



# 2022 ESG KPI Summary





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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, India, Indonesia*, Japan*, Malaysia*, Thailand*, Singapore*, South Korea*	4,780
North America	Canada*, United States*, Mexico*	1,950
Europe	Ireland*, Spain Romania	465

\*Represents multiple locations.

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	2019	2020	2021	2022
Square Footage Covered (%)	97%	99%	99%	97%	96%
Direct Emissions (Scope 1)	8,867	5,888	8,925	13,570	9,860
Indirect Emissions (Scope 2, Location-based)	174,505	162,279	140,762	125,627	134,471
Indirect Emissions (Scope 2, Market-based)	175,157	72,359	52,687	53,896	25,805
Indirect Emissions (Scope 3)*	454,940	1,513,622	663,274	589,25	752,111
Category 1: Purchased Goods and Services	189,788	169,602	463,296	1	241,130
Category 2: Capital Goods	50,315	43,955	28,780	173,579	25,431
Category 3: Fuel- and Energy-Related Activities Not Included in Scope 1 or Scope 2	33,808	26,950	37,938	84,113 36,028	38,542
Category 4: Upstream Transportation and Distribution**	53,065	71,168	57,263	72,091	82,481
Category 5: Waste Generated in Operations	100	112	380	806	639
Category 6: Business (Air) Travel	5,084	4,957	545	618	4,737
Category 7: Employee Commuting	34,870	33,215	17,886	22,141	28,183
Category 9: Downstream Transportation and Distribution**	29,514	39,078	28,481	43,737	57,950
Category 10: Processing of Sold Products	29,393	28,583	24,320	19,563	15,640
Category 11: Use of Sold Products	29,003	1,096,002	4,385	136,386	257,091
Category 13: Downstream Leased Assets	n/a	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.



ENVIRONMENTAL CONTINUED

GREENHOUSE GAS EMISSIONS TYPES (METRIC TONNES 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	735	1	0	736
Gas 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
Renewable Energy Through Utilities	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	7,729	6,145	4,653
Kerosene	2,628	2,525	2,340
Petrol	0	229	180
Ethanol E-10	34	0	0
Total Energy Consumption	1,203,20	1,192,225	1,230,037
Total Energy Attribute Certificates	9 559,254	428,340	190,474

\*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	0.85	0.79	0.25
(NMHC) Hazardous Air Pollutants	0.00	0.00	0.00
Tin	0.0006	0.03	0.04
Total	9.99	6.52	12.88



ENVIRONMENTAL CONTINUED

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
Waste by Disposal Method				
Non-Hazardous Waste				
Reuse		10	8	11
Recycle		9,488	8,901	9,830
Compost		424	422	395
Incinerate		592	1,232	2,401
Landfill		851	1,698	1,362
Total Non-Hazardous		11,365	12,261	13,999
Hazardous Waste				
Reuse		0	0	41
Recycled		2,139	2,092	2,993
Landfill Treatment		182	405	454
Total Hazardous		2,321	2,498	3,488
Waste Commodity				
Breakdown Cardboard		3,946	3,525	4,09
Plastic		2,329	1,210	8
Recycled Hazardous Waste		1,743	1,629	1,785
Metal		1,434	2,496	2,250
Wood		1,492	1,424	1,400
Landfill		709	1,396	1,167
Organics		566	724	395
eWaste		396	464	834
Hazardous Waste		182	405	454
Waste-to-Energy		592	1,232	2,401
Construction Waste		80	57	12
Paper		217	197	222
Total		13,686	14,758	17,536
Waste Diversion Rate		92.5%	85.6 %	89.6 %

WATER   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 in High or Extremely High Baseline Water Stress (ML)		9	0
Total Water consumption [ML]		390	449

CERTIFICATIONS, 2022	
	Percentage of operations certified *
ISO 14001	63%
ISO 50001	26%

\*Exclusive of offices and warehouses





# Supply Chain

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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			92.21%
Number of suppliers screened using social criteria	174	222	5411
Percentage of suppliers screened using social criteria, by spend			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	4,930	1,236

CERTIFICATIONS			
Year	2020	2021	2022
Percentage of direct suppliers verified with ISO 14001 or EMAS environmental management system equivalent*			1%





# Social

EMPLOYEE TYPE BREAKDOWN, 2022   GRI 102-8, 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 102-8			
Year	2020	2021	2022*
Asia	66%	65%	67%
North America	23%	25%	24%
Europe	11%	10%	9%

GENDER, REGION, AND EMPLOYEE TYPE, 2022*   GRI 102-8										
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 102-8							
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.

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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*	New Hire Rate 2022*	Total Employee New Hires 2022*
Total	36%	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

\*Square footage 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

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

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	0.31	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	1,243
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

† 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, 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 Region	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
ISO 45001	51%
ISO 27001	14%

\*Exclusive of offices and warehouses