



## MODERN SLAVERY STATEMENT FOR FISCAL YEAR 2024

### Introduction

The Fighting Against Forced Labour and Child Labour in Supply Chains Act (the “**Act**”) in Canada, UK Modern Slavery Act 2015 (the “**UK MSA**”), and the California Transparency in Supply Chains Act 2010 (the “**CTSCA**”) require certain businesses to provide disclosures concerning their efforts to address forced and child labour, human trafficking and modern slavery in their supply chains.

This statement is made by Celestica Inc. for itself and Celestica group companies for the financial year ended December 31, 2024 (the “**Statement**”). Although not all Celestica entities are subject to the requirements of the Act, the UK MSA and/or the CTSCA, Celestica’s policies and procedures apply across the Celestica group, as set out in this Statement. Any references to “Celestica” or “we”, “us” or “our” herein refer to the Celestica group.

The following entities within the Celestica Group are reporting entities for the purposes of the Act: Celestica Inc. and Celestica International LP (collectively, the “**Canadian Reporting Entities**”).

### Celestica’s Code of Conduct and Policies

Celestica is committed to complying with all applicable labour and employment laws, rules, and regulations, and working to mitigate the risk of forced and child labour, human trafficking and modern slavery in our business and supply chain.

We maintain a Business Conduct Governance Policy (“**BCG Policy**”), which outlines the ethics and practices we consider necessary for a positive working environment, as well as the high legal and ethical standards to which our employees are held accountable. In addition, we have well-established policies regarding fair labour practices and guidelines intended to create a respectful, safe and healthy work environment for our employees globally.

We are a founding (and remain a) member of the Responsible Business Alliance (“**RBA**”), a non-profit coalition of companies that, among other things, establishes standards for its members in responsible and ethical practices in the areas of labour, environmental compliance, employee health and safety, ethics, and social responsibility (the “**RBA Code of Conduct**”).

At Celestica, we believe in maintaining the highest standards of ethical behaviour in all of our dealings including those with our customers and suppliers. We closely monitor all applicable laws, regulations, and customer requirements related to our operations and products in order to comply, including adherence to our BCG Policy and the RBA Code of Conduct. This commitment is reflected in the values we uphold and in the way in which we treat others with dignity, honesty, and respect.



## A. Our Business

### Business and Structure Overview

Celestica Inc. (TSX and NYSE: CLS) is incorporated under the *Business Corporations Act* (Ontario), and its principal executive offices are located in Toronto, Ontario. Celestica conducts its business through subsidiaries operating on a worldwide basis.

We deliver innovative supply chain solutions globally to customers in two operating and reporting segments: Advanced Technology Solutions (“**ATS**”) and Connectivity & Cloud Solutions (“**CCS**”). Our ATS segment consists of our ATS end market, and is comprised of our Aerospace and Defense, Industrial, HealthTech, and Capital Equipment businesses. Our CCS segment consists of our Communications and Enterprise end markets. Our Enterprise end market is comprised of our servers and storage businesses.

Our customers include original equipment manufacturers, cloud-based and other service providers, including hyper scalers, and other companies in a wide range of industries. Our global headquarters are located in Toronto, Ontario, Canada and we operate a network of sites and centers of excellence strategically located in North America, Europe and Asia, with specialized end-to-end supply chain capabilities tailored to meet specific market and customer product lifecycle requirements. As of December 31, 2024, we employed 26,865 permanent and temporary (contract) employees worldwide.

We offer a comprehensive range of product manufacturing and related supply chain services to customers in both of our segments, including design and development, new product introduction, engineering services, component sourcing, electronics manufacturing and assembly, testing, complex mechanical assembly, systems integration, precision machining, order fulfilment, logistics, product licensing, and after-market repair and return and IT asset management and disposition (“**ITAM/ITAD**”) services. Our Hardware Platform Solutions offering (within our CCS segment) includes the development of infrastructure platforms, hardware and software design solutions, including open-source software that complements our hardware offerings, and services that can be used as-is, or customized for specific applications in collaboration with our customers, and management of program design and aspects of the supply chain, manufacturing, and after-market support, including ITAM/ITAD.

A more detailed description of our business and operations can be found in our Annual Report on Form 10-K for the year ended December 31, 2024, which is available on our website at [www.celestica.com](http://www.celestica.com).

### Suppliers for the Canadian Reporting Entities

In 2024 the Canadian Reporting Entities engaged with suppliers that provided it with the following general categories of goods: electronic components, printed wiring boards, custom mechanical components, optical and storage components. These goods were imported or sourced primarily from the following regions: Asia, Europe and North America.



## B. Our Policies

### Our Policies

At Celestica, we have adopted and audit our operations and supply chain to the RBA Code of Conduct. The RBA Code of Conduct outlines standards to ensure that working conditions in the operations and supply chain are safe, that workers are treated with respect and dignity, and that manufacturing processes are environmentally responsible. The standards set out in the RBA Code of Conduct reference international norms and standards, including the Universal Declaration of Human Rights, ILO International Labour Standards, OECD Guidelines for Multinational Enterprises, ISO and SA standards, and the UN Guiding Principles on Business and Human Rights.

We also maintain the following policies:

- [BCG Policy](#) for all employees, which outlines our expectations regarding ethics and compliance. This policy is available in English and is translated in the following languages: Chinese, German, Indonesian, Japanese, Korean, Laotian, Malay, Romanian, Spanish (Latin American), Spanish (European), Thai and Vietnamese. The BCG Policy requires employees to report violations of the BCG Policy through various reporting channels. Employees have the option to remain anonymous in their reporting by using Celestica's Ethics Hotline or web based reporting. These third party managed channels are available globally in all Celestica languages and are operated 24 hours a day, 7 days a week. Confirmed violations of the BCG Policy can result in disciplinary action, up to and including termination.
- [Child Labor Prevention Policy](#) addresses our approach to preventing child labour within our operations and provides guidance to Celestica managers and employees should child labour be identified.
- Global Hours of Work Policy addresses our approach to employee working hours, work week hour limits, and compensation guidance for hours worked. This policy is based on the RBA Code of Conduct.
- Corporate Supply Chain Management (SCM) Policies and Practices defines requirements for Celestica SCM organization to comply with our BCG Policy in all business relationships with our suppliers, and requires that RBA labour and ethics standards are applied across our supply chain.
- [Celestica Responsible Minerals Sourcing Policy](#) outlines the requirements for our suppliers, and addresses our approach to the sustainable sourcing of specified minerals and their derivative metals, the diligence and disclosure of which is regulated by Rule 13p-1 under the Exchange Act, the U.S. Securities and Exchange Commission rule implementing Section 1502 of the Dodd-Frank Wall Street Reform and Consumer Protection Act (the "**U.S. Conflict Minerals Rules**").

### Ethics Reporting

Celestica has implemented an ethics program to maintain a workplace of high ethical standards. This program is available on our website and intranet as well as contained in our BCG Policy. Ethics Awareness Centers are prominently posted at each of Celestica's sites providing all of the details around this program, including the local hotline number in each geography. In addition, Celestica has a dedicated mailbox to receive any compliance related inquiries or reports, including about its management of forced and child labour, human trafficking and modern slavery risks in its operations. Any concerns can be reported to [compliance@celestica.com](mailto:compliance@celestica.com).



## Recruitment and Employment Practices

Celestica hires employees directly and conducts independent due diligence and checks on those employees, in compliance with our policies. We outsource some recruitment activity to external recruiters for specific roles.

Our [Ethical Labour Practices](#) address our approach to preventing child labour and ensuring the protection of foreign migrant workers and regulated working hours across Celestica. We ensure the above policies are available to all employees.

### C. Due Diligence

We carry out due diligence toward our suppliers, including taking the following steps:

- We provide an on-boarding “Welcome Package” to our new suppliers with reference to the RBA Code of Conduct and links to relevant Celestica policies;
- Celestica’s standard purchasing terms and conditions provided to suppliers contain a requirement that the suppliers comply with the RBA Code of Conduct and the BCG. These terms and conditions are accepted by most but not all suppliers;
- In order to ensure compliance with section 321(b) of the Countering America’s Adversaries Through Sanctions Acts (“**CAATSA**”), which creates an automatic presumption that any goods mined, produced, or manufactured wholly or in part by North Korean nationals or citizens, outside of North Korea, are considered to be produced through forced labour (and hence prohibited from importation under the U.S. Tariff Act of 1930), new suppliers are requested to complete a supplier workforce composition surveys to identify North Korean labour presence and/or sign CAATSA declarations;
- In-scope suppliers are also requested to complete an affidavit and/or survey to determine compliance with Section 307 of the U.S. Tariff Act of 1930 (19 U.S.C. 1307) and all related laws which seek to enforce it;
- Celestica also keeps a Discontinued Supplier Relationship List (“**DSRL**”), which identifies the companies and/or individuals that Celestica cannot or does not want to purchase products or services from. Each organization within Celestica must review the DSRL prior to entering into a relationship with a new supplier; and
- For all suppliers governed by the Annual Supplier RBA Compliance Program, we conduct supplier qualification and verification programs as described below.

Suppliers that are part of the Annual Supplier RBA Compliance Program are subjected to the following due diligence:

- Expected to complete the RBA Facility Risk Self-Assessment Questionnaire (“**SAQ**”), which is a risk-assessment tool that enables corporations to evaluate specific supply chain risk areas, including labour (targeted at the prevention of forced and child labour, human trafficking and modern slavery), health and safety, environment, and ethics. Suppliers are required to meet a minimum score on the self-assessment. Upon receipt of the SAQ, and depending on the answers, Celestica may also carry out a verification on the supplier;
- As part of the RBA Compliance Program, these suppliers may be assessed every two years through the RBA’s Validated Assessment Program (“**VAP**”) by a RBA



independent third-party audit firm, which addresses, among others, issues relating to modern slavery and human trafficking. Celestica receives the VAP audit reports and, based on the outcomes of the audits, considers whether any follow-up action is necessary; and

- RBA compliance assessments of suppliers are scored pursuant to the SPOT Performance Scoring Process and suppliers are required to meet a minimum score to pass.

### **Responsible Minerals Sourcing**

Celestica is committed to a sustainable supply chain management, and we have adopted the [Celestica Responsible Minerals Sourcing Policy](#) to promote the sustainable sourcing of minerals in the products that we manufacture. While Celestica does not directly source minerals from mines, Celestica recognises the need to address extractives-related issues, including human rights abuses, forced, bonded, and child labour, by enabling responsible sourcing of its suppliers.

Celestica expects all of its suppliers to comply with the U.S. Conflict Minerals Rules and provide all necessary declarations using the Responsible Minerals Initiative Conflict Minerals Reporting Template and Extended Minerals Reporting Template, which Celestica uses in conjunction with the Responsible Minerals Assurance Process (RMAP) to reasonably assure that the Tantalum, Tungsten, Tin, Gold and Cobalt in the products that Celestica manufactures do not directly or indirectly finance or benefit armed groups in the Democratic Republic of Congo or adjoining countries (DRC Region). Celestica will assess future business with suppliers that are non-compliant with its Responsible Minerals Sourcing Policy.

Celestica annually produces a Conflict Minerals Report pursuant to Rule 13p-1 and Form SD promulgated under the Securities Exchange Act of 1934, as amended and publishes its Conflict Minerals Report on its website on the Compliance and Ethics page. Celestica's due diligence measures were designed to conform to the framework established in the Organization for Economic Cooperation and Development's (OECD) Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas: Third Edition (2016) and accompanying Supplements.



## **D. Risk Assessments**

### **Risk Assessments**

We conduct annual self-assessments at the corporate level and at the site-level at our manufacturing facilities using the RBA Facility Risk SAQ, which enables us to evaluate labour, environmental compliance, employee health and safety, ethics, and social responsibility in our operations and supply chain.

We conduct further reviews of our suppliers based on risk factors, such as location and commodity, to validate labour practices within the supply chain.

Every two years, we conduct peer or third party VAP audits at each of Celestica's manufacturing sites to ensure we manage a broad range of risks, including, but not limited to, risks of forced and child labour, human trafficking and modern slavery.

### **Risk of Child and Forced Labour in Our Operations and Supply Chain**

Based on the steps taken by Celestica in 2024 and as part of our business practices and policies, as described in this Statement, we consider the risk of forced and child labour within our operations to be negligible.

We are aware that there may be a risk of forced labour at all levels of our supply chain. Currently the processes in place within Celestica to determine the risk of forced or child labour within our supply chain is limited to suppliers that participate in the Annual Supplier RBA Compliance Program. The prevalence of the risk increases for suppliers located further down the supply chain or for suppliers that do not participate in the Annual Supplier RBA Compliance Program.

For certain matters/in certain cases Celestica also has implemented additional supply chain controls on an ad-hoc basis for suppliers subject to specific legislation, including requirements to provide specific documentation on a case by case basis.

### **Remediation Measures**

In 2024, Celestica was not aware of any instances of child or forced labour in its supply chains or operations. As a result, no remediation steps were taken, including those to remediate the loss of income to the most vulnerable families that results measures taken to eliminate the use of forced labour or child labour. However, if Celestica were to become aware of the potential or confirmed presence of forced or child labour in our supply chain, our process includes the following steps:

- engaged with the supplier to investigate the need for remediation;
- where remediation was needed, we required that the supplier take action to eliminate the risk and take preventative measures to prevent further instances of forced and child labour; and
- where the supplier failed to implement corrective action to our satisfaction, we had the discretion to elect to terminate our relationship with such supplier.



### Industry Participation, Co-operation and Engagement

Celestica annually participates in an independent, third party assessment of our sustainability management systems conducted by EcoVadis, a sustainability ratings provider that works to improve the environmental and social practices of companies by leveraging the influence of global supply chains. At the end of its audit, EcoVadis provides a rating covering a broad range of non-financial management systems including Environmental, Labour & Human Rights, Ethics and Sustainable Procurement impacts. Celestica’s score for its Labour and Human Rights practices for 2024 was 80/100 as shown below:



### E. Training and Assessing Effectiveness

#### Training

Every employee that joins Celestica is trained on our BCG Policy as part of their onboarding, and existing employees certify to the BCG Policy annually. 100% of our employees have completed BCG Policy training and BCG Policy certification. RBA training regarding forced and child labour, human trafficking and modern slavery is also made available to employees on Celestica’s learning platform.

In November 2024, we completed a global deployment of Protecting Human Rights: Modern Slavery training to over eight thousand employees. This training is also included in Celestica’s new hire learning curriculum for future hires to train on this critical topic.

#### Assessing Effectiveness

We continually monitor the effectiveness of the actions and policies described herein to address the risk of forced and child labour, human trafficking and modern slavery in our operations and supply chain. In addition, Celestica presently intends to continue to review and, where applicable, improve on existing practices.



## F. Approvals

The Statement constitutes Celestica Group's forced labour, modern slavery and human trafficking statement for the financial year ending December 31, 2024. This Statement has been approved by the Board of Directors of Celestica Inc. (the "**Board**") on April 24, 2025 with respect to the financial year ending on December 31, 2024 and is signed on behalf of the Board by Robert A. Mionis, Director, President and Chief Executive Officer of Celestica Inc.

This Statement was made:

- By Celestica Inc. and Celestica Limited for the purposes of the UK MSA;
- By Celestica Inc. and Celestica Precision Machining Ltd. for themselves and the Celestica group companies doing business in California for the purposes of the CTSCA; and
- Pursuant to sections 11(1) and 11(3) of the Act and was approved by the Board of Directors of Celestica Inc. and Celestica International GP Inc., in its capacity as general partner of, Celestica International LP, pursuant to section 11(4)(b)(i) of the Act.

Dated: April 24, 2025

A handwritten signature in black ink, appearing to read "Rob Mionis", written over a horizontal line.

Robert A. Mionis

Director, President and Chief Executive Officer of Celestica Inc.

I have the authority to bind each of Celestica Inc. and Celestica International LP, in my capacity as a director of each of Celestica Inc. and Celestica International GP Inc., general partner of, Celestica International LP, respectively