governance (Board structure, compensation, audit and risk oversight) Emissions Energy Water Waste Product safety and quality Stakeholders and society Labour relations Employee and shareholder rights 	<ul style="list-style-type: none"> Coordinate corporate-wide response to surveys (i.e. Institutional Shareholder Services and Environment and Social Assessments) Monitor investor surveys for emerging topics Educate leadership on emerging ESG trends Create gap analyses and strategies to respond to surveys Expand capabilities for investor-led reporting, such as SASB and the TCFD
Non-Governmental Organizations	<ul style="list-style-type: none"> Meetings Teleconferences On-site tours Collaboration projects 	<ul style="list-style-type: none"> Energy Water Labour relations Communities 	<ul style="list-style-type: none"> Increase energy literacy Increase waste productivity Participate in or implement community engagement activities Discuss sustainability and ESG trends Create partnerships and engage in programs, where appropriate Participate in sustainable supply chain conferences
Academia	<ul style="list-style-type: none"> Emails Presentations Events 	<ul style="list-style-type: none"> Energy Waste Emissions Working hours Communities 	<ul style="list-style-type: none"> Participate in presentations and panel conversations for students Attend networking events with students Create partnerships and engage in programs, where appropriate Participate in academic research studies

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KPI Summary

The Key Performance Indicator (KPI) Summary provides an overview of our performance over time.

Technical Notes About Data **GRI 2-5**

The greenhouse gases included in the calculation of our Scope 1, 2 and 3 emissions are carbon dioxide (CO₂), nitrous oxide (N₂O) and methane (CH₄). Greenhouse gas emissions are calculated based on the requirements of the WRI/WBCSD GHG Corporate Accounting and Reporting Standard (revised), and the GHG Protocol Scope 2 Guidance—Amendment to the GHG Protocol Corporate Standard, and The Greenhouse Gas Protocol—Corporate Value Chain (Scope 3) Standard. Our source for global warming potentials (GWPs) is the IPCC Fourth Assessment Report (AR4; 100 year). Our Scope 1 and 2 emissions and Scope 3 Categories 3, 6 and 7 emissions are verified through a third-party in accordance with ISO 14064-3:2006 and emissions factors and GWPs used are located within our CDP submission.

No energy is sold by Celestica, nor are heat, steam or cooling purchased for consumption. Celestica has no fuel consumption from renewable sources such as biogas or biomass. These are generated from other sources of energy. There are no biogenic emissions generated from our operations. We do not track sources of potential fugitive emissions, such as from fire extinguishers, or refrigerants from air conditioning units.

We began tracking our GHG emissions on a monthly basis using sustainability management software in 2012, and our waste and water in 2013. Square footage covered within the data below is indicated within the tables, representing the manufacturing sites over which we have operational control and measurement. Between 2022 and our 2018 base year, we have not passed our significance threshold of a 10% change in square footage to require a baseline recalculation, as per our internal policy and the GHG Protocol. We will work to increase the amount of square footage covered by our reporting in the future.

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MAJOR OPERATIONS' SQUARE FOOTAGE BY REGION GRI 102-4, SASB TC-ES-000.B

Region	Facilities	Square Footage (in Thousands)
Asia	China*, Laos, Indonesia*, Japan*, Malaysia*, Thailand*, Singapore*, South Korea*, India	4,780
North America	Canada* United States* Mexico*	1,950
Europe	Ireland* Spain Romania	465

*Represents multiple locations.

Environmental

DIRECT AND INDIRECT GREENHOUSE GAS EMISSIONS [MT CO2E] GRI 305-1, 305-2, 305-3, 305-4, 305-5, SDG 7.2, 8.4, 9.4, 12.2, 12.4, 12.8, 13.1, 13.3

Year	SBTi Base Year 2018	2020	2021	2022
Square Footage Covered (%)	97%	99%	97%	96%
Direct Emissions (Scope 1)	8,867	8,925	13,570	9,860
Indirect Emissions (Scope 2, Location-based)	174,505	140,762	125,627	135,471
Indirect Emissions (Scope 2, Market-based)	175,157	52,687	53,896	25,805
Indirect Emissions (Scope 3)*	454,940	663,274	589,251	752,095
Category 1: Purchased Goods and Services	189,788	463,296	173,579	241,130
Category 2: Capital Goods	50,315	28,780	84,113	25,431
Category 3: Fuel- and Energy-Related Activities Not Included in Scope 1 or Scope 2	33,808	37,938	36,028	38,542
Category 4: Upstream Transportation and Distribution**	53,065	57,263	72,091	82,481
Category 5: Waste Generated in Operations	100	380	806	639
Category 6: Business Travel (Air & Hotel)	5,084	545	618	4,737
Category 7: Employee Commuting	34,870	17,886	22,141	28,169
Category 9: Downstream Transportation and Distribution**	29,514	28,481	43,737	57,950
Category 10: Processing of Sold Products	29,393	24,320	19,563	15,640
Category 11: Use of Sold Products	29,003	4,385	136,386	257,091
Category 13: Downstream Leased Assets	n/a	n/a	190	288

*Categories from the Greenhouse Gas Protocol Corporate Value Chain (Scope 3) Accounting and Reporting standard.

**We use a distance-based method of calculating the upstream transportation and distribution emissions.

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GREENHOUSE GAS EMISSIONS TYPES (MT CO2E), 2022* GRI 305-1, 305-2				
Gas Type	CO2	CH4	N2O	Total
Scope 1 - Diesel	307	0	5	312
Scope 1 - Fuel Oil	16	0	0	16
Scope 1 - Kerosene	160	0	0	160
Scope 1 - Liquid Petroleum Gas	735	1	0	736
Scope 1 - Natural Gas	8,608	12	5	8,625
Scope 1 - Petrol	11	0	0	11
Scope 2 - Electricity	134,671	183	624	135,478

ENERGY [GJ]* GRI 302-1, 302-4, SDG 7.1, 7.2, 8.4, 9.4, 12.2, 12.4, 12.8, 13.1, 13.3			
Year	2020	2021	2022
Total Electricity	1,034,001	930,365	1,040,162
On-Site Renewable Energy	15,903	13,171	32,102
Imported green energy	90,989	96,540	63,681
Electricity Balance (Imported Non-Green Grid Energy)	927,108	820,654	944,378
Total Fuel (Non-Renewable Sources)	169,208	261,860	189,875
Natural Gas	148,480	241,058	170,131
Liquefied Propane Gas	10,338	11,903	12,359
Fuel Oil	214	213	213
Diesel Fuel	7,515	5,932	4,653
Kerosene	2,628	2,525	2,340
Petrol	0	229	180
Ethanol E-10	34	0	0
Total Energy Consumption	1,203,209	1,192,225	1,230,037
Total Energy Attribute Certificates	559,254	428,340	685,705

*Square footage found in the Direct and Indirect Greenhouse Gas Emissions table.

ENERGY INTENSITY* GRI 302-3, 305-4, SDG 7.3			
Year	2020	2021	2022
MWh/million US\$ revenue	50.0	45.9	39.9
mt CO2e/million US\$ revenue	10.7	12.0	4.9

ADDITIONAL AIR EMISSIONS [MT] GRI 305-7			
Year	2020	2021	2022
Square Footage Covered (%)	31%	32%	25%
Volatile Organic Compounds (VOCs)	4.01	4.52	4.19
Particulate Matter (PM)	2.41	0.07	0.08
PM 2.5	0.02	0.07	0.07
PM 10	0.02	0.07	0.07
Nitrogen Oxides (NOx)	2.21	0.51	7.61
Methane (CH4)	0.00	0.009	0.01
Sulphur Oxides (SOx)	0.47	0.0023	0.02
Lead (Pb)	0.00018	0.45	0.56
Non-Methane Hydrocarbons (NMHC)	0.85	0.79	0.25
Hazardous Air Pollutants	0.00	0.00	0.00
Tin	0.00063	0.03	0.04
Total	9.99	6.52	12.88

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EFFLUENTS AND WASTE [MT] | GRI 306-2, 306-3, 306-4, 306-5, SDG 8.4, 9.4, 12.2, 12.3, 12.4, 12.5, 12.8, 17.16, 17.17, SASB TC-ES-150A.1

Year	2020	2021	2022
Square Footage Covered (%)	87%	77%	77%
Waste by Disposal Method			
Non-Hazardous Waste			
Reuse	10	8	11
Recycle	9,488	8,901	9,833
Compost	424	422	402
Incinerate	592	1,232	2,448
Landfill	851	1,698	1,368
Total Non-Hazardous	11,365	12,261	14,062
Hazardous Waste			
Incinerate	0	0	6
Recycle	2,139	2,092	3,012
Landfill Treatment	182	405	456
Total Hazardous	2,321	2,498	3,474
Waste Commodity Breakdown			
Cardboard	3,946	3,525	4,098
Plastic	2,329	1,210	1,772
Metal	1,434	2,496	2,250
Wood	1,492	1,424	1,404
Mixed Landfill	709	1,396	1,368
Organics	566	724	402
E-waste	396	464	845
Mixed Hazardous Waste	1,925	2,034	2,621
Mixed Waste-to-Energy	592	1,232	2,454
Mixed Construction Waste	80	57	81
Paper	217	197	239
Total	13,686	14,758	17,534
Waste Diversion Rate	92.5%	85.6 %	89.6 %

WATER WITHDRAWAL[ML] | GRI 303-3, SDG 6.1, 6.2, 6.4, 8.4, 12.2

Year	2020	2021	2022
Square Footage Covered (%)	88%	89%	87%
Water withdrawal in High or Extremely High Baseline Water Stress	96	71	69
Total Water Withdrawal	1,248	1,168	1,158

WATER CONSUMPTION [ML] | GRI 303-5, SDG 6.1, 6.2, 6.4, 8.4, 12.2

Year	2020	2021	2022
Square Footage Covered (%)	-	41%	43%
Water consumption in High or Extremely High Baseline Water Stress		9	0
Total Water consumption		390	449

CERTIFICATIONS, 2022

	Percentage of operations certified*
ISO 14001	63%
ISO 50001	26%

*Exclusive of offices and warehouses

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ASSESSMENTS | GRI- 308-1, 414-1, CM, SDG 8.4, 12.2, 12.6, 17.17, SASB TC-ES-320A.2, SASB TC-ES320A.3

Year	2020	2021	2022
Number of suppliers screened using environmental criteria	146	222	5411
Percentage of suppliers screened using environmental criteria, by spend	N/A	N/A	92.21%
Number of suppliers screened using social criteria	174	222	5411
Percentage of suppliers screened using social criteria, by spend	N/A	N/A	92.21%
Percentage of entity's facilities audited in the RBA Validated Audit Process (VAP) or equivalent, by all facilities*	30.30%	37.84%	41.67%
Percentage of entity's facilities audited in the RBA Validated Audit Process (VAP) or equivalent, by high risk facilities	N/A	N/A	N/A
Percentage of Tier 1 supplier facilities audited in the RBA Validated Audit Process (VAP) or equivalent, by all facilities*	9.72%	21.05%	14.36%
Percentage of Tier 1 supplier facilities audited in the RBA Validated Audit Process (VAP) or equivalent, by high risk facilities	N/A	N/A	N/A
Non-conformance rate with the RBA VAP or equivalent for priority non-conformance for the entity's facilities	N/A	0.21	0.07
Corrective action rate with the RBA VAP or equivalent for priority non-conformance for the entity's facilities	N/A	1.00	1.00
Non-conformance rate with the RBA VAP or equivalent for other non-conformances for the entity's facilities	0.90	6.36	7.00
Corrective action rate with the RBA VAP or equivalent for other non-conformances for the entity's facilities	1.00	1.00	1.00
Non-conformance rate with the RBA VAP or equivalent for priority non-conformance for the entity's tier 1 supplier facilities	0.08	0.06	0.33
Corrective action rate with the RBA VAP or equivalent for priority non-conformance for the entity's tier 1 supplier facilities	1.00	1.00	1.00
Non-conformance rate with the RBA VAP or equivalent for other non-conformances for the entity's tier 1 supplier facilities	3.42	4.03	7.78
Corrective action rate with the RBA VAP or equivalent for other non-conformances for the entity's tier 1 supplier facilities	1.00	1.00	1.00

*Note that Celestica follows an agreement that audits or equivalent are valid for 2 years and therefore facilities may be skipped year-over-year

AFTER-MARKET SERVICES | SDG 8.4, 12.4, 12.5, SASB TC-ES-410A.1

Year	2020	2021	2022
Number of Units Repaired	2,173,354	1,838,280	1,393,324
Estimated Weight of Materials Diverted from Landfill [mt]	3,974	2,236	1,236

CERTIFICATIONS

Year	2020	2021	2022
Percentage of direct suppliers verified with ISO 14001 or EMAS environmental management system equivalent*	Not reported	Not reported	1%

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EMPLOYEE TYPE BREAKDOWN, 2022 | GRI 2-7, SASB TC-ES-000.C

	Quantity	Percentage
Regular (Permanent)	23,077	88%
Temporary (Contract)	1,191	4%
Third-Party Contractors	2,056	8%
Total	26,324	100%

WORKFORCE DISTRIBUTION BY REGION (INCLUDES REGULAR, CONTRACT AND THIRD-PARTY CONTRACTORS) | GRI 2-7

Year	2020	2021	2022*
Asia	66%	65%	67%
North America	23%	25%	24%
Europe	11%	10%	9%

GENDER, REGION, AND EMPLOYEE TYPE, 2022* | GRI 2-7

Region	Asia			North America			Europe			Global
Employee Type	Contract	Regular	Total	Contract	Regular	Total	Contract	Regular	Total	Total
Female	2%	59%	61%	3%	34%	37%	1%	47%	48%	54%
Male	1%	38%	39%	5%	58%	63%	2%	50%	52%	46%
Total	3%	97%	100%	8%	92%	100%	3%	97%	100%	100%

GENDER, EMPLOYEE TYPE, AND AGE, 2022* | GRI 2-7

Employee Type	Regular Employees			Contract Employees			Global
Employee Gender	Female	Male	Total	Female	Male	Total	Total
Under 30 Years	25%	10%	35%	28%	30%	58%	36%
30 - 50 Years	30%	23%	53%	16%	9%	25%	52%
Over 50 Years	5%	7%	12%	12%	5%	17%	12%
Total	60%	40%	100%	56%	44%	100%	100%

*Number of employees covered found in the Employee Breakdown table.

SOCIAL CONTINUED

NEW HIRES AT CELESTICA GRI 401-1, SDG 4.4, 5.5, 8.5, 8.6				
	New Hire Rate 2020	New Hire Rate 2021	New Hire Rate 2022*	Total Employee New Hires 2022*
Total	17%	26%	55%	10,850
Region				
Asia	56%	57%	68%	7,344
North America	42%	39%	30%	3,211
Europe	2%	4%	3%	295
Age				
Under 30 Years	58%	60%	67%	7,269
30-50 Years	37%	33%	28%	3,068
Over 50 Years	6%	7%	5%	513
Gender				
Female	47%	51%	60%	6,553
Male	53%	49%	40%	4,297

GLOBAL TURNOVER** GRI 401-1				
	Turnover Rate 2020	Turnover Rate 2021	Turnover Rate 2022*	Total Number of Employees 2022*
Total	34%	25%	31%	8,174
Region				
Asia	67%	63%	67%	5,515
North America	25%	32%	28%	2,305
Europe	8%	5%	4%	354
Age				
Under 30 Years	47%	51%	58%	4,761
30-50 Years	43%	41%	36%	2,923
Over 50 Years	10%	8%	6%	590
Gender				
Female	54%	49%	62%	5,098
Male	46%	51%	38%	3,076

*Number of employees covered found in the Employee Breakdown table

**This breakdown is based on voluntary and involuntary turnover excluding any death, expiry of contract or transfers

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BOARD OF DIRECTORS GENDER DIVERSITY GRI 405-1, SDG 5.5			
Year	2020	2021	2022
Proportion of Women on the Board	22%	20%	36%

EMPLOYEE TRAINING HOURS BY GENDER, 2022 GRI 404-1, SDG 4.3, 4.7		
Male	Female	Total
871,972	2,325,015	3,196,986

ETHICS HOTLINE REPORTING GRI 406-1, SDG 8.5, 8.7, 8.8			
Category	2020	2021	2022
Harassment	16	8	31
Fraud	1	3	5
Conflicts of Interest	4	1	9
Discrimination**	9	12	16
Violation of Policy	2	5	13
Misconduct	35	29	34
Other	14	13	6

OCCUPATIONAL HEALTH AND SAFETY GRI 403-9, SDG 8.8, SASB TC-ES-320A.1			
Year	2020	2021	2022
Lost-Time Incident Rate [†]	0.05	0.097	0.04
Lost-Days Rate ^{††}	1.25	1.74	1.0
Total Recordable Incident Rate [†]	0.26	0.30	0.20
Work-Related Fatalities	0	0	0
Near Miss Frequency Rate ^{†††}	5	5.1	15

EMPLOYEES PROTECTED BY COLLECTIVE BARGAINING AGREEMENTS, BY LOCATION, 2022 GRI 407-1, 102-41, SDG 8.5, 8.8	
Asia	1,790
North America	1,127
Europe	2,270
Total	5,187

EMPLOYEE TIME OFF TO VOLUNTEER PARTICIPATION RATE, BY REGION* SDG 12.8, 17.16, 17.17			
Year	2020	2021	2022
Employees Covered (%)	99%	99%	99%
Global	20%	16%	15%
North America	5%	4%	2%
Asia	26%	21%	19%
Europe	8%	18%	18%

*This breakdown is based on employees covered by Celestica's Time Off to Volunteer Policy

**All sixteen reports were investigated by Celestica and seven were found to have merit, appropriate actions were taken, and all are now closed.

[†] The lost-time incident rate represents the number of lost-time incidents for every 200,000 person hours worked.

^{††} The lost-days rate is the number of days lost due to incidents for every 200,000 person hours worked.

^{†††} This rate is the number of near misses for every 200,000 person hours worked. However, this metric also includes events that are opportunities for improvement, so this number is likely overreported.

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EMPLOYEE BENEFITS SUMMARY, 2022[†] | GRI 401-2, 401-3, SDG 8.5, 8.8

Benefits Type	Canada, USA, Europe, Asia (Excluding Laos)	Mexico	Laos
Life Insurance	Yes	Yes	No
Healthcare	Yes	Yes	No
Disability and Invalidity Coverage	Yes	No	No
Parental Leave (Any Type)	Yes	Yes	Yes
Retiree Benefits	Yes	No	No

[†]We also offer sick leave programs, paid time-off, and other benefits on a regional or site level to support employees when they become ill.

FOREIGN MIGRANT WORKERS, 2022 | SDG 8.8

Asia	1,359
Europe	87
North America	8
Total	1,454

PERCENTAGE OF EMPLOYEES WORKING MORE THAN 60 HOURS PER WEEK | WH, SDG 8.5

	2020**	2021**	2022**
Employees Covered (%)*	99%	99%	97%
Global	1.04%	0.70%	1.60%

PERCENTAGE OF EMPLOYEES WORKING MORE THAN 6 CONSECUTIVE DAYS | SDG 8.5

	2020**	2021**	2022**
Employees Covered (%)*	99%	99%	97%
Global	4.50%	3.22%	7.65%

*Employees included in this calculation are based on RBA definition, covering 20,336 employees.

**The RBA allows for certain exemptions to working hours requirements in the case of emergency or other unusual situations. China was recognized on Feb 9th, 2020 and all regions globally were recognized on March 18th, 2020 until August 1, 2023. Celestica has followed the RBA Working Hour Advisory guidance for definitions of conformance during these time periods.

CERTIFICATIONS, 2022

	Percentage of Operations Certified***
ISO 45001	49%
ISO 27001	14%

***Exclusive of offices and warehouses

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The Global Reporting Initiative (GRI) drives sustainability reporting by all organizations. GRI produces a comprehensive sustainability reporting framework that is widely used around the world to enable greater organizational transparency. The framework, including the reporting guidelines, sets out the principles and indicators that organizations can use to report their economic, environmental, and social performance.

This report is published with the Global Reporting Initiative’s (GRI) “GRI Sustainability Reporting Standards (2021)” (GRI Standards), GRI 1: Foundation 2021. Celestica has reported in accordance with the GRI Standards for the period from January 1, 2022 to December 31, 2022.

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DISCLOSURE NUMBER	DISCLOSURE TITLE	REFERENCE/RESPONSE
Organizational Profile		
2-1-a	Organizational details	Celestica Inc.
2-6-b	Activities, value chain and other business relationships	2022 20-F Form Brand and Values Services Overview Our Products and Services Supplier Resources
2-1-c	Organizational details	Toronto, Ontario, Canada
2-1-d	Organizational details	2022 20-F Form Locations KPI Summary
2-1-b	Organizational details	2022 20-F Form
2-6-a	Activities, value chain and other business relationships	2022 20-F Form Markets Overview
2-7-a	Employees	KPI Summary
2-7-b	Employees	KPI Summary
2-7-c	Employees	2022 20-F Form These values represent total headcount, based on data on December 31, 2022.
2-7-d	Employees	2022 20-F Form
2-7-e	Employees	Given the variable nature of our project flow and the quick response time required by our customers, it is critical that we quickly adjust our production up or down to maximize efficiency. Changes in headcount over the reporting period are aligned with business results.

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Organizational Profile		
2-6-c	Activities, value chain and other business relationships	2022 20-F Form
2-6-d	Activities, value chain and other business relationships	2022 20-F Form
3-3-d	Management of material topics	Key Impacts and Risks
2-28-a	Membership associations	Memberships and Affiliations
Strategy		
2-22-a	Statement on sustainable development strategy	A Letter from Rob Mionis A Letter from Robert Ellis
Ethics and Integrity		
2-23-a	Policy commitments	Brand and Values Ethics Program Labour and Ethics Compliance and Ethics RBA Code of Conduct
2-23-b	Policy commitments	UNSDGs RBA Code of Conduct
2-23-c	Policy commitments	RBA Member RBA Code of Conduct
2-23-d	Policy commitments	These are reviewed and approved by the Chief Executive Officer (CEO) annually and is communicated through our Ethics Management System at each of our facilities as well as Celestica's Business Conduct Governance Policy .
2-23-e	Policy commitments	Brand and Values Ethics Program Labour and Ethics Management Compliance and Ethics RBA Code of Conduct
2-23-f	Policy commitments	Brand and Values Ethics Program Labour and Ethics Management Compliance and Ethics RBA Code of Conduct
2-26-a	Mechanisms for seeking advice and raising concerns	Ethics Program Labour and Ethics Management Compliance and Ethics Whistleblowing and Reporting Infractions

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DISCLOSURE NUMBER	DISCLOSURE TITLE	REFERENCE/RESPONSE
Governance		
2-9-a	Governance structure and composition	Sustainability Governance Corporate Governance 2023 CDP Questionnaire
2-9-b	Governance structure and composition	Sustainability Governance Corporate Governance 2023 CDP Questionnaire
2-10-a	Nomination and selection of the highest governance body	Nominating and Corporate Governance Committee Mandate 2022 20-F Form
2-10-b	Nomination and selection of the highest governance body	Nominating and Corporate Governance Committee Mandate 2022 20-F Form
2-13-a	Delegation of responsibility for managing impacts	Sustainability Governance
2-13-b	Delegation of responsibility for managing impacts	Sustainability Governance
2-12-a	Role of the highest governance body in overseeing the management of impacts	Sustainability Governance 2023 CDP Questionnaire
2-12-b	Role of the highest governance body in overseeing the management of impacts	Sustainability Governance 2023 CDP Questionnaire
2-9-c	Governance structure and composition	2022 20-F Form
2-11-a	Chair of the highest governance body	Sustainability Governance 2022 20-F Form 2023 CDP Questionnaire
2-11-b	Chair of the highest governance body	Sustainability Governance 2022 20-F Form 2023 CDP Questionnaire
2-12-c	Role of the highest governance body in overseeing the management of impacts	Nominating and Corporate Governance Committee Mandate 2022 20-F Form
2-14-a	Role of the highest governance body in sustainability reporting	Sustainability Governance 2022 20-F Form
2-14-b	Role of the highest governance body in sustainability reporting	Sustainability Governance 2022 20-F Form

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DISCLOSURE NUMBER	DISCLOSURE TITLE	REFERENCE/RESPONSE
Stakeholder Engagement		
2-29-a	Approach to stakeholder engagement	2022 20-F Form RBA Code of Conduct KPI Summary Stakeholder Engagement
Reporting Practice		
2-2-a	Entities included in the organization's sustainability reporting	2022 20-F Form
2-2-b	Entities included in the organization's sustainability reporting	All locations specified in the annual 20-F are covered as part of this sustainability report. 2022 20-F Form
2-2-c	Entities included in the organization's sustainability reporting	2022 20-F Form
3-1-a	Process to determine material topics	Materiality
3-1-b	Process to determine material topics	Materiality
3-2-a	List of material topics	Materiality
3-3	Management of material topics	Management Approaches
2-4-a	Restatements of information	Due to two clerical errors we have re-stated our Total Recoverable Rate and the Estimated Weight of Materials Diverted from Landfill in the KPI Table. The historical values in the table have been corrected.
3-2-b	List of material topics	There has been no change in material topics since the previous reporting period
2-3-b	Reporting period, frequency and contact point	Annual Report About this report January 1, 2022 - December 31, 2022
2-3-a	Reporting period, frequency and contact point	Annual Report About this report January 1, 2022 - December 31, 2022
2-3-c	Reporting period, frequency and contact point	Publication date of the report
2-3-d	Reporting period, frequency and contact point	sustainability@celestica.com

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Reporting Practice Continue		
2-5-a	External assurance	Technical Notes about Data Greenhouse Gas Emissions About This Report Third-party assurance of GHG emissions began in 2013, and the certificate is located within our CDP Climate Change Questionnaire. Our CDP Questionnaires are reviewed by Celestica’s Chief Legal Officer, Chief Sustainability Officer / SVP Sustainability and Chief Financial Officer.
2-5-b	External assurance	Technical Notes about Data Greenhouse Gas Emissions About This Report
Economic Performance		
201-2	Financial implications and other risks and opportunities due to climate change	Financial Implications due to Climate Change 2023 CDP Questionnaire
Anti-Corruption, Anti-Competitive Behaviour		
3-3	Management Approach	Business Ethics
205-1	Operations assessed for risks related to corruption	Celestica is committed to reducing any risks to our business that stem from bribery or fraud. Celestica provides anti-bribery training and has a global anti-bribery policy. The highest level of executive oversight for Celestica’s anti-bribery and anti-corruption policy rests with the Senior Vice President, Legal and Sustainability. We receive requests on occasion from key customers to confirm our commitment to upholding bribery laws in our business dealings. All Celestica’s operations and global functions are assessed for risks related to corruption and no significant risks have been identified.
205-2	Communication and training about anti-corruption policies and procedures	Ethics Program RBA Code of Conduct
205-3	Confirmed incidents of corruption and actions taken	In 2022, Celestica was not involved in any legal actions against it related to anticompetitive behaviours nor identified in any legal actions against it for violations of antitrust, bribery, corruption or monopoly legislation.
206-1	Legal actions for anti-competitive behaviour, antitrust, and monopoly practices	In 2022, Celestica was not involved in any legal actions against it related to anticompetitive behaviours nor identified in any legal actions against it for violations of antitrust, bribery, corruption or monopoly legislation.

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DISCLOSURE NUMBER	DISCLOSURE TITLE	REFERENCE/RESPONSE	OMISSIONS
Materials			
3-3	Management Approach	Environmental Sustainability	
301-2	Recycled input materials used		We currently do not report on recycled content for the product and services but are investigating processes to measure and set appropriate long-term targets
301-3	Reclaimed products and their packaging materials	For our after-market services table, data represents products reused and recycled through our after-market services division. For our effluents and waste table, data represents materials used through receiving and production, in which 100% of reuse materials are from paper and cardboard materials, from packaging. KPI Summary	We currently do not report on reclaimed products and their packaging materials as a percentage, but rather a quantity and weight. We are investigating opportunities to estimate reclaimed materials by category.
Energy			
3-3	Management Approach	Environmental Sustainability	
302-1	Overall energy consumption within the organization	Energy KPI Summary CDP Climate Change Questionnaire	
302-2	Overall energy consumption outside the organization	KPI Summary	We report on the upstream and downstream emissions outside of the organization, but not the energy consumption.
302-3	Energy intensity	Energy KPI Summary CDP Climate Change Questionnaire	
302-4	Reduction of energy consumption	Energy KPI Summary CDP Climate Change Questionnaire	

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Water and Effluents			
103	Management Approach	Environmental Sustainability	
303-1	Interactions with water as a shared resource	Water CDP Water Security Questionnaire	
303-2	Management of water discharge-related impacts	CDP Water Security Questionnaire	
303-3	Water withdrawal	Water CDP Water Security Questionnaire KPI Summary	
303-4	Water discharge	CDP Water Security Questionnaire	
303-5	Water consumption	CDP Water Security Questionnaire	
Emissions			
3-3	Management Approach	Environmental Sustainability	
305-1	Reporting direct (scope 1) GHG emissions	Greenhouse Gas Emissions Emissions From Our Operations (Scope 1 and Scope 2) KPI Summary CDP Climate Change Questionnaire	
305-2	Reporting indirect (scope 2) GHG emissions	Greenhouse Gas Emissions Emissions From Our Operations (Scope 1 and Scope 2) KPI Summary CDP Climate Change Questionnaire	
305-3	Reporting indirect (scope 3) GHG emissions	Greenhouse Gas Emissions Emissions From Our Operations (Scope 3) KPI Summary CDP Climate Change Questionnaire	
305-4	Emission intensity: (absolute GHG emissions/ organizational specific metric)	Emissions From Our Operations (Scope 1 and Scope 2) KPI Summary CDP Climate Change Questionnaire	
305-5	Reduction of GHG emissions (result of reduction initiatives)	Emissions From Our Operations (Scope 1 and Scope 2) KPI Summary CDP Climate Change Questionnaire	

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Emissions Continue			
305-7	Nitrogen oxides, sulphur oxides, and other significant air emissions	KPI Summary Additional Air Emissions CDP Climate Change Questionnaire Additional air emissions in this table are calculated based on the direct measurements and reporting of emissions from sites	
Waste			
103	Management Approach	Environmental Sustainability	
306-1	Waste generation and significant waste-related impacts	Waste	
306-2	Management of significant waste-related impacts	Waste After-Market Services	
306-3	Waste Generated	KPI Summary	
306-4	Waste Diverted from disposal	Waste at our facility locations is all managed and diverted off-site. KPI Summary	
306-5	Waste directed to disposal	Waste at our facility locations is all managed and diverted off-site. All incineration is completed with energy recovery. KPI Summary	
Supplier Environmental Assessment			
103	Management Approach	Compliance and Ethics	
308-1	New suppliers that were screened using environmental criteria	Supplier Assessment KPI Summary	We do not differentiate between new and current suppliers that were screened using environmental criteria. We provide both the number of suppliers and percentage of suppliers by spend. The total number of suppliers is not disclosed.

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Employment			
103	Management Approach	Employment Practices	
401-1	New employee hires and employee turnover	KPI Summary In 2022, Celestica’s voluntary turnover was 5,971 employees, a rate of 22.7%.	
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	KPI Summary	We ensure that statutory requirements are met for our part-time employees. However, specific benefits may vary between employees depending on their enrollment choices. Certain locations may also provide mental health and supplemental support. We inform employees on available mental health awareness of group benefits, and provide a benefits overview to ensure they can make informed decisions for themselves and their families. Many of our sites provide employees with wellness programs, including webinars, informational campaigns and events.
401-3	Parental leave	KPI Summary	We report on the locations that offer parental leave, but we do not report on further details on our parental leave population, including the total number of employees that returned to work and the retention rates of employees that took parental leave.

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DISCLOSURE NUMBER	DISCLOSURE TITLE	REFERENCE/RESPONSE	OMISSIONS
Occupational Health and Safety			
103	Management Approach	Employment Practices	
403-1	Occupational health and safety management system	Occupational Health and Safety RBA Code of Conduct	
403-2	Hazard identification, risk assessment, and incident investigation	Additional Occupational Health and Safety Practices	
403-3	Occupational health services	Additional Occupational Health and Safety Practices	
403-4	Worker participation, consultation, and communication on occupational health and safety	Additional Occupational Health and Safety Practices	<p>We do not report on the level at which each formal joint management-worker health and safety committee typically operates within the organization.</p> <p>Not all Celestica sites with unions cover health and safety topics as a part of their collective agreements or within their trade union. The percentage to which various health and safety topics are covered by these agreements is not tracked. However, health and safety is covered at these sites through employee rules to ensure we abide by local laws.</p>
403-5	Worker training on occupational health and safety	Occupational Health and Safety Additional Occupational Health and Safety Practices	
403-6	Promotion of worker health	Occupational Health and Safety Employee Wellness	
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Additional Occupational Health and Safety Practices	

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DISCLOSURE NUMBER	DISCLOSURE TITLE	REFERENCE/RESPONSE	OMISSIONS
Occupational Health and Safety Continued			
403-8	Workers covered by an occupational health and safety management system	All employees are covered by an Occupational Health and Safety management system. Occupational Health and Safety Additional Information	
403-9	Work-related injuries	KPI Summary Occupational Health and Safety	We do not disclose the work-related hazards that pose a risk of high-consequence injury.
403-10	Work-related ill health	N/A	We track total recordable incidents, including injuries and illnesses. However, this metric is unable to be separated to measure just occupational illness.

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DISCLOSURE NUMBER	DISCLOSURE TITLE	REFERENCE/RESPONSE	OMISSIONS
Training and Education			
103	Management Approach	Employment Practices (link to be provided)	
404-1	Average hours of training per year per employee	KPI Table Learning and Development	We provide the total number of hours of training broken down by gender, but do not provide the average hours of training broken down by gender or employee category.
404-2	Programs for upgrading employee skills	Learning and Development	We do not offer assistance programs for voluntary retirees to facilitate the management of career endings.
404-3	Performance and career development reviews	Performance objectives occur with all permanent, full-time Celestica employees and align to strategic focus areas. The goals for broader functions and teams are established annually, providing an opportunity for a cohesive and valuable partnership between employees and people leaders. All permanent, full-time employees at and above the manager level are included in our global talent and succession reviews. Talent reviews below the manager level are also completed at the discretion of each business leader with a consistent approach. Through our enhanced 2020 Global Talent Review cycle, we provided greater visibility to talent pool capabilities by leveraging a digital talent and succession management system. In 2022, we will continue to expand targeted leadership development programs for managers, directors and high performers to build future capabilities to maintain a competitive advantage, ensure individuals are in the right roles to help deliver on our business strategy, and support employees' career aspirations and growth.	

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Diversity and Equal Opportunity			
103	Management Approach	Employment Practices	
405-1	Diversity of governance bodies and employees	Gender Equality KPI Summary 2022 Form 20-F Management Information Circular People Company Directors	We report on gender and age in our overall workforce, within our new hires population and within our annual population of employees who were promoted. We do not report on other vulnerable or minority groups.
405-2	Ratio of basic salary and remuneration of women to men	Gender Equality	We do not track basic salary and remuneration of women to men.
Non-Discrimination			
103	Management Approach	Compliance and Ethics	
406-1	Incidents of discrimination and corrective actions taken	KPI Summary Employee Wellness	
Freedom of Association and Collective Bargaining			
103	Management Approach	2022 20-F Form	
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	KPI Summary	
Child Labour			
103	Management Approach	Ethical Labour Practices	
408-1	Operations and suppliers at significant risk for incidents of child labor	Child labour prevention policy	
		<p>Celestica has effectively taken measures for the abolition of child labour in our operations and in our supply chain through our Child Labour Prevention Policy and our membership/alignment to the RBA. We consider all operations to be of significant risk to child labor and young workers exposed to hazardous work. In alignment with RBA best practices, Celestica audits and assesses high risk suppliers to validate child labour is not used in any stage of manufacturing, and that work is not provided to young workers that will jeopardize their health and safety and proper training and support is provided. We assume proper due diligence on child labour practices has been conducted on all customer-driven supplier selections. Celestica analyzes risks of Celestica-chosen suppliers, and those identified as having significant risks are further diligence audited and assessed in more detail.</p>	

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DISCLOSURE NUMBER	DISCLOSURE TITLE	REFERENCE/RESPONSE	OMISSIONS
Forced or Compulsory Labour			
103	Management Approach	Ethical Labour Practices	
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Slavery and Human Trafficking statement Ethical Labour Practices We strictly prohibit and have implemented local labour policies and practices to prevent the use of slavery, forced labour and human trafficking. Our policies specify that all who apply for employment at Celestica do so on a voluntary basis, and that all employees are legally entitled to leave upon reasonable notice without penalty.	
Supplier Social Assessment			
103	Management Approach	Compliance and Ethics	
414-1	New suppliers that were screened using social criteria	Supplier assessment KPI Summary	We do not differentiate between new and current suppliers that were screened using environmental criteria. We provide both the number of suppliers and percentage of suppliers by spend. The total number of suppliers is not disclosed.
Political contributions			
415-1	Total monetary value of financial and in-kind political contributions	Our Communities Corporate Giving Celestica did not make any contributions to political campaigns, political organizations, lobbyists or lobbying organizations, trade associations and other tax-exempt groups.	
Customer Privacy			
103	Management Approach	Business Ethics	
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	In 2022, there were no substantiated complaints by regulatory bodies or other parties of breaches of our privacy obligations. We identified no leaks, thefts or losses of customer or other business partners' data during this time. Celestica maintains ISO 27001 with 5 of our 35 manufacturing sites, covering 9,462 employees.	

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DISCLOSURE NUMBER	DISCLOSURE TITLE	REFERENCE/RESPONSE	OMISSIONS
Socioeconomic Compliance			
419-1	Non-compliance with laws and regulations in the social and economic area	Compliance and Ethics Our annual risk assessment program comprises part of our Compliance and Ethics program . All Compliance department members complete formal compliance and ethics training and become Certified Compliance and Ethics Professionals (CCEPs). This training promotes employee awareness of current topics and best practices in the industry. It also promotes information sharing and resolutions to key challenges. Due to these rigorous processes, Celestica has not faced any significant fines or non-monetary sanctions for non-compliance with economic or social laws or regulations.	
Conflict Minerals			
103	Management Approach	Compliance and Ethics	
CM	Adhering to ethical practices and compliance with laws and regulations regarding conflict minerals.	Supply Chain Compliance and Ethics RBA Code of Conduct	
Employee Wellness			
103	Management Approach	Employee Wellness Employment Practices	
EW	Practices regarding employee health and wellness.	Employee Wellness	
Working Hours			
103	Management Approach	Ethical Labour	
WH	Alignment to the RBA best practices on working hours.	Working Hours Compliance and Ethics	
FMW	Adhering to ethical practices and compliance with laws and regulations regarding foreign migrant workers.	Ethics Program KPI Summary Compliance and Ethics	

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The Sustainability Accounting Standards Board (SASB) connects businesses and investors on the financial impacts of sustainability. An independent, standard-setting organization, SASB’s mission is to help businesses around the world identify, manage, and report on sustainability factors that matter to investors. SASB standards are industry-specific. Celestica is reporting on the “Electronic Manufacturing Services & Original Design Manufacturing” standards within the “Technology and Communications” sector.

SUSTAINABILITY DISCLOSURE TOPICS & ACCOUNTING METRICS

TOPIC	ACCOUNTING METRIC	UNIT OF MEASURE	CODE	REFERENCE/RESPONSE
Water Management	Total water withdrawn, percentage of each in regions with High or Extremely High Baseline Water Stress	Thousand cubic meters (m ³), Percentage (%)	TC-ES-140a.1	CDP Water Security Questionnaire KPI Summary
	Total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	Thousand cubic meters (m ³), Percentage (%)	TC-ES-140a.1	CDP Water Security Questionnaire KPI Summary
Waste Management	Amount of hazardous waste from manufacturing, percentage recycled	Metric tons (t), Percentage (%)	TC-ES-150a.1	KPI Summary
Labor Practices	Number of work stoppages	Number	TC-ES-310a.1	There were no days idle due to strike or lockouts, however this excludes any stoppages due to the COVID-19 pandemic.
	Total days idle	Days idle	TC-ES-310a.1	There were no days idle due to strike or lockouts, however this excludes any stoppages due to the COVID-19 pandemic.

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SUSTAINABILITY DISCLOSURE TOPICS & ACCOUNTING METRICS CONTINUED

TOPIC	ACCOUNTING METRIC	UNIT OF MEASURE	CODE	REFERENCE/RESPONSE
Labor Conditions	Total recordable incident rate (TRIR) for (a) direct employees and (b) contract employees	Rate	TC-ES-320a.1	KPI Summary We investigate and treat each and every work related incident equally, regardless of their employment status.
	Near miss frequency rate (NMFR) for (a) direct employees and (b) contract employees	Rate	TC-ES-320a.1	KPI Summary We investigate and treat each and every work related incident equally, regardless of their employment status.
	Percentage of (1) entity's facilities and (2) Tier 1 supplier facilities audited in the RBA Validated Audit Process (VAP) or equivalent, by (a) all facilities and (b) high-risk facilities	Percentage (%)	TC-ES-320a.2	KPI Summary No Celestica facilities were identified as high risk, by SASB definition. No tier 1 supplier facilities were identified as high risk, by SASB definition. Note that audits in the RBA VAP or equivalent process are valid for 2 years. In some instances, Celestica completes internal peer audits on our sites and verification visits on our suppliers. Both processes are equivalent to the RBA VAP in which they cover the required provisions advised by SASB disclosure requirements.
	(1) Non-conformance rate with the RBA Validated Audit Process (VAP) or equivalent and (2) associated corrective action rate for (a) priority non-conformances and (b) other nonconformances, broken down for (i) the entity's facilities and (ii) the entity's Tier 1 supplier facilities	Rate	TC-ES-320a.3	KPI Summary Note that audits in the RBA VAP or equivalent process are valid for 2 years. In some instances, Celestica completes internal peer audits on our sites and verification visits on our suppliers. Both processes are equivalent to the RBA VAP in which they cover the required provisions advised by SASB disclosure requirements.
Product Lifecycle Management	Weight of end-of-life products and e-waste recovered, percentage recycled	Metric tons (t), Percentage (%)	TC-ES-410a.1	KPI Summary Celestica delivers innovative supply chain solutions globally to customers. Our business model consists of a comprehensive offering of product manufacturing and related supply chain services. For products not owned by Celestica, the weight of end-of-life products and e-waste recovered is not tracked due to visibility. Celestica tracks the amount of products and material diverted from landfill through our After-Market services programs. Our teams will look to expand on these metrics in the short term for products related to our Hardware Platform Solutions business.
Materials Sourcing	Description of the management of risks associated with the use of critical materials		TC-ES-440a.1	CDP Climate Change Questionnaire Compliance and Ethics Supply Chain

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SUSTAINABILITY DISCLOSURE TOPICS & ACCOUNTING METRICS CONTINUED

ACTIVITY METRIC	UNIT OF MEASURE	CODE	REFERENCE/RESPONSE
Number of manufacturing facilities	Number	TC-ES-000.A	2022 20-F Form Our Locations
Area of manufacturing facilities	Square feet (ft ²)	TC-ES-000.B	2022 20-F Form
Number of employees	Number	TC-ES-000.C	2022 20-F Form KPI Summary

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The Task Force on Climate-related Financial Disclosures (TCFD) publishes climate-related financial disclosure recommendations designed to help companies provide better information to support informed capital allocation. The disclosure recommendations are structured around four thematic areas: governance, strategy, risk management, and metrics and targets.

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TOPIC	DISCLOSURE FOCUS AREA	DISCLOSURE	CELESTICA RESPONSE
Governance	Disclose the organization's governance around climate-related risk and opportunities	a) Describe the board's oversight of climate-related risks and opportunities	CDP Climate Change Questionnaire C1.1, 1.1a, 1.1b Sustainability Governance Nominating and Corporate Governance Committee Mandate 2022 20-F Form
		b) Describe managements role in assessing and managing climate-related risks and opportunities	CDP Climate Change Questionnaire C1.2, 2.2, 2.2a Sustainability Governance
Strategy	Disclose the actual and potential impacts of climate-related risks and opportunities on the organizations' businesses, strategy and financial planning	a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	CDP Climate Change Questionnaire C2.1a, 2.3a, 2.4, 2.4a Key Impacts and Risks
		b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	CDP Climate Change Questionnaire C2.3a, 2.4a, 3.1, 3.3, 3.4 Key Impacts and Risks 2022 20-f Form
		c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	CDP Climate Change Questionnaire C3.1, 3.2

TCFD DISCLOSURE CONTINUED

TOPIC	DISCLOSURE FOCUS AREA	DISCLOSURE	CELESTICA RESPONSE
Risk Management	Disclose how the organization identifies, assesses and manages climate-related risks	a) Describe the organization’s processes for identifying and assessing climate-related risks.	CDP Climate Change Questionnaire C2.1, 2.1b, 2.2, 2.2a Materiality
		b) Describe the organization’s processes for managing climate-related risks.	CDP Climate Change Questionnaire C2.1, 2.2, 3.1 Sustainability Governance Our Sustainability Strategy Celestica’s Management Approaches
		c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization’s overall risk management.	CDP Climate Change Questionnaire C2.1, 2.1b, 2.2, 3.1 Sustainability Governance
Metrics and targets	Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities	a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	CDP Climate Change Questionnaire C4.2, 4.2b, 4.3a, 7.9, 8.2, 8.2e, 9.1 CDP Water Security Questionnaire W1.2b, 1.2d, 1.2h Supplier Assessment - KPI Summary Water- KPI Summary and Water
		b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	CDP Climate Change Questionnaire C6.1, 6.3, 6.5, 7.1a, 7.2, 7.3b, 7.5, 7.6b (Supporting information in C5.1, 5.2, 5.2a, 6.2, 6.4, 6.4a, 7.9) Greenhouse Gas Emissions KPI Summary
		c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	CDP Climate Change Questionnaire 4.1, 4.1a, 4.2, 4.2b, 9.1 Greenhouse Gas Emissions Waste

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Cautionary Note Regarding Forward-Looking Statements

This report contains forward-looking statements, including, without limitation, those related to our sustainability and ESG initiatives, strategies, areas of focus, targets, goals, commitments, objectives, aspirations, programs, future plans, and financial and operational priorities. Such forward-looking statements may, without limitation, be preceded by, followed by, or include words such as “believes,” “expects,” “anticipates,” “estimates,” “intends,” “plans,” “continues,” “project,” “potential,” “possible,” “contemplate,” “seek” or similar expressions, or may employ such future or conditional verbs as “may,” “might,” “will,” “could,” “should” or “would,” or may otherwise be indicated as forward-looking statements by grammatical construction, phrasing or context. For those statements, we claim the protection of the safe harbour for forward-looking statements contained in the U.S. Private Securities Litigation Reform Act of 1995 and applicable Canadian securities laws.

The forward-looking statements contained herein are provided to assist readers in understanding management’s current expectations and plans regarding our sustainability and ESG initiatives and objectives and financial and operational priorities. Readers are cautioned that such information may not be appropriate for other purposes. Forward-looking statements are not guarantees of future performance, and are based on management’s current expectations, forecasts and assumptions, which are subject to risks, uncertainties and other factors (many of which are beyond our control) that could cause actual outcomes and results (including the achievement of our sustainability and/or ESG targets, goals, objectives, commitments and/or the implementation of our sustainability and/or ESG initiatives) to differ materially from those expressed or implied in such statements, including, among others, risks related to employee, stakeholder, customer, supplier and/or NGO engagement and commitment to sustainability and/or ESG initiatives, the cost of implementing our sustainability and/or ESG initiatives, our ability to execute our sustainability and/or ESG initiatives as planned, the effectiveness and impact of intended actions; the impact of changing legislation, regulatory initiatives, and social responsibility and sustainability initiatives generally, as well as risks related to our operational and financial performance (which may impact our ability to achieve such targets, goals, objectives and/or commitments or implement our sustainability and/or ESG initiatives as anticipated). For identification and discussion of risks, uncertainties and assumptions related to our operational and financial performance, as well as further information concerning forward-looking statements, please refer to our public filings, which can be accessed at www.sedar.com and www.sec.gov, including our most recent MD&A, our most recent Annual Report on Form 20-F filed with, and subsequent reports on Form 6-K furnished to, the U.S. Securities and Exchange Commission, and as applicable, the Canadian Securities Administrators (including the “Risk Factors” section of such Form 20-F and the Cautionary Note Regarding Forward-looking Statements therein and in our other public filings).

The forward-looking statements contained herein are based on various assumptions, many of which involve factors that are beyond our control. Our material assumptions include those related to our ability to: successfully implement our sustainability and ESG initiatives as intended; further invest in renewable energy; enhance cross-functional collaboration on sustainable solutions and ESG initiatives; and engage our full value chain on sustainability and ESG practices, as well as assumptions related to the effectiveness and impact of such planned actions and science-based targets. Although management believes its assumptions to be reasonable under the current circumstances, they may prove to be inaccurate, which could cause actual results to differ materially (and adversely) from those that would have been achieved had such assumptions been accurate.

The forward-looking statements herein speak only as of the date made, and we assume no obligation to update any forward-looking statements, whether as a result of new information, future events or otherwise, except as required by applicable law. All forward-looking statements herein are expressly qualified by these cautionary statements.