Celestica™

FORWARD TOGETHER

Sustainability Report 2020

About This Report

This year's report summarizes our sustainability program's key activities, performance, and results in the 2020 calendar year.

A Letter from Rob Mionis GRI 102-14

2020 was a year of profound disruption shaped by two powerful forces that brought Environmental, Social, and Governance (ESG) practices into sharp focus. First, the global COVID-19 pandemic brought the world to a standstill, transforming every aspect of our lives. We also witnessed social injustices that sparked a global movement including introspection and discussion about diversity and inclusion. As these events played out both on the world stage as well as in our communities, corporations also recognized that they had a responsibility to take a leading role in the discussion.

Our core values became a touchstone for Celestica, informing and challenging our thinking as we charted our course through these uncertain times. They continue to serve as our guideposts as we work to foster a culture of sustainability focused on supporting people, the planet, and the communities in which we operate.

It has been a challenging year that tested our resolve. I am proud to say that we rose to meet these unprecedented challenges.

Our company's long-standing leadership in sustainability has been built on the foundation of the collective commitment of our employees, customers, and suppliers. Through this network, we minimize the environmental impact of our operations and supply chains, as well as foster a positive and engaged workforce that empowers people to be their best every day.

Embracing ESG as a central component of our strategy is not only the right thing to do; we also believe it will help to create long-term value. It is also quickly becoming a key agenda item for our investors, customers, employees, and other stakeholders. This is more important than ever before as our customers continue to set their own increasingly aggressive sustainability goals.

As a leader in high-reliability design, manufacturing, and supply chain solutions we help our customers accelerate the design, production, and delivery of a wide range of products that power a more sustainable future. These include electric vehicle charging solutions that are ushering in a new age of mobility, and high-efficiency solutions

that generate, convert, control, and monitor energy for homes and businesses. Additionally, as our Hardware Platform Solutions (HPS) business grows, we are designing products and services to support the circular economy. Celestica advises customers on how to make measurable progress with their own ESG programs by taking a restorative and regenerative approach to product and service design.

Our Progress

Our annual Sustainability Report outlines our sustainability strategy which maps to the United Nations Sustainable Development Goals (SDGs), documents our progress to date, and lays out the key activities and milestones we are working to achieve. This report provides the details of our sustainability initiatives and programs and showcases our employees who are volunteering to make a difference in their communities. Our key accomplishments include:

- Setting greenhouse gas (GHG) emissions reduction targets in line with climate science and the goals of the Paris Agreement.

- Improving our waste diversion and increasing renewable energy use in 2020 with planned investments for additional solar panels in 2021 and 2022.

- Bringing Diversity and Inclusion (D&I) into focus and further incorporating it into our culture, workplace, and talent practices.

- Strengthening our governance position by embedding board level strategy and oversight into our management system, including adding ESG elements into our financial disclosures.

- Conducting a board diversity survey and confirming a board gender diversity target of 30%.

Looking Ahead

We will build on the momentum gained in 2020 to drive progress in 2021 and beyond. We will continue to advance diversity, equity, and inclusion in our global workforce; collaborating with partners throughout the value chain to accelerate change; and leveraging technology to reduce energy consumption at our sites.

We are establishing updated short-, medium-, and long-term sustainability goals. In the short-term, we remain focused on increasing the use of renewable energy, enhancing the efficiency of our operations, and working with our suppliers to drive sustainability initiatives. In the medium-term, we will implement measures aligned with our science-based targets to reduce our GHG emissions and leverage our expertise and resources to drive and support sustainable initiatives throughout our value chain. Longer-term, we will establish best-in-class goals and continue to work with our customers to help them improve their material efficiency, reduce waste, and bring sustainable products to market in the circular economy.

Our employees have demonstrated incredible resolve over the past year, and I want to thank them for their dedication to advancing our ESG initiatives. By moving forward together, we help build a more sustainable, equitable future for our employees and the communities in which we live and work around the world.

Rob Mionis
President and Chief Executive Officer

Introduction GRI 102-50, 102-53

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 Environmental, Social and Governance practices, including climate change and Diversity and Inclusion, came into sharper focus in 2020 as people and societies around the world demanded change.

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 Sustainable Development Goals as our guide, we focus on four key pillars: our planet, our products and services, our people, and our communities. 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 102-2, 102-16

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

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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 our people. We hold ourselves and each other accountable to our values in all of our interactions.

Celestica's Response to COVID-19

COVID-19 challenged our business continuity plans and ESG practices with an extraordinary real-life stress test—and we are proud of how Celestica rose to meet the associated challenges.

We used the implications of the pandemic to test and improve our disaster recovery and business continuity plans and emerged stronger and far more capable to deal with future crises in whatever form they may take.

As a global company, the pandemic affected each of the regions where we operate, and our teams moved quickly and decisively to respond. Our priorities have been to keep our employees healthy and safe, prevent the spread of the virus in the communities in which we operate, and ensure minimal disruption to our operations and customers.

At the onset of the pandemic, we assembled a global COVID-19 Response team consisting of employees from our Health and Safety, Human Resources, Supply Chain, IT, Operations, and Communications teams. It was responsible for closely monitoring developments around the globe and taking action to protect employees. In addition, each of our sites formed teams responsible for implementing protocols at their locations.

We based our actions on international advisories and guidance received from the World Health Organization (WHO), the United States Centers for Disease Control (CDC), and local governments.

We implemented robust measures at all sites to protect our employees and ensure our ability to operate. These included temperature screening, distributing personal protective equipment (PPE), social distancing, heightened hygiene practices, and deep cleaning of our facilities. We also restricted non-essential travel and site visits and significantly expanded our work-from-home policies. Each COVID-19 case was handled with care and consideration, and we worked closely with local authorities to establish robust quarantine protocols to reduce transmission. Throughout the pandemic, our global manufacturing facilities were considered "critical" or "essential" under applicable regulations and remained operational.

We constantly monitored the status of the global supply chain and remained vigilant in taking a proactive, disciplined approach to mitigating our customers' supply challenges. We bolstered our supply chain team and maintained daily contact with more than 1,000 critical suppliers to align lead times and help customers get their products to market on time.

Our Global Logistics team closely tracked inbound and outbound status, as well as mode of transportation options between our suppliers, manufacturing sites, and customers. We worked collaboratively with our carriers, suppliers, sites, and customers to overcome constraints and maintain material and product flow in an effort to meet customer demand and scheduling.

Because customer meetings and site visits were halted, we embraced new ways to stay connected. We developed a Virtual Customer Experience program that transformed traditional customer meetings and site visits, quarterly business reviews, New Product Introductions (NPIs), and audit processes. Rolling the program out across all sites enabled us to maintain strong relationships with our customers. Even after the pandemic ends, we expect to leverage this program to reduce travel and contribute to our sustainability goals by reducing emissions.

During this time, we've been committed to adapting to our customers' evolving priorities. We are helping some to ramp-up urgent production of essential products such as medical devices and diagnostic tools to help in the battle against COVID-19. We're also providing vital support to other customers around the world as they mobilize to meet the spike in demand for critical IT infrastructure.

Celestica played a leadership role in the battle against COVID-19 by partnering with our customers who are the healthcare sector's leading original equipment manufacturers to meet the growing need for high-quality medical equipment on the front lines. We contributed directly to the design and dramatically increased production of a range of ventilators, portable ultrasound devices, and critical components for respirator systems and blood analyzer devices, to name just a few.

Supporting the communities in which we operate is critical to Celestica's culture. In this 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.

ANDREA HILLIER
DIRECTOR, GLOBAL HEALTH AND
SAFETY, TORONTO, CANADA

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Andrea's leadership was essential in charting Celestica's path through the global pandemic and ensuring robust protocols were in place to protect Celestica's employees. "One of the most effective things we did was mandate robust corporate guidance and consistent requirements for all our facilities around the globe," she says. Using science-based data, our core team developed vital protocols—testing and screening, PPE requirements, travel restrictions, and return-to-work policies. Regular global cross-functional meetings were established to ensure key issues were raised and a range of viewpoints considered. Our public health agency partners around the world have remarked that Celestica's protocols are best-in-class.

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.

A Letter from Robert Ellis GRI 102-14

Sustainability is vital to Celestica and our stakeholders, and we remain steadfast in our commitment to create positive change.

2020 was an important marker in our sustainability journey, as it was the milestone year against which we set a series of ambitious goals in 2013. I'm pleased to report that we have made remarkable progress towards achieving, and in some cases exceeding, these goals.

We dramatically exceeded our target to reduce 2020 greenhouse gas (GHG) emissions by 30% of 2012 levels—achieving a full 70% reduction. We accomplished this by increasing our procurement of renewable energy from utilities, using on-site solar panels, purchasing Energy Attribute Certificates (EACs), and implementing energy efficiency projects.

We focus on reducing our GHG emissions each year and have refreshed our targets. Our new goal commits to reducing absolute Scope 1 and Scope 2 GHG emissions 30% by 2025 from a 2018 base year. This target, approved by the Science Based Targets initiative (SBTi), is in line with the latest climate science and the Paris Agreement. I'm pleased to report that in 2020 we made a strong start—achieving emissions reductions of 66.5% below the 2018 base year.
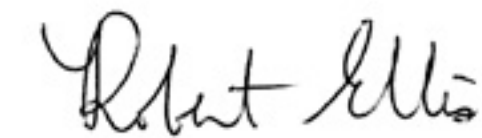
Another key step on our sustainability journey is to increase our waste diversion rate. In 2020 we made great progress towards this goal – realizing 92.5%. We accomplished this in 2020 by diverting more than 12,600 metric tonnes of materials from landfills by reducing, reusing, recycling, or converting materials for waste-to-energy.

Throughout this report you will find details of how our employees around the world devote their time and energy to implementing our sustainability program in the communities we serve. I could not be prouder to report that 89% of our eligible employees participated in our Sustainable Workspace program. That translates to 18,300 employees committing to taking at least eight sustainable actions inside and outside the workplace. Additionally, 20% of our employees participated in our Time Off to Volunteer program in 2020 even in the face of restrictions necessitated by the COVID-19 pandemic.

While we are progressing well, we continue to raise our standards. We have aligned our sustainability goals and programs with the United Nations (UN) Sustainable Development Goals (SDGs), and recently joined the UN Global Compact. We are also enhancing our reporting to align to the Sustainability Accounting Standards Board (SASB) and the Task Force on Climate-related Financial Disclosures (TCFD). Our alignment to SASB and TCFD can be found at the end of this report.

I am deeply committed to our sustainability strategy and am very proud of the progress we are making. Our employees' passion and drive to make a positive impact inspires my confidence in our ability to achieve our sustainability goals together. Thank you for your interest in this report.

Robert Ellis
Senior Vice President, Sustainability and Chief Legal Officer

2020 Sustainability Highlights
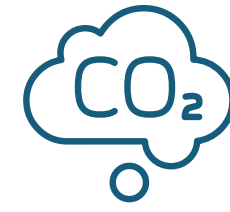
21.3% decrease in Scope 1 & 2 **GREENHOUSE GAS EMISSIONS FROM 2019.**

92.5% WASTE DIVERSION RATE, diverting over 12.6 mt of waste from landfill.

18,800+ working hours volunteered in local communities and **125,000+ HOURS SINCE 2015.**
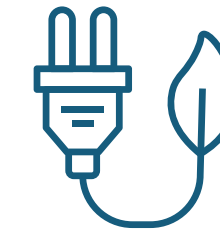
Nearly **10,000** metric tonnes of CO2e **averted** through **RENEWABLE ENERGY PROJECTS IN 2020.**

18,335 employees have successfully completed the **SUSTAINABLE WORKSPACE PLEDGE** and are taking action to live more sustainably.

Our Sustainability Strategy

We fully embrace the need to integrate Environmental, Social and Governance factors into every aspect of our business—ensuring we support 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.

Our Sustainability Strategy

PLANET

PRODUCTS & SERVICES

OUR PEOPLE

COMMUNITIES

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 diversity and inclusion, 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.

United Nations Sustainable Development Goals

The United Nations Sustainable Development Goals, 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 ten goals we believe present opportunities for us to affect the greatest change. We determine this annually through our materiality assessment and during stakeholder conversations. Through this assessment in 2020, we highlighted an additional six SDGs that we are focusing on moving forward. 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 is a call to companies everywhere to align their operations and strategies with 10 universal principles in the areas of human rights, labour, environment and anti-corruption, and to take action in support of UN goals. With more than 12,000 companies and 3,000 non-business signatories based in more than 160 countries, and 69 Local Networks, it is the largest corporate sustainability initiative in the world.

Since 2021, Celestica has been committed to the UN Global Compact corporate responsibility initiative and its principles in the areas of human rights, labour, the environment, and anti-corruption.

WE SUPPORT
UN GLOBAL COMPACT

For more information,
please visit the **UNGC website**.

Celestica's Alignment to the SDGs

NEW

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 conducted 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 the 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.

NEW

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, STEM programs, mentorship, and education enablement.

Celestica's Alignment to the SDGs

NEW

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.

NEW

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 Hardware Platform Solutions business, we promote a low carbon future across our value chain by providing our customers with energy-efficient products.

EXISTING

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.

Celestica's Alignment to the SDGs

EXISTING

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 2019, 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.

NEW

SDG 10: Reduced Inequalities

Celestica is a global company that spans more than 14 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.

EXISTING

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.

Celestica's Alignment to the SDGs

NEW

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 Carbon Disclosure Project (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.

EXISTING

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.
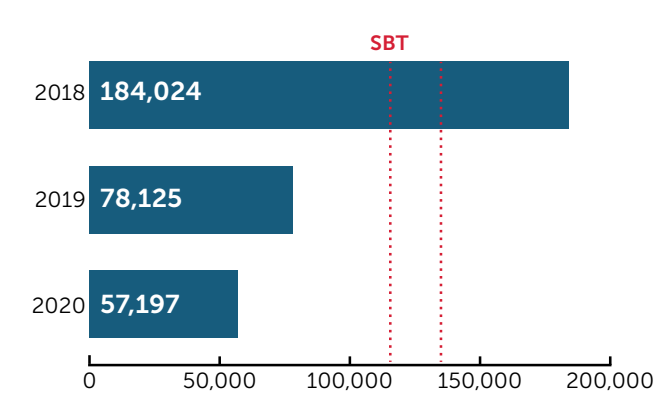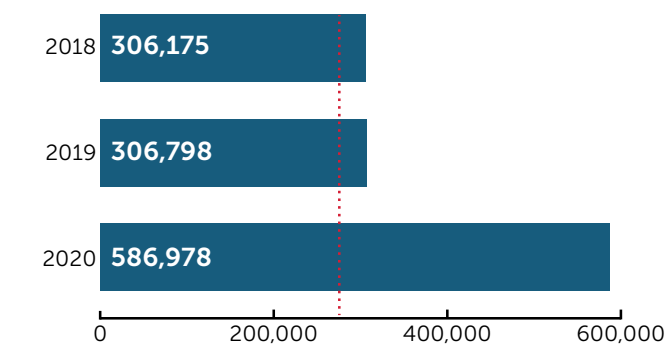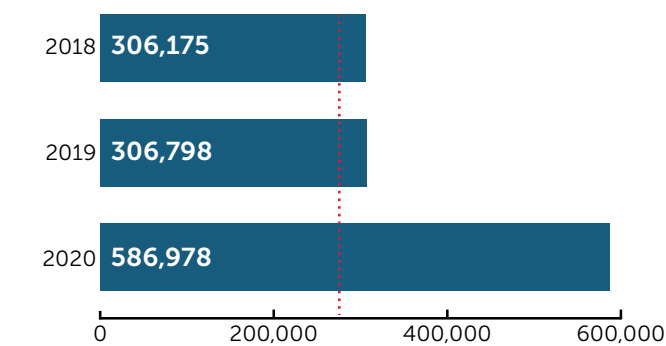
Celestica's Aspirational Sustainability Goals

In 2013, we set aspirational sustainability goals that are embedded into everything we do. We strive to make consistent progress every year, and we completed those goals in 2020. Additionally, we set a science-based target in 2020 focused on our greenhouse gas emissions.

Goal	2020 Year-End Result		3-Year Trend and Target	Related SDGs
Greenhouse Gas Emissions Reductions			Dashed line represents the target for each goal.	
Reduce our absolute greenhouse gas emissions by **30%** of 2012 levels by 2020.	−70%	In 2020, Celestica achieved a 21.3% reduction from 2019 and 70% from 2012. We achieved these reductions through energy conservation, procurement of renewable energy from utility providers, on-site solar panels, and the purchase of Energy Attribute Certificates.	SBT; 2018 184,024; 2019 78,125; 2020 57,197; 0, 50,000, 100,000, 150,000, 200,000	7, 8, 9, 12, 13
Reduce absolute Scope 1 and Scope 2 GHG emissions **30%** by 2025 from a 2018 base year (science-based target).	−21.3%	In 2020, Celestica achieved a reduction of 21.3% from 2019 and 66.5% from 2018, achieving our science-based target.		
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 (science-based target).	11.2%	Celestica saw a decrease in Scope 3 emissions in 2020 from several categories, but a 11% increase compared to 2019 when totalling the four categories that are part of our science-based target. Although our upstream and downstream emissions decreased, there was a large increase in the associated emissions from our suppliers within the purchased goods and services category.	2018 306,175; 2019 306,798; 2020 586,978; 0, 200,000, 400,000, 600,000	12, 13

Goal	2020 Year-End Result		3-Year Trend and Target	Related SDGs

Waste Diversion — Dashed line represents the target for each goal.

| Achieve **100%** waste diversion by 2020. | 92.5% | Throughout 2020, Celestica diverted a total of 12,653 metric tonnes of materials from landfill by reusing, recycling, or sending materials for waste-to-energy. All facilities continued to focus on waste diversion, especially due to the increase in disposable personal protective equipment because of the COVID-19 pandemic and the changing waste streams. Since we began waste diversion in 2013, we've improved this rate by 7.6%. | 2018: 93.1% / 2019: 92.3% / 2020: 92.5% | |

Employee Engagement

| Have **100%** of eligible employees participate in the Sustainable Workspace program by 2020. | 89.4% | Through the online Sustainable Workspace program, over 18,300 employees have committed to at least eight sustainable actions to improve both environmental and social factors. Actions include turning off equipment to conserve energy, recycling, regular exercise, and carpooling. The program is voluntary and reinforces to employees that each of them plays a role in the sustainability of the earth inside and outside the workplace | 2018: 71.2% / 2019: 77.8% / 2020: 89.4% | |

Community Giving

| Have **50%** of our workforce take time off to volunteer in their communities every year by 2020. | 20% | The COVID-19 pandemic provided many challenges to our community engagement program in 2020 including limitations to group volunteering efforts and the cancellation of some events. Our workforce volunteered more than 18,800 hours including activities supporting the response to the COVID-19 pandemic, such as sewing masks and making face shields. Employees continued their efforts to support local communities including donating blood, supporting special-needs children, and partnering with youth organizations. | 2018: 19.4% / 2019: 19.0% / 2020: 20.0% | |

Awards and Recognition

EcoVadis Assessment: Platinum Rating

Celestica is proud to have received a Platinum rating from EcoVadis, one of the world's most trusted provider of business sustainability ratings for global supply chains. In 2021, Celestica maintained a score of 79/100. Celestica has been an active participant in EcoVadis assessments, and is scored annually. Rating more than 75,000 companies, EcoVadis validates corporate adherence to 21 recognized Corporate Social Responsibility (CSR) criteria which follow verifiable international CSR standards (the Global Compact Principles, the International Labour Organization conventions, the Global Reporting Initiative standard, 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 8%
- **Sustainable Procurement:** Top 2%
- **Ethics:** Top 1%

FIGURE 2.1: HISTORICAL ECOVADIS RATINGS

2016	2017	2018	2019	2020	2021
67	69	73	74	79	79
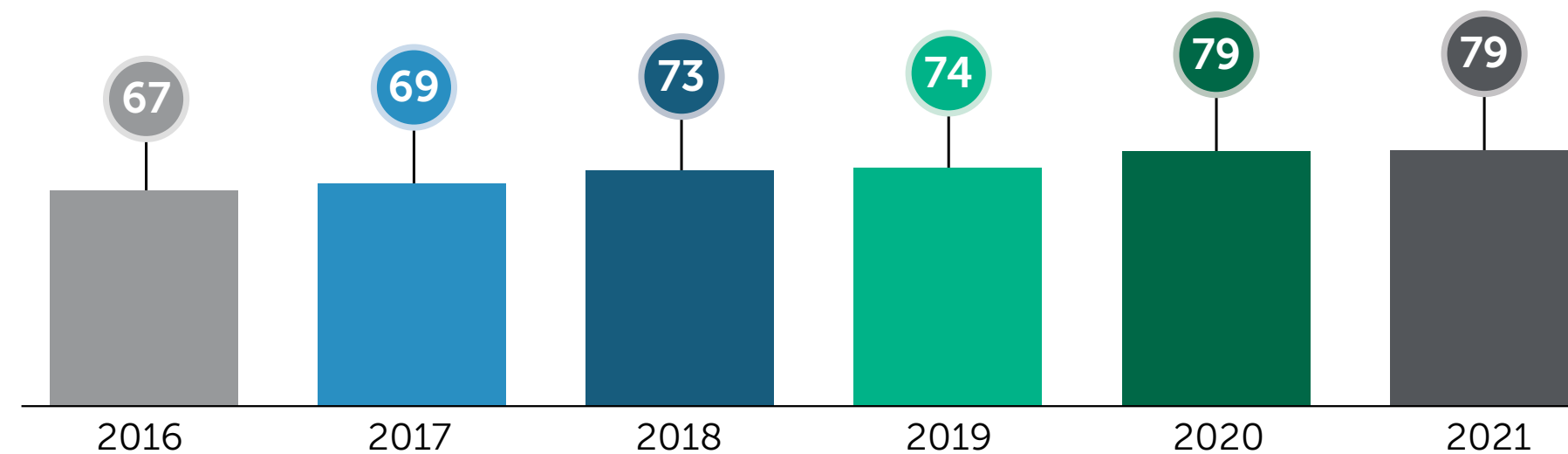
To view the latest EcoVadis assessment, please **visit our website**.

Kimberly Clark Award, Fremont, California, U.S.

Our Fremont site diverted more than 1,100 kg of used gloves and smocks from landfill in 2020 through a partnership with Kimberly Clark Professional and the Rightcycle™ program. Kimberley Clark collects the used gloves and processes them into plastic pallets and new consumer products, such as benches and chairs.

In 2020, this activity earned the site a Certificate of Environmental Impact Achievement. Since forming the partnership, more than 3,000 kg of personal protective equipment has been diverted from landfill.

Supplier Excellence Award 2020, Johor-EMS, Malaysia

Celestica's Johor-EMS, Malaysia team received Lam Research's 2020 Supplier of the Year Award. One of six award recipients, Celestica won the Corporate Social Responsibility award in recognition of our exceptional support of Lam Research's sustainability initiatives.

Best Work Environment Employer Award, Suzhou, China

The Suzhou Global Business Services (GBS), China team was presented with the Best Work Environment Employer Award by the Greater Suzhou Best Employer Committee, which recognizes outstanding organizations in the region.

Clean50 - Decommissioning Celestica's Headquarters and Manufacturing Operations in Toronto, Canada

Canada's Clean50 Top Project recognizes the best sustainability projects completed in Canada over the last two years, based on their innovation and ability to inform and inspire Canadians. This year, Anthony McDermott, Celestica's Environmental Manager, and his team received the award for the sustainable decommissioning of our original headquarters and manufacturing operations in Toronto. By reusing, redeploying, selling, and donating materials to local community organizations, or by recycling as a final option, Celestica kept nearly 2.5 million kg of materials away from landfill, resulting in a 93% waste diversion rate.

The Toronto, Canada facility solar panel manufacturing floor, before and after the decommissioning project.

Clean16 - Robert Ellis, Senior Vice President, Sustainability and Chief Legal Officer

Canada's Clean50 2021 individual awards celebrate the accomplishments of 50 sustainability leaders in 16 categories. The winners achieved measurable success in combating climate change in innovative ways, while helping Canada transition towards a lower-carbon economy.

Robert Ellis has been named a recipient of **Canada's Clean50 Awards** and was also recognized as a Clean16 Award honouree as the overall winner in the technology, telecom, and media category. Robert was recognized for his leadership in championing the adoption of Celestica's science-based targets that enabled Celestica to meet its 2020 targets and for his contribution to improving Celestica's waste diversion rate.

5th

Canada's Best 50 Corporate Citizens

Celestica has earned the 5th spot among Canada's best corporate citizens in 2021 by **Corporate Knights**, an organization dedicated to encouraging responsible business practices. Corporate Knights annually ranks 271 Canadian companies with revenue over $1 billion based on 24 ESG-focused key performance indicators, including: greenhouse gas emissions, water productivity and waste, clean revenue, supplier performance, and employee and financial management metrics.

External Sustainability Initiatives GRI 102-12

9.5

17.16
17.17

In addition to the UN 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
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
Ecology Forum, Miyagi, Japan	Celestica is a founding member of the Miyagi Ecology Forum, consisting of government representatives and local companies. The purpose is to promote waste reduction and diversion efforts through partnerships and sharing best practices.	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
Smart Commute, Ontario, Canada	Smart Commute helps employers and commuters explore smart travel options such as walking, cycling, transit, carpooling, and teleworking. Our Newmarket, Ontario operation joined Smart Commute to facilitate transportation services for our employees and decrease emissions from employee travel.	2018	Voluntary

Memberships and Affiliations **GRI 102-13**

9.5

**17.16
17.17**
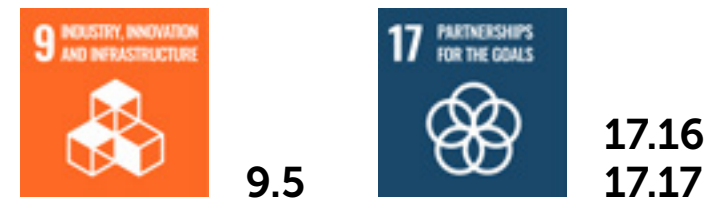
Celestica has established strategic affiliations with a number of organizations that address both global citizenship and environmental concerns.

FIGURE 2.3: MEMBERSHIPS AND AFFILIATIONS

Organization	Participation
Responsible Business Alliance (RBA) and Responsible Minerals Initiative (RMI)	Regular Member Validated Assessment Program (VAP) Working Group
The CSR Board	Member
High Density Packaging Users Group	Board of Directors Lead free Board Materials Phase Six, Researcher Lead free Harsh Use Environment Development, Researcher
International Electronics Manufacturing Initiative (iNEMI)	Characterization of Alternate Pb-Free Alloys, Researcher
Open Compute Project Foundation	Member
Green Industry, Ministry of Industry, Thailand	Green Industry Level 3 Certification
WSPS Workplace Safety & Prevention Services, Canada	Member
Industry Mentor Network (IMN), Singapore	Member
Junior Achievement Canada	Supporting Partner
City of Toronto Circular Economy Working Group, Canada	Member
Energy Conservation Center, Miyagi, Japan	Member
Fire Prevention Monthly Conference Group, Miyagi, Japan	Member

FIGURE 2.3: MEMBERSHIPS AND AFFILIATIONS CONTINUED

Organization	Participation
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
Open Compute Project	Member
Consortium for On Board Optics	Member
Quad Small Form Factor Double Density	Member
Open Networking Foundation	Collaborator

CDP Climate Change
and Water Security Responses

6 CLEAN WATER AND SANITATION
6.2
6.3

8 DECENT WORK AND ECONOMIC GROWTH
8.4

12 RESPONSIBLE CONSUMPTION AND PRODUCTION
12.2
12.6
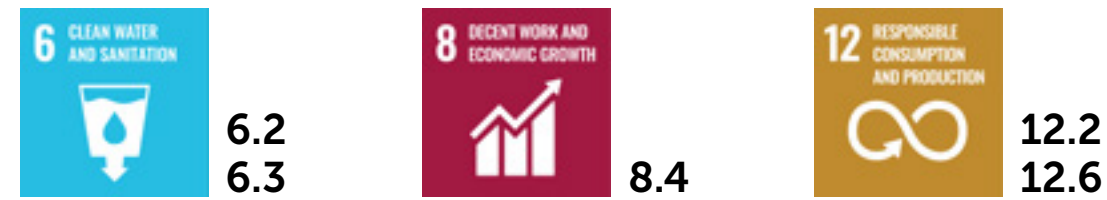
Over the last decade, Celestica has developed a sustainability strategy that aligns with industry-leading environmental reporting such as global environmental non-profit CDP. Celestica's continuous commitment to grow its sustainability program has garnered an A- score on the CDP 2020 Climate Change Questionnaire and a C on the Water Security 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. We are developing plans to implement effective and focused strategies that minimize our water use and build resilient water sources.

Learn more about our environmental management practices, performance, and our responses.

Environmental

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 102-56, 305-1, 305-2, 305-3

7.2	8.4	9.4	12.2 12.4	13.1 13.3

The United Nations has called climate change a "crisis multiplier" that has profound implications for international peace and stability. Reducing greenhouse gas 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.

As a global company, we understand that we play a critical role in protecting the climate and our planet. In 2013, we committed to reducing our absolute Scope 1 and Scope 2 GHG emissions 30% by 2020 from a 2012 base year. This goal focused on direct (Scope 1) and indirect (Scope 2) emissions from our operations. As of December 31, 2020, we are pleased to announce that we reduced our emissions by 70% compared to 2012.

Building on that success, in 2020 Celestica set a new GHG emissions reduction target in alignment with the Science-Based Targets initiative (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.

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 next sections.

Emissions From Our Operations (Scope 1 and Scope 2)

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 2020, we tracked emissions from 99% of the facilities over which we have operational control.

Celestica's combined Scope 1 and 2 emissions decreased by 21.3% year-over-year due to energy reduction initiatives in our facilities, renewable energy usage, and impacts from the COVID-19 pandemic that included reduced production and more employees working from home.

Our Scope 1 direct emissions derived from natural gas and liquid fuels (such as diesel) used for heating, cooking in cafeterias, and powering back-up generators. In 2020, our Scope 1 emissions increased by 51.6% compared to 2019 levels largely due to one of our sites commencing operation of a generator to power its facility.

Our Scope 2 indirect emissions derived from electricity used in our operations primarily for lighting; heating, ventilation, air conditioning systems (HVAC); and manufacturing equipment. In 2020, our Scope 2 emissions decreased by 27.2% year-over-year. This significant reduction is attributed to the use of on-site solar energy generation, procurement of renewable energy from utilities, purchase of EACs, implementation of energy efficiency projects, and reduced occupancy of our facilities as more employees worked remotely.

In addition to GHG emissions, Celestica tracks normalized emissions to revenue. Our normalized emissions decreased by 19.3% compared to 2019. This was driven by the reduction of our Scope 1 and 2 emissions, resulting in 10.7 metric tonnes (mt) of CO2e per million dollars of revenue, down from 13.3 in 2019.

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 2020 TARGET
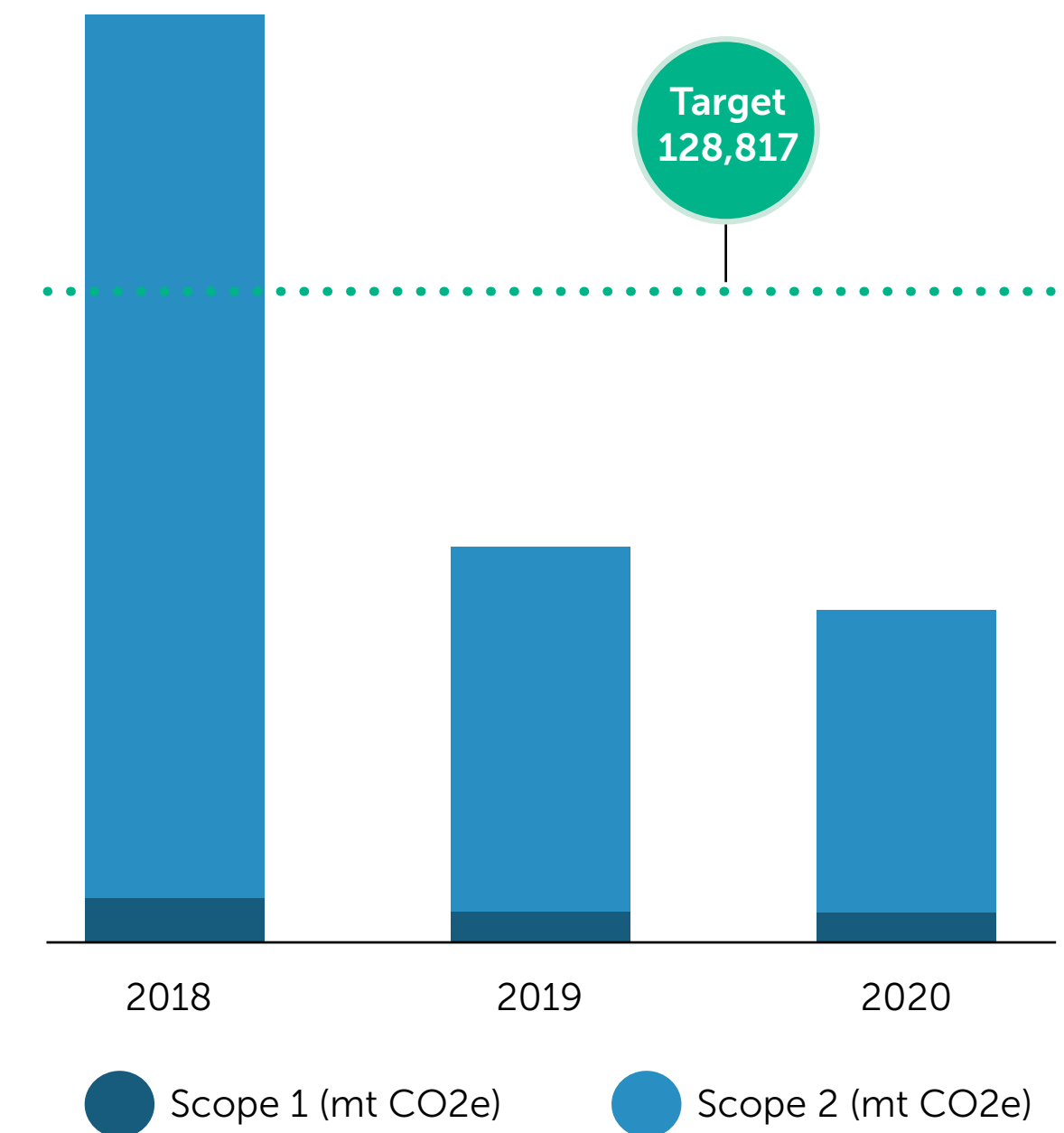
Target 128,817

2018   2019   2020

● Scope 1 (mt CO2e)   ● Scope 2 (mt CO2e)

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▷ ENVIRONMENTAL

Greenhouse Gas Emissions

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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 10 Scope 3 categories from the Greenhouse Gas Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard, including business travel, upstream and downstream transportation, employee commuting, and capital purchases, among others. In 2020, our Scope 3 emissions decreased by 55.6% year-over-year. Of the 10 Scope 3 categories that Celestica reports on, the emissions from seven categories decreased in 2020. Although there was significant growth in the Hardware Platform Solutions business, the proportion of the business that contributes to Category 11: Use of Sold Products, significantly decreased. Furthermore, the COVID-19 pandemic drove a significant reduction for Category 6: Corporate Air Travel and Category 7: Commuting, due to lockdown measures and employees working from home and not travelling.

Although we saw a decrease in our Scope 3 emissions from reduced employee commuting in 2020 due to work-from-home measures and temporary office shutdowns, 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.

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 2020 we had an 11% increase in these categories compared to 2019, due to a 20% increase in the associated emissions from Category 1: Purchased Goods and Services and Category 3: Fuel and Energy-Related Activities. This category is calculated based on the emissions of our suppliers, indicating an increase in their reported emissions.

▷▷ Further Scope 3 emissions details are provided in our **CDP Climate Change Questionnaire** and within the **KPI Summary**.

Additional Air Emissions

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 (CH_4), sulphur oxides (SOx), lead (Pb), non-methane hydrocarbons (NMHC), hazardous air pollutants (HAPs), and tin (Sn). In 2020, we released approximately 10 metric tonnes of these air emissions from 31% of our square footage.

▷▷ More information about additional air emissions can be found in the **KPI Summary**.

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

| 7.1 7.2 7.3 | 8.4 | 9.4 9.5 | 12.2 12.4 12.8 | 13.1 13.3 |

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.

In 2020, Celestica consumed 209 gigajoules (GJ) of energy per million USD of revenue, a 7.1% reduction year-over-year. To reduce our energy consumption, our facilities implemented energy efficiency projects that account for savings of more than 12,000 GJ.

Representatives across our operations meet bi-monthly to share ideas, projects, and solutions. Globally, 52 energy projects were implemented 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 implementing other energy-efficient systems.

Currently nine sites have obtained ISO 50001 certifications, representing 74% of our total consumed electricity for the year, with seven sites certified under the latest ISO 50001:2018 version. Moving forward, we will regularly reassess whether we can increase the number of certified sites and update certifications to the latest ISO version.

We continue to invest in the latest best practices for energy management that enable us to reduce our energy consumption, emissions, and costs.

SITE SUCCESS STORY: PORTLAND, OREGON, U.S. – BUILDING AUTOMATION SYSTEM (BAS) UPGRADE

Celestica's Portland, Oregon, U.S. site commenced an upgrade to its Building Automation System (BAS) in 2020. Many of the sensors from the previous BAS had failed over the years, resulting in some units operating independently of the system and consequently creating an unreliable control system. As a result, the HVAC equipment operated inefficiently, consuming excessive energy. With the new BAS system, the site is able to control and maintain set points to ensure energy savings, including scheduling its HVAC equipment to match site occupancy and capitalizing on ambient conditions by monitoring outdoor air temperature with a central sensor. Portland's BAS upgrade is estimated to save 1,784 GJ of natural gas and 302.3 megawatt hours (MWh) of electricity annually.

SITE SUCCESS STORY: HONG KONG, CHINA – ELECTRICITY REDUCTION STRATEGIES

Celestica's Hong Kong, China site implemented a site-level target to reduce 2% of its total electricity consumption in 2020 compared to 2019. To meet its target, the site executed several electricity reduction initiatives including the replacement of T8 tube lights with LED lights, saving an estimated 14 MWh annually; removal of inessential light bulbs in areas with excessive lighting; and improving processes to power down equipment when inactive or during unoccupied hours. The site surpassed its goal, achieving a 2.6% reduction in electricity consumption year-over-year.

SITE SUCCESS STORY: LAEM CHABANG, THAILAND – ENERGY EFFICIENT IMPROVEMENTS

Celestica's Laem Chabang, Thailand site executed a range of energy-efficient projects in 2020 that saved approximately 2,500 MWh. They included:

- Lowering of diffuser and installation of a suspended ceiling to reduce load on HVAC systems.
- Replacement of a precision air conditioning unit with existing operational air handling unit to minimize energy usage.
- Replacement of two air dryers with zero purge loss air dryers.
- Lowering of pressure from 120 pounds per square inch (psi) to 100 psi on compressed air to reduce load on equipment.
- Installation of variable speed drive motors in three chilled water pumps.
- Installation of management software to optimize the number of chillers operating based on cooling load in a given water chiller system.
- Utilizing an existing HVAC system instead of a split-type air conditioner in a localized area to conserve electricity.

The Laem Chabang, Thailand facility's electricity consumption reduced by 13.2% compared to 2019, equivalent to nearly 5,900 mt of CO2e.

DARREN HARRIS
FACILITIES SERVICES, MANAGER
PORTLAND, OREGON, U.S.

A sustainability powerhouse, Darren has spearheaded a host of initiatives that are helping to create a better world. He was the driving force behind Portland's switch to sourcing 100% of its energy from wind power, which will prevent nearly 1,000 mt CO2e annually.

He also led Portland's partnership with local charity Cans for Kids, which donates the proceeds from recycled drinking cans and bottles to Mi Casa, an orphanage in El Salvador that provides valuable assistance to disadvantaged children. Darren also led the upgrade of the site's Building Automation System—saving 1,784 GJ of natural gas and 302.3 MWh of electricity annually. "I've always been attracted to living off the grid. It just makes sense to be a good steward of the planet," he says.

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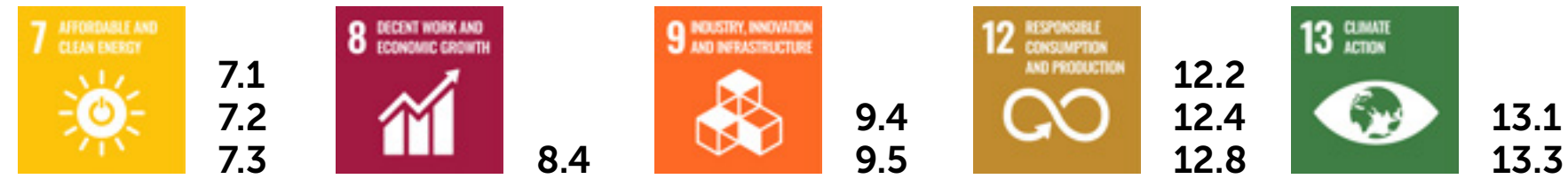Greenhouse Gas Emissions
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Renewable Energy

At Celestica, we are committed to increasing the use of renewable energy sources in our operations. We currently use 64.4% renewable energy as part of our total electricity consumption, through the use of on-site solar panels, procurement through utilities, and the purchase of Energy Attribute Certificates.

In mid-2020 we celebrated the fact that our Portland, Oregon, U.S. site and Oradea, Romania sites switched to sourcing 100% renewable electricity through their local utility for one of their buildings. These saved approximately 4,000 metric tonnes of CO_2e from entering the atmosphere in 2020 and will continue to reduce approximately 5,600 mt CO_2e annually.

Our Laem Chabang, Thailand site continues to generate renewable energy through its 3.5 megawatts of solar panels. Since the panel installation began in 2016, it has saved an estimated 66,208 mt of CO_2e.

Our Galway, Ireland and Valencia, Spain facilities derive 100% of their electricity from renewable energy. Together, these two sites prevented approximately 2,200 mt of CO_2e from entering the atmosphere in 2020.

Our Fremont, California, U.S. site continued its partnership with the East Bay Community Energy Bright Choice Plan, which enabled the procurement of 85% carbon-free power. The combined impact of this program diverted more than 1,700 mt of CO_2e.

Celestica also purchased 155,348 MWh of EACs to cover an additional 54.1% of our GHG emissions. These certificates were purchased from wind and small hydro projects in Thailand, China, Mexico, Spain, Vietnam, and the United States. All certificates are recognized by external bodies, such as the Renewable Energy Certificates (REC) Standard, the International Renewable Energy Certificates (i-REC) Standard, or Guarantees of Origin (GO). We are constantly investigating new sources of on-site renewable energy capabilities for our facilities but are currently employing the purchase of EACs to promote the development of renewable energy off-site. The emissions tracking of these certificates follows the RE100 Technical Criteria.
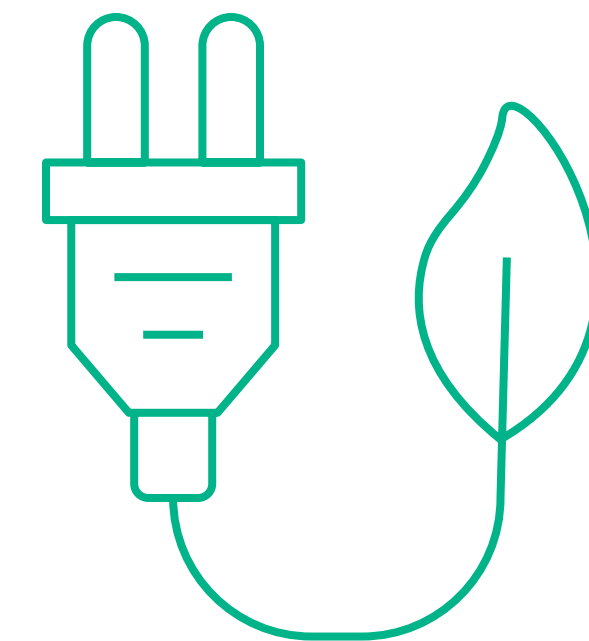
Together, these renewable energy projects averted an estimated 10,000 metric tonnes of CO_2e emissions in 2020 and nearly 26,700 metric tonnes over the past five years.

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 MW of solar energy with one customer in 2020.

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 2,000 power modules for use in fast-charge DC applications for electric vehicle charging stations and built integrated cabinets and charging stations servicing the car, bus and truck EV markets. In 2020, Celestica supplied equipment to support more than 100 MW worth of EV charging stations.

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 2020 we partnered with a customer leading in energy generation technology solutions that are paving the way for the future grid to help meet the growing demand for clean and efficient energy. These high-power energy generation solutions will provide flexibility, uninterrupted power, and lower costs.

Waste GRI 306-2

			12.2		
6 CLEAN WATER AND SANITATION	8 DECENT WORK AND ECONOMIC GROWTH	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	12 RESPONSIBLE CONSUMPTION AND PRODUCTION 12.3 12.4 12.5	17 PARTNERSHIPS FOR THE GOALS	
6.3	**8.4**	**9.4**	**12.8**	**17.17**	

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.

In 2020, temporary shutdowns and reduced production due to the COVID-19 pandemic generated a large reduction of material disposal of more than 6,000 mt. However, COVID-19 also had negative impacts, such as an increase in single-use and disposable items of personal protective equipment. Currently, our Fremont, California, U.S. site utilizes a program to recycle most models of nitrile gloves and smocks used on-site as a Celestica best practice. We are continuing to analyze how to roll-out this program to other sites, and find other opportunities to recycle PPE.

In 2013, we set an aspirational goal to divert 100% of our waste from landfill by 2020. Given the complexity of our waste streams and the availability of local recycling options in each of our global locations, we were unable to reach that target on a global level; however many of our individual sites did achieve 95% or higher waste diversion rates. We closed the year with 92.5% of our waste diverted from landfill. In 2021, Celestica will continue to encourage sites to minimize materials from entering landfills and look to focus on reducing material usage.

Packaging materials comprise a significant portion of our total waste—in 2020, paper, wood, plastics, and cardboard made up 58% of our waste material. We have taken a variety of steps to reduce and recycle these materials such as material consolidation, packaging reuse, and improved material segregation. We are working to further reduce packaging by strengthening our internal procurement, supplier, and

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

● Incineration   ● Compost   ● Reuse

● Recycle   ● Landfill
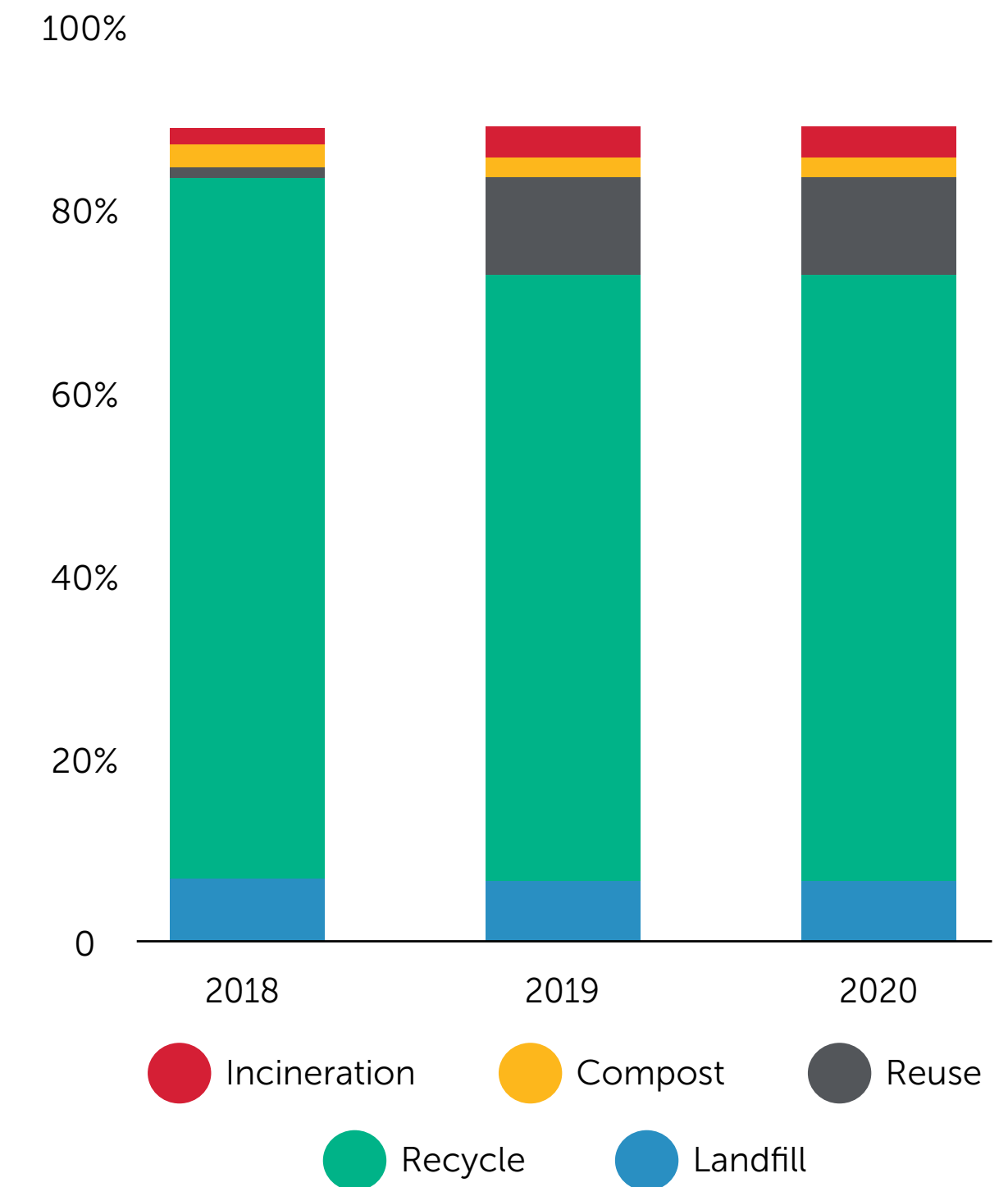
▷▷ Further waste disposition details are provided in the **KPI Summary.**

customer relationships. By finding opportunities to minimize packaging and use more recyclable materials we can protect the earth and minimize the impact those materials cause.

We have made great strides in reducing our waste around the world. In Japan, our Hino and Miyagi sites transitioned all landfill waste to waste-to-energy. Collectively, the sites diverted 15.4 mt of material from landfill using this method. In Canada, our Mississauga and Newmarket sites sourced a waste-to-energy vendor, diverting more than 125 mt of waste from the landfill. This equates to approximately 67,700 kWh of energy produced, creating enough energy to charge nearly 6 million cellphones.

Collectively, although some sites did see a year-over-year increase in their landfill waste, 33.6 mt of landfill material was reduced in some sites. This can be attributed to multiple factors, including reduced operations from COVID-19, transitioning to waste-to-energy vendors, and variability in customers and their production demands. Throughout 2020, our Thailand and Eastern Asia sites incurred larger amounts of waste disposal due to local droughts. Toilet paper waste that would be managed through governmental water treatment systems was transferred to landfill waste to help alleviate the usage of water. Our Savannakhet, Laos site gave new life to production scraps by using materials such as iron and used pallets to build a guardhouse on-site. This avoided the use of raw and repurposed materials that would have otherwise been destined for landfills or recycling.

Following the closure of Celestica's Leixlip, Ireland site in 2020, Celestica's employees properly disposed of materials to avoid landfill including identifying, tagging, and disposing of hazardous waste properly; destroying and recycling IT equipment through approved electronic waste vendors; and transferring items for use such as tables, chairs, and white boards to our Galway, Ireland site.

In total, we diverted more than 67,500 kg from the landfill, including:

- 53,785 kg of metal recycled
- 4,890 kg of waste converted to energy
- 4,820 kg of cardboard recycled
- 2,140 kg of wood and pallets recycled
- 1,497 kg of electronic waste
- 350 kg of chemicals recycled

REUNGYOS CHOTIKO
EHS SITE MANAGER
LAEM CHABANG, THAILAND

Reungyos and the EHS team are committed to providing innovative waste management services within Celestica and for our customers. Their goal: Prevent material from ending up in landfills. During 2020 they worked closely with the site's packaging manufacturer which recycles all of the Thailand site's cardboard to identify advanced processes to minimize and manage packaging waste. They also established an on-site center to champion internal materials reuse. "In many cases, materials with no further use by one department can be reused by another— substantially reducing both costs and waste," he says. The team is proud of the role they play in educating employees about the importance of driving waste reduction at work and in the community.

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 because it transforms the concept of ownership and encourages manufacturers to rethink how a product is used over its lifetime. Shifting mindsets from manufacturing products to delivering customer outcomes is growing the circular economy model.

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.
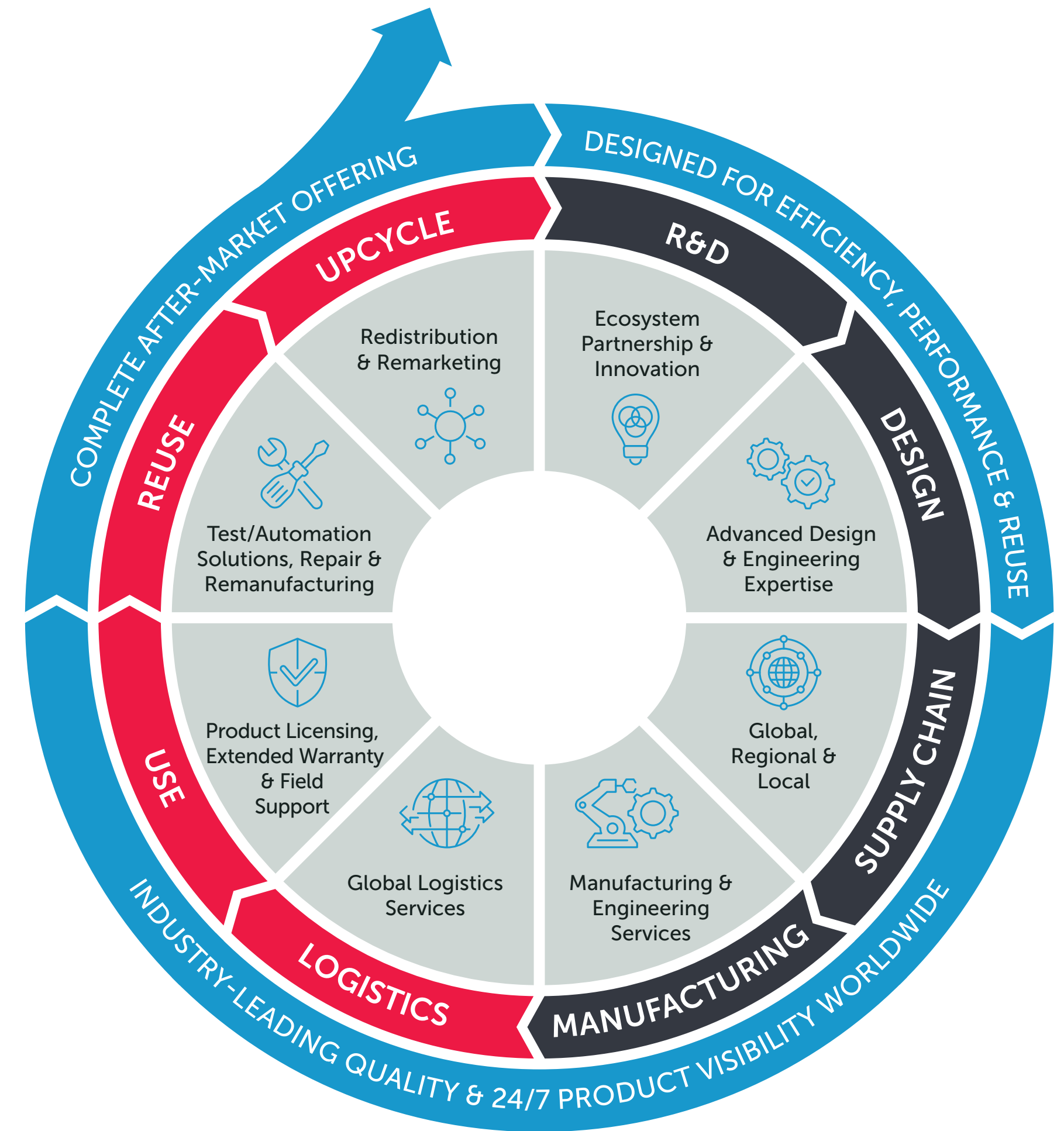
Hardware Platform Solutions Business

In recent years, we have pursued growth in designing leading-edge hardware for datacenter, networking, and edge deployments. Celestica's Hardware Platform Solutions business works with our designers, technology partners, and customers to deliver off-the-shelf and customized solutions for their products. Two key projects in 2020 supported circularity of the business and an overall reduction in wasted materials.

In order to manage internal tracking of components and inventory, customer product components are all defined with unique part numbers. Throughout 2020, our HPS business consolidated the same components, eliminating more than 1,300 internal part numbers and avoiding the creation of another 1,300. By reducing multiple part numbers for the same manufacturing component, Celestica reduced not only the number of shipments and their associated packaging and emissions from logistics, but also created a shared inventory. When engineering changes or upgrades to products are released, Celestica now has visibility to these components which facilitates redeployment and reduces the need to recycle and discard unused materials.

In HPS's product design sector, Celestica has integrated a part commonality framework, producing designs that use the same components across multiple products. Celestica focuses on circular design and incorporates a fit, form, and function interchangeability framework for products and their components. By creating a more concise library of components to select from during the design stage, Celestica is able to reduce excess inventory, potentially wasted material, and packaging for shipment of components. Focusing on four key commodities, Celestica was able to reduce our resistor and inductor product library by more than 95%, multilayer ceramic capacitors (MLCC) by more than 90%, and integrated circuits (IC) by more than 85%.

For more information, please see the **Sustainability Built Into Our Hardware Platform Solutions Business** section.

After-Market Services Business

Celestica's After-Market Services (CAMS) business offers a range of customer solutions, 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, which enables value to be recaptured and reduces materials from entering landfills. In 2020, Celestica diverted more than 2 million products and nearly 3.7 million kg of material from landfill through redeployment, recovery, and recycling activities.

Apart from our CAMS business, Celestica provides upgrades and redeployment of products when possible, through our Return Material Authorization Process. We are currently reviewing how to globally measure and track these efforts in order to understand the volume of materials diverted from landfill.

Supply Chain Procurement Consolidation

Beginning in late 2018, Celestica's global Supply Chain Management process and applications team began dissecting common, low-spend components that were shipped at high-frequency. To reduce the workload of creating and submitting purchase orders (POs), receiving shipments, and tracking of inventory, the team analyzed part numbers and established "classes" which defined the frequency of shipment for components, based on present and future demands. In addition to reducing overall employee workload, there were sustainability benefits. While reducing POs, this implemented process also effectively reduced the number of shipments being placed, reducing logistics emissions as well as packaging usage and disposal.

In October 2018, a new classification (class D) was implemented, changing part numbers from class C (which were ordered monthly) to class D (ordered every six months). Once implemented, this activity was effective in reducing annual global PO line items by more than 60, for all direct components. Due to the complexity of the program, such as fluctuation in number of shipments per PO, the turnover of part classification, minimum ordering quantities and fluctuation in business, the exact benefits of packaging reduction and logistics reduction are unknown.

Global Waste Reduction Week

In 2020, Celestica hosted its sixth annual Global Waste Reduction Week, an event that engages and empowers employees to reduce waste within our operations and in their daily lives.

Despite the global pandemic, our sites were able to continue this yearly initiative by creating interactive, online experiences and hosting activities in small, socially distanced groups that complied with local pandemic safety guidelines. Employees at 25 of our sites participated in this year's event, and globally we diverted approximately 2,500 kg of material from landfills.

Two global activities were also held, including an online waste trivia game designed to test and educate employees on sustainability and waste-related facts. Nearly 1,000 employees participated. In addition, a video tutorial demonstrating the Furoshiki sustainable gift-wrapping technique was shared with employees worldwide. Furoshiki uses reusable fabric, eliminating the need for single-use paper, plastic bows, and other single-use materials to wrap gifts.

Waste Reduction Week Results

1,535 kg
of clothing and books were donated by employees to local charities.

50 kg
of electronics were collected for proper recycling or reuse, including adapters and used batteries.

860 kg
of material was repurposed including wood, plastic, and packaging material.

Building a Culture of Repair

(Toronto, Canada and Valencia, Spain)

Recognizing the need to reduce raw material use and the amount of waste in our landfills, guest speakers were invited to promote a culture of repair to fix broken items such as appliances, jewelry, and small electronics, and to share resources and opportunities to get involved in the local community. Employees also performed repairs on broken items found on-site.

Electronics Recycling

(Hong Kong; Kulim, Malaysia; Oradea, Romania)

Approximately 50 kg of unused electronics and electronic waste including adapters and batteries were diverted from landfills by being properly recycled.
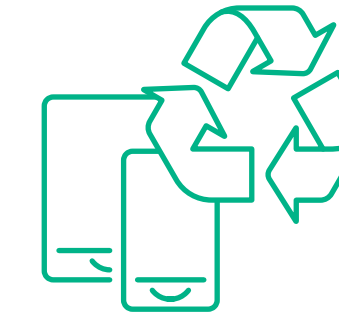
A New Purpose

(Asan and Incheon, South Korea; Kulim, Malaysia; Suzhou, China; Laem Chabang, Thailand; Valencia, Spain)

Sites creatively repurposed waste materials to create desks, work tables, and outdoor benches. Approximately 860 kg of waste was diverted from landfill.

DIY tutorial on how to create an apartment composter using recycled totes (Portland, Oregon, U.S.).

Empowering Through Education

(Alburtis, Pennsylvania; Ontario, California and Portland, Oregon, U.S.; Johor-AMS and Johor-EMS, Malaysia; Shanghai, Songshan Lake and Suzhou GBS, China; Laem Chabang, Thailand; Oradea, Romania; Valencia, Spain)

Employees promoted waste reduction with informative posters, presentations, quizzes, and activities including waste-sorting and recycling competitions. Sites also hosted Do-It-Yourself (DIY) tutorials demonstrating how to upcycle items to create useful objects such as apartment composters using recycled totes; pet furniture using pallets, crates, and old carpets; and more.

Donation Drives

(Portland, Oregon, U.S.; Hong Kong, Shanghai, Songshan Lake and Suzhou GBS, China; Laem Chabang, Thailand; Oradea, Romania)

Our employees generously contributed to donation drives across the globe to reduce overall waste and help in-need communities. Sites collected 1,535 kg of goods including winter clothing, books, food, toys and more, and distributed them to orphanages, shelters, schools, and other local communities and organizations.

Water GRI 303-1, 303-2, 306-1

6 CLEAN WATER AND SANITATION
　6.1
　6.2
　6.3
　6.4

8 DECENT WORK AND ECONOMIC GROWTH
　8.4

12 RESPONSIBLE CONSUMPTION AND PRODUCTION
　12.2
　12.4

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 Aquaduct tool indicates that seven 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 2020, Celestica withdrew approximately 1,233 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. This represents an 11% decrease from 2019 levels, primarily due to shifts in production at multiple sites, and an increase in the number of employees

working from home, due to the COVID-19 pandemic. Areas such as washrooms, drinking fountains, and cafeterias are the greatest sources of water consumption, meaning that consumption is highly dependent on the number of employees working within our sites. Our manufacturing processes account for the second largest percentage of our water usage. 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, or 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 services and sanitation.

▷▷ For more information, please refer to our **CDP Water Security Questionnaire.**

Boiler Water Consumption Reduction, Johor-AMS, Malaysia

Employees at the Johor-AMS, Malaysia site conducted a data analysis of water consumption and liquid petroleum gas (LPG) usage within the facility's water boilers. One result was the implementation of a wastewater recycling flow in the boilers. Steam energy was recycled and reused in the boiler process, thus reducing the amount of water utilized. This improvement reduced the total water consumption by 70%, from 794,000 L to 238,000 L. Additionally, the warm recycled wastewater is used to spray the LPG container surface to optimize the amount of LPG fuel required.

Key Impacts and Risks

Financial Implications Due to Climate Change

GRI 102-11, 102-15, 201-2

13 CLIMATE ACTION
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 (EMS) policies and practices. These efforts require our Board of Directors, executives, functional teams, and operational employees to work together to help identify or 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 (BCP), and Disaster Recovery Plans (DRP) 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.**

Managing Risks

Celestica's Business Continuity Plans (BCP) take into consideration a range of scenarios and risks including environmental, socio-political and man-made 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.

In 2020, this process was tested and utilized for our response to the COVID-19 pandemic. 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 demonstrated Celestica's resilience and ability to react quickly to a global emergency, similar to other potential climate change impacts such as natural disasters.

Environmental Compliance GRI 307-1

6 CLEAN WATER AND SANITATION — 6.1 6.2 6.3	7 AFFORDABLE AND CLEAN ENERGY — 7.1 7.2	12 RESPONSIBLE CONSUMPTION AND PRODUCTION — 12.2 12.6 12.8	13 CLIMATE ACTION — 13.1	17 PARTNERSHIPS FOR THE GOALS — 17.16 17.17 17.19
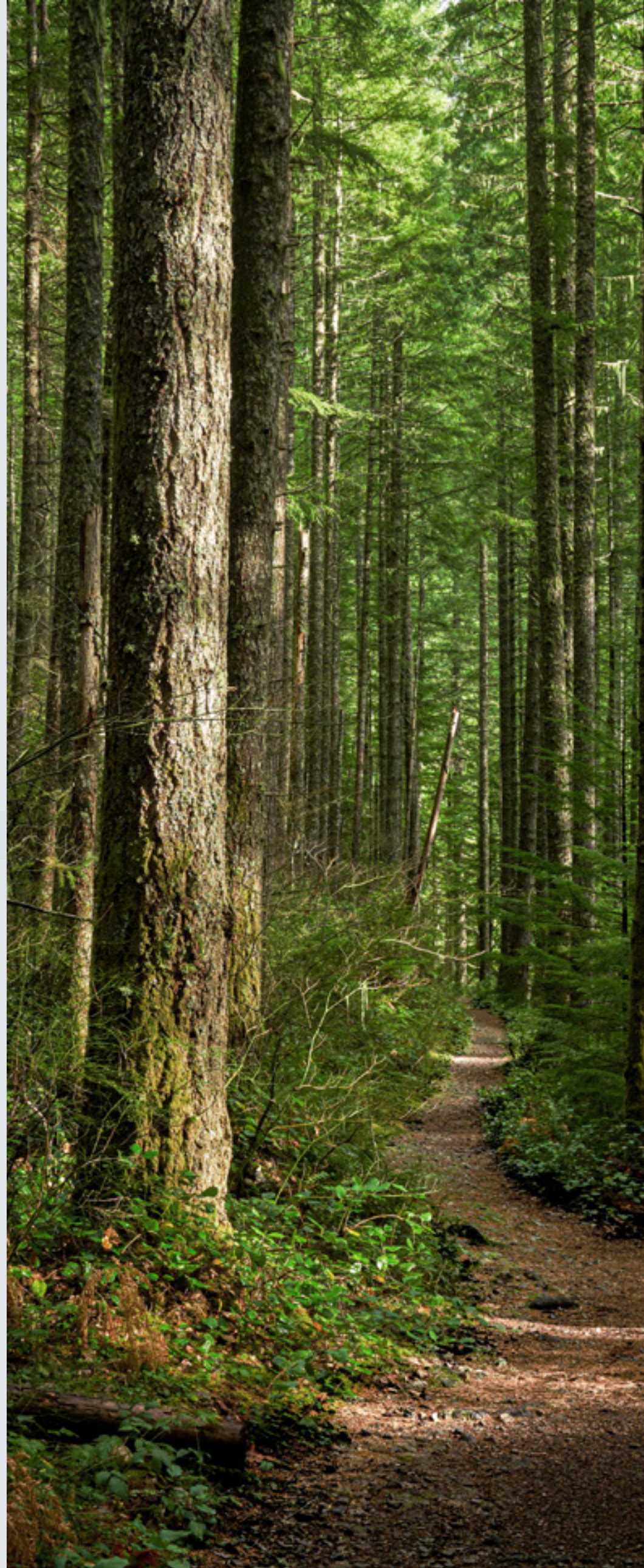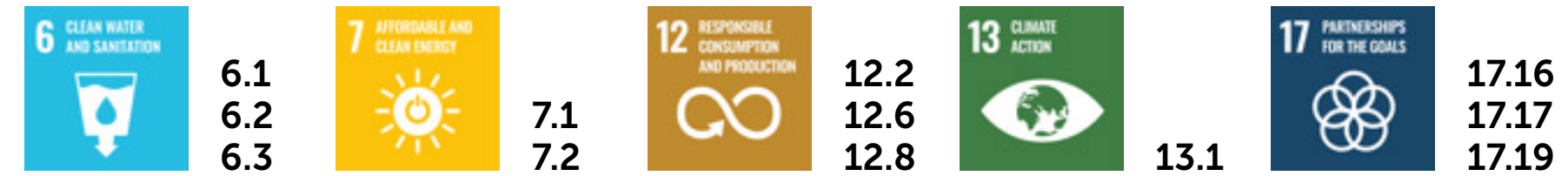
Celestica's Global Environmental Policy communicates our commitment to environmental regulatory compliance and to being a good environmental citizen in the jurisdictions in which we operate. As part of our global Environmental Management System, we closely monitor compliance activities and identify and control risks.

ISO **61% of our manufacturing locations have ISO 14001-certified environmental management systems**

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 2020, Celestica did not identify any significant non-compliance issues with environmental laws or regulations.

▷▷ For more information, please refer to the **Global Environmental Policy**.

Our Products and Services

7.2
7.3

8.4

12.2
12.4
12.5
12.6
12.8

17.17

Supply Chain GRI 102-9, CM

The Compliance Engineering Team, within Celestica's Global Business Services organization 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.

Celestica has a global network of more than 4,500 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 in close proximity to the majority of our manufacturing locations, resulting in reduced GHG emissions.

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 Products and Services**.

ZOHRI MOHD TAIB
NPI ENGINEERING
CONSULTANT, GLOBAL
BUSINESS SERVICES,
PENANG, MALAYSIA

Zohri works to ensure our vast network of global suppliers adhere to the Responsible Business Alliance (RBA) Code of Conduct—making certain that unethical practices such as forced labour or withholding wages as penalties are not tolerated. "My role is to educate and inform," says Zohri. "I work closely with suppliers to ensure they understand the RBA Code and have the proper procedures and policies in place to protect their workers." Annual supplier surveys identify areas of possible concern and verification visits to supplier factories are held to confirm suppliers' compliance to the RBA Code. "Usually when we identify non-compliance, it's because they just aren't aware of the RBA Code. It makes me proud to know I'm helping them comply—which is improving the lives of workers around the world."

Supplier Assessments GRI 308-1, 414-1

Celestica is an electronics manufacturing services company that builds products for original equipment manufacturer customers 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.

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.

We leverage key supply chain groups by focusing on reducing emissions from our logistical footprint, such as through consolidating shipments, reducing part numbers and empty spaces in shipments, and optimizing transportation methods and packaging.

Celestica's global commodity management team evaluates MSL suppliers quarterly. This scoring can affect the amount of business awarded to the supplier, and if deficiences are not satisfactorily addressed, the supplier may be removed from the MSL. In 2020, our supplier scorecards were enhanced to incorporate a range of new requirements—including new environmental and social performance criteria. These criteria will be reviewed on an as-needed basis to align with Celestica sustainability strategy and global trends.

In 2020, Celestica completed more than 160 supplier facility Self-Assessment Questionnaires. Thirteen suppliers were reduced from medium risk down to low risk in 2020, and no suppliers were identified as high risk suppliers. A total of 37 RBA supplier audits were completed for supplier facilities, 22 initial audits and 15 closure audits. Throughout 2020, we had 76 corrective actions open with our suppliers and we managed to close 31 of them by the end of 2020, taking into account that some audits have as long as two years to be completed. With a focus on our MSL, over 185 unique suppliers were assessed on a combination of environmental and social sustainability. On top of our RBA supplier assessments and audits, and our supplier scorecards, Celestica will continue to improve risk management in our supply chain through integrated software.

SHEMAIAH OKAMOTO
GLOBAL BUSINESS CUSTOMER
UNIT MANAGER, AFTER
MARKET SERVICES,
HINO, TOKYO, JAPAN

Shemaiah's leadership is helping a key customer to achieve an ambitious sustainability goal—to reuse or recycle 99% of its products. Our refurbishment and asset recovery services divert millions of pounds of materials from ending up in landfill. Our customer's end-of-lease products are sent to our Hino site to undergo rigorous processes including product data input, asset and function verification tests, data sanitization and final grading. The sheer scope of the project is breathtaking—1,600 units a day can be processed. "The main challenge is allocating resources in a very dynamic market while delivering the quality required by the customer," he says. "We couldn't achieve this without our incredible Hino team." Their efforts are helping to sustain the environment for future generations.

Sustainability Built Into Our Hardware Platform Solutions Business

Celestica's Hardware Platform Solutions (HPS) business (formerly Joint Design and Manufacturing) 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. In 2020, more than 80% of HPS projects switched from using platinum to titanium within the power supply unit, as titanium is much more energy efficient. In addition, Celestica has achieved the previously set target of 96% power efficiency for all of our HPS product designs.

To learn more about the HPS business, please visit our **website**.

Social

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

Please see 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

8 DECENT WORK AND ECONOMIC GROWTH

8.8

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 (OH&S), and social risks. Each site has one or more persons tasked with managing OH&S activities and reporting site status to the global EHS team. In 2020, our OH&S representatives had an unprecedented year and we appreciate the enormous contributions they made in maintaining a healthy and safe workplace during the COVID-19 pandemic.

Our site level OH&S 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. Our top level Global OH&S 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.

Celestica uses a variety of methods and tools to ensure we are continually monitoring and improving the performance of our OH&S 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 through extensive training, hazard identification, and risk assessment contributes to our low incident rates. In 2020, there were no work-related fatalities.

We are committed to keeping our 20,550 employees worldwide informed about health and safety standards, policies, and local legal requirements.

In 2020, we completed:

- 1,300 EHS-focused workplace inspections of our manufacturing facilities.
- 350 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 200 health and safety committee meetings.
- EHS-focused Kaizen activities, resulting in more than 100 improvements across the network.
- Targeted minimum of four hours of EHS-focused training for direct labour employees.

▷▷ For more information, refer to the **Global Occupational Health and Safety Policy**.

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 Íand responsibilities. Across all of our global teams, we logged approximately 1,500,000 training hours and provided more than 300 internship positions in 2020.

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, and function-specific and global programs.

Our Learning Management System offers various courses, and resources covering a wide range of topics and skills. Due to the ongoing COVID-19 pandemic-related challenges in deploying live face-to-face learning, we have converted some of our core training programs to be delivered virtually while maintaining interactive components and relevant content to drive optimal learning outcomes.

To enhance leadership effectiveness and career growth across the organization this year, we launched the Customer Focused Team (CFT) Academy virtually to more than 160 operations leaders and employees across all three regions. This comprehensive, interactive development program is designed to strengthen the overall business acumen and customer relationship management skills of those responsible for the successful execution of our customer programs. In 2021 we will expand and tailor the program for other customer-facing employees.

Celestica's 'Your Voice' Engagement survey ensures we understand employee sentiment in specific areas such as performance enablement, employee experience, and leadership. Based on the survey results, we drive improvements at the team, site, function, and overall company levels to ensure Celestica remains a great place to work. Since our 2018 survey, we have created new and enhanced learning and development opportunities such as leadership and functional skills training, increased accessibility to robust online learning, greater visibility to career paths, and opportunities to drive meaningful career growth while strengthening capabilities and the employee experience.

We also continued with the roll-out of our People Leadership Development Program to new, emerging, and existing people leaders in 2020.

To accelerate the growth and development of women we reinvigorated the Women in Action program including a formal mentorship program which will be expanded to other groups in 2021.

Diversity and Inclusion

4 QUALITY EDUCATION	5 GENDER EQUALITY	8 DECENT WORK AND ECONOMIC GROWTH	10 REDUCED INEQUALITIES	17 PARTNERSHIPS FOR THE GOALS
4.3 4.5 4.7	5.1 5.5	8.5	10.2 10.3	17.18
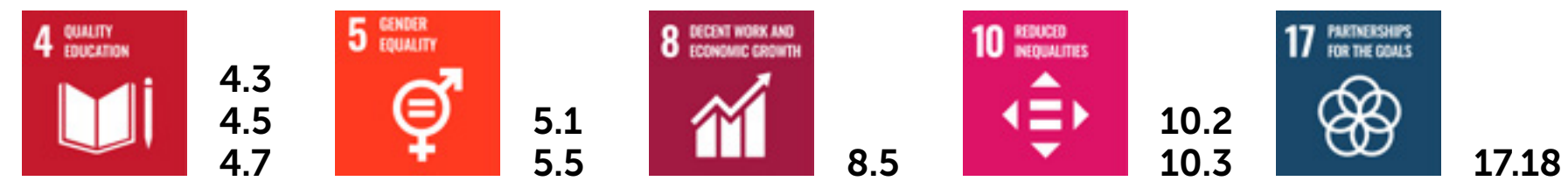
Celestica is committed to fostering a diverse and inclusive culture in which employees bring their best selves to work; contribute their ideas, experiences and talents; and add value to their team and to the company overall.

We recognize 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 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.

SHANNON SMITH
SENIOR MANAGER,
IT SOLUTIONS, ANALYTICS
CENTER OF EXCELLENCE,
TORONTO, CANADA

Shannon is helping to build a pathway to Celestica's future. The child of Caribbean immigrants, she identifies as a member of the Black community and is playing a key role on Celestica's Diversity and Inclusion (D&I) committee. As the leader of Celestica's Data Analytics team, Shannon's work on the D&I program is a natural fit for her skills. Together with the D&I committee, she is examining employee demographics to understand where we are today and where we can go in the future. Her goal: To determine the best way to bring more people with differing backgrounds and perspectives into Celestica. "I'm excited to apply my skills to help improve the mix of people working in all positions throughout the company—encouraging diversity of thought and building D&I into the fabric of our culture," she says.

To further cultivate a diverse and inclusive environment in 2020, Celestica:

- Appointed a D&I Leader to drive Celestica's D&I strategy.

- Established a D&I Steering Committee comprised of five members of senior management and co-chaired by the Chief Executive Officer and Chief Human Resources Officer. The committee ensures that best practices are incorporated into Celestica's culture, workplace, and talent practices.

- Formed a D&I Committee for the purpose of developing and promoting diversity. Comprised of members from across Celestica's global network, the committee examined all aspects of D&I at Celestica and made recommendations for how we can improve.

- Our CEO signed the CEO Action for Diversity & Inclusion Pledge, a CEO-driven business initiative for advancing diversity and inclusion within all organizations.

- Updated our Diversity and Inclusion Policy and explored opportunities to improve all of our employee policies and practices, including recruitment and development.

- Developed initiatives to support a diverse and inclusive work environment at Celestica with a mandate to achieve specific and actionable objectives.

- Monitored and tracked the progress of D&I goals and measures and ensured organizational culture and internal processes are aligned with and promote Celestica's D&I commitment.

- Regularly communicated with employees about ongoing progress on D&I matters.

- Developed a D&I training strategy to build all employees' understanding and awareness, and ensure long-term cultural adoption.

- Launched a global D&I survey, which enabled employees to anonymously provide their perspectives on diversity and inclusion at Celestica, providing a baseline to measure future progress. We have reviewed the survey data, and identified key focus areas to enhance Celestica's Diversity and Inclusion Policy and practices.

- Celestica's Board of Directors adopted a Board Diversity Policy intended to diversify the Board's own expertise and experiences. In 2020, the Board created a goal to achieve a board composition in which at least 30% of the Board are women by 2023.

Gender Equality

QUALITY EDUCATION	GENDER EQUALITY	REDUCED INEQUALITIES
4.3 4.5 4.7	5.1 5.5	10.2 10.3

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

Our goal is to increase the number of women on the Board and ensure that the candidate list for new board members is comprised of 50% women, where feasible. When the Board seeks to identify new directors, typically a committee is created to conduct reviews. The committee develops a preferred candidate profile based on qualifications, experience, diversity, and expertise to identify skill gaps and achieve D&I goals. As of December 31, 2020, there were two women on the Board, one of whom chairs the Audit Committee.

We are committed to being an equal opportunity employer and prohibit discrimination based on gender, race, ethnicity, religion, or disability status. 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 business environments.In 2020, it was revitalized to include coaching, peer discussions, guest speakers, networking events, and volunteering opportunities throughout the year. In 2021 we are expanding the program to foster greater networking, visibility, and development opportunities to all women across the Celestica network.

Employee Wellness EW

8 DECENT WORK AND ECONOMIC GROWTH

8.5
8.8

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.

Employees at each site actively contribute to Celestica's wellness programs. Many sites offer wellness initiatives each year, including annual voluntary health checks, medical centres for employees, and wellness policies. In addition, we offer sick leave programs, paid time-off, and other benefits on a regional or site level to support employees when they become ill.

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

Celestica Spirit Week

Each year Celestica dedicates a week to acknowledge all the hard work of our employees and to give thanks—known as Spirit Week.

The theme for Spirit Week in 2020 was "Take Care of Yourself, Take Care of Your Colleagues". Employees were encouraged to film a video, post a comment, or share a photo on our internal communication platform, Celestica Connects, showcasing how they have been taking care of themselves and their colleagues. Prizes and acknowledgements were awarded for these posts. Here is a snapshot of some of the activities held around the world:

Spirit Week kicked-off in Toronto, Canada with a virtual mindfulness and meditation session hosted by an employee. A self-care activity encouraged employees to complete wellness actions to be entered into a draw.

In Shanghai, 40 employees formed a badminton club that met weekly. The site also provided yoga sessions for employees during Spirit Week.

In Woodlands, Singapore, a small group of employees formed a social bubble to bake together, making sure to follow social distancing protocols.

Many other employees shared personal experiences of self-care through Celestica Connects. Sharing recipes, hobbies, and moments of reflection provided new ideas and perspectives to ensure we take care of ourselves and one another, especially given the mental health implications from the COVID-19 pandemic.

COVID-19 Mental Health Support

Globally, Celestica's sites offer guidance or programs to employees to ensure there are tools available for counselling and support for multiple topics. Resources and health care providers available to employees globally vary depending on their location. Health care providers include: Non-Governmental Organizations, local health authorities, and employee assistance programs.

At our Mexico sites, each employee receives a mental health risk assessment every two years and anyone with an identified risk receives custom recommendations and an action plan, provided by an on-site doctor.

In Canada, Celestica partners with MindBeacon, which provides free confidential virtual mental health support for people experiencing depression, anxiety, and other mental health concerns. We also regularly host webinars with doctors and other speakers to discuss coping mechanisms for stress and anxiety. Additionally, Canadian employees have access to an Employee and Family Assistance Program to promote a healthy work-life balance.

Wellness Initiatives

Employees at the Johor-AMS and Johor-EMS, Malaysia sites came together to create an on-site herb garden, which created a small ecosystem for plants, birds, and insects. They organized and planted 80 herbs on the site property, and used recycled wooden pallets and used tires as design elements and to segregate areas in the garden. Employees are now able to collect and take herbs home to their families.

In celebration of the 50th anniversary of Earth Day, employees at the Suzhou GBS, China site built an on-site garden. Employees were encouraged to donate plants and spare flowerpots. Employees had the opportunity to share knowledge about sustainability and encourage actions to benefit the planet and the mental health of fellow employees, especially during the COVID-19 pandemic.

When employees were required to work from home, our Oradea, Romania site created the Celestica Romania Virtual Community to provide a platform for site employees to interact and reconnect. Employees are encouraged to share how they are staying healthy during these times of isolation and to spark ideas with colleagues. Almost 200 employees have joined the community and it is still being used today as a platform to share site activities surrounding wellness.

Employees at the Shanghai, China, site are invited to meet bi-weekly to join in creative activities to engage their bodies and minds. Following social distancing protocols, activities included exercise sessions and e-learning training courses, enabling them to make meaningful connections with their colleagues.

Johor, Malaysia employees creating an on-site herb garden.
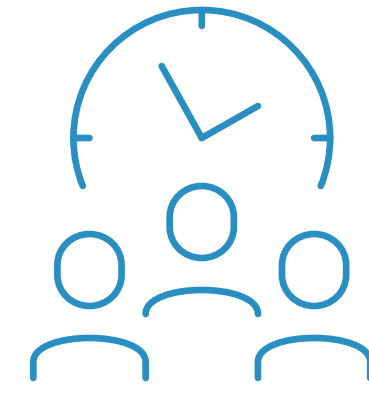
Working Hours WH

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, 99% of employees complied with maximum working hour requirements, and 95.5% complied with continuous working day requirements. We are proud of our efforts to cross-train employees to manage workload distribution in order to maintain compliance and keep our operations running.

Employee Engagement

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.
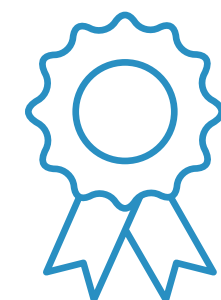
26,400 Bravo! Awards

were given out to recognize employees in 2020. Celestica's Bravo! Program encourages employees to recognize others.

SparkChange Ignition Award Winners

Americas: 844-1150 Decommission Team, Toronto, Canada

Challenged with decommissioning and clearing Celestica's former Toronto location by April 1, 2019, this team drove the sale, reuse, recycling, and redeployment of items across 1 million square feet of building space. Donations were made to local schools, libraries, and charities such as Habitat for Humanity and The Neighbourhood Organization. Innovative strategies to minimize waste—such as auctions, employee sales, and providing warehouse pallets to small businesses and farmers—ultimately diverted nearly 2.5 million kg of material from landfill.

To read about the Clean50 Award, please see the **Awards and Recognition** section.

Asia: Decades on Ecosystem Restoration, Kulim, Malaysia

The Kulim site focused its 2019 SparkChange efforts on saving energy, volunteering, and its transformation into a smoke-free facility. The team's energy-savings initiatives resulted in a reduction of approximately 1,500 metric tonnes of CO_2e, equaling a 12% reduction year-over-year. The team exceeded the previous year's Time Off to Volunteer program participation by achieving 51% employee participation. Activities included planting 500 mangrove seedlings in support of local wildlife and partnering with Rumah Amal Kulim, a training centre for people with disabilities and children with special needs. The team also worked to transform the site into a smoke-free environment—the first of its kind in the region certified by the World Health Organization's Blue Ribbon campaign.

Europe: SparkChange Team, Oradea, Romania

This team focused on fostering the best work environment, promoting community engagement and sustainability. Conservation efforts and technology upgrades reduced energy consumption and waste.

The team also supported employee health and wellness activities and Time Off to Volunteer programs, including tree planting. Educational support and youth initiatives included donating back-to-school supplies, participating in the education festival (EDU Fest 2019), and promoting integrated student learning with 830 students participating in 25 events.

2020
Ignition
Awards

Celestica's Ignition Awards program celebrates individuals and teams driving change in the organization. In 2020, there were 336 nominations recognizing 1,800 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 in 2019.

Operations Central Best of Best

9.1
9.4

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.

2020 Winners, Sustainability Category

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

Compressor Heat Recovery, Newmarket, Canada

Employees at the Newmarket, Canada site identified an opportunity to reclaim wasted heat from three air compressors employed at the site. The heat was reclaimed and redeployed to heat and dehumidify the facility. This led to a significant reduction in gas consumption, saving an estimated 75,300 cubic meters per year.

High Voltage Calibration Station Combination, Laem Chabang, Thailand

A team at Celestica's Laem Chabang, Thailand site determined how to double the number of test stations with limited floor space. The team challenged the manufacturer of the stations and designed a new chamber that could test two products instead of one—reducing energy consumption of the testers by 39.4 kWh annually. The amount of floor space was also reduced from 50 square meters to 34 square meters.

Compressor Air Waste Elimination, Kulim, Malaysia

The Kulim, Malaysia site completed an energy audit and looked for equipment with significant energy use. The team discovered opportunities within air compressors and analyzed the opportunities to reduce the system pressure settings. Working with various operational employees throughout the site, the pressure settings were modified, leading to significant electricity reductions.

Sustainable Workspace

40%
employees*

The Sustainable Workspace online platform is a vital forum for employees to share information on community engagement and volunteering events, waste and electricity reductions initiatives, and other sustainability-related topics. With more than 40% of employees* participating, it is Celestica's largest global interactive communication platform.

Within the platform, employees are encouraged to complete the Sustainable Workspace Pledge, a call-to-action to help promote a more sustainable lifestyle at work and at home. The pledge requires employees to select a minimum of eight actions, ranging from energy and waste reduction, to community engagement and wellness, in order to receive their certificate of completion. By the end of 2020, more than 89% of employees had successfully completed the pledge.

Over 15,500 employees pledged to eating meatless meal options at least once a week. This equates to saving emissions from powering approximately 310 homes with electricity in one year. Additionally, more than 12,200 employees committed to carpool, ride a bike, take public transit, or take a Celestica organized bus to work at least once a week. If employees shared a car ride at least one day a week, it's estimated that approximately 6,130 mt of CO2e would be saved annually. This is equivalent to saving enough electricity to charge more than 745 million cell phones.

* Calculated based on total of employees with access to the platform.

Our Communities

4.4
4.7   **10.2**   **12.8**   **17.16**
17.17

Celestica is committed to supporting the communities in which we work and live. Throughout 2020, we stepped up 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—creating personal protective equipment, donating laptops to disadvantaged students, supporting local charities, and much more.

Safety and Healthcare Worker Support

Celestica's Malaysia sites came together throughout 2020 to collect and donate urgently needed healthcare supplies, including gloves, hand sanitizer, and shoe covers. More than 19,000 pieces of PPE were provided to hospitals in Kulim, Johor, and Kota Kinabalu.

To ensure face masks fit students properly, employees in Malaysia volunteered their time to sew face mask extenders on site, allowing students to return to school safely. Employees created nearly 1,600 extenders and donated them to students from three local schools, along with 30 boxes of face masks and hand sanitizer.

Employees arranged shipments of essential healthcare supplies to local hospitals (Malaysia).

Employees organized donations of hand sanitizers, face masks, and custom-made face mask extenders for students returning to school (Kulim, Malaysia).

In Laem Chabang, Thailand, Celestica employees volunteered to collect, make, and donate a range of urgently needed PPE to medical staff at Siriraj Hospital. Employees also came together to teach others how to make face shields. More than 2,000 were donated to three local hospitals.

The site also donated 500 reusable face masks and 50 bottles of hand sanitizer gel to the Pattaya Redemptorist School for the Blind during the first urgent months of the outbreak.

An employee delivers surgical face masks to a customer that manufactures portable ultrasound devices that assist in the diagnosis of COVID-19 (Seattle, Washington, U.S.).

A member of Celestica's remote sales team recognized that a customer was falling short of PPE supplies for its employees, which could have impacted their production and operations. As a manufacturer of ultrasound machines that are used to diagnose COVID-19, it was vital for the customer's operations to continue. Celestica sprang into action, offering PPE to ensure the customer's team was safe and could continue the release of products.

Employees preparing to send their handmade face shields to local hospital staff (Laem Chabang, Thailand).

Our Hong Kong site provided a range of support to Against Child Abuse (ACA). The site held an online auction raising HK$5,000 in donations. Celestica volunteers gathered supplies with the funds raised and created 70 PPE and gift sets for children supported by ACA.

Employees donating gift sets to families and children of the Against Child Abuse (ACA) organization (Hong Kong).

An employee in our Mississauga, Canada site took quick action to help local hospitals deal with a critical shortage of PPE. He and his wife sewed more than 70 cotton masks, transforming their kitchen into a mask-making manufacturing zone. Local hospital staff benefited from these generous donations.

Celestica's Valencia, Spain site recognized a gap in accessibility with local community members. Those with hearing impairments have recently been at a disadvantage with face and mask coverings for communication, specifically lip-reading. With a volunteer staff of 20 employees, the site was able to create and donate more than 300 masks with transparent windows, providing the ability to lip-read while still maintaining the protection of a mask.

SHLOMO BIBAS
CHIEF INFORMATION OFFICER, TORONTO, CANADA

For years, Shlomo has been a passionate advocate of developing vibrant First Nations-owned enterprises. He has served on the Boards of two indigenous companies—six years with Indigena Solutions in British Columbia; and currently with Cayuse Technologies, based in Oregon. "In light of the challenges faced by the First Nations people, it's a privilege to leverage my experience to help tribal-owned companies develop their strategy and grow their business," says Shlomo. "It's wonderful to positively impact local communities by helping drive economic growth and development of the First Nations workforce—while also driving value and creating a profitable enterprise." Thanks in part to his efforts, companies like Cayuse Technologies are helping the indigenous community prepare their people for the future.

Access to Technology

The Valencia, Spain site collaborated with the Polytechnic University of Valencia, the Biomechanics Institute of Valencia, and the technical institute AIDIMME to support the development of a new mechanical ventilator design for local hospitals. Due to its simplicity in design, the device could be manufactured and quickly deployed to those in need. The Valencia site's Engineering and Supply Chain teams provided early stage product development support on the design of the ventilator's external enclosure, and consulted on design and component selection to ensure that the product could be manufactured at higher volumes.

The Valencia site helped overcome roadblocks faced by many children and families during the pandemic, such as social exclusion and access to education. Through a partnership with the local Santiago Apóstol School, the site's employees reprogrammed and redistributed old laptops to students who had limited or no access to online learning.
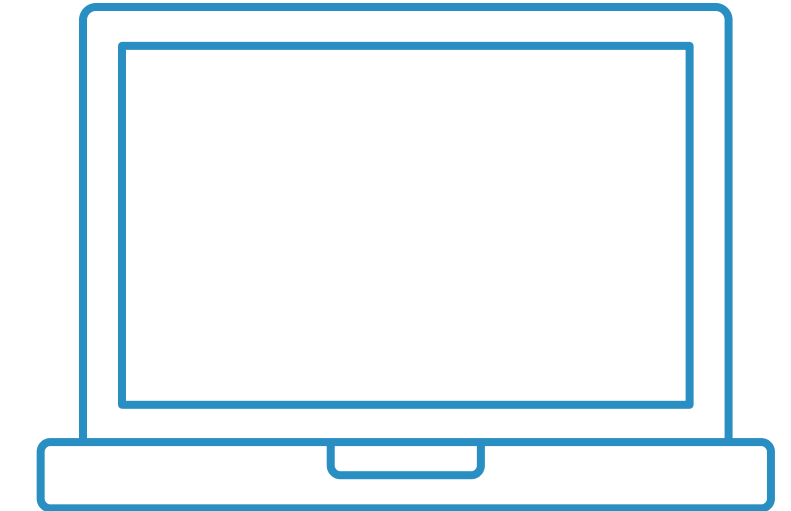
A family receives backpacks filled with essential school supplies to allow the students to easily access and transition to online learning.

The Oradea, Romania site partnered with the Solidarity Circle Project to help provide rural students with access to education when schools were shut down. Celestica donated computers, monitors, keyboards, and other IT equipment from reconditioned items available on site. One family with several children received a laptop, tablet, and backpacks filled with school supplies and treats.

COVID-19 Relief Funding

Celestica launched a global donations matching program called Celestica Cares. Celestica matched every dollar donated by a Celestica employee to support organizations such as the Red Cross and UNICEF, among others. In addition, Celestica established a fund to support employees who spent personal time developing unique programs to help people in need around the world. In total, including both employee donations and company matching funds, $160,000 CAD was donated to support relief efforts.

The first project funded through Celestica Cares supported a team in Toronto, Canada that partnered with a 3D printing company to design and manufacture reusable face shields for doctors, nurses and other hospital personnel treating COVID-19 patients. In the early weeks of the pandemic, the team mobilized to produce and deliver more than 1,200 face shields to local hospitals.

During this time of need, the Oradea, Romania site donated $37,000 CAD to Community Foundation to support local hospitals' actions against COVID-19. The funds were collected to purchase three ventilators that were then donated to the Gavril Curteanu Hospital, a local hospital in need.

Employees showcase reusable 3D printed face shields (Toronto, Canada).

$160,000 CAD

was donated by Celestica Cares to support relief efforts.

Celestica's Oradea, Romania site donated

$37,000 CAD

to Community Foundation to support local hospitals' actions against COVID-19.

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. The pandemic created challenges when it came to holding traditional group activities, but employees managed to form social distanced events and found creative, virtual ways to volunteer.

Throughout 2020, 20% of employees volunteered nearly 18,800 hours of volunteering through the TOV program. Here are a few examples of how our employees supported their communities.

Environmental Activities

Tree Planting

Employees from the Savannakhet, Laos site celebrated Lao National Tree Planting Day on June 1, by working with the Special Economic Zone Authorization (SEZA) and several other companies to plant trees in the special zone area. More than 100 volunteers, including government officers and employees from companies around the area, planted 30 trees to support the future of Lao forests.

Employees volunteering to plant trees in celebration of Lao National Tree Planting Day (Savannakhet, Laos).

EVA MARIA BRISA BELTRAN
PRODUCTION TECHNICAL OPERATOR, VALENCIA, SPAIN

A lifelong volunteer, Eva didn't let the global pandemic stop her from helping others—she just got creative. Using social media, Eva performed live shows, telling stories and singing songs, to entertain children stuck in lock-down. "It was one of the best experiences of my life," she says. Eva has also sewn masks for the deaf and, prior to the pandemic and volunteered at a nursing home. Eva credits Celestica's TOV program for providing her with two full days to volunteer. "TOV has absolutely contributed to my personal growth," she says. "It is wonderful to do something for others, without expecting anything in return." Eva's example inspired several colleagues to also volunteer at the nursing home. We celebrate her dedication and passion.

Climate Change

The Hong Kong site organized a Vegetarian Day to help raise awareness about how meat production and consumption contributes to climate change. More than half of the site employees participated, providing a donation in exchange for a vegetarian lunch provided by the site. The donations supported The Community Chest of Hong Kong's Green Low Carbon Day which supports a range of sustainable food initiatives.

Waste Reduction

During Lunar New Year in February, Celestica's two Singapore sites partnered with local banks and a recycling organization to support the recycling of Hong Bao (funds provided in red packets as gifts during Lunar New Year). The sites created a collection drive, inviting all employees to bring in their used Hong Bao for proper disposal. More than 250 employees participated and 62 kg of Hong Bao were collected and recycled to make other paper products, including corrugated cardboard boxes and toilet paper.

During Waste Reduction Week in 2020, the Laem Chabang, Thailand site encouraged employees to use their volunteer hours to participate in a group beach clean-up. More than 15 employees volunteered to clean the local beach and removed approximately 200 kg of garbage from the beach.

Employees volunteering to clean the local beach (Laem Chabang, Thailand).

Social Activities

The Galway, Ireland site partnered with the Galway Simon Community organization to help provide holiday joy to the homeless. Those supported by the organization were invited to request small gifts on pieces of paper that were strung on the Galway site Christmas tree. Celestica employees were encouraged to purchase a gift to be donated back to the Simon Community. In total, more than 120 wishes were fulfilled.

Gifts purchased by Celestica employees were donated to the Simon Community (Galway, Ireland).

A Savannakhet, Laos employee noticed a bridge located outside the main town with no lighting that made travelling during the evenings unsafe. The employee donated two solar panel street lights and, with the help of colleagues, installed them on top of the bridge. Members of the community can now travel across the bridge safely and with confidence.

Employees preparing to install solar panel street lights on a bridge with no lighting (Savannakhet, Laos).

During Engineering Week, the Mississauga, Canada site hosted a food drive, setting up food bank bins around the departments. The non-perishable food was donated to Eden Food for Change.

The Newmarket, Canada site created an innovative food bank activity called the Design to Donate Challenge. Three teams went head-to-head to design and execute a structure using donated, non-perishable food items and present to a group of judges. Once the competition was completed, more than 480 kg of food was donated to the local Newmarket Pantry.

Participants of Celestica's Design to Donate Challenge showcase their Super Mario inspired design (Newmarket, Canada).

The Shanghai, China site hosted a book donation and exchange. Employees were encouraged to bring in books to exchange with their colleagues to learn new skills, encourage one another, and practice the art of continual learning. More than 100 unclaimed books were then given to Mutian, an online donation platform.

Celestica's Laem Chabang, Thailand site provided its annual donation to the Pattaya Redemptorist School for the Blind. Employees donated expired desk calendars which are used to produce Braille-printed instructional materials for the blind.

Each year, the site also coordinates quarterly blood donations with the Thai Red Cross. This year, blood was in higher demand due to the spread of COVID-19. In total, 561 Thailand employees donated enough blood over the course of the year to potentially save more than 1,400 lives.

Employees donated expired desk calendars to produce Braille-printed materials for a school for the blind (Laem Chabang, Thailand).

Employees donated blood to the Thai Red Cross (Laem Chabang, Thailand).
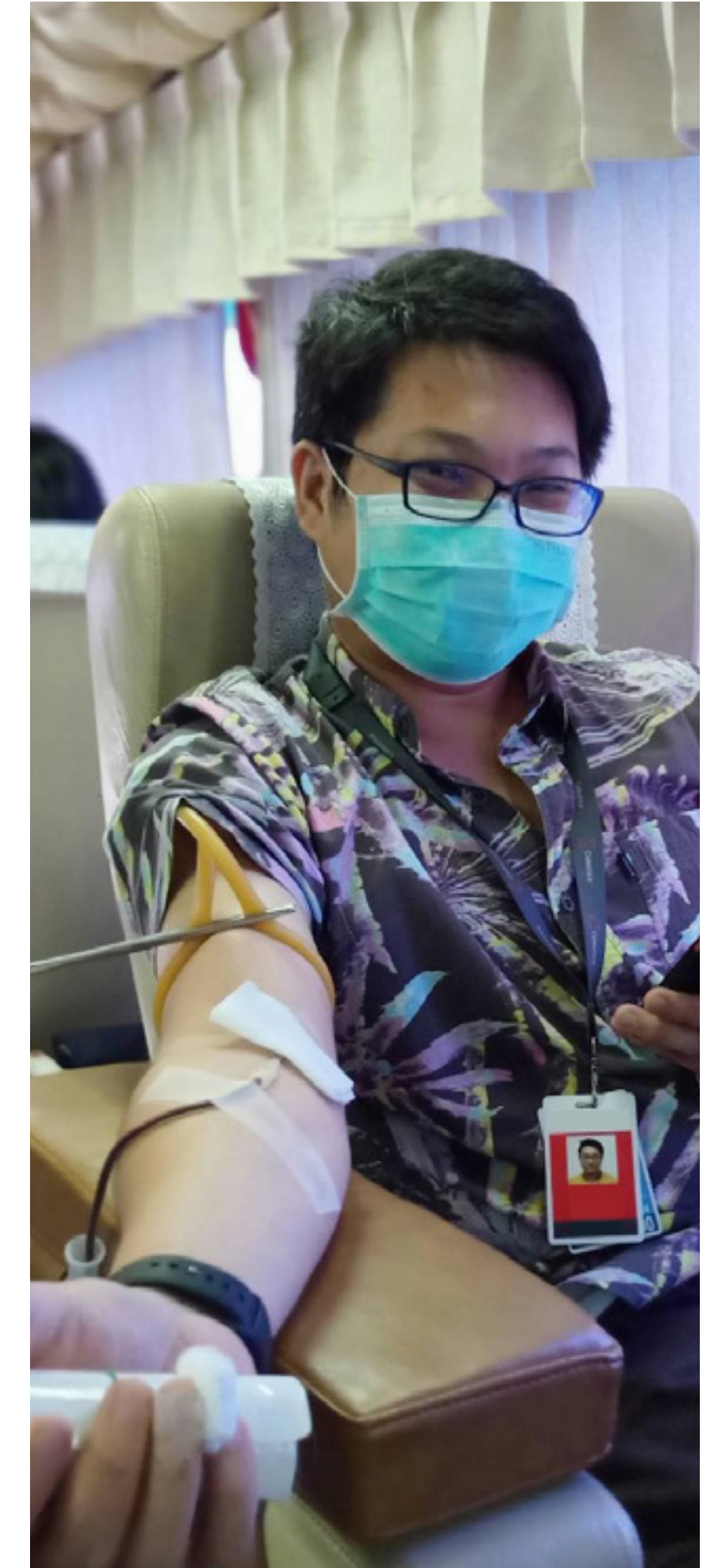
An employee volunteer donated blood to the Thai Red Cross (Laem Chabang, Thailand).

Fundraising Activities

For the past 24 years, Celestica's Canadian locations have supported the efforts of the United Way through an annual fundraiser.

In 2020, employees took part in Get Up!—a virtual physical challenge. Participants received donations for committing to physical activities such as running, walking, lifting, stretching and, cycling for at least 280 minutes in support of people and families experiencing poverty. In total, 105 employees participated in the two week Get Up! challenge, logging over 29,400 minutes (490 hours) of physical activity.

Employees also supported the United Way through Celestica's Days of Caring activity, which encouraged employees to reach out and support their community. Employees took part in a variety of ways: writing notes to isolated seniors and frontline workers; conducting online mock interviews with newcomers and job seekers; participating in mentoring and coaching sessions to provide feedback on resumes; and more. A total of 119 employees participated in these remote volunteering events. Employees also held auctions, raffles, bake sales, and fundraisers. At the end of the fundraiser, $375,000 CAD (including funds from the Celestica matching program) was donated to the United Way Greater Toronto. This brings Celestica's lifetime giving amount to $11.9 million CAD!

Together with The Spot, a non-governmental youth organization, the Celestica Oradea, Romania site organized a fundraiser to provide children from disadvantaged backgrounds with a variety of support. They donated more than 125 items of personal hygiene products, clothes, shoes, phones, and tablets. As well, employees participated in The Spot's online Holiday Club for a series of educational workshops for children, with costs for the activities covered by Celestica. Both activities improved access to education for those children.

Gifts were donated to youth of The Spot organization by Celestica employees (Oradea, Romania).

Cancer Support

Employees at Celestica's Laem Chabang, Thailand site volunteer on an annual basis at the Chonburi Cancer Hospital.

Over the course of the year, 37 volunteers supported sewing projects including one to create specially designed bras for breast cancer patients to make them feel more comfortable and confident. A total of 108 bras were donated.

During the first quarter of 2020, 32 Thailand employees and 12 of their daughters donated their hair to make wigs for cancer patients who had experienced hair loss after chemotherapy treatments. Approximately 9 kg of hair was donated to the patients.

Celestica's Corporate Supply Chain team in Toronto, Canada rallied to support employees who have been impacted by cancer. They participated in "Colour to Conquer Cancer", a fundraising event in which employees received donations for dying their hair vibrant colours.

An employee displays hand-made specially designed bras to support breast cancer patients (Laem Chabang, Thailand).

Employees donated their hand-made bras and other items to Choburi Cancer Hospital (Laem Chabang, Thailand).

Governance

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 102-18, 102-19, 102-20, 102-21, 102-23, 102-26, 102-31, 102-32

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, Sustainability and Chief Legal Officer (CLO) provides an in-depth report to the Board annually on our ESG and performance, and provides quarterly reporting on key risks.

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.

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.

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, and Institutional Shareholder Services Inc. (ISS).
- 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 United Nations Sustainable Development Goals.
- Fostering a diverse and inclusive culture in which all team members are able to contribute fully and share their talents and innovative ideas.

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 of Directors ↔ Executive Leadership Team (CEO, CFO, COO)

SVP, Sustainability and CLO — Operations and Supply Chain

Corporate Sustainability Team → Business Functions and Cross-Functional Teams → Employees and SparkChange Ambassadors

Board responsible for overseeing strategy

Functions responsible for overseeing strategy

Functions responsible for oversight, governance and controls for sustainability

Functions responsible for implementing initiatives

Compliance and Ethics

8 DECENT WORK AND ECONOMIC GROWTH

8.5
8.7
8.8

Ethics Program GRI 102-16, 102-17, 412-2, WH, CM

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 2020, our global workforce completed approximately 20,550 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**.

ABOUT THIS REPORT

SUSTAINABILITY AT CELESTICA

ENVIRONMENTAL

SOCIAL

GOVERNANCE

Sustainability Governance
Compliance and Ethics
About This Report

REPORT INDICES
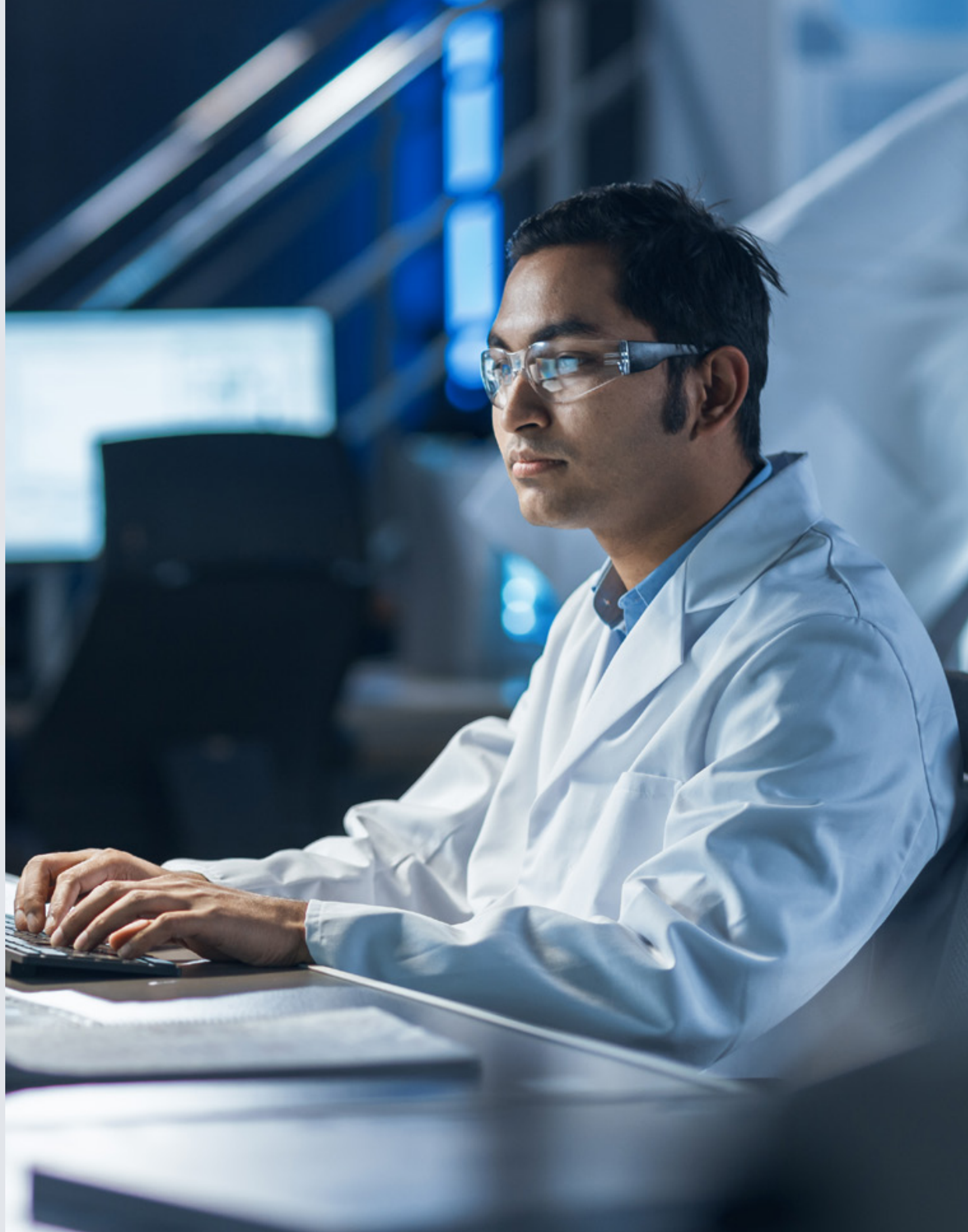
Labour and Ethics Management GRI 102-16

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.* 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.**

* Subject to emergency or unusal situations.

About This Report GRI 102-51, 102-52

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 2020, which contained results from the 2019 calendar year. This report contains results from the 2020 calendar year.

Materiality GRI 102-43, 102-46, 102-47

As we progress towards our sustainability goals, elements we consider essential are continuously evolving. We monitor these changes, analyze environmental and social impacts, and assess the implications to our business.

We hold annual discussions with our internal and external stakeholders on 30 Global Reporting Index® (GRI®) Standards and three industry-specific topics (Conflict Minerals, Working Hours, and Employee Wellness). We then create the materiality matrix based on the potential impact on our business. Figure 5.2 illustrates the priority topics for our company and stakeholders, with the highest priority given to those pictured in the top right-hand quadrant.

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

▷▷ To view previous sustainability reports, please visit the **Celestica website**.

FIGURE 5.2: MATERIALITY MATRIX

● Environmental Aspects   ● Social Aspects   ● Economic Aspects

Importance to Our Stakeholders / Importance to Celestica

- Effluents & Waste GRI 306
- Energy GRI 302
- Emissions GRI 305
- Occupational Health & Safety GRI 403
- Water & Effluents GRI 303
- Human Rights Assessments GRI 412
- Supplier Social Assessments GRI 414
- Conflict Minerals CM
- Environmental Compliance GRI 307
- Employment GRI 401
- Anti-corruption GRI 205
- Working Hours WH
- Local Communities GRI 413
- Forced Compulsory Labour GRI 409
- Supplier Environmental Assessment GRI 308
- Non-discrimination GRI 406
- Diversity & Equal Opportunity GRI 405
- Training & Education GRI 404
- Freedom of Association & Collective Bargaining GRI 407
- Child Labour GRI 408
- Employee Wellness EW

Stakeholder Engagement GRI 102-40, 102-42, 102-43, 102-44

9.5   **17.16 17.17**
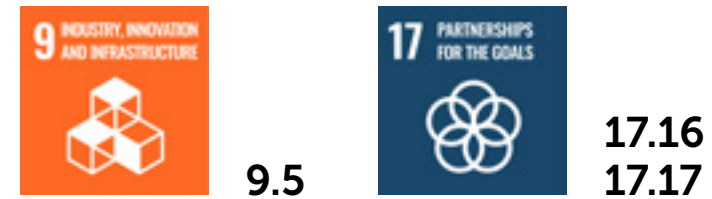
We regularly engage with our stakeholders to determine our focus areas and create our materiality matrix. Our stakeholder groups are those that have an impact on our business or have the potential to be affected by our business, and also include external organizations that have expertise in the areas we consider to be material. We engage with our stakeholder groups in various ways, listed in Figure 5.3. The frequency of engagement is dependent on the approach used and is determined on an as-needed basis.

FIGURE 5.3: STAKEHOLDER ENGAGEMENT TABLE

STAKEHOLDER GROUP	ENGAGEMENT APPROACH	TOPICS	ACTION
Employees	• Town hall meetings • Leadership meetings • Employee surveys • Sustainable Workspace program • Sustainability Report • Annual risk assessment • Internal communication	• Energy • Emissions • Water • Waste • Wellness • Recognition • Training • Communities • Working hours	• Ensure SparkChange Ambassadors inform employees of status towards aspirational goals • Facilitate Time Off to Volunteer events in local communities • Discuss topics on the Sustainable Workspace • 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

STAKEHOLDER ENGAGEMENT TABLE CONTINUED

STAKEHOLDER GROUP	ENGAGEMENT APPROACH	TOPICS	ACTION
Customers	• Teleconferences • Voluntary reporting • Surveys • Audits • Scorecards • Collaboration projects	• Energy • Emissions • Health and safety • Supply chain product compliance • Working hours • Transparency • Foreign migrant workers • Forced or compulsory labour • Conflict minerals	• Share strategy to align resources on mutually beneficial projects • Share environmental and social best practices • Share conflict minerals data • 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	• Emails • Teleconferences • Questionnaires • Facility assessments • Scorecards	• Health and safety • Human rights • Environmental compliance • Business conduct • Conflict minerals • Anti-corruption	• 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
Consortia	• RBA meetings • RBA working groups • Seminars • Webinars	• Working hours • Energy • Emissions • Supply chain • Conflict minerals • Foreign migrant workers • Labour and ethics	• Perform RBA site audits • Supplier assessments • Collaborate on RBA-sponsored projects • Complete additional reporting
Government	• Local government regulations • Site inspections • Site audits	• Energy • Emissions • Water • Waste • Human resources • Health and safety • Permit compliance	• 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

STAKEHOLDER ENGAGEMENT TABLE CONTINUED

STAKEHOLDER GROUP	ENGAGEMENT APPROACH	TOPICS	ACTION
Investors	• Investor surveys • Securities filings (quarterly and annually) • Analyst calls • Sustainability Report	• 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	• 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	• Meetings • Teleconferences • On-site tours • Collaboration projects	• Energy • Water • Labour relations • Communities	• 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	• Emails • Presentations • Events	• Energy • Waste • Emissions • Working hours • Communities	• Participate in presentations and panel conversations for students • Attend networking events with students • Create partnerships and engage in programs, where appropriate

Report Indices

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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 102-56

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. Our source for global warming potentials (GWPs) is the IPCC Second Assessment Report (SAR; 100 year). Our Scope 1 and 2 emissions and Scope 3 business (air) travel 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 2020 and our 2012 and 2018 base years, 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.

About Celestica

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

Region	Facilities	Square Footage (in Thousands)
Asia	China* Malaysia* Thailand* Singapore* South Korea* Japan* Laos	4,421
North America	Canada* United States* Mexico*	1,647
Europe	Ireland* Spain Romania	451

*Represents multiple locations.

Environmental

DIRECT AND INDIRECT GREENHOUSE GAS EMISSIONS (METRIC TONNES 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	Base Year 2012	SBTi Base Year 2018	2019	2020
Square Footage Covered (%)	98%	97%	99%	99%
Direct Emissions (Scope 1)	7,829	8,867	5,888	8,925
Indirect Emissions (Scope 2, Location-based)	197,055	174,505	162,279	140,762
Indirect Emissions (Scope 2, Market-based)	–	175,157	72,359	52,687
Indirect Emissions (Scope 3)*	–	474,829	1,513,622	671,586
Category 1: Purchased Goods and Services	–	189,788	169,602	463,296
Category 2: Capital Goods	–	50,315	43,955	28,780
Category 3: Fuel- and Energy-Related Activities Not Included in Category 1 or Category 2	–	33,808	26,950	37,938
Category 4: Upstream Transportation and Distribution**	–	53,065	71,168	57,263
Category 5: Waste Generated in Operations	–	100	112	380
Category 6: Business (Air) Travel	–	5,084	4,957	545
Category 7: Employee Commuting	–	34,870	33,215	26,198
Category 9: Downstream Transportation and Distribution**	–	29,514	39,078	28,481
Category 10: Processing of Sold Products	–	29,393	28,583	24,320
Category 11: Use of Sold Products	–	29,003	1,096,002	4,385

*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), 2020* | GRI 305-2

Gas Type	CO2	CH4	N2O	Total
Scope 1 – Diesel	520.72	0.05	6.91	527.68
Scope 1 – Ethanol E10 Transport	0.00	0.00	0.00	2.14
Scope 1 – Fuel Oil	15.86	0.02	0.04	15.92
Scope 1 – Kerosene	179.16	0.44	0.45	180.05
Scope 1 – Liquid Petroleum Gas	615.06	0.45	0.39	615.90
Scope 1 – Natural Gas	7,569.41	10.16	4.01	7,583.58
Scope 2 – Electricity	139,930.68	188.82	651.48	140,762.43

ENERGY [GJ]* | GRI 302-1, 302-3, 302-4, SDG 7.1, 7.2, 8.4, 9.4, 9.5, 12.2, 12.4, 12.8, 13.1, 13.3

Year	2018	2019	2020
Total Electricity	1,256,595	1,151,763	927,107
Total Renewable Energy Sources	45,469	64,891	106,893
On-Site Renewable Energy	15,246	17,276	15,903
Renewable Energy Through Utilities	30,223	47,615	90,989
Total Fuel (Non-Renewable Sources)	171,332	109,943	169,208
Natural Gas	149,986	89,976	148,480
Liquefied Propane Gas	11,308	11,157	10,338
Diesel Fuel	6,925	5,631	7,729
Kerosene	2,830	2,884	2,628
Ethanol E-10	283	295	34
Total Energy Consumption	**1,473,396**	**1,326,597**	**1,203,208**
Total Energy Attribute Certificates	**0**	**629,309**	**559,254**

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

ENERGY INTENSITY* | GRI 302-3

Year	2018	2019	2020
MWh/million US$ revenue	61.7	63.1	50.0
mt CO2e/million US$ revenue	27.7	13.3	10.7

ADDITIONAL AIR EMISSIONS [MT] | GRI 305-7

Year	2019	2020
Square Footage Covered (%)	45%	31%
Volatile Organic Compounds (VOCs)	15.53	4.01
Particulate Matter (PM)	0.80	2.41
PM 2.5	0.23	0.02
PM 10	0.60	0.02
Nitrogen Oxides (NOx)	2.84	2.21
Methane (CH4)	2.38	0.00
Sulphur Oxides (SOx)	0.00	0.47
Lead (Pb)	1.08	0.00018
Non-Methane Hydrocarbons (NMHC)	1.12	0.85
Hazardous Air Pollutants	0.04	0.00
Tin	0.00	0.00063
Total	**24.62**	**9.99**

ENVIRONMENTAL CONTINUED

EFFLUENTS AND WASTE	GRI 306-2, 306-3, 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	2018	2019	2020
Square Footage Covered (%)	87%	89%	87%
Waste by Disposal Method			
Non-Hazardous Waste [mt]			
Reuse	228	2,343	10
Recycling	11,948	12,169	9,488
Composting	495	470	424
Incineration	342	749	592
Landfill	1,004	1,126	851
Total Non-Hazardous	14,017	16,857	11,365
Hazardous Waste [mt]			
Reuse	0	0	0
Recycled	2,692	2,536	2,139
Landfill Treatment	305	306	182
Total Hazardous	2,997	2,842	2,321
Waste Commodity Breakdown [mt]			
Cardboard	4,832	4,786	3,946
Plastic	2,831	2,738	2,329
Recycled Hazardous Waste	2,162	1,973	1,743
Metal	2,066	2,693	1,434
Wood	2,046	3,768	1,492
Landfill	913	1,055	709
Organics	586	536	566
eWaste	529	562	396
Hazardous Waste	305	306	182
Waste-to-Energy	342	749	592
Construction Waste	171	233	80
Paper	231	298	217
Total	**17,014**	**19,697**	**13,686**
Waste Diversion Rate	**92.3%**	**92.7%**	**92.5%**

WATER	GRI 303-3, 303-4, 303-5, 306-1, SDG 6.1, 6.2, 6.4, 8.4, 12.2, 12.4, SASB TC-ES-140A.1		
Year	2018	2019	2020
Square Footage Covered (%)	87%	89%	89%
Water Withdrawal in High or Extremely High Baseline Water Stress (ML)	–	–	96
Total Water Withdrawal [ML]	1,369	1,391	1,233

Supply Chain

SUPPLY CHAIN | GRI- 308-1, 414-1, CM, SDG 7.2, 8.4, 12.2, 12.6, 17.17

Year	2018	2019	2020
Number of Suppliers Screened Using Environmental Criteria	168	216	146
Number of Suppliers Screened Using Social Criteria	168	216	174

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

Year	2020
Number of Units Repaired	2,173,354
Estimated Weight of Materials Diverted from Landfill [mt]	3.974

Social

EMPLOYEE TYPE BREAKDOWN, 2020 | GRI 102-8, SASB TC-ES-000.C

Regular (Permanent)	18,226	89%
Temporary (Contract)	1,102	5%
Third-Party Contractors	1,222	6%
Total	**20,550**	**100%**

WORKFORCE DISTRIBUTION BY REGION (INCLUDES REGULAR, CONTRACT AND THIRD-PARTY CONTRACTORS), 2020* | GRI 102-8

Year	2018	2019	2020
Asia	69%	65%	66%
North America	21%	22%	23%
Europe	10%	13%	11%

*Number of employees found in the Employee Breakdown table.

SOCIAL CONTINUED

GENDER, REGION, AND EMPLOYEE TYPE, 2020* | GRI 102-8

Region	Asia			North America			Europe			Global
Employee Type	Contract	Regular	Total	Contract	Regular	Total	Contract	Regular	Total	Total
Female	2%	54%	56%	5%	31%	36%	1%	49%	50%	51%
Male	2%	42%	44%	7%	57%	64%	2%	48%	50%	49%
Total	**4%**	**96%**	**100%**	**12%**	**88%**	**100%**	**3%**	**97%**	**100%**	**100%**

GENDER, EMPLOYEE TYPE, AND AGE, 2020* | GRI 102-8

Employee Type	Regular Employees			Contract Employees			Global
Employee Gender	Female	Male	Total	Female	Male	Total	Total
Under 30 Years	15%	11%	26%	22%	35%	57%	28%
30 - 50 Years	30%	30%	60%	14%	14%	28%	58%
Over 50 Years	5%	9%	14%	9%	6%	15%	14%
Total	**50%**	**50%**	**100%**	**45%**	**55%**	**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 2018	New Hire Rate 2019	New Hire Rate 2020	Total Employee New Hires 2020
Total			17%	3,465
Region				
Asia	69%	66%	56%	1,939
North America	21%	26%	42%	1,442
Europe	10%	8%	2%	84
Age				
Under 30 Years	60%	62%	58%	2,007
30–50 Years	28%	32%	37%	1,267
Over 50 Years	12%	6%	6%	191
Gender				
Female	55%	55%	47%	1,612
Male	45%	45%	53%	1,853

GLOBAL TURNOVER* | GRI 401-1

	Turnover Rate 2018	Turnover Rate 2019	Turnover Rate 2020	Total Employee Turnover 2020
Total			34%	6,960
Region				
Asia	74%	75%	67%	4,645
North America	21%	21%	25%	1,769
Europe	5%	4%	8%	546
Age				
Under 30 Years	58%	58%	47%	3,270
30–50 Years	32%	37%	43%	3,014
Over 50 Years	10%	5%	10%	676
Gender				
Female	55%	56%	54%	3,784
Male	45%	44%	46%	3,176

*This breakdown is based on voluntary and involuntary turnover.

SOCIAL CONTINUED

EMPLOYEE TRAINING HOURS BY GENDER, 2020 | GRI 404-1 SDG 4.3, 4.7

Male	Female	Undetermined	Total
479,443	1,011,193	1,310	1,491,946

ETHICS HOTLINE REPORTING | GRI 406-1, SDG 8.5, 8.7, 8.8

Category	2018	2019	2020
Harassment	7	10	16
Fraud	5	3	1
Conflicts of Interest	6	14	4
Discrimination*	19	11	9
Violation of Policy	18	10	2
Misconduct	57	37	35
Other	18	6	14

*All nine incidents were investigated by Celestica and two 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	2018	2019	2020
Lost-Time Incident Rate[†]	0.05	0.05	0.05
Lost-Days Rate[††]	0.91	0.84	1.25
Total Recordable Incident Rate[†]	0.32	0.26	0.30
Work-Related Fatalities	0	0	0
Near Miss Frequency Rate[†††]	Not reported	Not reported	5

[†] 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 is the first year that we are reporting on our near miss frequency rate. 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.

EMPLOYEES PROTECTED BY COLLECTIVE BARGAINING AGREEMENTS, BY LOCATION, 2020 | GRI 407-1

Asia	960
North America	781
Europe	2,129
Total	**3,870**

EMPLOYEE TIME OFF TO VOLUNTEER PARTICIPATION RATE, BY REGION | SDG 12.8, 17.16, 17.17

Year	2018	2019	2020
Employees Covered (%)	98%	98%	99%
Global	19%	22%	20%
Asia	19%	27%	26%
North America	15%	7%	5%
Europe	21%	18%	8%

EMPLOYEE BENEFITS SUMMARY, 2020 | GRI 401-2, 401-3, SDG 8.5, 8.8

Benefits Type	Canada, U.S., 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

FOREIGN MIGRANT WORKERS, 2020 | SDG 8.8

Asia Region	1,572

PERCENTAGE OF EMPLOYEES WORKING MORE THAN 60 HOURS PER WEEK | WH, SDG 8.5, 8.6

	2018	2019	2020
Employees Covered (%)	98%	95%	99%*
Global	3%	2%	1%**

* Employees included in this calculation are based on RBA definition, covering 15,856 employees.

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

PERCENTAGE OF EMPLOYEES WORKING MORE THAN 6 CONSECUTIVE DAYS | SDG 8.5, 8.6

Year	2019[†]	2020
Employees Covered (%)	95%	99%[††]
Global	7.32%	4.50%[†††]

[†] Data covers July 1–December 31, 2019.

[††] Employees included in this calculation are based on RBA definition covering 15,856 employees.

[†††] The RBA allows for certain exemptions to working hours requirements in the case of emergency or other unusual situations. China was recognized as eligible for exemption on February 9 and all regions globally were recognized on March 18 until YE 2020. Celestica has followed the RBA Working Hour Advisory guidance for definitions of conformance during these time periods.

Global Reporting Initiative® Index

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.

DISCLOSURE NUMBER	DISCLOSURE TITLE	REFERENCE/RESPONSE
Organizational Profile		
102-1	Name of the organization	Celestica Inc.
102-2	Activities, brands, products, and services	2020 20-F Form
102-3	Location of headquarters	Toronto. Ontario, Canada
102-4	Location of operations	2020 20-F Form Locations KPI Summary
102-5	Ownership and legal form	2020 20-F Form
102-6	Markets served	2020 20-F Form Markets Overview
102-7	Scale of the organization	2020 20-F Form
102-8	Information on employees and other workers	2020 20-F Form KPI Summary
102-9	Supply chain	2020 20-F Form Our Products and Services - Supply Chain
102-10	Significant changes to the organization and its supply chain	2020 20-F Form

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DISCLOSURE NUMBER	DISCLOSURE TITLE	REFERENCE/RESPONSE
Organizational Profile Continued		
102-11	Precautionary principle or approach	Key Impacts and Risks
102-12	External initiatives	External Sustainability Initiatives
102-13	Membership of associations	Memberships and Affiliations
Strategy		
102-14	Statement from senior decision-maker	A Letter from Rob Mionis
102-15	Key impacts, risks, and opportunities	2020 20-F Form
		Key Impacts and Risks
		2021 CDP Climate Change Questionnaire
Ethics and Integrity		
102-16	Values, principles, standards, and norms of behavior	Brand and Values
		Ethics Program
		Labour and Ethics Management
		Compliance and Ethics
102-17	Mechanisms for advice and concerns about ethics	Ethics Program
		Labour and Ethics Management
		Compliance and Ethics
		Whistleblowing and Reporting Infractions
Governance		
102-18	Governance structure	Sustainability Governance
		Corporate Governance
102-19	Delegating authority	Sustainability Governance
		Nominating and Corporate Governance Committee Mandate
		2020 20-F Form
102-20	Executive-level responsibility for economic, environmental, and social topics	Sustainability Governance
102-21	Consulting stakeholders on economic, environmental, and social topics	Sustainability Governance

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DISCLOSURE NUMBER	DISCLOSURE TITLE	REFERENCE/RESPONSE
Governance Continued		
102-22	Composition of the highest governance body and its committees	2020 20-F Form
102-23	Chair of the highest governance body	Sustainability Governance 2020 20-F Form
102-26	Role of highest governance body in setting purpose, values, and strategy	Sustainability Governance
102-30	Effectiveness of risk management processes	Sustainability Governance 2020 20-F Form
102-31	Review of economic, environmental, and social topics	Sustainability Governance
102-32	Highest governance body's role in sustainability reporting	Sustainability Governance
Stakeholder Engagement		
102-40	List of stakeholder groups	Stakeholder Engagement
102-41	Collective bargaining agreements	2020 20-F Form
102-42	Identifying and selecting stakeholders	Stakeholder Engagement
102-43	Approach to stakeholder engagement	Materiality Stakeholder Engagement
102-44	Key topics and concerns raised	Stakeholder Engagement

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DISCLOSURE NUMBER	DISCLOSURE TITLE	REFERENCE/RESPONSE
Reporting Practice		
102-45	Entities included in the consolidated financial statements	2020 20-F Form
102-46	Defining report content and topic boundaries	Materiality
102-47	List of material topics	Materiality
102-48	Restatements of information	In 2019, water was under reported by 22ML and has been re-stated.
		In 2019, emissions were overstated by 196 t CO2e for Scope 1, 930 t CO2e for Scope 2 (location-based), and 13 t CO2e for Scope 2 (market-based). This emissions data has been re-verified.
		In 2019, we incorrectly wrote that EACs covered production of renewable electricity in Norway, however, the production occurred in Spain.
		Due to an increase in visibility of logistics data, the values for Scope 3 upstream and downstream transportation and distribution in 2019 and 2018 have been restated.
102-49	Changes in reporting	Within our materiality assessment, 'Conflict Minerals' has increased in importance to stakeholders, and the topics 'Water and Effluents', 'Working Hours', 'Diversity and Equal Opportunity', and 'Employment' have increased in importance to Celestica.
102-50	Reporting period	January 1, 2020 - December 31, 2020
102-51	Date of most recent report	September 17, 2020 About this Report
102-52	Reporting cycle	Annual About this Report
102-53	Contact point for questions regarding the report	sustainability@celestica.com
102-54	Claims of reporting in accordance with the GRI Standards	This report is prepared in accordance with the Global Reporting Initiative Standards: Core Option.
102-55	GRI content index	Global Reporting Initiative Index
102-56	External assurance	Technical Notes About Data
		Third-party assurance of GHG emissions began in 2013, and the certificate is located within our 2021 CDP Climate Change Questionnaire.

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DISCLOSURE NUMBER	DISCLOSURE TITLE	REFERENCE/RESPONSE	OMISSIONS
Economic Performance			
201-2	Financial implications and other risks and opportunities due to climate change	Financial Implications Due to Climate Change 2021 CDP Climate Change Questionnaire	
Anti-Corruption, Anti-Competitive Behaviour			
103	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, Sustainability and Chief Legal Officer. 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	
205-3	Confirmed incidents of corruption and actions taken	In 2020, 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 behavior, antitrust, and monopoly practices	In 2020, 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
Energy			
103	Management Approach	Environmental Sustainability	
302-1	Overall energy consumption within the organization	Energy KPI Summary 2021 CDP Climate Change Questionnaire	
302-2	Overall energy consumption outside the organizaiton	KPI Summary 2021 CDP Climate Change Questionnaire	We report on the upstream and downstream emissions outside of the organization, but not the energy consumption.
302-3	Energy intensity	Energy KPI Summary 2021 CDP Climate Change Questionnaire	
302-4	Reduction of energy consumption	Energy KPI Summary 2021 CDP Climate Change Questionnaire	
Water			
103	Management Approach	Environmental Sustainability	
303-1	Interactions with water as a shared resource	Water KPI Summary 2021 CDP Water Questionnaire	
303-2	Management of water discharge-related impacts	Water KPI Summary 2021 CDP Water Questionnaire	
303-3	Water withdrawal	2021 CDP Climate Change Questionnaire KPI Summary	
303-4	Water discharge	2021 CDP Water Questionnaire KPI Summary	
303-5	Water consumption	2021 CDP Water Questionnaire KPI Summary	

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DISCLOSURE NUMBER	DISCLOSURE TITLE	REFERENCE/RESPONSE	OMISSIONS
Emissions			
103	Management Approach	Environmental Sustainability	
305-1	Reporting direct (Scope 1) GHG emissions	Greenhouse Gas Emissions Emissions From Our Operations KPI Summary 2021 CDP Climate Change Questionnaire	
305-2	Reporting indirect (Scope 2) GHG emissions	Greenhouse Gas Emissions Emissions From Our Operations KPI Summary 2021 CDP Climate Change Questionnaire	
305-3	Reporting indirect (Scope 3) GHG emissions	Greenhouse Gas Emissions Other Indirect Emissions (Scope 3) KPI Summary 2021 CDP Climate Change Questionnaire	
305-4	Emission intensity (absolute GHG emissions/ organizational specific metric)	Emissions From Our Operations KPI Summary 2021 CDP Climate Change Questionnaire	
305-5	Reduction of GHG emissions (result of reduction initiatives)	Emissions From Our Operations 2021 CDP Climate Change Questionnaire	
305-7	Nitrogen oxides,sulphur oxides, and other significant air emissions	KPI Summary 2021 CDP Climate Change Questionnaire Additional air emissions are calculated based on the direct measurements and reporting emissions from sites.	
Effluents and Waste			
103	Management Approach	Environmental Sustainability	
306-1	Water that has been discharged – categorized by quality and destination	Water 2021 CDP Water Questionnaire KPI Summary	
306-2	Waste categorized by disposal method	Waste KPI Summary	

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DISCLOSURE NUMBER	DISCLOSURE TITLE	REFERENCE/RESPONSE	OMISSIONS
Effluents and Waste Continued			
306-3	If there was a significant spill and details (location, volume, substance etc.)	KPI Summary	
306-4	Transportation of hazardous waste	Each site must comply with local and governmental laws governing waste and recycling, as well as programs offered by the community and Celestica.	We do not measure the weight of transported hazardous waste.
306-5	Water bodies affected by water discharge and/or runoff	Discharges are made from facilities in compliance with local legal requirements, which vary by jurisdiction.	Discharges are made from facilities in compliance with local legal requirements which vary by jurisdiction.
Environmental Compliance			
103	Management Approach	Environmental Sustainability	
307-1	Non-compliance with environmental laws and regulations	In 2020, Celestica did not identify any significant non-compliance issues with environmental laws and/or regulations.	

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DISCLOSURE NUMBER	DISCLOSURE TITLE	REFERENCE/RESPONSE	OMISSIONS
Supplier Environmental Assessment			
103	Management Approach	Compliance and Ethics	
308-1	New suppliers that were screened using environmental criteria	KPI Summary Supplier Assessments	We provide the number of suppliers that were screened using environmental criteria, rather than the percentage of suppliers. The total number of suppliers is not disclosed.
Employment			
103	Management Approach	Employment Practices	
401-1	New employee hires and employee turnover	KPI Summary In 2020, Celestica's voluntary turnover was 3,746 employees, a rate of 18%.	
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 and 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	At Celestica, our Occupational Health and Safety (OH&S) management system has been implemented in accordance with local legal requirements and is aligned with internationally recognized standards e.g. ISO 45001/OHSAS 18001. Our top level Global Health and Safety Policy demonstrates our commitment to OH&S and our alignment to internationally recognized standards and codes. The OH&S management system is structured on prevention of worker injury and illness, with a focus on proactive hazard recognition. Celestica utilizes both on-site EHS representatives, third-party consulting firms, and partners with global registrars and regulators to ensure our activities are both safe and healthy, with a focus on employee wellbeing. Ongoing improvements to our management system are based on a Plan-Do-Check-Act model and the iterative activities of management reviews, auditing, and EHS focused Kaizen activities. The OH&S management system, as described by our top level policy, includes all employees, contractors, and persons undertaking business at our locations.	
403-2	Hazard identification, risk assessment, and incident investigation	Work-related hazard assessments are conducted to assess risks and ensure mitigating controls are adequate. Hazard assessments are an iterative process and are re-evaluated when incidents occur or new processes, chemicals or, equipment are introduced or modified. The Global Risk and Hazard assessment process is aligned with industry practices and focuses on the reduction of risk based on the hazard hierarchy. This is well aligned with RBA requirements and ISO 45001 Standard.

I - Risk assessments are conducted by site EHS personnel, who are trained in occupational safety and occur in partnership with engineering teams and employees who are responsible for executing the tasks.

II - Results of risk assessments are used to continually improve safety as the objective is to bring the risk to a tolerable level. Note, in our operations, although hazards are effectively mitigated through elimination, substitution, engineering, administrative controls, training, standard operating procedures, etc., the least effective means of worker protection, personal protective equipment, is still widely utilized. Risk assessments are shared through the network as required, revisited when incidents occur, and reviewed when changes occur to ensure no new hazards have been introduced, including during the corrective action process.

Workers are able to report work-related hazards—whether unsafe conditions or acts—at any time through their manager, supervisor, EHS representative, safety committee, site leader, Global EHS or through the confidential ethics reporting hotline. Other tools include suggestion boxes and near miss reporting programs.

Workers who have safety concerns are encouraged to report to the persons listed above to seek immediate action. Employees are empowered to ensure they flag any unsafe conditions or acts that represent a risk to themselves or others. Celestica's BCG provides assurance there is no retaliation for the good faith reporting of hazards and risks, and employees are trained on BCG annually.

Workplace incidents are investigated and documented. Corrective actions for incidents are to focus on the hazard hierarchy with a preference and focus on elimination, substitution and engineering controls. The Global Incident/Corrective Action Process is aligned with 8D whereby the following are assessed: define the problem; establish a team; describe the problem; develop interim containment; define and verify root cause; choose permanent corrective action; implement corrective action; prevent recurrence.

For incidents that involve days away cases, or other incidents of serious concern, there are global safety alerts sent out to all sites such that incident sharing and response are reviewed and sites then review their own operations for possible similar hazards or risks. If there is a need to engage with third-party expertise e.g. electrical, structural, equipment safety consultants, we do so. | |

GLOBAL REPORTING INITIATIVE INDEX

DISCLOSURE NUMBER	DISCLOSURE TITLE	REFERENCE/RESPONSE	OMISSIONS
Occupational Health and Safety Continued			
403-3	Occupational health services	Where Celesica provides occupational health services to employees and for workers who are not employees they are performed by recognized occupational health care professionals e.g. industrial nurses, third-party contracted doctors.	
		Health services may include induction medical surveillance and periodic medical surveillance for specific or general health as it relates to work environment, work exposures, and local legal requirements. Examples of health checks can include audiometric testing and blood sampling for persons working with chemicals. The records of the health checks are kept in accordance with local legal requirements and are kept with the medical professionals or the Human Resources department, depending on the local requirements.	
		Where there are no on-site health practitioners, any surveillance testing is undertaken by third-party medical clinics that Celestica partners with. Workers would participate in surveillance testing and/or follow-up as per defined schedules during work hours and results are made available to the workers.	
		Where surveillance testing such as audiometric testing is conducted by a third-party professional, the results of such testing would be reviewed to ensure that any identified work place exposures are addressed.	
403-4	Worker participation, consultation, and communication on occupational health and safety	All significant operational locations are represented by formal health and safety committees consisting of both management and employee representatives. In total, 95% of employees are represented by these committees. At Celestica, we have union employees in all regions and health and safety is a key priority which is represented in our employee policies and procedures. Our workplaces engage employees in occupational health and safety such as continual improvement events, training, near miss reporting, risk assessments and standard operating procedure reviews, and inclusion in both internal and external audit activities. Decision making is a partnership between management and workers with a focus on workplace safety.	We do not report on the level at which each formal joint management-worker health and safety committee typically operates within the organization. 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.
		Workers receive communications regarding occupational health and safety in several ways, including: training activities, site communications, site Safety Day activities, emergency response and preparedness drills, and line-side safety talks.	
		Where formal joint management-worker health and safety committees do exist, the committees' oversight can include a variety of activities, including: incident review and investigations, workplace inspections, review of relevant/new local legal requirements, review of new equipment, processes, and procedures.	
403-5	Worker training on occupational health and safety	Celestica provides training for employees and third-party contractors such as:	
		• Onboarding training for health and safety, including workplace safety rules, incident reporting, PPE to be worn, equipment safety, etc.	
		• Job specific training for tasks and specific hazards related to assigned tasks such as equipment safety/guarding, chemicals, heights, powered industrial vehicles, physically demanding work, lock out tag out, and PPE.	
		• Re-training post incidents.	

DISCLOSURE NUMBER	DISCLOSURE TITLE	REFERENCE/RESPONSE	OMISSIONS
Occupational Health and Safety Continued			
403-6	Promotion of worker health	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. These services and activities would be provided by on-site exhibits by third-parties, or as part of site engagement and wellness programs.	
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Celestica focuses on providing a safe and healthy workplace that is free from occupational exposures, conditions or acts that could negatively impact employee health, safety or wellbeing. Our OH&S management systems focus on identifying hazards and implementing controls to eliminate or reduce risk. We are a responsible neighbour in the communities in which we operate and extend our community focused approach to assist those in need. The products and services we provide are manufactured in accordance with legal requirements.	
403-8	Workers covered by an occupational health and safety management system	All employees are covered by an Occupational Health and Safety management system.	
403-9	Work-related injuries	KPI Summary	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.
Training and Education			
103	Management Approach	Employment Practices	
404-1	Average hours of training per year per employee	Learning and Development	We do not track 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 2021, 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.	

GLOBAL REPORTING INITIATIVE INDEX

DISCLOSURE NUMBER	DISCLOSURE TITLE	REFERENCE/RESPONSE	OMISSIONS
Diversity and Equal Opportunity			
103	Management Approach	Employment Practices	
405-1	Diversity of governance bodies and employees	Gender Equality KPI Summary 2020 20-F Form People	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	
Child Labour			
103	Management Approach	Ethical Labour	
408-1	Operations and suppliers at significant risk for incidents of child labor	Child Labour Prevention Policy 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 have significant risk for incidents of child labour 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 dilligence 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 audited and assessed in more detail.	
Forced or Compulsory Labour			
103	Management Approach	Ethical Labour	
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	Slavery and Human Trafficking Policy Statement 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.	

DISCLOSURE NUMBER	DISCLOSURE TITLE	REFERENCE/RESPONSE	OMISSIONS
Human Rights Assessment			
103	Management Approach	Compliance and Ethics	
412-1	Operations that have been subject to human rights reviews or impact assessments	Every two years, an internal or external audit is conducted at each of Celestica's manufacturing sites to ensure that we do not have any operations at significant risk of being exposed to slavery, human trafficking or child labour.	
412-2	Employee training on human rights policies or procedures	Ethics Program	
Supplier Social Assessment			
103	Management Approach	Compliance and Ethics	
414-1	New suppliers that were screened using social criteria	KPI Summary Supplier Assessments	We provide the number of suppliers that were screened using social criteria, rather than the percentage of suppliers. The total number of suppliers is not disclosed.
Political contributions			
415-1	Total monetary value of financial and in-kind political contributions	Community Giving Guidelines	Celestica did not make any contributions to political campaigns, political organizations, lobbyists or lobbying organizations, trade associations, or 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 2020, 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.	
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.	

GLOBAL REPORTING INITIATIVE INDEX

DISCLOSURE NUMBER	DISCLOSURE TITLE	REFERENCE/RESPONSE	OMISSIONS
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	
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	

SASB Disclosure

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	2021 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	2021 CDP Water Security Questionnaire
Waste Management	Amount of hazardous waste from manufacturing, percentage recycled	Metric tons (t), Percentage (%)	TC-ES-150a.1	KPI Summary
Labour Practices	Number of work stoppages	Number	TC-ES-310a.1	There were no work stoppages due to strikes 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.

TOPIC	ACCOUNTING METRIC	UNIT OF MEASURE	CODE	REFERENCE/RESPONSE
Labour Conditions	Total recordable incident rate (TRIR) for (a) direct employees and (b) contract employees	Rate	TC-ES-320a.1	KPI Summary
	Near miss frequency rate (NMFR) for (a) direct employees and (b) contract employees	Rate	TC-ES-320a.1	KPI Summary
	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	1. a) 30.30% 1. b) N/A 2. a) 9.72% 2. b) N/A Celestica conducts facility RBA VAP audits upon request from customers as well as schedules internal self-audits and peer audits, mirroring the RBA VAP audit, at a regular cadence. Due to the unforseen circumstances of the COVID-19 pandemic, most of the internal peer audits were desktop audits to ensure maxiumum safety. Due to the nature of our business, much of our supplier selection is decided and controlled by the customers we work with. Due to this reason and the list of over 9,000 suppliers used globally, Celestica has limited our tier 1 suppliers to only direct suppliers that account for 80% of our supplier spending, omitting distributors, customers, and competitors. Both initial and closure audits are considered for these company facility and supplier facility calculations. No facilities or suppliers were identified as high risk through the RBA Self-Assessment Questionnaire process.

SUSTAINABILITY DISCLOSURE TOPICS & ACCOUNTING METRICS CONTINUED

TOPIC	ACCOUNTING METRIC	UNIT OF MEASURE	CODE	REFERENCE/RESPONSE
Labour Conditions Continued	(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	1.a.i) N/A - No priority findings were identified in 2020 Celestica manufacturing site audits 1.a.ii) 7.69% 1.b.i) 90.00% 1.b.ii) 342.31% 2.a.i) N/A - No priority findings were identified in 2020 Celestica manufacturing site audits 2.a.ii) 100.00% 2.b.i) 100.00% 2.b.ii) 100.00% Celestica conducts facility RBA VAP audits upon request from customers as well as schedules internal self-audits and peer audits, mirroring the RBA VAP audit, at a regular cadence. Due to the unforeseen circumstances of the COVID-19 pandemic, most of the internal peer audits were desktop audits to ensure maximum safety. Due to the nature of our business, much of our supplier selection is decided in by which the customers we work work with. Celestica has limited our tier 1 suppliers to only direct suppliers that account for 80% of our supplier spending, omitting distributors, customers, and competitors for these reasons. Both initial and closure audits are considered for these company facility and supplier facility calculations.
Product Lifecycle Management	Weight of end-of-life products and e-waste recovered, percentage recycled	Metric tons (t), Percentage (%)	TC-ES-410a.1	Celestica does not track the weight of end-of-life products and e-waste recovered. 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. 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	Compliance and Ethics Supply Chain Compliance and Ethics

SUSTAINABILITY DISCLOSURE TOPICS & ACCOUNTING METRICS CONTINUED

ACTIVITY METRIC	UNIT OF MEASURE	CODE	REFERENCE/RESPONSE
Number of manufacturing facilities	Number	TC-ES-000.A	2020 20-F Form
Area of manufacturing facilities	Square feet (ft^2)	TC-ES-000.B	KPI Summary 2020 20-F Form
Number of employees	Number	TC-ES-000.C	KPI Summary 2020 20-F Form

TCFD Disclosure

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.

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.	2021 CDP Climate Change Questionnaire C1.1, 1.1a, 1.1b Sustainability Governance Nominating and Corporate Governance Committee Mandate 2020 20-F Form
		b) Describe managements role in assessing and managing climate-related risks and opportunities.	2021 CDP Climate Change Questionnaire C1.2, C1.2a, C2.2, C2.2a Sustainability Governance 2020 20-F Form
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.	2021 CDP Climate Change Questionnaire C2.1, 2.1a, 2.3, 2.3a, 2.4, 2.4a Financial Implications Due to Climate Change
		b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	2021 CDP Climate Change Questionnaire C2.1, 2.3a, 2.4a, 3.1, 3.3, 3.4, 3.4a Financial Implications Due to Climate Change 2020 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.	2021 CDP Climate Change Questionnaire C2.1, 3.2

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.	2021 CDP Climate Change Questionnaire C2.1, 2.1b, 2.2, 2.2a Materiality
		b) Describe the organization's processes for managing climate-related risks.	2021 CDP Climate Change Questionnaire C2.1, 2.2, 3.1, 4.3c 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.	2021 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.	2021 CDP Climate Change Questionnaire C4.2, 4.2b, 9.1 2021 CDP Water Security Questionnaire W1.2b, 1.2d, 1.2h Change in Scope 1 & Scope 2 year-over-year - CDP C7.9, 7.9a, (supporting information - 7.9b) Energy consumption - CDP C8.2a Fuel consumption - CDP C8.2c Renewable energy generation - CDP C8.2d Renewable energy consumption - CDP C8.2e Number of energy-reduction projects - CDP C4.3a Supplier Assessments - 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.	2021 CDP Climate Change Questionnaire C6.1, 6.3, 6.5, 7.1, 7.1a, 7.2, 7.3b, 7.5, 7.6, 7.6b, (supporting information in C5.1, 5.2, 5.2a, 6.2, 6.4, 6.4a, 6.7, 7.9b) Greenhouse Gas Emissions KPI Table
		c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	22021 CDP Climate Change Questionnaire C4.1, 4.1a, 4.2, 4.2b, 9.1 Celestica's Aspirational Sustainability Goals 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 pubic 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.