



Celestica's Global Community Giving Guidelines – 2020

At Celestica we strive to enhance the communities in which we operate by encouraging employee volunteerism and through the donation of our time and expertise. Our Time Off to Volunteer program allows all Celestica employees to take up to two paid days per year to volunteer with recognized charitable organizations. We encourage employees to support their communities in a meaningful way.

Celestica supports the following:

Innovation in education: We support organizations that motivate and inspire youth in the areas of math, science and technology through unique hands-on experiences.

Community: We contribute to the quality of life in our community by supporting organizations such as local food banks.

Health and human services: We provide aid to help support people in time of great need in the countries in which we operate. This may include relief efforts in communities that have suffered great loss due large-scale adversities such as floods, fires, storms, earthquakes.

Celestica does not support:

- Individuals
- Auctions, prizes and raffles or fundraising events
- Capital campaigns (i.e. purchase of land and additions)
- Political or religious organizations
- Publications, films, conferences, seminars or telethons
- Athletic or recreational competitions