THE POWER OF MANY

Celestica™

Leading Into The Future, Together | Sustainability Report 2019

Table of Contents

01 Sustainability Report 2019

This year's report summarizes our sustainability program's key activities, performance and results in the 2019 calendar year. This is Celestica's 10th annual Sustainability Report, celebrating the progress we have made along our sustainability journey.

A Letter from Rob Mionis GRI 102-14

> At Celestica, we work with our customers to solve some of the world's most complex technology challenges.

From enabling people to be more connected through networks, to providing the components that power medical devices for critically ill patients, and helping bring autonomous vehicles to market, we aim to deliver a better future with our customers. This is reflected in our commitment to sustainability and our desire to drive positive change in the communities in which we live and work.

For the last 10 years, sustainability has been integrated into everything we do. Celestica is a technology company, but first and foremost, we're a people company, and with that comes the responsibility of doing what's right by our employees and customers, and the world around us.

Our goals — both in business and in the areas of environmental, social and governance (ESG) — cannot be met by one person alone, they will be met through the **Power of Many**. This has been our guiding mantra for this year, and it is also a fitting phrase to describe our approach to sustainability.

Our sustainability strategy is built on collaboration: we leverage the collective expertise of our employees, customers, and suppliers to drive sustainable initiatives and partnerships throughout our full value chain. Tapping into this collective power enables knowledge-sharing that allows us to minimize the environmental impact of our operations and supply chains; ensure compliance of employee and environmental sustainability practices; and foster a positive and engaged workforce that empowers people to make a difference in the areas in which we operate.

Beyond being a good corporate citizen, a commitment to sustainability also makes good business sense. By leveraging our sustainability program, we can drive deeper customer relationships and deliver more efficient products. By working together and inspiring thoughtful conversations, we unlock ideas and innovation that create value for our stakeholders.

I hope you will enjoy reading about Celestica's ongoing efforts to support our people, planet and communities.

Positive change does not happen overnight, but by drawing on the knowledge of our stakeholders around the globe, we are creating solutions that are greater than the sum of our individual ideas, activities and initiatives.

We go further, faster—together. That is the **Power of Many**.

Rob Mionis
President and Chief Executive Officer

Introduction GRI 102-50, 102-53

At Celestica, we understand we have a role to play in improving our world and protecting the planet. Through our sustainability initiatives, we collaborate with each other, as well as our customers and suppliers, to drive positive change both within our company and in our communities. Using the UN's Sustainable Development Goals (SDGs) as our guide, we focus on four key pillars: our planet, our products and services, our people, and our communities. This report is the story of the progress we have made in the last year to reduce our impacts on the environment 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.

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 individual 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.
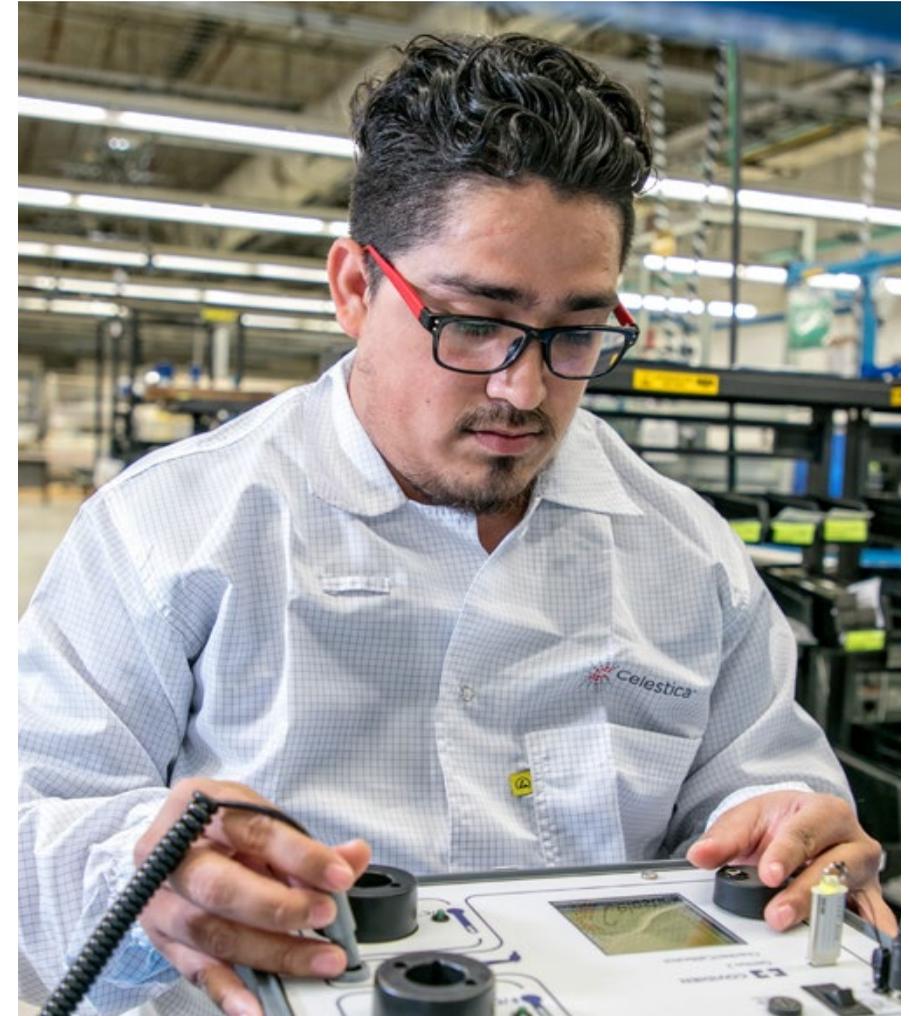
02 Sustainability at Celestica

Celestica is committed to distinguishing our company as a leader in sustainability. We achieve this by leveraging our knowledge and expertise and collaborating with our employees, customers and 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

Welcome to Celestica's 2019 Sustainability Report.

The urgency of the climate crisis has made the focus on sustainability a global imperative. Celestica remains committed to doing the right thing and to leading the way in sustainability, in both the short and the long term.

Seven years ago, we set Aspirational Sustainability Goals around our four key pillars: our planet, our product offerings, our people, and our communities. One of these was to reduce emissions 30 per cent from a 2012 baseline year by 2020. I am delighted to report that we achieved that goal a year ahead of schedule.

Additionally, as part of our commitment to minimize our impact on the environment, we sought to increase our use of renewable energy, and in the last year, we delivered. While renewable energy made up 3.1 per cent of our total energy consumption in 2018, in 2019, that number grew to 57.5 per cent across our global footprint. We continue to push further to expand renewable energy use through a combination of investing in on-site solar panels, procurement through utilities, and purchasing Energy Attribute Certificates.

Meanwhile, as part of our mission to reduce our carbon footprint, I am proud to announce that our new greenhouse gas emissions reduction goals have been approved by the Science-Based Targets initiative. In setting a science-based target to keep global warming below 1.5° C, we join a growing list of companies helping to transition to a low-carbon economy.

Our employees continue to drive our community involvement efforts, and in the last year alone, committed more than 26,000 hours to volunteering. To date, more than 16,000 Celestica employees have signed the Sustainable Workspace Pledge, committing to living more sustainably, both at work and at home. That's a testament to the strength of the **Power of Many.**

As we set new sustainability goals in 2020, we look forward to making a positive impact for many years to come. Our new objectives will be created with the United Nations' Sustainable Development Goals in mind, and I look forward to sharing them with you in next year's report.

Please contact us at sustainability@celestica.com with any comments or suggestions.

Sincerely,

Robert Ellis
Senior Vice President, Legal and Sustainability

2019 Sustainability Highlights

57.4% decrease in Scope 1 & 2 **GREENHOUSE GAS EMISSIONS** from 2018

92.7% **WASTE DIVERSION RATE** in 2019

26,700 working hours **VOLUNTEERED IN LOCAL COMMUNITIES**
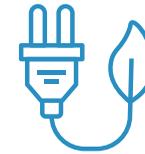
6,082 **metric tonnes of CO2e** averted through **RENEWABLE ENERGY PROJECTS** in 2019

16,700+ 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 (ESG) 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 aims to drive innovation, inspire employees to incorporate sustainability into our everyday actions, and work together to unlock ideas. Our goal is to minimize the risks associated with climate change, support the communities in which we operate and protect people and the planet, all while creating value for our stakeholders. We monitor environmental, social, governance and sustainability trends and issues (collectively referred to as "sustainability") throughout 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 portfolio.

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:

- A strong environmental policy, driving everything we do for environmental stewardship—from how we conduct our operations to the management practices we follow each and every day

- Well-defined Business Conduct Guidelines (BCG) and a Compliance and Ethics (C&E) program, outline our commitments against unethical behaviour, such as discrimination, corruption and bribery, ensuring 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 environmental stewardship

- Training and development opportunities, enabling long-term improvement inside and outside the organization

- Internship programs, supporting young adults 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, such as improving the efficiency of our upstream and downstream logistics, and reducing the associated emissions from our 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 in the communities in which we operate, and empower employees to volunteer

United Nations' Sustainable Development Goals

The United Nations' Sustainable Development Goals (SDGs) are a universal call to action to address the world's biggest challenges by 2030. By embracing the SDGs, Celestica is stepping up to ensure we do our part.

We stand with the international community in supporting these goals to ensure a better future for all. The goals promote strategies to address poverty, inequality, climate change, environmental degradation, peace, and justice. The SDGs inform our sustainability strategy, as they address business risks and opportunities, and guide us to focus on areas in which we can provide the largest positive impact.

There is increased public and investor emphasis on the measurement of sustainability criteria in businesses. We believe that one of the most effective ways to do our part is to adopt universally recognized standards such as the SDGs and apply them to our business. Although all 17 SDGs are relevant to Celestica and our stakeholders, we focus on the four goals in which we believe we can effect the greatest change. This is determined through our annual materiality assessment process and additional stakeholder conversations.

We address additional SDGs through our partnerships, memberships, and community impact projects. Throughout this report, we indicate where our company's actions address the SDGs.

For more information about the SDGs and targets, please visit the United Nations' Sustainable Development Goals website.
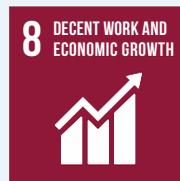
SDG 8: Decent Work and Economic Growth

Celestica's diverse global employee base is our most important resource. We support employees by providing safe jobs with competitive wages, enforcing strict 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 various methods to express concerns or make complaints safely and anonymously.

SDG 9: Industry, Innovation, and Infrastructure

Celestica has a range of initiatives to make its infrastructure sustainable. Nine of our sites were certified to the ISO 50001 energy management standard in 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 enable our customers to improve their material efficiency, reduce waste, and bring smart energy products to market quickly and efficiently.

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. Celestica is committed to reducing our energy, water, and materials consumption. We aim to achieve 100 per cent waste diversion, prevent leaks and spills, and avoid the use of hazardous wastes and chemicals.

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 can lead to energy and waste reductions. Through our Time Off to Volunteer program, thousands of our employees dedicate time and skills to give 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 at Celestica and we strive to consistently progress towards achieving them each year. We are setting new goals in 2020 that are aligned to the SDGs and will begin reporting on them in our next sustainability report.

GOAL	2019 YEAR-END RESULT		3-YEAR TREND	ASPIRATIONAL GOALS PROGRESS	RELATED SDGS
Greenhouse Gas Emissions Reductions					
Reduce our absolute greenhouse gas (GHG) emissions by 30% of 2012 levels by 2020	-57.4%	Energy conservation projects drove a 2.5% reduction in 2019 across both Scope 1 and Scope 2 emissions, which is a decrease of 57.4% compared to 2018. Our on-site solar panels reduced our emissions by 1.4%, while our purchase of renewable energy from utility suppliers saved 2.3%. Additionally, with the purchase of 174,808 MWh of energy attribute certificates, we reduced our overall GHG emissions by an additional 52.5%.	2017 191,137 2018 184,024 2019 78,125	120% met	8 DECENT WORK AND ECONOMIC GROWTH 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE 12 RESPONSIBLE CONSUMPTION AND PRODUCTION
Waste Diversion					
Achieve 100% waste diversion by 2020	92.7%	Through 2019, Celestica diverted a total of 18,266 metric tonnes from landfill by reusing, recycling and sending materials to waste-to-energy. Significant effort to reduce waste occurred during our exit from our Toronto, Canada operations, which diverted 90.8% of materials from the facility. We used this project to generate a roadmap of best practices for similar future activities.	2017 93.7% 2018 92.3% 2019 92.7%	92.7% partially met	8 DECENT WORK AND ECONOMIC GROWTH 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE 12 RESPONSIBLE CONSUMPTION AND PRODUCTION
Employee Engagement					
Have 100% of eligible employees participate in the Sustainable Workspace program by 2020	77.8%	More than 16,700 employees have committed to at least eight sustainable actions on a regular basis, to improve both environmental and social factors. Actions target electricity reductions, waste prevention and wellness. More than 12,400 employees have committed to carpooling, taking public transit, walking or biking to work once per week, which is the equivalent to reducing 65.6 metric tonnes of CO2e annually.	2017 73.9% 2018 71.2% 2019 77.8%	77.8% partially met	8 DECENT WORK AND ECONOMIC GROWTH 17 PARTNERSHIPS FOR THE GOALS 12 RESPONSIBLE CONSUMPTION AND PRODUCTION
Community Giving					
Have 50% of our workforce take time off to volunteer in their communities every year by 2020	21.6%	Employees volunteered nearly 27,000 hours in their local communities. Many of these hours focused on environmental efforts such as tree planting, coral restoration and environmental clean-up activities. Our workforce also participated in blood donations, helping special needs children and partnering with youth organizations, impacting the local communities in which we operate.	2017 17% 2018 19% 2019 21.6%	43.2% partially met	17 PARTNERSHIPS FOR THE GOALS

Dashed line represents 2020 target for each goal

Awards and Recognition

ECOVADIS ASSESSMENT: PLATINUM RATING

Celestica is proud to have received a platinum rating from EcoVadis—the leading platform for environmental, social, and ethical performance ratings for global supply chains. In 2020, Celestica scored 79/100, an improvement over our 2019 score of 74/100.

CELESTICA RANKED AMONG THE TOP ONE PER CENT IN ALL CATEGORIES

Within the category "manufacture of electronic components and boards", Celestica scored:

- Environment: Top 1 per cent
- Sustainable Procurement: Top 3 per cent
- Labour Practices and Human Rights: Top 7 per cent
- Ethics: Top 1 per cent

CANADA'S BEST 50 CORPORATE CITIZENS

Celestica was named one of Canada's Best 50 Corporate Citizens for 2019 by Corporate Knights. Corporate Knights annually ranks Canadian companies based on 21 key performance indicators, including: greenhouse gas emissions, water productivity and waste, clean revenue, supplier performance and employee and financial management metrics.

CORPORATE KNIGHTS TOP 30 UNDER 30

Jessica Peixoto was recognized as a Corporate Knights Top 30 Under 30 Sustainability Leader in Canada for 2019. As a member of the Sustainability team, Jessica has championed Celestica's development of a science-based target to reduce emissions. Jessica tracks our progress on emissions reductions, and monitors initiatives to reduce energy consumption, boost building and machinery efficiency, and increase renewable energy use throughout the company's global facilities.

External Sustainability Initiatives GRI 102-12

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 both within and beyond our own operations.

FIGURE 2.1: EXTERNAL INITIATIVES AND PROJECTS

GROUP	PROJECT DESCRIPTION	DATE JOINED	COMMITMENT
Responsible Business Alliance (RBA)	Celestica became a founding member of the Responsible Business Alliance in 2004. The RBA is the world's largest industry coalition dedicated to corporate social responsibility in global supply chains.	2004	Voluntary
Sustainable Energy Authority of Ireland (SEAI)	Celestica is a member of SEAI's 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 Thailand is a member of the LCB IEAT Group, which provides opportunities for sharing, participation and involvement in 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

SDG TARGET

9.5

17.16
17.17

MATERIALITY ASPECTS

Environmental

Social

Memberships and Affiliations

GRI 102-13

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

FIGURE 2.2: MEMBERSHIPS AND AFFILIATIONS

ORGANIZATION	PARTICIPATION
Responsible Business Alliance	Validated Assessment Program (VAP) Working Group
High Density Packaging Users Group	Board of Directors
High Density Packaging Users Group	Pb-Free Board Materials Phase Six, Researcher
High Density Packaging Users Group	Pb-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	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
Safety and Hazardous Material Monthly Conference Group, Miyagi, Japan	Member
Laem Chabang Provincial Electricity Authority Group, Thailand	Member
Siam Safety, Thailand	Member

SDG TARGET

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE — 9.5

17 PARTNERSHIPS FOR THE GOALS — 17.16 17.17

MATERIALITY ASPECTS

Environmental

Social

CDP Climate Change and Water Responses

Celestica is committed to transparent reporting and has disclosed its GHG emissions to the CDP since 2009. In 2019, we received a CDP Climate Change score of B and Water Security score of C. As we continue to improve our sustainability program, reduce emissions, and increase our level of disclosure, we hope to improve our CDP score. Emissions are validated by an external third party, and emissions factors and GWPs used are located within our CDP submission.

To view our responses, please click here.

03 Our Planet

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 Section 6: KPI Summary for data in reference to this section.

Greenhouse Gas Emissions GRI 102-56, 305-1, 305-2, 305-3

The urgency of the global climate crisis underscores the importance of reducing greenhouse gas (GHG) emissions. Businesses around the world are stepping up to meet global targets in alignment with the Paris Agreement, the latest science from the Intergovernmental Panel on Climate Change (IPCC), and the UN SDGs.

We are committed to reducing our GHG emissions through global performance improvements and renewable energy procurement. We understand that we have a role to play as a global partner, not only for our own sustainability practices, but to help others become more sustainable as well. We believe in the power of collaboration in support of SDG 17: Partnerships for the Goals.

Our goal is to reduce our absolute GHG emissions by 30 per cent of 2012 levels by 2020. This goal focuses on direct (Scope 1) and indirect (Scope 2) emissions from our operations. We ensure transparency and continuous improvement by tracking emissions at our facilities and reporting to the CDP. Our sites' progress and actions are also shared with senior leadership to ensure good sustainability governance. Our environmental management systems set the foundation for progressing towards our emissions reductions goals, and our actions are detailed in the next sections.

In 2020, Celestica set new GHG emissions reduction targets in alignment with the SBTi. We commit to reduce absolute Scope 1 and Scope 2 GHG emissions 30 per cent 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 per cent by 2025 from a 2018 base year.

Please visit sciencebasedtargets.org for more information.

8 DECENT WORK AND ECONOMIC GROWTH — 8.4

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE — 9.4

12 RESPONSIBLE CONSUMPTION AND PRODUCTION — 12.2 12.4

PROGRESS ON ASPIRATIONAL GOAL

⬤ Met

MATERIALITY ASPECTS

🌱 Environmental
$ Economic

Site Success Story: Laem Chabang, Thailand Green Industry Level 3

Thailand's Ministry of Industry certified our Laem Chabang facility under the Green Industry Level 3 (Green system), recognizing our efforts to reduce impacts on the environment and support corporate social responsibility and sustainable development. Efforts included installing solar panels on rooftops, certifying to the ISO 50001 standard, installing LED lighting, reducing waste, completing community projects, and engaging in internal energy initiatives such as wind turbine prototyping.

To improve Thailand's energy productivity in 2019, the site enlisted an energy specialist to optimize factory equipment and replacements. The site continues to assess opportunities to expand on its existing solar panel arrays, and is working with local utilities to assess other energy efficiency opportunities. One such example is to include energy storage technologies to reduce the load on air conditioning systems during peak hours. This knowledge will then be applied to other factories in our network to further reduce Celestica's emissions.

Emissions From Our Operations (Scope 1 and Scope 2)

57.4%

Scope 1 and 2 emissions decreased by 57.4 per cent year-over-year, primarily due to renewable energy procurement and energy reduction initiatives in our facilities. More information on these initiatives can be found in the Energy section.

We track our GHGs using carbon accounting software and work to drive more sustainable practices in areas that will have the greatest impact on our consumption. Captured under our Scope 2 indirect emissions, electricity is a large contributor to our GHG emissions. Electricity is primarily used in our operations for lighting, heating, ventilation, and air conditioning systems (HVAC) and manufacturing equipment.

Our Scope 1 direct emissions are derived from natural gas and liquid fuel combustion, such as diesel, used for heating, cooking in cafeterias, and providing power to back-up generators.

To further reduce our GHG emissions, Celestica launched more than 50 energy savings projects in 2019, ranging from the installation of motion sensor lighting systems to investment in energy-efficient air compressors. These projects reduced approximately 4,550 metric tonnes of CO_2e.

Our Scope 1 emissions, representing 4.4 per cent of our overall emissions decreased by 31.4 per cent year-over-year in 2019. This was achieved by the following: the closure of our Toronto manufacturing site, which eliminated the need for natural gas heating; the replacement of liquid petroleum gas (LPG) with a natural gas module; installation of energy-efficient equipment and technology; and a logistics optimization project that reduced our site's diesel consumption as described below. We will continue to drive efforts across our global operations to reduce our consumption and Scope 1 emissions.

Our Scope 2 emissions, representing 53.2 per cent of our overall emissions, decreased by 58.7 per cent year-over-year in 2019. Our significant progress is attributed to the purchase of Energy Attribute Certificates (EACs); procurement of renewable energy from utilities; use of on-site solar energy generation; and energy efficiency projects that were implemented in 2019.

Celestica also tracks our normalized emissions to revenue. In 2019, our normalized emissions decreased by 52.2 per cent compared to 2018. This was driven by the reduction of our Scope 1 and 2 emissions, resulting in 13.3 metric tonnes of CO_2e per million dollars of revenue, down from 27.7 in 2018.

Please visit the KPI Summary for more information about our GHG emissions data over time.

Other Indirect Emissions (Scope 3) GRI 305-3

To strengthen our sustainability efforts in our operations and supply chain and to increase transparency, we have enhanced our Scope 3 inventory and set a target through the SBTi. In 2019, in addition to tracking our upstream transportation, distribution, waste and business (air) travel emissions, we began tracking seven additional relevant Scope 3 categories. These include purchased goods and services, employee commuting and capital, among others. Further Scope 3 emissions details are provided in our CDP Climate Change questionnaire and within the KPI Summary. Our sites completed a total of 14 projects to reduce the waste generated in our operations, diverting 12.6 CO2e metric tonnes of emissions.

Site Success Story: Thailand and Laos Logistics Optimization Project

Celestica's Thailand and Laos sites decreased emissions from logistics by improving the land transportation process between the two facilities. Comprehensive analysis revealed that truck loads were not maximized—inefficient single trips increased GHGs and created unnecessary expenditures. By setting clear schedules for full truck loads and round trips between the two sites, the sites achieved a decrease of approximately 711,000 L of diesel, equivalent to a 68.6 per cent reduction in GHG emissions (nearly 2,000 metric tonnes CO2e) between 2018 and 2019.

Site Success Story: Green Commuting, Song Shan Lake, China and Laem Chabang, Thailand

During our global Waste Reduction Week, Song Shan Lake promoted the advantages of alternate modes of transportation such as biking, carpooling and taking public transit instead of vehicles to reduce emissions and promote employee health and wellness. Employees were encouraged to use more sustainable transportation methods when possible.

The Thailand site also set a 2019 target for employees to walk, run or cycle a cumulative total of 200,000 km. At the end of 2019, the Thailand site exceeded its goal, with 625 participants reaching more than 272,000 km. This is equivalent to removing more than 14 typical passenger vehicles from the roads for an entire year.
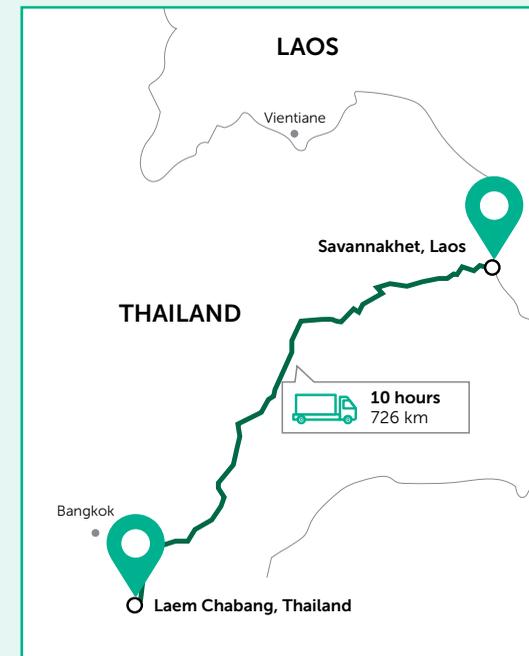

LAOS

Vientiane

Savannakhet, Laos

THAILAND

10 hours
726 km

Bangkok

Laem Chabang, Thailand

FIGURE 3.1: THAILAND AND LAOS LOGISTICS ROUTE

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

Energy is critical to Celestica's operations, is a major operating cost, and can generate significant greenhouse gas emissions. We implement energy-related savings projects throughout our sites wherever possible. Many of our sites develop energy reduction initiatives through the ongoing implementation of efficient technologies and equipment, sharing of best practices and education.

IN 2019, CELESTICA CONSUMED 227 GIGAJOULES OF ENERGY PER MILLION USD OF REVENUE. WE REDUCED OUR CONSUMPTION BY 11 PER CENT, WHICH IS EQUAL TO 1,334,000 GIGAJOULES. ENERGY EFFICIENCY PROJECTS IMPLEMENTED BY OUR GLOBAL FACILITIES IN 2019 ACCOUNT FOR SAVINGS OF 30,000 GIGAJOULES.

Internal energy experts are assigned at each site to collaborate on and drive energy projects that support their site's sustainability targets. Globally, we implemented more than 50 energy projects ranging from: building energy management systems; cooling technology installations; refurbishing and replacing HVAC; lighting and compressed air equipment and machinery to increase circularity; technology integration and energy efficiency. Energy experts across our operations gather in bi-monthly round tables to share ideas, projects, and solutions.

In 2019, nine sites were certified to ISO 50001:2011, representing 70 per cent of our total consumed electricity in 2019. We are currently working to update these certifications to the latest version, ISO 50001:2018, and increase the number of certified sites.

We continue to invest in the latest best practices for energy management—reporting on energy efficiency and reductions in cost, consumption, and emissions.

ISO 50001 Certifications

Galway, Ireland

Oradea, Romania

Valencia, Spain

Johor (EMS), Malaysia

Johor (AMS), Malaysia

Kulim, Malaysia

Laem Chabang, Thailand

Song Shan Lake, China

Suzhou, China

SDG TARGET

8 DECENT WORK AND ECONOMIC GROWTH — 8.4

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE — 9.4 9.5

12 RESPONSIBLE CONSUMPTION AND PRODUCTION — 12.2 12.4

MATERIALITY ASPECTS

Environmental

Economic

Site Success Story: Energy Savings Renovation Award, Suzhou, China

Celestica's Suzhou, China site received an "Energy Savings Renovation Award" from the local government, which encourages sustainability development. The site was also honoured internally with a sustainability award that recognizes energy and water reduction solutions, and the reuse and recycling of materials. The Suzhou site achieved reductions of approximately 1,000 MWh through a range of energy efficiency improvements:

- Installed filter panels to absorb excessive humidity from the outside air

- Replaced old chiller and cooling pumps with new, energy-efficient equipment

- Replaced 63 old, inefficient outdoor road lights with new, energy-efficient LED lights

- Replaced old canteen cold food storage units with new, energy-efficient refrigerator cabinets

- Installed test chamber air return ducts to divert hot air from the test chamber equipment directly to the air handling unit

- Optimized the utilization of heat exchangers to reduce the loading of chilling equipment

Site Success Story: Building 7, Laem Chabang, Thailand

In 2019, Celestica's Laem Chabang, Thailand site set up a new factory to support expanded customer requirements and worked to ensure the 83,000 square-foot facility was as environmentally friendly as possible. The team reduced GHG emissions by installing: variable speed drives on facility equipment (compressed air systems and HVAC systems); an efficiency chiller management system and insulating HVAC components; a lowered ceiling to create a full insulation layer and air pocket; a building management system for temperature and humidity; and LED lighting throughout the facility. These actions reduced total electricity consumption in this building by more than 20 per cent annually.

Site Success Story: New Corporate Site Certified BOMA Best Gold, Toronto, Canada

In 2019, Celestica's corporate headquarters moved to a BOMA Best Level Gold-certified building in Toronto, Canada. BOMA BEST Sustainable Buildings certification recognizes excellence in energy, environmental management and performance in commercial real estate. This program provides building owners and managers with a roadmap for operational improvement, enabling users to achieve significant cost savings through greater energy, water, and waste efficiencies, while also improving the quality of life of building occupants.

Renewable Energy

> At Celestica, we are committed to increasing the use of renewable energy sources in our operations. We currently use 56.2 per cent 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.

Our Laem Chabang, Thailand site continued to generate renewable energy through its 3.5 megawatts (MW) of solar panels. Since the panel installation began in 2016, it has saved an estimated 64,100 metric tonnes of CO2e.

Our Galway, Ireland and Valencia, Spain facilities derive 100 per cent of their electricity from renewable energy. Together, these two sites prevented approximately 2,325 metric tonnes of CO2e from entering the atmosphere in 2019.

Our Fremont, United States sites continued their partnership with the East Bay Community Energy Bright Choice Plan, which enabled them to procure 85 per cent carbon-free power. The combined impact of this program diverted 1,441 metric tonnes of CO2e.

Celestica also purchased 174,808 MWh of Energy Attribute Certificates, to cover an additional 52.5 per cent of our GHG emissions. These certificates were purchased from solar, wind, and small hydro projects in Thailand, China, Mexico, Norway, 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).

TOGETHER, THESE RENEWABLE ENERGY PROJECTS AVERTED AN ESTIMATED 5,208 METRIC TONNES OF CO2e EMISSIONS IN 2019.

Enabling Renewable Energy Products

Celestica's Industrial and Smart Energy businesses are proud to support customers that are helping to deliver solutions that make the world safer, 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 smart energy and industrial products that are driving performance improvements and helping to power a more sustainable future.

We enable a wide range of renewable energy and smart city applications including power converters, wind turbines, electric vehicle charging stations, smart meters, and self-driving vehicle technology (LiDAR). In 2019, Celestica enabled nearly 6,000 MW of renewable energy through these applications.

We partnered with a leading original equipment manufacturer (OEM) on high-power electric vehicle (EV) charging stations. These stations are designed with cutting-edge technology used in commercial and industrial applications where charge time is limited. Celestica is not only manufacturing components of these chargers, but also providing design services to ensure optimal performance.

Partnerships like these are helping to grow the electric vehicle industry through intelligent design and enabling our customers to deliver innovative, smart products that power a more sustainable future.

Learn more about the Smart Energy business.

Waste GRI 306-2

We are committed to reducing our material inputs and associated waste outputs to ensure responsible consumption and production. Our facilities follow a robust business waste and recycling management system to reduce, reuse, repurpose, refurbish, and recycle materials. Our goal is to divert 100 per cent of our waste from landfill by 2020.

Our manufacturing sites conduct routine waste audits on hazardous waste suppliers to ensure proper disposal of materials, and ethical collection and transportation that meets Celestica's standards. This data is tracked and reported, and best practices are shared among our facilities.

In 2019, we saw a large increase in the ability of our sites to convert waste destined for landfill disposal to waste-to-energy methods. Our Laem Chabang, Thailand and San Jose, United States sites initiated new procedures to divert more than 32 metric tonnes of hazardous waste from landfill using methods such as approved waste-to-energy. Our Oradea, Romania site also increased its waste-to-energy processing to 516 metric tonnes of materials, largely due to increased production, and the construction of a new wing for its manufacturing site.

Our Monterrey, Mexico site increased its asset recycling and donations year-over-year by 194 metric tonnes through the closure of an external storage unit, and the recycling of its contents. In addition to promoting the reuse and recycling of materials, its efforts resulted in rent and transportation cost savings.

Our waste results deviated from prior years due to some key changes in our business in 2019. Non-production waste was higher than normal due to the closure of two major sites. Further, the addition of five sites through acquisitions in 2018 also increased our waste profile.

92.7% We continued to improve our waste diversion, closing the year with a 92.7 per cent waste diversion rate.

SDG TARGET
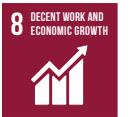
8.4

12.2
12.3
12.4
12.5

PROGRESS TO ASPIRATIONAL GOAL

Partial

MATERIALITY ASPECTS

Environmental

Enabling Waste Solutions

We help our customers bring their innovations and product solutions to life by working behind the scenes at all stages of the product lifecycle—from design, prototype, manufacturing, and shipping to product recycling and refurbishing solutions.

In our Industrial and Smart Energy businesses, we are helping our customers bring smart trash receptacles to market. These highly complex, intelligent and connected systems collect trash bins only when full, which reduces energy costs and improves performance, sustainability, and waste reduction.

Learn more about our Industrial business.

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 is working with customers to manage products through design, usage, maintenance, reuse, remanufacture, and recycling. This is being done through 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.

Site Shutdown Activity, Toronto, Canada

Celestica's original one million-square-foot headquarters in Toronto, Canada was closed in 2019. During the process, enormous effort went into ensuring that waste was disposed of efficiently including: identifying, tagging and disposing of hazardous waste; destroying and recycling IT waste through approved electronic waste vendors; and donating office furniture and supplies. The results:

40,370 KG OF CONFIDENTIAL PAPER WAS SECURELY RECYCLED AND TRANSPORTED TO PAPER MILLS FOR PULPING, SAVING TREES AND REDUCING LANDFILL SPACE, WATER AND ENERGY USE. THIS SAVED APPROXIMATELY 29,030 KG OF CO2e FROM BEING RELEASED INTO THE ATMOSPHERE

7,130 KG OF FURNITURE WAS DONATED TO LOCAL CHARITIES

450 KG OF OFFICE SUPPLIES WERE DONATED TO A LOCAL SCHOOL PROGRAM

A TOTAL OF **2,447,584 KG** WAS DIVERTED FROM LANDFILL

Global Waste Reduction Week

2019 marked Celestica's fifth Global Waste Reduction Week, an event that engages employees in reducing waste. Employees at 14 sites participated in this year's event. In total, more than 1,900 kg of material was diverted from landfill during the week.

Waste Reduction Week Results

300 KG OF CLOTHING AND BOOKS WERE DONATED BY EMPLOYEES TO LOCAL CHARITIES

115 KG OF ELECTRONICS WERE COLLECTED FOR PROPER RECYCLING OR REUSE, INCLUDING SCREENS, COMPUTERS AND USED BATTERIES

5,400 KG OF SINGLE-USE FOOD WASTE WILL BE DIVERTED EACH YEAR BY IMPLEMENTING REUSABLE MUG AND CUTLERY PROGRAMS IN CAFETERIAS AND CANTEENS

Valencia, Spain

Toronto, Canada

Song Shan Lake, China

Partnering to Reduce Waste (Toronto) Employees hosted an on-site showcase of sustainable partnerships, which included an employee donation drive for smartphones. The phones were refurbished and upgraded with accessible technologies and distributed to the visually impaired through a local charity.

Waste Reduction (Valencia) Site employees promoted waste reduction with educational pamphlets featuring best practices for plastic use in their canteens. Additionally, more than 120 kg of unused tables were disassembled and reused for work benches on the manufacturing line.

Electronics Recycling (Toronto, Mississauga, Newmarket, Penang, Song Shan Lake) Approximately 115 kg of obsolete electronic waste including batteries were diverted from landfill by being recycled ethically.

Suzhou, China

Oradea, Romania

Book and Clothing Drives (Toronto, Mississauga, Monterrey, Newmarket, Tucson, Penang, Suzhou, Thailand, Valencia, Oradea) Around the world, Celestica employees held book, toy, and clothing drives to reduce overall waste and give back to their communities. More than 300 kg of goods including winter clothing, books, food, toys and more were collected and distributed to orphanages, shelters for the homeless, abused women, and refugees.

Greening Meals (Leixlip, Suzhou GBS, Shanghai) Each of these sites introduced reusable cutlery, plates or mugs in their employee cafeterias. It is estimated that these initiatives will reduce 5,400 kg of waste annually.

Site Success Story: Landfill Waste Fremont, United States

Through a partnership with Kimberley Clark Professional and the RightCycle™ program, our Fremont, United States sites diverted more than 1,900 kg of used gloves from landfill. Kimberley Clark collects the used gloves to process them into plastic pallets and new consumer products, such as benches and chairs. In 2019, this project earned the sites a Greenovation Award.

Packing and shipping products is a key process in manufacturing, and single-use items such as pallets and cling film can be difficult to avoid. Our Fremont Warm Springs site was able to address some of these issues by reusing inbound shipment boxes and wired shipping containers to transport the materials between Celestica and a supplier. The benefits from this initiative include:

- Increased protection of products during transportation

- Efficient use of truck shipment space, and fewer trips (which reduces our GHG emissions)

- An estimated 3,700 kg of material waste averted

Site Success Story: Plastic-Free Journey, Toronto, Canada

A group of five employees at the Toronto site engaged in a "plastic-free journey" to encourage their fellow colleagues to be more mindful about plastic consumption. A month of individual actions and pledges ranged from using reusable beverage containers and packing litterless lunches. The project ended with a total of 342 individual pledges to reduce plastics.

REUSABLE SHIPPING BOXES AND CONTAINERS USED AT THE FREMONT WARM SPRINGS SITE

A PRESENTATION AT THE TORONTO SITE, SHOWCASING PLASTIC-FREE ALTERNATIVES AND THE NEGATIVE EFFECTS OF PLASTICS IN OUR WATERWAYS

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

We strive to be responsible consumers of water through the improvement of our tracking and environmental management systems.

Although our operations are not water intensive, we are committed to reducing our consumption, particularly in "water stressed" regions identified using the World Resources Institute's Aquaduct tool.

In 2019, we withdrew approximately 1,369 ML of water from municipal water suppliers globally for our sites where we have exclusive operational control and measurement capabilities.

Areas such as washrooms, drinking fountains and cafeterias are the greatest sources of water consumption. Some of our sites collect rainwater to water gardens at our facilities; however, the volume collected is not currently tracked.

Our manufacturing processes account for our second largest consumption of water. We develop closed-loop systems to reduce or eliminate our water usage where possible. In 2019, the Johor (EMS), Malaysia site constructed a new waste water treatment plant to treat industrial waste water. In addition, our employees continued to exchange best practices and project ideas, implementing 10 water conservation initiatives that resulted in savings of approximately 51.6 ML of water and 3,224,000 kWh. These initiatives ranged from deionized water projects, closed-loop and recirculation systems, and the installation of new filters, fixtures, and a solar water heater.

Celestica sources water from third-party municipal water supply systems and local water sources. There are no impacts to water sources, protected areas or biodiversity from our effluents. However, Celestica acknowledges and mitigates the 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.

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

Site Success Story: Deionized (DI) Water Projects, Monterrey, Mexico and Newmarket, Canada

Our Monterrey, Mexico and Newmarket, Canada manufacturing sites introduced deionized water projects that improved the recirculation flow, decreased our water and filter consumption, and reduced our total costs.

Site Success Story: Water Recycling and Reuse Projects, Song Shan Lake, Suzhou and Xiamen, China

In 2019, three sites in China improved their water systems by enabling the recycling and reuse of water in their processes, including air conditioning (coolant water), kitchen canteens, and irrigation systems.

SDG TARGET

8 DECENT WORK AND ECONOMIC GROWTH — 8.4

12 RESPONSIBLE CONSUMPTION AND PRODUCTION — 12.2 12.4

MATERIALITY ASPECTS

Environmental

Key Impacts and Risks

Financial Implications Due to Climate Change GRI 102-11, 102-15, 201-2

> Our operations and those of our customers, suppliers and other business partners may be disrupted by global or local events beyond our control. Extreme weather and climate events such as wildfires, floods, and hurricanes are becoming more prevalent around the world. Events such as these could adversely affect our employees, our operations, and our supply chain, and increase our costs.

Beyond acute and chronic physical climate risks, climate change also creates risks to our business due to technological changes, current and emerging regulations, legal implications or market shifts. We also understand that there may be climate-related business opportunities from shifting markets, product diversification, and a better competitive position from changing consumer and investor preferences. Celestica considers multiple risk and opportunity types, detailed in our CDP Response.

THE CORPORATE SUSTAINABILITY TEAM WORKS WITH CUSTOMERS, SUPPLIERS, AND INDUSTRY COALITIONS SUCH AS THE RESPONSIBLE BUSINESS ALLIANCE, ACADEMIC PARTNERS AND NGOS TO IDENTIFY CLIMATE CHANGE RISKS ASSOCIATED WITH OUR OPERATIONS AND EXPLORE WAYS TO REDUCE OUR IMPACT ON THE ENVIRONMENT.

Celestica understands the unpredictability of climate-related risks and takes a precautionary approach to proactively manage them through our Environmental Management Systems policies and practices. Climate-related risk is objectively assessed by our Internal Audit team as part of our annual global risk assessment process. We also carry insurance to cover damage to our sites and interruptions to our operations as a result of natural disasters, such as flooding, earthquakes, hurricanes or tsunamis.

Celestica's global Business Continuity Planning (BCP) policy highlights our commitment to preventing potential events that could impact business continuity. The policy outlines responsibilities such as: ensuring necessary resources are available when incidents occur; setting annual business continuity objectives; conducting tabletop tests of our systems for readiness; and identifying potential events and incidents. Physical risks are managed through our BCP, risk management, and facility assessment processes. These protocols seek to minimize business disruptions and ensure clear plans are followed.

For more information, please refer to our CDP Climate Change Questionnaire.

Environmental Compliance GRI 307-1

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.

58 PER CENT 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 applicable regulations and 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 2019, Celestica did not identify any significant non-compliance issues with environmental laws or regulations.

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

SDG TARGET

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

12.2

MATERIALITY ASPECTS

Environmental

Our Products and Services

Supply Chain GRI 102-9, CM

Celestica's supply chain management procedures 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 4,000 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. Components and raw materials are sourced globally, with most indirect materials originating in close proximity to the majority of our manufacturing locations, resulting in reduced GHG emissions.

In a collaborative effort between the global supply chain management (SCM) team, compliance engineering organization and Sustainability team, we have enhanced our supplier scorecards and increased requirements for our suppliers. These requirements include specific elements associated with environmental and social performance.

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 is an electronics manufacturing services (EMS) company that builds products for original equipment manufacturer (OEM) customers in accordance to their specifications. This means that we typically do not control the selection of most suppliers or materials sourced, unless specifically instructed to do so by our customers. We take responsibility for suppliers under our direct control and take the initiative to guide our customers towards responsible sourcing practices.

🌐 Our conflict minerals policy, reporting template, and our alignment to industry standards can be found on our website - Compliance & Ethics and Our Products and Services.

Supplier Assessments GRI 308-1, 414-1

Many of our suppliers are driven and controlled by the customers we work with and therefore are out of scope for much of Celestica's assessment process. Under contract, Celestica assumes the vetting of suppliers has been taken on by the customer. Celestica manages a select number of suppliers that are defined as key players in our business over which we do have control. This group is known externally as our Major Supplier List (MSL).

Through supplier self-assessments and verification visits conducted by Celestica employees or through the RBA, Celestica annually analyzes and scores our MSL suppliers on their social, ethical, and environmental actions across their operations. Celestica will work with suppliers to improve their scoring and close out any corrective actions in a timely manner.

Celestica's global commodity management team evaluates MSL suppliers quarterly. This scoring can affect the amount of business awarded to the supplier, and if not managed, the supplier may be removed from the MSL. In a collaborative effort between the global SCM team, compliance engineering organization and sustainability team, we have enhanced our supplier scorecards and increased requirements for our suppliers. These requirements include specific elements associated with environmental and social performance. Looking forward, our teams are continuing to enhance our scoring mechanisms, such as weighting sustainability higher when awarding business.

SDG TARGET

8 DECENT WORK AND ECONOMIC GROWTH   8.4

12 RESPONSIBLE CONSUMPTION AND PRODUCTION   12.2
12.6

17 PARTNERSHIPS FOR THE GOALS   17.17

MATERIALITY ASPECTS

🌱 Environmental

👥 Social

$ Economic

Sustainability Built Into Our JDM Process

Celestica's Joint Design and Manufacturing (JDM) business has invested in leading-edge product roadmaps and design capabilities aligned with market standards and emerging technologies. 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. For example, our IT telecommunication products such as switches must be made with at least 85 per cent recovered materials, and the end product must be at least 80 per cent recoverable.

Celestica has adopted a commonality design framework to reduce the number of unique components needed in product designs. This has decreased our usage of unique capacitors by approximately 70 per cent over the past two years. This helps to streamline the manufacturing process, reduce inventory risk on downside demand, and enable much greater upside flexibility than before. Additionally, we are designing and manufacturing more energy-efficient products. Over the next three years, we have a target of 96 per cent power efficiency for our JDM products.

To learn more about the JDM business, please visit the Celestica website.

04 Our People

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

Please see Section 6: KPI Summary for data in reference to this section.

Occupational Health and Safety GRI 403-1, 403-2, 403-4, 403-9

We believe that every employee has a right to a safe and healthy workplace. Celestica's Environmental Health and Safety (EHS) organization has oversight of policies and operational controls of environmental, occupational health and safety and social risks.

We use a Health and Safety data collection and management tracking system to monitor injury trends closely at all our facilities. Across our operations, we maintained low accident and injury rates in 2019, with a global lost workdays rate of 0.84 and a lost time incident rate of 0.05—in line with 0.91 and 0.05 in 2018.

Our sites' continued focus on safety through extensive training, hazard identification, and risk assessment contributes to our low incident rates. In 2019, there were no work-related fatalities.

WE ARE COMMITTED TO KEEPING OUR 24,500 EMPLOYEES WORLDWIDE INFORMED ABOUT HEALTH AND SAFETY STANDARDS, POLICIES, AND LOCAL LEGAL REQUIREMENTS.

In 2019, we completed:

- 1,500 EHS-focused workplace inspections of our manufacturing facilities

- 600+ 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

- EHS-focused Kaizen activities, resulting in more than 120 improvements across the network

- Facilitated customized business continuity planning exercises to test our sites' ability to react to a variety of scenarios

Site Success Story: Health and Safety Site Recognition, Multiple sites

FM Global, a property insurance company, has recognized numerous Celestica sites with the Highly Protected Risk (HPR) designation. HPR recognizes extraordinary leadership and commitment by all stakeholders in the facility to ensure health and safety measures have been implemented and managed proactively. Celestica sites with the HPR designation are: Song Shan Lake, China; Kulim, Malaysia; Johor (AMS), Malaysia; Oradea, Romania; Newmarket and Mississauga, Canada; Tucson and Brockton, United States; and Laem Chabang, Thailand.

CELESTICA LAEM CHABANG, THAILAND SITE RECEIVING HPR DESIGNATION

SDG TARGET

8.8

MATERIALITY ASPECTS

Social
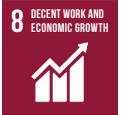
Learning and Development GRI 404-1, 404-2

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

ACROSS OUR GLOBAL TEAM, WE LOGGED MORE THAN 1,600,000 TRAINING HOURS AND PROVIDED MORE THAN 230 INTERNSHIP POSITIONS IN 2019.

We offer a blended learning approach, incorporating comprehensive e-learning experiences and instructor-led learning sessions. In support of employee growth, we promote the importance of continuous training through participation in informal development opportunities and function-specific and global programs. Through our Learning Management System, Celestica offers various courses and resources covering a wide range of topics and skills.

To enhance leadership effectiveness and career growth across the organization, we launched the People Leadership Development Program. The comprehensive, interactive training curriculum saw more than 700 people leaders participate in 36 sessions across all of our regions. We will continue to roll out this program to new, emerging, and existing people leaders in 2020.

We also introduced a new program called Cultivating a Quality Mindset, which provides site-based employees with guidance on our global quality strategy and fosters meaningful employee development. The program began at the end of 2019, with more than 3,000 employees trained to date. In 2020, the program will expand to additional sites in our network.
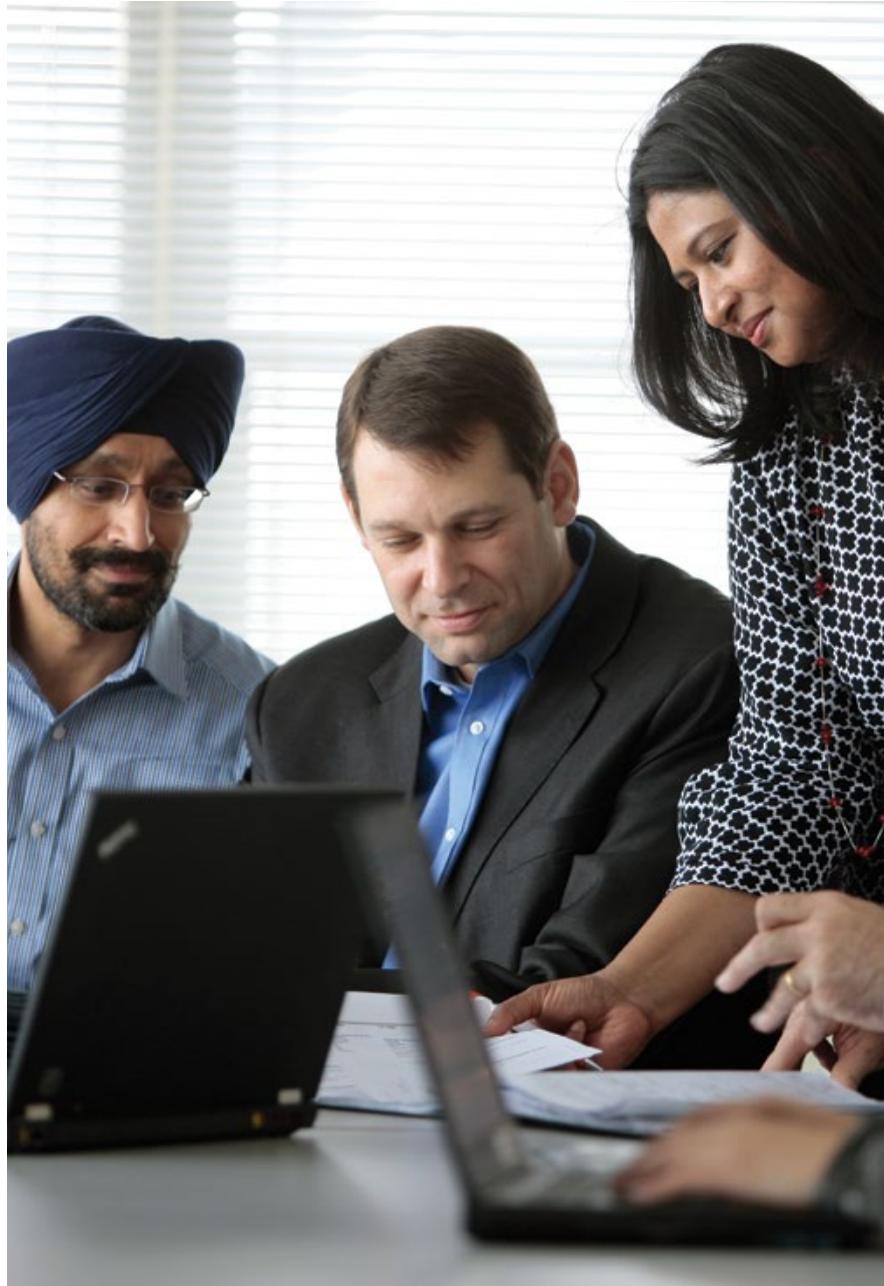
SDG TARGET

8 DECENT WORK AND ECONOMIC GROWTH
8.2
8.6

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
9.5

MATERIALITY ASPECTS

Social

Diversity and Inclusion

Celestica is committed to a work environment that values and respects employees for their unique talents. We recognize that our workforce consists of varied 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 based on 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 respect across the enterprise.

To further cultivate a diverse and inclusive environment, in 2020, some of our initiatives will include:

- Updating our Diversity and Inclusion policy and exploring opportunities to improve all of our employee policies and practices, including recruitment and development

- Creating a Diversity and Inclusion Committee, chaired by the Chief Executive Officer and the Head of Human Resources, and comprised of a working group of employees. The committee will examine all aspects of diversity and inclusion at Celestica and make recommendations for how we can improve

- Implementing employee roundtables, in which small groups of employees across the company will convene to discuss diversity and inclusion at Celestica

- Developing and promoting initiatives to support a diverse and inclusive work environment at Celestica, with a mandate of specific and actionable objectives

- Identifying the key metrics that measure diversity for each of the regions in which we operate

- Monitoring and tracking the progress of diversity and inclusion goals and measures and ensuring organizational culture and internal processes are aligned with and promote Celestica's commitment to diversity and inclusion

- Identifying and executing an employee communications strategy to inform employees about the ongoing progress on diversity and inclusion matters

- Monitoring and tracking diversity and inclusion training for employees

SDG TARGET

8 DECENT WORK AND ECONOMIC GROWTH
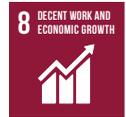
8.5

MATERIALITY ASPECTS

Social

Gender Equality

At Celestica, we recognize that diversity expands beyond gender, but we also remain focused on developing and promoting women into leadership roles and increasing female representation in senior leadership roles and on the Board.

Our goal is to increase representation of women on the Board and ensure at least 50 per cent representation of women on the candidate list when seeking new Board members, where feasible. As of December 31, 2019, there were two women on the Board, each of whom was re-elected for a further term, and one of whom chairs the Audit Committee.

In addition, 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 inclusion and diversity goals.

We are committed to being an equal opportunity employer, and prohibit discrimination based on gender, race, ethnicity, religion, or disability status. Accordingly, we do not specifically consider the level of representation of women in executive officer positions when making executive officer appointments and have not established a target regarding the number of women in senior executive positions. Rather, 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 has initiatives to support the advancement of women, including the Women in Action Forum. The program promotes the advancement of women in leadership and addresses the unique challenges faced by women in business. In 2020, we have revitalized and expanded the program, which will include development and team-building components such as coaching, panel discussions, networking events, and volunteering opportunities throughout the year.

Employee Wellness EW

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 different wellness initiatives each year, including annual voluntary health checks, medical centres for employees, and wellness policies to create positive change. 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.

Our employees share their stories on our Sustainable Workspace online community which has more than 4,900 active members. In 2019, more than 25 per cent of all posts related to employee health and wellness.

Site Success Story: Blue Ribbon Campaign, Kulim, Malaysia

Celestica's Kulim site was the first manufacturing plant in the Malaysian state of Kedah to be certified to the Blue Ribbon Campaign by the World Health Organization (WHO). The Blue Ribbon campaign advocates for smoke-free environments and seeks to inform employees about the risks of tobacco smoke.

SDG TARGET

8.5
8.8

MATERIALITY ASPECTS

Social

Working Hours WH

At Celestica, we believe our employees should maintain a well-balanced work and home life balance. Through our Hours of Work Policy, Celestica manages employee working hours to align with the priorities of our customers and suppliers, ensuring manageable overtime hours and limits to consecutive workdays are followed in alignment with the RBA. Celestica is committed to achieving 100 per cent compliance with RBA best practices on working hours. In 2019, Celestica closed the year with 97.5 per cent of employees complying with a maximum 60-hour work week and 92.7 per cent of employees complying with the seventh day of rest rule. Celestica faced difficulties in compliance due to reduced headcount in relation to an unforeseen business closure. We continue to share best practices and drive for corrective action from non-compliant sites.
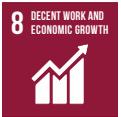
Employee Engagement

Rewards and Recognition

Our rewards and recognition programs create an environment of engaged employees who feel acknowledged for their contributions. Our programs are designed to recognize 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.

> CELESTICA'S BRAVO! PROGRAM ENCOURAGES EMPLOYEES TO RECOGNIZE OTHERS. IN 2019, **WE RECOGNIZED EMPLOYEES WITH MORE THAN 30,700 BRAVO! AWARDS.**

Operations Central Best of Best

Our operations employees drive continuous improvement practices across our global networks every day. All employees are encouraged to share their improvement projects by submitting them through the Operations Central collaboration tool. The "Best of Best - Sustainability" award is given to solutions that make a significant impact by reducing energy and water consumption, or promoting reuse or recycling.

2019 Winners, Sustainability Category

Utility Saving Improvement, Suzhou, China

Celestica's Suzhou, China facility implemented numerous improvement projects (or Kaizens) in 2019. They included the installation of humidity filter panels that reduce the pressure settings on the central chilling system and improve the efficiency of the air handling unit. The site also replaced old pumps and cold storage units with more efficient equipment; retrofitted outdoor road lights with LEDs; and reused and recycled humidifying water. Overall, these projects saved more than 7 ML of water and 1,000 MWh of electricity, equalling an estimated 760 metric tonnes of CO_2e emissions.

Chiller Optimization Project, Kulim, Malaysia

At Celestica's Kulim, Malaysia site, energy use is a primary source of GHG emissions and a significant cost driver. The chiller system was identified as the largest energy consumer at the site. Two chillers, one large and one small, run in the daytime in order to support the heating, ventilation and air conditioning system. Analysis of the chiller capacity determined that the site could move to using a single large chiller with no reduction in efficiency. As a result of this team's efforts, energy consumption has been reduced each year by more than 300 MWh, leading to a reduction of nearly 200 metric tonnes of CO_2e emissions.

2019 Ignition Awards

Ignition Awards

Celestica's Ignition Awards program celebrates individuals and teams driving change in the organization. In 2019, there were 377 nominations recognizing 1,890 employees globally. The SparkChange Award honours those who drive significant sustainability improvements in their sites and communities. In 2019 this category was expanded from a single global award to three regional awards recognizing contributions in the Americas, Europe and Asia. Nominations in 2019 covered projects for both 2017 and 2018.

SparkChange Ignition Award Winners

Americas: Celestica Cares - Global SCM Operations Team, Toronto, Canada

This team strives to integrate volunteering into both their work and personal lives. They established a "People First" program that encourages community efforts big and small, and includes taking time off to volunteer and participate in meaningful passion projects. All members of the team are encouraged to get involved in activities that align to one or more of Celestica's Aspirational Sustainability Goals.

Over the past three years, this team has volunteered approximately 700 hours per year with an incredible employee participation rate of 75 per cent.

Europe: SparkChange Team, Valencia, Spain

This team had two areas of focus: energy reduction and community engagement. They spearheaded an initiative to implement LED lighting, which reduced energy and costs. The team set a goal to exceed the previous year's "Time Off to Volunteer" program participation target by 10 per cent, despite a 43 per cent headcount increase. The team successfully increased site-wide participation by 16 per cent between 2018 and 2019, representing a 40.2 per cent increase between 2017 and 2019.

Asia: SparkChange Team for Community, Laem Chabang, Thailand

A team of employees from the site's HR and Training departments, dedicated to spreading happiness in the community and protecting the local environment, elicited the participation of almost 1,000 employees targeting to complete four corporate social responsibility activities annually in the community. Throughout 2017 and 2018, they surpassed this goal by organizing and participating in more than 10 "Time Off to Volunteer" initiatives. These activities included: delivering stationery, toys and ice cream to a local school; updating LED lighting and renovating a road for local monks; and planting mangrove forests and banana trees in support of local wildlife.

Sustainable Workspace

> Celestica works to ensure our employees' voices are heard. With more than 4,900 members, the Sustainable Workspace Community online platform has become a vital forum to share information on community engagement and volunteering events, waste and electricity reductions in manufacturing processes, and any other sustainability-related topics.

Within this platform, the "Sustainable Workspace Pledge" encourages employees to take action to help promote a more sustainable lifestyle at work and at home. They can choose to participate in 13 activities ranging from energy and waste reduction, to community engagement, and wellness. By the end of 2019, more than 16,700 employees had successfully completed the pledge. Based on activities selected, more than 14,500 employees pledged to use reusable beverage containers, which is the equivalent of removing approximately 306,000 kg of landfill waste, annually. As well, almost 14,000 employees pledged to pick meatless meal options once per week, which is equivalent to the emissions produced from 15 million miles of driving, annually. In turn, we hope to have 100 per cent participation in the Sustainable Workspace Pledge by the end of 2020 in order to meet our aspirational goal.

Celestica is committed to helping employees create positive change by offering courses on sustainability and sharing ongoing tips on how to reduce and reuse.

MORE THAN 16,700 EMPLOYEES HAVE SUCCESSFULLY COMPLETED THE SUSTAINABLE WORKSPACE PLEDGE.

Our Communities

Our 24,500 employees worldwide have a wealth of skills to share and a passion to give back to their communities. Celestica offers a "Time Off to Volunteer" (TOV) program which provides all eligible full-time employees with 16 hours of paid time off annually in order to volunteer in their local communities.

Whether by participating in group activities and fundraising efforts, supporting disaster relief efforts, or by volunteering their skills in individual activities, Celestica employees are making the world a better place. In support of the SDGs, we have partnerships and programs such as the activities (highlighted in the following pages) to help tackle issues in the communities in which we operate.

IN 2019, 21.6 PER CENT OF EMPLOYEES PARTICIPATED IN THE TOV PROGRAM, AN INCREASE OF 2.8 PER CENT. NEARLY 27,000 VOLUNTEER HOURS WERE LOGGED— AN AVERAGE OF ABOUT SIX HOURS ANNUALLY PER EMPLOYEE.

Looking forward, our goal is to make Celestica's TOV program as inclusive as possible and to have 50 per cent of our employees take time off to volunteer in 2020. We will focus on growing specific areas of the TOV program to support the SDGs. We will provide online and in-person opportunities for our employees to offer community skills training and focus on science, technology, engineering and math (STEM) initiatives. We are assessing the TOV program to ensure alignment with our employees' skills and interests and global priorities.

SDG TARGET

12 RESPONSIBLE CONSUMPTION AND PRODUCTION — 12.8

17 PARTNERSHIPS FOR THE GOALS — 17.16 / 17.17

PROGRESS ON ASPIRATIONAL GOAL

◑ Partial

MATERIALITY ASPECTS

Social

Community Engagement Activities 2019

Here are some examples of how Celestica employees are giving back to their communities across the globe.

COMMUNITY AWARDS

Caring Company Award

The Celestica Hong Kong, China site received the Caring Company Award from the Hong Kong Council of Social Service for the 16th consecutive year. The award recognizes private companies in Hong Kong that demonstrate good corporate citizenship and outstanding involvement in corporate social responsibility programs.

CARING COMPANY AWARD, HONG KONG COUNCIL OF SOCIAL SERVICE

Manufacturer of the Year

The Celestica Newmarket, Canada site was awarded the Manufacturer of the Year Award at the Business Excellence Awards presented by the Newmarket Chamber of Commerce. The awards recognize businesses whose products and services, company growth or community service made significant contributions to the economic and social well-being of the town of Newmarket.

THE CELESTICA NEWMARKET TEAM

Triple Challenge Award

The Celestica Tucson, United States site won the Community Food Bank of Southern Arizona's Triple Challenge Contest. The site volunteered 258 hours, donating 276 kg of food to support struggling families.

COMMUNITY ENGAGEMENT INITIATIVES

Tree Planting

Celestica employees planted a total of 622 trees globally through both community collaborations and by creating green spaces at our sites.

Coral Reef Restoration

For the last two years, employees from the Celestica Laem Chabang, Thailand site have supported coral reef conservation projects – participating in coral transplantation, volunteering in beach clean-ups, and donating materials to the Marine Science and Conservation Camp of Samae San.

Educational Projects

The Celestica Oradea, Romania site organized a wide range of educational projects such as integrated educational sessions that enabled local students to use Celestica laboratories for chemistry and physics initiatives.

CELESTICA TREE PLANTING

THAILAND CORAL REEF CONSERVATION

ROMANIA EDUCATIONAL PROJECTS

Book Drive

Employees at Celestica's Suzhou, China site worked with the Volunteer Association of Suzhou Industrial Park to organize a book donation drive for children who do not have access to extracurricular books. The team donated a total of 113 books, and the site also held a fundraiser for children in remote Western China and collected more than 1,000 books.

Food and Clothing Bank Support

Employees at Celestica's Alburtis, United States site partner with both Jefferson Food Pantry (JFP) and Clothing Closet on a monthly basis. Employees provide support with warehouse management of donated foods, preparing pantries and closets for those in need and help with any unexpected shipments.

Feeding the Homeless and St. Nicholas' Home

For the last two years, employees in the Penang, Malaysia office have provided hot meals for LightHouse Penang, a community homeless shelter. The site also supports the Deaf-Blind and Multi-Handicapped Programme at St. Nicholas' Home by volunteering at their charity events and assisting in canteen and recycling room clean-ups.

SUZHOU BOOK DRIVE

ALBURTIS FOOD BANK

Blood Donations

Across our global operations, 1,540 employees donated more than 780,000 ML of blood in 2019. Our top contributor was the Laem Chabang, Thailand site, where more than 430 employees donated to the Thai Red Cross.

Fundraising in Galway

Galway, Ireland employees held numerous community events in 2019 including: a community gardening project; providing Christmas gift baskets for families impacted by domestic violence or homelessness; blood donations; and three fundraiser runs to support a range of health organizations.

United Way

2019 marked Celestica's 23rd annual United Way campaign in Canada. The Toronto, Newmarket and Mississauga, Canada sites held a wide range of events including a breakfast kick-off, the CN Tower Stair Climb and an online auction. Employee donations, combined with a matching program, brought donations to a total of $377,000 CAD ($275,800 USD), bringing Celestica's lifetime giving amount to $11.6 million CAD ($8.5 million USD).

Clothing Drive

Employees at Celestica's Kulim, Malaysia site organized a clothing drive for Rumah Amal Kulim, a local charity home. Participants collected new and gently used clothing and donated a total of 550 items.

THAILAND BLOOD DONATION

CN TOWER CLIMB TEAM

KULIM CLOTHING DRIVE

05 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 in 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

> The Corporate Sustainability team oversees the implementation of the sustainability strategy set by the organization, driving change within operational and functional groups. 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 Environmental, Social and Governance (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, including this report, the CDP, EcoVadis, and Institutional Shareholder Services Inc. (ISS) assessments

- Collaborating and creating alignment with customers and suppliers

- Engaging with external stakeholders such as communities, academics, and third-party advisors to support the Sustainable Development Goals

- Educating employees through training and sharing best practices

- Fostering a diverse and inclusive culture in which all employees are able to contribute fully and share their talents and innovative ideas

Celestica's Corporate Sustainability team and program is led by a Senior Vice President (SVP) who is also the company's General Counsel and Corporate Secretary. In that capacity, he is responsible for our global legal and compliance functions, and is the lead for Environmental, Social and Governance matters for our Board of Directors. The SVP is responsible for leading the Sustainability team and overseeing all issues related to sustainability. This role formally reviews the Sustainability Report and ensures that the sustainability strategy is aligned with and integrated into our overall corporate strategy. This position reports directly to the Chief Financial Officer (CFO). The SVP's yearly compensation includes a metric that relates to achieving sustainability targets.

Celestica's Chief Operations Officer (COO) receives quarterly sustainability updates. During these updates, discussions focus on our sustainability strategy and the progress we are making on our metrics. Input received in these meetings is important for shaping our sustainability strategy.
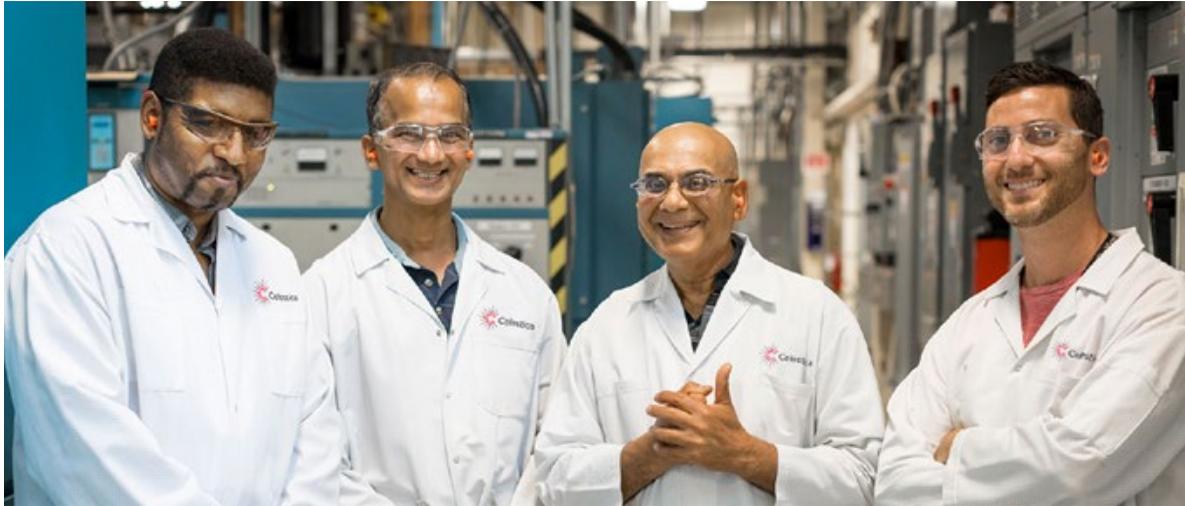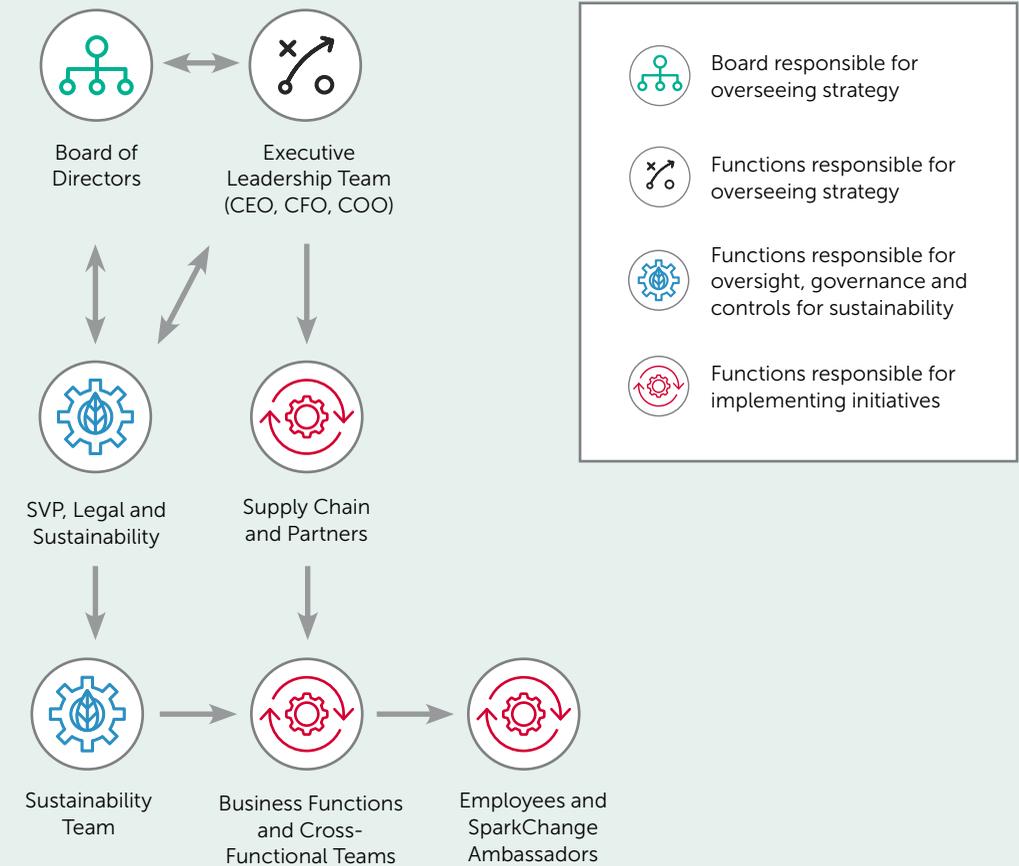
Board-level oversight is currently obtained by way of senior management reporting to our Board of Directors on ESG matters not less than annually, with periodic reporting on key risk items as they arise. Further, in 2019 an educational session was held with two board members about ESG matters. We are focusing on increasing board engagement on ESG matters going forward.

The Sustainability team manages many aspects of the program, including engaging with external stakeholders, conducting necessary reviews and assessments, driving the sustainability strategy and reporting on activities. Cross-functional teams and employees at each global site implement or lead activities, and report to the Sustainability team.

A key component of our sustainability initiatives is the SparkChange program, which aims to drive innovation, inspire employees to incorporate sustainability into strategic conversations, and to work together to unlock ideas. Located at our operational sites, our SparkChange Ambassadors engage with employees and local teams to grow the sustainability program. They also play a key role in educating employees about Celestica's contribution to achieving sustainable solutions. Figure 6.1 illustrates the flow of decision-making on matters relating to sustainability.

FIGURE 6.1: SUSTAINABILITY GOVERNANCE STRUCTURE

Board of Directors

Executive Leadership Team (CEO, CFO, COO)

SVP, Legal and Sustainability

Supply Chain and Partners

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

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

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 or other factors.

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

In 2019, our global workforce completed approximately 11,000 hours of compliance training. All new employees, regardless of job role or function, receive Business Conduct Guidance (BCG) training within 30 days of joining Celestica. This commitment 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, complying with our standards for migrant workers, and working hours, please visit the Celestica website.

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 Responsible Business Alliance (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.

Celestica informs our suppliers about the RBA Code and our position regarding labour conditions at numerous points in the development of their commercial relationship with Celestica.

To learn more about the RBA Code, please visit the Celestica website.

SDG TARGET

8 DECENT WORK AND ECONOMIC GROWTH

8.5
8.7
8.8

MATERIALITY ASPECTS

Social

Economic

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 greenhouse gas emissions (GHG) annually and began including third-party assurance of our GHG emissions in 2013. We published our previous report in September 2019, which contained results from the 2018 calendar year. This report contains results from the calendar year 2019.
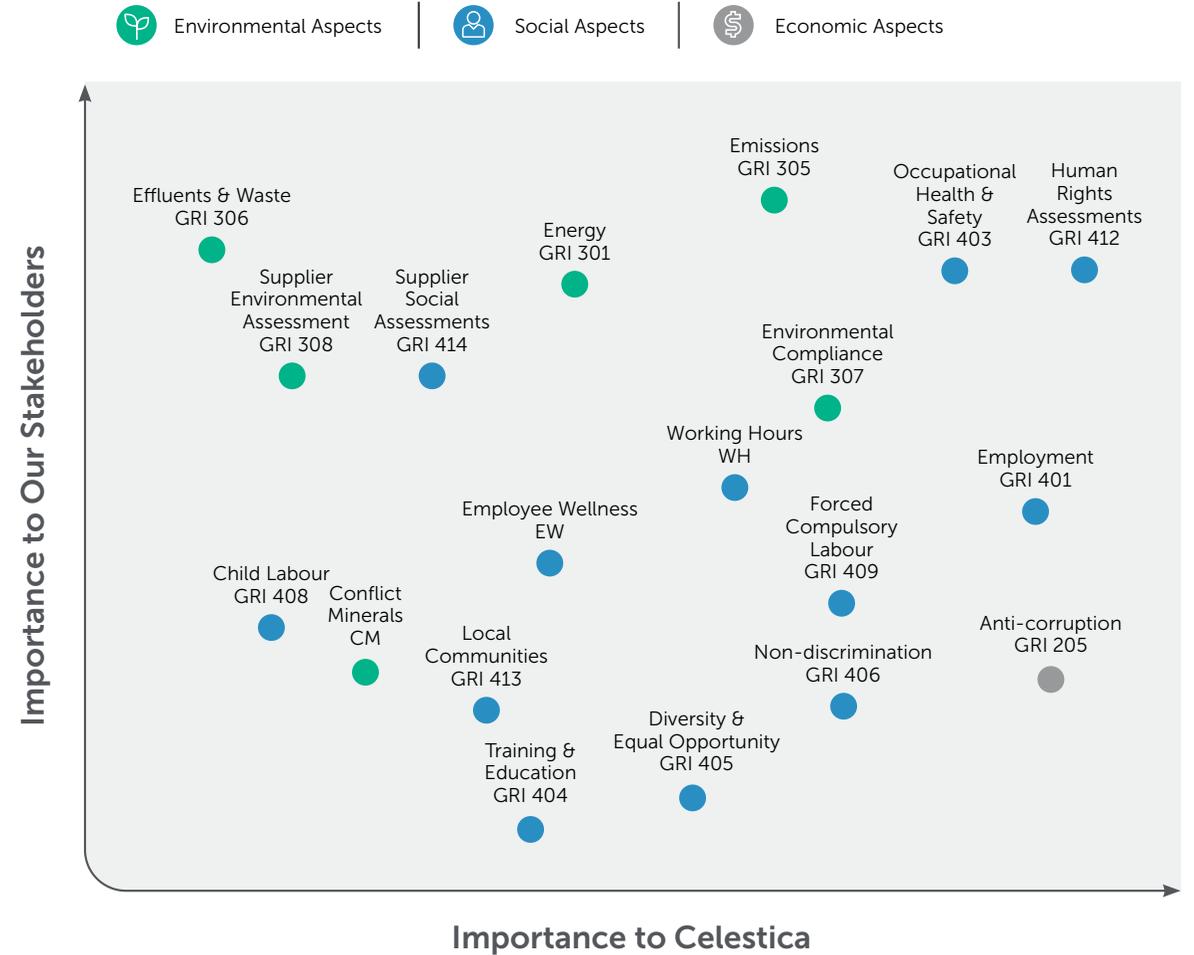
Materiality GRI 102-43, 102-46, 102-47

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 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 6.2 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 per cent of Celestica's footprint.

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

FIGURE 6.2: MAPPING THE MATERIALITY MATRIX

Environmental Aspects | Social Aspects | Economic Aspects

Importance to Our Stakeholders

Emissions GRI 305
Occupational Health & Safety GRI 403
Human Rights Assessments GRI 412
Effluents & Waste GRI 306
Energy GRI 301
Supplier Environmental Assessment GRI 308
Supplier Social Assessments GRI 414
Environmental Compliance GRI 307
Working Hours WH
Employment GRI 401
Employee Wellness EW
Forced Compulsory Labour GRI 409
Child Labour GRI 408
Conflict Minerals CM
Local Communities GRI 413
Non-discrimination GRI 406
Anti-corruption GRI 205
Training & Education GRI 404
Diversity & Equal Opportunity GRI 405

Importance to Celestica

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

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 6.3. The frequency of engagement is dependent on the approach used, and is determined on an as-needed basis.

SDG TARGET

9   INDUSTRY, INNOVATION AND INFRASTRUCTURE   9.5

17   PARTNERSHIPS FOR THE GOALS   17.16
     17.17

MATERIALITY ASPECTS

🌱 Environmental

👤 Social

FIGURE 6.3: STAKEHOLDER ENGAGEMENT TABLE

STAKEHOLDER GROUP	ENGAGEMENT APPROACH	TOPICS	ACTION
Employees	• Town hall meetings • Leadership meetings • Employee surveys • Sustainable Workspace program • Open Door Policy • Sustainability Report • Annual risk assessment • Internal communications	• Energy • Water • Waste • Wellness • Recognition • Training • Communities	• 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
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	• Share strategy to align resources on mutually beneficial projects • Share best practices • Share conflict minerals data • Provide training on topics of interest • Provide updates on audit findings • Collaborate with customers to ensure supplier compliance • Respond to surveys • Supply chain conferences • Respond to CDP Climate Change, Water and Supply Chain • Respond to EcoVadis assessment • Create and share the annual Sustainability Report • Participate in industry associations (e.g. RBA)
Suppliers	• Emails • Teleconferences • Questionnaires • Facility tours	• Health and safety • Human rights • Environmental compliance • Business conduct • Conflict minerals • Anti-corruption	• RBA Self-Assessment Questionnaire • Validated Assessment program • Verification visits • Assess suppliers using supplier scorecards • Participate in sustainable supply chain conferences • Create partnerships and engage in programs, where appropriate

STAKEHOLDER GROUP	ENGAGEMENT APPROACH	TOPICS	ACTION
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 • Active participation in RBA leadership • Collaboration on RBA-sponsored projects • Additional reporting
Government	• Local government regulations • Site inspections • Site audits	• Energy • 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 water quality where applicable
Investors	• Investor surveys • Securities filings (quarterly and annually) • Analysts' 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 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
Non-Governmental Organizations	• Face-to-face meetings • Teleconferences • On-site tours • Collaboration projects	• Energy • Water • Labour relations • Communities	• Increase energy literacy • Increase waste productivity • 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	• Presentations to students and faculty • Attend networking events with students and faculty • Create partnerships and engage in programs, where appropriate

06 KPI Summary

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

KPI Summary

Technical Notes about Data <small>GRI 102-56</small>

The greenhouse gases included in the calculation of our Scope 1, 2 and 3 emissions are carbon dioxide (CO_2), nitrous oxide (N_2O) and methane (CH_4). 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. 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 air travel emissions are verified through a third-party in accordance with ISO 14064-3:2006. Verification statement, emission 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 2019 and our 2012 base year, we have not passed our significance threshold of a 10 per cent 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

Region	Facilities	Square Footage (in Thousands)
Asia	China*, Malaysia*, Thailand*, Singapore*, South Korea*, Japan*, Laos	4,629
North America	Canada*, United States*, Mexico*	1,646
Europe	Ireland*, Spain, Romania	451

*Represents multiple locations.

Celestica Site Map
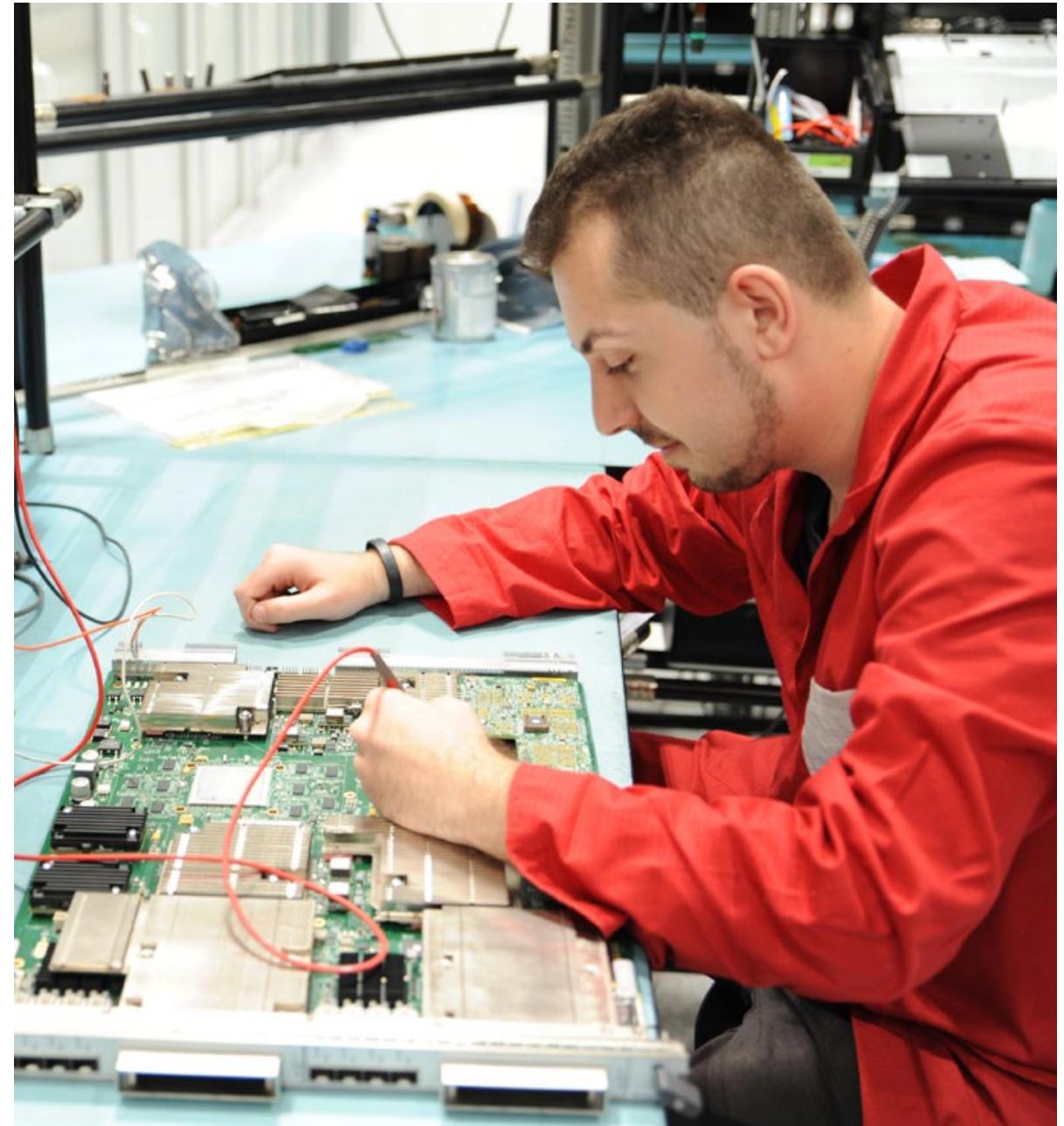
Environmental

DIRECT AND INDIRECT GREENHOUSE GAS EMISSIONS (METRIC TONNES CO2E) | GRI 305-1, 305-2, 305-3, 305-4, 305-5, SDG 8.4, 9.4, 12.2, 12.4

	Base Year 2012	2017	2018	2019
Square Footage Covered (%)†	98	97	97	99
Direct Emissions (Scope 1)	7,829	8,378	8,867	6,084
Indirect Emissions (Scope 2, Location-based)	197,055	180,545	174,505	163,209
Indirect Emissions (Scope 2, Market-based)		182,759	175,157	72,372
Indirect Emissions (Scope 3)*		61,053	474,829	1,532,547
Category 1: Purchased Goods and Services			189,788	169,602
Category 2: Capital Goods			50,315	43,955
Category 3: Fuel- and Energy-Related Activities Not Included in Category 1 or Category 2			33,808	26,950
Category 4: Upstream Transportation and Distribution**		55,939	74,999	92,907
Category 5: Waste Generated in Operations		98	100	112
Category 6: Business (Air) Travel		5,016	5,084	4,957
Category 7: Employee Commuting			34,870	33,215
Category 9: Downstream Transportation and Distribution			27,467	36,264
Category 10: Processing of Sold Products			29,393	28,583
Category 11: Use of Sold Products			29,003	1,096,002

*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.

GREENHOUSE GAS EMISSIONS TYPES (METRIC TONNES CO2E), 2019† | GRI 305-2

	CO2	CH4	N2O	Total
Scope 1 - Diesel	656.39	0.07	8.48	664.94
Scope 1 - Ethanol E10 Transport	19.70	0.05	0.05	19.80
Scope 1 - Fuel Oil	15.84	0.02	0.04	15.90
Scope 1 - Kerosene	196.69	0.49	0.49	197.68
Scope 1 - Liquid Petroleum Gas	583.13	0.39	0.38	583.90
Scope 1 - Natural Gas	4,481.00	5.88	2.36	4,602.00
Scope 2 - Electricity	162,192.17	244.18	773.54	163,209.89

ENERGY [GJ]† | GRI 302-1, 302-3, 302-4, SDG 8.4, 9.4, 9.5, 12.2, 12.4

	Base Year 2012	2017	2018	2019
Total Electricity	1,286,670	1,217,839	1,256,595	1,158,756
Total Renewable Energy Sources		35,372	45,469	64,891
Total Fuel (Non-Renewable Sources)	158,878	158,793	171,332	112,493
Natural Gas	141,224	137,213	149,986	89,825
Liquefied Propane Gas		14,325	11,308	9,801
Diesel Fuel	17,654	4,251	6,925	9,688
Kerosene		2,774	2,830	2,884
Ethanol E-10		230	283	295
Total Energy Consumption	**1,445,548**	**1,412,004**	**1,473,396**	**1,336,140**

ENERGY INTENSITY† | GRI 302-3

	Base Year 2012	2017	2018	2019
MWh/million US$ revenue	61.8	64.2	61.7	63.1
mt CO2e/million US$ revenue	31.5	31.3	27.7	13.3

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

ADDITIONAL AIR EMISSIONS [mt] | GRI 305-7

	2019
Square Footage Covered (%)	45
Volatile Organic Compounds (VOCs)	15.53
Particulate Matter (PM)	0.80
PM 2.5	0.23
PM 10	0.60
Nitrogen Oxides (NOx)	2.84
Methane (CH4)	2.38
Sulphur Oxides (SOx)	0.00
Lead (Pb)	1.08
Non-methane Hydrocarbons (NMHC)	1.12
Hazardous Air Pollutants	0.04
Tin	0.00
Total	**24.62**

WATER | GRI 303-1, 303-2, 306-1, SDG 8.4, 12.2, 12.4

	Base Year 2012	2017	2018	2019
Square Footage Covered (%)	73	90	87	89
Water consumption [ML]	1,496	1,289	1,369*	1,369

*In 2018, water consumption was over reported at one of our facilities by 53.4 ML.

EFFLUENTS AND WASTE | GRI 306-2, SDG 8.4, 12.2, 12.3, 12.4, 12.5

	2017	2018	2019
Square Footage Covered (%)	95	87	89
Waste by Disposal Method			
Non-Hazardous Waste [mt]			
Reuse	136	228	2,343
Recycling	12,553	11,948	12,169
Composting	661	495	470
Incineration	221	342	749
Landfill	976	1,004	1,126
Total Non-Hazardous	**14,547**	**14,017**	**16,857**
Hazardous Waste [mt]			
Reuse	0	0	0
Recycled	2,813	2,692	2,536
Landfill Treatment	129	305	306
Total Hazardous	**2,942**	**2,997**	**2,842**
Waste Commodity Breakdown [mt]			
Cardboard	4,987	4,832	4,786
Plastic	3,208	2,831	2,738
Recycled Hazardous Waste	2,091	2,162	1,973
Metal	2,247	2,066	2,693
Wood	1,916	2,046	3,768
Landfill	770	913	1,055
Organics	867	586	536
eWaste	723	529	562
Hazardous Waste	129	305	306
Waste-to-Energy	221	342	749
Construction Waste	143	171	233
Paper	187	231	298
Total	**17,489**	**17,014**	**19,697**
Waste Diversion Rate	**93.7%**	**92.3%**	**92.7%**

Supply Chain

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

	2017	2018	2019
Number of suppliers screened using environmental criteria	125	168	216
Number of suppliers screened using social criteria	125	168	216

Social

EMPLOYEE TYPE BREAKDOWN, 2019 | GRI 102-8

Employees Covered (%)	100
Permanent and Temporary (Contract)	93%
Third-Party Contractors	7%

GENDER, REGION, AND EMPLOYEE TYPE, 2019* | GRI 102-8

	ASIA			NORTH AMERICA			EUROPE			GLOBAL
	Contract	Regular	Total	Contract	Regular	Total	Contract	Regular	Total	Total
Female	6%	31%	37%	2%	56%	58%	3%	46%	49%	53%
Male	9%	54%	63%	2%	40%	42%	4%	47%	51%	47%
Total	**15%**	**85%**	**100%**	**4%**	**96%**	**100%**	**7%**	**93%**	**100%**	**100%**

GENDER, EMPLOYEE TYPE, AND AGE, 2019* | GRI 102-8

	Regular Employees			Contract Employees			Global
	Female	Male	Total	Female	Male	Total	Total
Under 30 Years	16%	14%	30%	30%	27%	57%	55%
30 - 50 Years	6%	4%	10%	5%	7%	12%	12%
Over 50 Years	22%	38%	60%	18%	13%	31%	33%
Total	**44%**	**56%**	**100%**	**53%**	**47%**	**100%**	**100%**

WORKFORCE DISTRIBUTION BY REGION (INCLUDES REGULAR, CONTRACT AND THIRD-PARTY CONTRACTORS) | GRI 401-1

	2017	2018	2019*
Asia	69%	69%	65%
North America	21%	21%	22%
Europe	10%	10%	13%

NEW HIRES AT CELESTICA | GRI 401-1

	2017	2018	2019*
Region			
Asia	64%	69%	66%
North America	29%	21%	26%
Europe	7%	10%	8%
Age			
Under 30 Years	67%	60%	62%
30-50 Years	28%	28%	32%
Over 50 Years	5%	12%	6%
Gender			
Female	52%	55%	55%
Male	48%	45%	45%

GLOBAL TURNOVER** | GRI 401-1

	2017	2018	2019*
Region			
Asia	73%	74%	75%
North America	22%	21%	21%
Europe	5%	5%	4%
Age			
Under 30 Years	61%	58%	58%
30-50 Years	32%	32%	37%
Over 50 Years	7%	10%	5%
Gender			
Female	55%	55%	56%
Male	45%	45%	44%

*Square footage covered found in the Employee Breakdown table

**This breakdown is based on voluntary and involuntary turnover

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

	2017	2018	2019
Category			
Conflicts of Interest	4	6	9
Discrimination**	12	19	10
Environmental, Health and Safety	5	4	1
Employee Relations	12	0	0
Fraud	1	5	3
Harassment	6	7	10
Misconduct	32	57	37
Violation of Policy	21	18	10
Other	2	18	6

**All 10 incidents were investigated by Celestica and 5 were found to have merit, approproate actions were taken, and all are now closed.

OCCUPATIONAL HEALTH AND SAFETY | GRI 403-9, SDG 8.8

	2017	2018	2019
Lost Time Incident Rate†	0.08	0.05	0.05
Lost-Days rate††	2.90	0.91	0.84
Work-Related Fatalities	0	0	0

†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.

EMPLOYEES PROTECTED BY COLLECTIVE BARGAINING AGREEMENTS, BY LOCATION, 2019 | GRI 102-41

Asia	1,081
Europe	2,686
North America	801
Total	**4,568**

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

	2017	2018	2019
Employees Covered (%)	100	98	98
Global	17%	19%	22%
Americas	19%	15%	7%
Asia	15%	19%	27%
Europe	28%	21%	18%

EMPLOYEE BENEFITS SUMMARY, 2019 | GRI 401-2, 401-3, SDG 8.5, 8.8

Type	Canada, United States, 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, 2019 | SDG 8.8

Malaysia and Singapore	1,700

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

	2017	**2018**	**2019**
Employees Covered (%)	99	98	95
Global	1.52%	3.45%	2.46%

PERCENTAGE OF EMPLOYEES WORKING MORE THAN 6 CONSECUTIVE DAYS, 2019* | SDG 8.5, 8.6

Employees Covered (%)	95
Global	7.32%

*Data covers July 1 - December 31, 2019.

07 Global Reporting Initiative® Index

The 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.

Global Reporting Initiative® Index GRI 102-54, 102-55

We have prepared this report in accordance with the Global Reporting Initiative® (GRI®) Standards: Core Option. The 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. All GRI references in this report use the 2016 standards.

DISCLOSURE NUMBER	DISCLOSURE TITLE	REFERENCE
Organizational Profile		
102-1	Name of the organization	Celestica Inc.
102-2	Activities, brands, products, and services	2019 20-F Form
102-3	Location of headquarters	Toronto, Ontario, Canada
102-4	Location of operations	2019 20-F Form Locations KPI Summary
102-5	Ownership and legal form	2019 20-F Form
102-6	Markets served	2019 20-F Form Overview
102-7	Scale of the organization	2019 20-F Form
102-8	Information on employees and other workers	2019 20-F Form KPI Summary
102-9	Supply chain	Supply Chain 2019 20-F Form
102-10	Significant changes to the organization and its supply chain	2019 20-F Form
102-11	Precautionary principle or approach	Key Impacts and Risks
102-12	External initiatives	External Sustainability Initiatives
102-13	Membership of associations	Membership and Affiliations

GLOBAL REPORTING INITIATIVE® INDEX - CONTINUED

DISCLOSURE NUMBER	DISCLOSURE TITLE	REFERENCE
Strategy		
102-14	Statement from senior decision-maker	A Letter from Rob Mionis
102-15	Key impacts, risks, and opportunities	Key Impacts and Risks
		2019 CDP Climate Change Questionnaire
Ethics and Integrity		
102-16	Values, principles, standards, and norms of behaviour	Brands and Values
		Ethics Program
		Labour and Ethics Management
		Business Conduct Governance
		RBA Code of Conduct
102-17	Mechanisms for advice and concerns about ethics	Ethics Program
		Labour and Ethics Management
		Business Conduct Governance
		RBA Code of Conduct
Governance		
102-18	Governance structure	Sustainability Governance
102-19	Delegating authority	Sustainability Governance
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
102-22	Composition of the highest governance body and its committees	2019 20-F Form
102-23	Chair of the highest governance body	2019 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	2019 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

GLOBAL REPORTING INITIATIVE® INDEX - CONTINUED

DISCLOSURE NUMBER	DISCLOSURE TITLE	REFERENCE
Stakeholder Engagement		
102-40	List of stakeholder groups	Stakeholder Engagement
102-41	Collective bargaining agreements	2019 20-F Form KPI Summary
102-42	Identifying and selecting stakeholders	Stakeholder Engagement
102-43	Approach to stakeholder engagement	Stakeholder Engagement Materiality
102-44	Key topics and concerns raised	Stakeholder Engagement KPI Summary
Reporting Practice		
102-45	Entities included in the consolidated financial statements	2019 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 2018, water consumption was over reported at one of our facilities by 53.4 ML.
102-49	Changes in reporting	No major changes in reporting have occurred since our previous report.
102-50	Reporting period	January 1, 2019 - December 31, 2019
102-51	Date of most recent report	September 30, 2019
102-52	Reporting cycle	Annual
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® (GRI®) Standards: Core Option
102-55	GRI content index	Global Reporting Initiative Index
102-56	External assurance	Technical Notes about Data Celestica Greenhouse Gas Emissions Verification Statement 2019 2019 CDP Climate Change Questionnaire Third-party assurance of GHG emissions began in 2013. Certificates are located within our CDP Climate Change Questionnaires.

GLOBAL REPORTING INITIATIVE® INDEX - CONTINUED

DISCLOSURE NUMBER	DISCLOSURE TITLE	REFERENCE	OMISSIONS
Economic Performance			
201-2	Financial implications and other risks and opportunities due to climate change	2019 CDP Climate Change Questionnaire Financial Implications Due to Climate Change	
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 Legal and Sustainability. We receive requests on occasion from key customers to confirm our commitment to upholding bribery laws in our business dealings. All Celestica's operations and global functions are assessed for risks related to corruption and no significant risks have been identified.	
205-2	Communication and training about anti-corruption policies and procedures	Ethics Program	
205-3	Confirmed incidents of corruption and actions taken	In 2019, Celestica was not involved in any legal actions related to anticompetitive behaviours nor identified in any legal actions for violations of antitrust, bribery, corruption or monopoly legislation.	
206-1	Legal actions for anti-competitive behaviour, antitrust, and monopoly practices	In 2019, Celestica was not involved in any legal actions related to anticompetitive behaviours nor identified in any legal actions for violations of antitrust, bribery, corruption or monopoly legislation.	
Energy			
103	Management approach	Environmental Sustainability	
302-1	Overall energy consumption within the organization	Energy KPI Summary 2019 CDP Climate Change Questionnaire	
302-3	Energy intensity	Energy KPI Summary 2019 CDP Climate Change Questionnaire	
302-4	Reduction of energy consumption	Energy KPI Summary 2019 CDP Climate Change Questionnaire	

GLOBAL REPORTING INITIATIVE® INDEX - CONTINUED

DISCLOSURE NUMBER	DISCLOSURE TITLE	REFERENCE	OMISSIONS
Water			
303-1	Water withdrawal by source	▤ Water ▤ KPI Summary ▤ CDP Water Questionnaire	
303-2	Water sources significantly affected by withdrawal of water	▤ Water ▤ KPI Summary ▤ CDP Water Questionnaire	Water is sourced from municipal water supply systems and there are no significant impacts to water sources, protected areas or biodiversity.
303-3	Water recycled and reused	Information unavailable	There are processes that reuse and recycle waste water. However, data is not measured nor estimated.
Emissions			
103	Management approach	▤ Environmental Sustainability	
305-1	Reporting direct (scope 1) GHG emissions	▤ Greenhouse Gas Emissions ▤ Emissions From Our Operations (Scope 1 and Scope 2) ▤ KPI Summary ▤ 2019 CDP Climate Change Questionnaire	
305-2	Reporting indirect (scope 2) GHG emissions	▤ Greenhouse Gas Emissions ▤ Emissions From Our Operations (Scope 1 and Scope 2) ▤ KPI Summary ▤ 2019 CDP Climate Change Questionnaire	
305-3	Reporting indirect (scope 3) GHG emissions	▤ Greenhouse Gas Emissions ▤ Other Indirect Emissions (Scope 3) ▤ KPI Summary ▤ 2019 CDP Climate Change Questionnaire	
305-4	Emission intensity: (absolute GHG emissions/organizational specific metric)	▤ Emissions From Our Operations (Scope 1 and Scope 2) ▤ KPI Summary ▤ 2019 CDP Climate Change Questionnaire	
305-5	Reduction of GHG emissions (result of reduction initiatives)	▤ Emissions From Our Operations (Scope 1 and Scope 2) ▤ KPI Summary ▤ 2019 CDP Climate Change Questionnaire	
305-7	Nitrogen oxides, sulphur oxides and other significant emissions	▤ KPI Summary ▤ 2019 CDP Climate Change Questionnaire Additional air emissions in this table are calculated based on the direct measurements and reporting of emissions from sites.	

GLOBAL REPORTING INITIATIVE® INDEX - CONTINUED

DISCLOSURE NUMBER	DISCLOSURE TITLE	REFERENCE	OMISSIONS
Effluents and Waste			
103	Management approach	Environmental Sustainability	
306-1	Water that has been discharged - categorized by quality and destination	Water KPI Summary 2019 CDP Water Questionnaire	
306-2	Waste categorized by disposal method	Waste KPI Summary	
306-3	If there was a significant spill and details (location, volume, substance etc.)	In 2019, there were no significant spills reported.	
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	Information unavailable	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 2019, Celestica did not identify any significant non-compliance issues with environmental laws and/or regulations.	
Supplier Environmental Assessment			
103	Management approach	Compliance and Ethics	
308-1	New suppliers that were screened using environmental criteria	Supplier Assessments KPI Summary	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.

GLOBAL REPORTING INITIATIVE® INDEX - CONTINUED

DISCLOSURE NUMBER	DISCLOSURE TITLE	REFERENCE	OMISSIONS
Employment			
103	Management approach	📑 Employment Practices	
401-1	New employee hires and employee turnover	📑 KPI Summary In 2019, Celestica hired 9,609 new employees, and the voluntary turnover rate was 22.0%.	
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.
Occupational Health and Safety			
103	Management approach	📑 Employment Practices	
403-1	Worker representation in formal joint management-worker health and safety committees	All significant operational locations are represented by formal health and safety committees consisting of both management and employee representatives. In total, 95 per cent of employees are represented by these committees.	We do not report on the level at which each formal joint management-worker health and safety committee typically operates within the organization.
403-2	Types of injuries and rates of injury, occupational diseases, lost days, absenteeism and number of work-related fatalities	📑 Occupational Health and Safety	Region and gender are tracked but not reported, due to confidentiality constraints.
403-4	Health and safety topics covered in formal agreements with workers	At Celestica, we have union employees in Asia, Europe, and North America. In each of these regions health and safety is a key priority, which is represented in our employee policies and procedures.	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.
403-9	Work-related injuries	📑 Occupational Health and Safety 📑 KPI Summary	We do not disclose the work-related hazards that pose a risk of high-consequence injury.

GLOBAL REPORTING INITIATIVE® INDEX - CONTINUED

DISCLOSURE NUMBER	DISCLOSURE TITLE	REFERENCE	OMISSIONS
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 📄 People	We do not track the average hours of training broken down by gender or employee category.
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 netween 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. In 2019, we provided greater visibility to talent pool capabilities through the launch of a digital talent and succession management system. In 2020, 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.	
Diversity and Equal Opportunity			
103	Management approach	📄 Employment Practices	
405-1	Diversity of governance bodies and employees	📄 Gender Equality 📄 KPI Summary 📄 2019 20-F Form 📄 Management Information Circular 📄 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 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	

GLOBAL REPORTING INITIATIVE® INDEX - CONTINUED

DISCLOSURE NUMBER	DISCLOSURE TITLE	REFERENCE	OMISSIONS
Child Labour			
103	Management approach	📑 Ethical Labour	
408-1	Operations and suppliers at significant risk for incidents of child labor	📑 Child Labour Prevention Policy 📑 Ethical Labour Management Approach Celestica has effectively taken measures for the abolition of child labour in our operations and through our Child Labour Prevention Policy. We consider all operations to be of significant risk to child labor and young workers exposed to hazardous work. In alignment with RBA best practices, Celestica audits and assesses high risk suppliers to validate child labour is not used in any stage of manufacturing, and that work is not provided to young workers that will jeopardize their health and safety and proper training and support is provided. We assume proper due 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 labor	📑 Slavery and Human Trafficking 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.	
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	

GLOBAL REPORTING INITIATIVE® INDEX - CONTINUED

DISCLOSURE NUMBER	DISCLOSURE TITLE	REFERENCE	OMISSIONS
Supplier Social Assessment			
103	Management approach	Compliance and Ethics	
414-1	New suppliers that were screened using social criteria	Supplier Assessments KPI Summary	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.
Customer Privacy			
103	Management approach	Business Ethics	
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	In 2019, 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.	
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	

GLOBAL REPORTING INITIATIVE® INDEX - CONTINUED

DISCLOSURE NUMBER	DISCLOSURE TITLE	REFERENCE	OMISSIONS
Employee Wellness			
103	Management approach	Employment Practices	
EW	Practices regarding employee health and wellness	Employee Wellness People	
Working Hours			
103	Management approach	Ethical Labour	
WH	Alignment to the RBA best practices on working hours	Working Hours Compliance and Ethics	

Cautionary Note Regarding Forward-Looking Statements

This report contains forward-looking statements, including, without limitation, those related to our sustainability 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 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 targets, goals, objectives, commitments and/or the implementation of our sustainability 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 initiatives, the cost of implementing our sustainability initiatives, our ability to execute our sustainability initiatives as planned, 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 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 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.