



Celestica™

2023 ESG KPI SUMMARY\*



\* Values represented in this report are subject to change pending third party validation

# About Celestica

## MAJOR OPERATIONS' SQUARE FOOTAGE BY REGION

Region	Facilities	Square Footage (in Thousands)
Asia	China*, Laos, Indonesia*, Japan*, Malaysia*, Thailand*, Singapore*, South Korea*, India	4,780
North America	Canada*, United States*, Mexico*	1,950
Europe	Ireland*, Spain, Romania	465

\* Represents multiple buildings or locations

# Environment

<b>DIRECT AND INDIRECT GREENHOUSE GAS EMISSIONS [MT CO2E] GRI 305-1, 305-2, 305-3, 305-4, 305-5, SDG 7.2, 8.4, 9.4, 12.2, 12.4, 12.8, 13.1, 13.3</b>	<b>SBTi Base Year 2018</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>
<b>Square Footage Covered (%)</b>	<b>97%</b>	<b>97%</b>	<b>96%</b>	<b>99%</b>
Direct Emissions (Scope 1)	8,867	13,570	9,860	3,865
Indirect Emissions (Scope 2, Location-based)	174,505	125,627	135,471	141,327
Indirect Emissions (Scope 2, Market-based)	175,157	53,896	25,805	20,227
Indirect Emissions (Scope 3)*	474,829	589,252	752,095	1,144,539
Category 1: Purchased Goods and Services	189,788	173,579	241,130	783,870
Category 2: Capital Goods	50,315	84,113	25,431	29,167
Category 3: Fuel- and Energy-Related Activities Not Included in Scope 1 or Scope 2	33,808	36,028	38,542	9,798
Category 4: Upstream Transportation and Distribution**	53,065	72,091	82,481	54,922
Category 5: Waste Generated in Operations	100	806	639	992
Category 6: Business (Air and Hotel) Travel	5,084	618	4,737	8,675
Category 7: Employee Commuting	34,870	22,141	28,167	26,916
Category 9: Downstream Transportation and Distribution**	29,514	43,737	57,950	40,475
Category 10: Processing of Sold Products	29,393	19,563	15,640	19,297
Category 11: Use of Sold Products	29,003	136,386	257,091	170,207
Category 13: Downstream Leased Assets	n/a	190	288	220

\* 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 and downstream transportation and distribution emissions.

# Environment

Greenhouse Gas Emissions Types (MT CO2e), 2023* GRI 305-1, 305-2	CO2	CH4	N2O	Total
Scope 1 - Diesel	392	5	0	397
Scope 1 - Fuel Oil	0	0	0	0
Scope 1 - Kerosene	155	0	0	156
Scope 1 - Liquid Petroleum Gas	754	0	1	755
Scope 1 - Natural Gas	2,543	1	4	2,548
Scope 1 - Petrol	8	0	0	8
Scope 2 - Electricity	140,497	637	201	141,334

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



# Environment

Energy [GJ]* GRI 302-1, 302-4, SDG 7.1, 7.2, 8.4, 9.4, 12.2, 12.4, 12.8, 13.1, 13.3	2021	2022	2023
Total Electricity	930,365	1,040,162	1,104,383
On-Site Renewable Energy	13,171	32,102	39,403
Imported green energy	96,540	63,681	87,454
Electricity Balance (Imported non-green grid energy)	820,654	944,378	1,231,240
Total Fuel (Non-Renewable Sources)	261,860	189,875	70,762
Natural Gas	241,058	170,131	49,707
Liquefied Propane Gas	11,903	12,359	12,670
Fuel Oil	213	213	0
Diesel	6,145	4,653	5,972
Kerosene	2,525	2,340	2,276
Petrol	229	180	138
Ethanol E-10	0	0	0
<b>Total Energy Consumption</b>	<b>1,192,225</b>	<b>1,230,037</b>	<b>1,175,145</b>
<b>Total Energy Attribute Certificates</b>	<b>428,340</b>	<b>685,705</b>	<b>784,700</b>

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

# Environment

Electricity [MWh]	2021	2022	2023
Total Electricity	258,435	288,934	309,601
On-site Renewable Energy	3,659	8,917	10,945
Imported Green Energy	25,275	26,817	23,406
Electricity Balance (Imported Non-Green Grid Energy)	227,959	262,327	275,249
Total Energy Attribute Certificates	118,983	190,474	212,903

Energy Intensity*	2021	2022	2023
MWh/million US\$ revenue	45.9	39.9	38.9
mt CO2e/million US\$ revenue (Scope 1 and 2)	12.0	4.9	3.0

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

# Environment

ADDITIONAL AIR EMISSIONS [mt] GRI 305-7	2021	2022	2023
<b>Square Footage Covered (%)</b>	<b>32%</b>	<b>25%</b>	<b>29%</b>
Volatile organic compounds (VOCs)	4.52	4.19	3.93
Particulate Matter (PM)	0.07	0.08	45.40
PM 2.5	0.07	0.07	0.00
PM 10	0.07	0.07	0.00
Nitrogen oxides (NOx)	0.51	7.61	26.74
Methane (CH4)	0.009	0.01	0.00
Sulphur oxides (SOx)	0.0023	0.02	20.53
Lead (Pb)	0.45	0.56	0.42
Non-methane hydrocarbons (NMHC)	0.79	0.25	0.04
Hazardous air pollutants	0	0	0
Tin	0.03	0.04	0.00
<b>Total</b>	<b>6.52</b>	<b>12.88</b>	<b>97.07</b>

# Environment

Effluents and Waste [MT] GRI 306-2, 306-3, 306-4, 306-5 SDG 8.4, 9.4, 12.2, 12.3, 12.4, 12.5, 12.8, 17.16, 17.17, SASB TC-ES-150a.1	2021	2022	2023
<b>Square Footage Covered (%)</b>	77%	77%	87%
<b>Waste by Disposal Method</b>			
<b>Non-Hazardous Waste (mt)</b>			
Reuse	8	11	1
Recycle	8,901	9,833	9,540
Compost	422	402	303
Incinerate	1,232	2,448	2,904
Landfill	1,698	1,368	1,363
<b>Total Non-Hazardous</b>	<b>12,261</b>	<b>14,062</b>	<b>14,112</b>
<b>Hazardous Waste (mt)</b>			
Incinerate	0	6	40
Recycle	2,092	3,012	1,074
Landfill Treatment	405	456	75
<b>Total Hazardous</b>	<b>2,498</b>	<b>3,474</b>	<b>1,189</b>
<b>Waste commodity Breakdown (mt)]</b>			
Cardboard	3,525	4,098	4,754
Plastic	1,210	1,772	1,857
Metal	2,496	2,250	1,306
Wood	1,424	1,404	1,322
Mixed - Landfill	1,396	1,368	1,358
Organics	724	402	307
eWaste	464	845	724
Mixed - Hazardous Waste	2,034	2,621	424
Mixed - Waste-to-Energy	1,232	2,454	2,944
Mixed - Construction Waste	57	81	107
Paper	197	239	198
<b>Total</b>	<b>14,758</b>	<b>17,534</b>	<b>15,301</b>
<b>Waste Diversion Rate</b>	<b>85.6%</b>	<b>89.6%</b>	<b>90.6%</b>



# Environment

Water Withdrawal [ML] GRI 303-3, SDG 6.1, 6.2, 6.4, 8.4, 12.2	2021	2022	2023
<b>Square Footage Covered (%)</b>	<b>89%</b>	<b>87%</b>	<b>92%</b>
Water withdrawal in High or Extremely High Baseline Water Stress (ML)	71	69	85
Total Water Withdrawal [ML]	1,168	1,158	1,172

Water Consumption [ML] GRI 303-5, SDG 6.1, 6.2, 6.4, 8.4, 12.2	2021	2022	2023
<b>Square Footage Covered (%)</b>	<b>41%</b>	<b>43%</b>	<b>31%</b>
Water consumption in High or Extremely High Baseline Water Stress	9	0	2
Total Water Consumption	390	449	657

Water Recycled [ML] GRI SDG 6.1, 6.2, 6.4, 8.4, 12.2	2023
<b>Square Footage Covered (%)</b>	<b>27%</b>
Total Water Recycled [ML]	4

# Social

EMPLOYEE TYPE BREAKDOWN, 2023 GRI 2-7, SASB TC-ES-000.C	Quantity	Percentage
Regular (Permanent)	21,890	82%
Temporary (Contract)	3,477	13%
Third-Party Contractors	1,187	4%
<b>Total</b>	<b>26,554</b>	<b>100%</b>

Global Turnover** GRI 401-1	Turnover Rate 2021*	Turnover Rate 2022	Turnover Rate 2023**	Total Number of Employees 2023*
<b>Total</b>	25%	31%	31%	8,206
<b>Region</b>				
Asia	63%	67%	60%	4,897
North America	32%	28%	36%	2,963
Europe	5%	4%	4%	346
<b>Age</b>				
Under 30 Years	51%	58%	60%	4,904
30-50 Years	41%	36%	36%	635
Over 50 Years	8%	6%	6%	2,667
<b>Gender</b>				
Female	49%	62%	60%	4,911
Male	51%	38%	40%	3,295

\* Square footage covered found in the Employee Breakdown table

\*\* This breakdown is based on voluntary and involuntary turnover excluding any death, expiry of contract or transfers

# Social

Occupational Health and Safety GRI 403-9, SDG 8.8, SASB TC-ES-320a.1	2021	2022	2023
Lost Time Incident Rate†	0.097	0.04	0.04
Lost-Days rate††	1.74	1.0	0.8
Total Recordable Incident Rate†	0.30	0.20	0.20
Work-Related Fatalities	0	0	0
Near Miss Frequency Rate†††	5.1	15	12

† The lost-time incident rate represents the number of lost-time incidents for every 200,000 person hours worked.

†† The lost-days rate is the number of days lost due to incidents for every 200,000 person hours worked..

††† This is the first year that we are reporting on our near miss frequency rate. This rate is the number of near misses for every 200,000 person hours worked. However, this metric also includes events that are opportunities for improvement, so this number is likely over reported.

Employee Benefits Summary, 2023* GRI 401-2, 401-3, SDG 8.5, 8.8	Canada, USA, 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

\* We also offer sick leave programs, paid time-off, and other benefits on a regional or site level to support employees when they become ill.