Celestica

2023 | Sustainability Report
Future Ready

Celestica™

About This Report

This year's report summarizes our sustainability program's key activities, performance and results in the 2023 calendar year.

A Letter from Rob Mionis

For nearly 30 years, Celestica has led the way in high-reliability design, manufacturing and supply chain solutions. We continue to advance our integration of sustainability into our day-to-day practices and we take great pride in the progress we've made to benefit the economy, environment and the communities where we operate.

Throughout 2023 and into 2024, we have been guided by strategic affiliations with global organizations dedicated to environmental stewardship and corporate responsibility. Our alignment with industry-leading standards, as evidenced by our participation in the CDP Climate Change and Water Security Responses, highlights our proactive approach to managing climate risk and ensuring operational resilience while minimizing our environmental impact.

With our Future Ready mindset, we've made significant strides in reducing greenhouse gas emissions, increasing renewable energy usage, conserving water, and promoting circular economy initiatives. Our efforts to foster diveristy and inclusion combined with our employee related programs for learning, development, leadership and innovation reflect our holistic approach to responsible corporate citizenship.

Key highlights from our 2023 Sustainability Report:

Greenhouse Gas Emissions and Renewable Energy

Recognizing the significant global challenges that climate change poses, we have set ambitious targets aligned with the Science Based Targets initiative (SBTi) to reduce our greenhouse gas (GHG) emissions. As of 2023, we have successfully reduced our Scope 1 and 2 emissions by 87% from our 2018 baseline, harnessing renewable energy projects and energy efficiency initiatives across our facilities. These achievements underscore our proactive approach to managing climate risks and our commitment to reducing our environmental footprint.

Our commitment to transparency and accountability is evident in our detailed reporting on emissions, including Scope 3 categories such as purchased goods and services, business travel, and employee commuting, which aligns with our broader efforts to mitigate climate impacts throughout our supply chain.

Waste Diversion and Circular Economy

In 2023, we achieved a global waste diversion rate of 89%. Through our Celestica After-Market Services (CAMS) business and other initiatives, we diverted over 1.3 million products and nearly 1,000 metric tonnes of material from landfills, contributing to a cumulative reduction of over 8,900 metric tonnes of e-waste since 2020.

Diversity and Inclusion

Diversity and Inclusion are fundamental to Celestica's corporate culture and growth strategy. We began expanding our Global Diversity and Inclusion Awareness Speaker series in 2023 to accommodate our international audience and their time zones. In 2023, our series engaged over 3,200 employees across nine globally available sessions. Our commitment to diversity and inclusion has led to an expansion of our Employee Resource Groups with five established Employee Resource Groups and recognition as an Excellence Awardee in 2023 and a finalist for the 2023 Canadian HR Awards for Excellence in Diversity and Inclusion. As always, we are committed to building a culture of belonging where all voices are valued and respected.

Learning and Development

We continue to invest in the learning & development of our employees, which remains pivotal to our sustainability strategy. Dedicated to equipping our teams with the skills and knowledge to navigate evolving industry landscapes and drive sustainable business practices, our comprehensive training programs equip teams with the skills and knowledge to navigate evolving industry landscapes and contribute to sustainable business practices.

Leadership and Innovation

Celestica's role as a leader in sustainable solutions extends beyond our operations to product innovation and industry collaboration. In 2023, we facilitated the deployment of over 6,800 megawatts (MW) of solar energy and supported the electric vehicle (EV) sector by manufacturing high-power EV charging stations. Our investment in the next generation of talent led to us hiring over 660 interns to help drive these innovations forward. These initiatives underscore our commitment to advancing sustainable technologies that enhance efficiency and contribute to a greener future.

I am delighted with the substantial impact that we are achieving. This report serves as evidence of our progress and as a guide for our continued efforts to make a lasting impact. Together, we can build a more sustainable and resilient future.

Rob Mionis
President and Chief Executive Officer

Introduction GRI 2-3

Celestica has long believed that fostering a company-wide culture of sustainability focused on supporting people, the planet and the communities in which we operate is the right thing to do and is good for business. An emphasis on sound environmental, social and governance (ESG) practices, including combating climate change through focused work on greenhouse gas emissions and prioritizing Diversity and Inclusion (D&I), remained at the forefront in 2023 as our stakeholders continue to demand progress in these areas.

Through our sustainability initiatives, we collaborate with each other, our customers and our suppliers to drive positive change within our company and communities.

Using the United Nations (UN) Sustainable Development Goals (SDGs) as our guide, we focus on four key pillars: our products and services, our people, our communities and our shared planet. This report illustrates our progress in the last year in these areas and to help sustain a better future for all.

We welcome your feedback on our activities and performance. If you have comments or questions please contact Celestica's Sustainability team at sustainability@celestica.com.

Brand and Values GRI 2-6, 2-23
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 employees' decision making and represent a call to action for them. We hold ourselves and each other accountable to our values in all of our interactions.
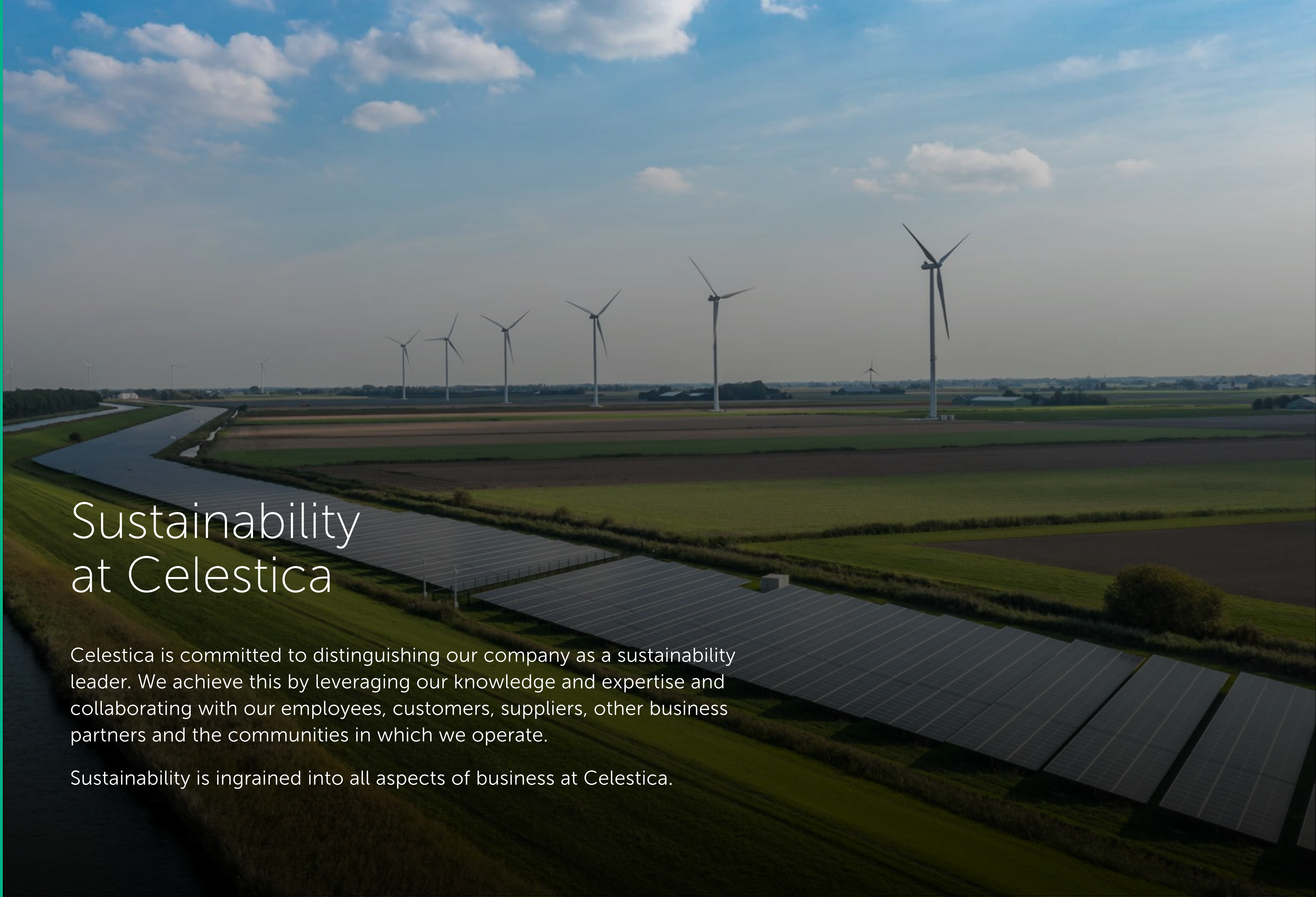
Celestica

Sustainability at Celestica

Celestica is committed to distinguishing our company as a sustainability leader. We achieve this by leveraging our knowledge and expertise and collaborating with our employees, customers, suppliers, other business partners and the communities in which we operate.

Sustainability is ingrained into all aspects of business at Celestica.

A Letter from Doug Parker

GRI 2-22

At Celestica, our dedication to sustainability is well-established and durable. This commitment is an important part of our business approach, ensuring that many aspects of our operations makes a positive contribution to the environment and to our society.

In 2023, we made significant strides in reducing our environmental footprint through targeted actions. As the executive sponsor of Celestica's Sustainability program, I'm pleased that our global operation teams identified and implemented energy-saving measures across our facilities. Those efforts led to a marked reduction in our energy consumption.

Our environmental initiatives in 2023 resulted in a number of achievements. We reduced our Scope 1 & 2 greenhouse gas emissions by 38% compared to the previous year. Additionally, our focus on waste management led to a 89% waste diversion rate, successfully diverting over 15 metric tonnes of waste from landfills and preventing nearly 120,000 metric tonnes of CO_2e through renewable energy projects. These accomplishments reflect our commitment to minimizing our environmental footprint and advancing our sustainability goals.

The 2023 Sustainability Report highlights our efforts to foster a Future Ready culture of sustainability and good corporate citizenship. Despite substantial revenue growth, we achieved year-over-year reductions in market-based emissions. We also earned a Platinum rating from EcoVadis, a globally recognized leader in business sustainability ratings, underscoring our role as a responsible corporate citizen.

Central to our commitment to sustainability is our dedication to Diversity and Inclusion, which are at the core of Celestica's corporate culture and our success. We take pride in a range of initiatives that reflect our dedication to fostering an inclusive workplace. Among these, our expanded Global Diversity & Inclusion Awareness speaker series which has connected thousands of employees worldwide, while our ongoing efforts to enhance leadership representation continue to drive meaningful progress.

At the core of this inclusive culture are our five established and growing Employee Resource Groups (ERGs). These groups connect employees who share common identities or experiences, creating a supportive environment where every voice is valued. Our ERGs are open to anyone who resonates with the group's mission or wishes to support the group as an ally, reinforcing our collective commitment to fostering an inclusive and diverse workplace.

We were honoured to be recognized as an Excellence Awardee in 2023 and a finalist for the Excellence in Diversity and Inclusion Award at the Canadian HR Awards. Additionally, we received the ASM Sustainability Prism Award. These accolades are a direct result of the dedication and talent of our employees. A testament to our employees' commitment to the greater community is the over 21,000 volunteer hours they dedicated to various causes in 2023 through our paid time off to volunteer program. From park clean-ups to donating food and school supplies to vulnerable populations and participating in blood drives, our team's efforts are making a real difference.

We remain committed to sourcing 100% of our electricity from renewable sources by 2025. Our strategy to achieve this includes installing new on-site renewable energy systems, purchasing additional green energy from utility providers, and acquiring Energy Attribute Certificates (EACs). These initiatives are integral to our vision of sustainable growth.

This report highlights just a few examples of our efforts' impact, underscoring Celestica as a place where every action counts and where, together, we are building a more sustainable future.

Doug Parker
Chief Legal Officer and Corporate Secretary

2023 Sustainability Highlights

38% decrease in Scope 1 & 2 GREENHOUSE GAS EMISSIONS FROM 2022 AND AN 87% DECREASE FROM THE 2018 BASELINE

89.1% WASTE DIVERSION RATE, diverting over 15 metric tonnes (mt) of waste from landfill
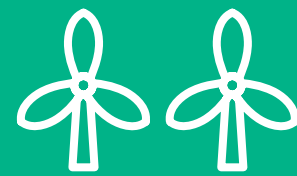
Nearly **128,000** metric tonnes of CO_2e **averted** through Renewable Energy Projects in 2023

21,000+ working hours volunteered in local communities in 2023 AND 180,000+ HOURS SINCE 2015

HIRED OVER **660** interns across our global operations

Over **2,000,000** hours of training delivered

3,200 employees participated in Global Diversity & Inclusion Awareness and Dialogue Speaker Series with sessions including participation by all members of Celestica Executive Leadership Team

Our Sustainability Strategy

We fully embrace ESG elements into many aspects of our business—ensuring we support our products and services, our people, the planet and the communities in which we live and work.

Our strategy is to drive innovation, inspire employees to incorporate sustainability into their everyday actions and work together to unlock ideas. Our goals are to help reduce the risks associated with climate change, support the communities in which we operate, and create value for our stakeholders. We monitor environmental, social, governance and sustainability trends and issues to inform our sustainability strategy. We take a value-chain approach to addressing our carbon emission impacts by setting climate goals for our global operations, supply chain and product portfolios. In setting our sustainability strategy, we secure the resources and investments necessary to execute the plan over the long-term.

Celestica's core business programs and policies are instrumental to unlocking the potential of our sustainability strategy, including:

- A strong Environmental Policy driving everything we do for environmental stewardship—from how we conduct our operations to the management practices we follow every day.

- Well-defined Business Conduct Governance (BCG) and a Compliance and Ethics (C&E) program establishing our opposition to unethical behaviour, such as discrimination, corruption and bribery, to ensure two-way communication and productive employment for all.

- Strong business continuity, ensuring we deliver on our commitments to our customers, suppliers and employees, and that we live up to our environmental stewardship commitments.

- Fostering a diverse and inclusive culture in which employees bring their best selves to work; contribute their ideas, experiences and talents; and add value to their teams and to the company overall.

- Investing in the communities where we operate.

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

- Internship programs providing new entrants to the workforce with valuable development opportunities through real-life work experiences, projects and networking with industry professionals.

Our Sustainability Strategy

Our Planet

- Minimize the impact of our operations and supply chain on the environment:

  > Reduce our greenhouse gas emissions and water use according to climate science.

  > Reduce, reuse and recycle products and materials to support a circular economy.

  > Expand the use of renewable energy through on-site generation, direct procurement from electricity suppliers, and purchasing Energy Attribute Certificates.

Our Products and Services

- Enable our customers to improve their material efficiency, reduce waste, bring smart energy products to market, and deliver more efficient products through our engineering and design expertise.

- Leverage our expertise and resources to drive and support sustainable initiatives throughout our value chain, focused on emissions and materials from logistics, and purchased goods and services.

Our People

- Foster a positive and engaged workforce that empowers people to make a difference.

- Implement best-in-class business practices around diversity and inclusion, pay equity as well as providing training, learning and development opportunities.

Our Communities

- Leverage our collective expertise and resources to drive positive change.

- Establish partnerships and empower our employees to volunteer in their communities and support the local charities in which we operate.

United Nations Sustainable Development Goals

The United Nations Sustainable Development Goals, also known as the Global Goals, are a universal call to action to address the world's biggest challenges by 2030.

The SDGs promote strategies to address global issues such as poverty, inequality, climate change, environmental degradation, peace and justice. They inform our sustainability strategy and help us to focus on areas in which we can provide the largest positive impact. Our actions help build a more sustainable, equitable future by moving forward together.

We believe that one of the most effective ways to do our part is to adopt and apply universally recognized standards within our business. Although all 17 SDGs are relevant to Celestica, our communities and our stakeholders, we have prioritized 10 goals we believe present opportunities for us to accomplish the greatest positive change. We determine this annually through our materiality assessment and during stakeholder conversations. We also address additional SDGs through our partnerships, memberships and community impact projects. Throughout this report we indicate where our company's actions address the SDGs.

As a special initiative of the UN Secretary-General, the United Nations Global Compact (UNGC) is a call to companies everywhere to align their operations and strategies with 10 universal principles in the areas of human rights, environment and anti-corruption, and labour to take action in support of UN goals. With more than 20,000 companies and 3,800 non-business signatories based in more than 167 countries, and 62 local networks, it is the largest corporate sustainability initiative in the world.

Since 2021, Celestica has been committed to the UNGC corporate responsibility initiative and its principles.

WE SUPPORT
UN GLOBAL COMPACT

Please see Celestica's UNGC Communication on Progress and the UNGC website for more information.

Celestica's Alignment to the SDGs

SDG 4: Quality Education

Celestica understands that our people are our core strength. They require opportunities to learn, grow, and develop. We invest in helping our employees advance their education by offering function-specific skills development and leadership training initiatives globally. We also conduct surveys to understand their needs and prepare avenues for relevant learning experiences. Through our Time Off to Volunteer (TOV) program we support and enable our local communities to have resources to access and attain a quality education. We will continue to deepen our relationships with local schools and organizations that allow our employees to offer their time, skills and knowledge as resources to empower future generations within their communities.

SDG 5: Gender Equality

Celestica is committed to ensuring our company culture and programs reflect the importance of gender equality. Management of equality is grounded in Celestica's policies and programs, through flexible work policies, reproductive health programs, access to nursing areas, parental leave and a whistleblower policy that encourages people to speak up when inequality is identified by any employee or external stakeholder. Celestica's Women's Network ERG offers mentorship and development opportunities, fostering meaningful connections to support personal and professional growth. Celestica's TOV program empowers employees to support community organizations dedicated to promoting gender equality through initiatives such as mentorship and educational advancement.

SDG 6: Clean Water and Sanitation

Mitigating risks from water scarcity and quality issues are important for our employees, suppliers, and customers. Sustainable management of water and sanitation, especially in water-stressed areas, is critical to ensuring access to plentiful, clean water supplies. Celestica is focused on reducing and eliminating water effluents and hazardous wastes, reducing water usage, and ensuring t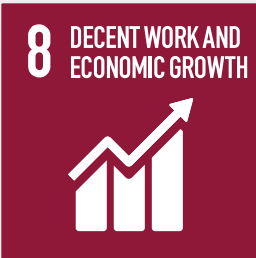hat we adhere to local guidelines regarding water treatment and sanitation. We also monitor sites for water-related risks, impacts, and areas of improvement for the sustainable management of this invaluable resource. Through our TOV program we are increasing our water stewardship efforts by encouraging employees to volunteer to protect and restore local water-related ecosystems, increase community infrastructure and development and work with others to address shared water challenges.

SDG 7: Affordable and Clean Energy

Celestica actively invests in energy-efficient solutions within our operations. We focus on enhancing energy performance in our building infrastructure and process equipment. We also support the transition to renewable energy sources across our global network. Through our Hardware Platform Solutions (HPS) and Smart Energy, we promote a low carbon future across our value chain by providing our customers with energy-efficient products.

SDG 8: Decent Work and Economic Growth

Celestica's diverse global employee base is our most important resource. We support employees by providing safe jobs with competitive wages, strictly enforcing ethical labour practices, preventing discrimination, and providing training and development opportunities.

We also empower our people through freedom of association and collective bargaining and provide a range of methods to express concerns or make complaints safely and anonymously.

SDG 9: Industry, Innovation, and Infrastructure

Celestica has a range of initiatives to make its infrastructure sustainable. Ten of our sites were certified to the ISO 50001 energy management standard in 2023, driving energy savings and effective management of our equipment. We also focus on increasing our use of renewable energy around the world. In addition, our engineering and design expertise enables our customers to improve their material efficiency, reduce waste and bring smart energy products to market quickly and efficiently.

SDG 10: Reduced Inequalities

Celestica is a global company that spans more than 16 countries and the diverse make-up of our employees is a source of enormous pride. Celestica fosters a workplace where all employees have equal opportunities and are treated fairly. We hope that demonstrating such leadership will expand our favourable impact into the outside community. It is just one of our many programs and policies that establish our opposition to any form of discrimination based on gender, race, sexual orientation, disability, age and religion. Celestica's CEO Rob Mionis has signed the CEO Action for Diversity & Inclusion pledge, an important step to supporting SDG 10 and reflecting our commitment to cultivating a healthy workplace environment.

SDG 12: Responsible Consumption and Production

Celestica's manufacturing facilities have environmental management systems and regularly track energy, water usage, and waste to ensure sustainable resource management. We are committed to reducing our energy, water, and materials consumption. We aim to improve our waste diversion rate, prevent leaks and spills and avoid the use of hazardous wastes and chemicals.

SDG 13: Climate Action

Celestica continually works to strengthen climate resilience across our global network. We set science-based targets to reduce our absolute emissions and strive to improve energy productivity in our operations. Celestica discloses its emissions and climate-related risks to the CDP (formerly Carbon Disclosure Project) to ensure transparency and awareness of climate-related impacts for our business. We also embed natural hazard risks in our Business Continuity Plan and Disaster Recovery Plan, enabling our business to adapt to extreme circumstances.

SDG 17: Partnerships For the Goals

Celestica works with external stakeholder groups such as customers and suppliers to create partnerships that support our sustainability initiatives and community impact projects. Our strategic partnerships foster knowledge-sharing and technological innovation that lead to energy and waste reductions. Through our TOV program, thousands of our employees dedicate their time and skills to giving back to their communities, affecting greater change beyond our own operations.

Awards and Recognition

EcoVadis Assessment: Platinum Rating

Celestica is proud to have received a Platinum rating from EcoVadis, one of the world's most trusted providers of business sustainability ratings for global supply chains. In 2024, Celestica achieved a score of 83/100. Celestica has been an active participant in EcoVadis assessments. Rating more than 130,000 companies, EcoVadis validates corporate adherence to 21 recognized Corporate Social Responsibility (CSR) criteria, which follow verifiable international CSR standards including the Global Compact Principles, the Global Reporting Initiative standards and the ISO 26000 standard.

At the time of ranking, Celestica was among the top 1% for all companies assessed and for our industry, Celestica scored:

- **Overall score:** Top 1%
- **Environment:** Top 1%
- **Labour and Human Rights:** Top 2%
- **Sustainable Procurement:** Top 2%
- **Ethics:** Top 2%

FIGURE 2.1: HISTORICAL ECOVADIS RATINGS

2016	2017	2018	2019	2020	2021	2022	2023	2024
67	69	73	74	79	79	83	83	83
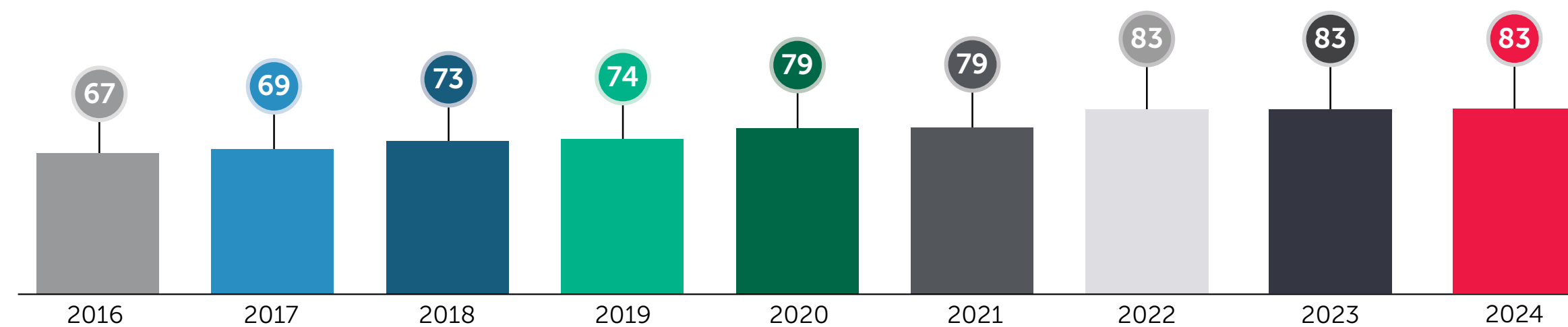
The EcoVadis assessment also includes a Carbon Action Module that provides insight into the company's maturity in carbon management practices and performance. Celestica's response for the carbon scorecard resulted in a "Leader" ranking, the highest level of management awarded.

To view the latest EcoVadis assessment, please visit our website.

ASM Sustainability Prism Award - Supply Chain

Celestica is honoured to have received the 2023 ASM Sustainability Prism Award, recognizing our contributions to climate and social impact leadership. This award highlights our collaborative efforts with ASM to amplify our collective impact on environmental and social matters. Our climate strategy includes reducing energy consumption, procuring renewable energy, creating on-site renewable energy and procuring EACs. Through this, Celestica has made significant progress towards achieving its emissions reduction targets. In addition, Celestica has made substantial strides in social impact through various programs promoting diversity and inclusion, enhancing employee health and wellness, and engaging in our communities. Winning the 2023 ASM Sustainability Prism Award acknowledges our successes and inspires us to continue leading in sustainability and creating a positive impact on the communities in which we operate. Together with ASM, we are making strides towards a more sustainable and inclusive world.

Canada's Most Admired Corporate Cultures for 2023 by Waterstone Human Capital

Waterstone Human Capital annually recognizes best-in-class Canadian organizations for their strong corporate cultures but also how culture contributes to business success. Celestica, one of ten winners, was selected based on our submissions evaluated across six categories, including vision and leadership; recruitment and hiring for culture; people development and talent management; cultural alignment and measurement; diversity, equity, inclusion and belonging; corporate social responsibility; and organizational performance.

2023 Canadian HR Awards

Celestica's recognition as an Excellence Awardee in the 2023 Canadian HR Awards for the Excellence in Diversity and Inclusion Award is a significant achievement. This acknowledgement reflects our dedication to diversity and inclusion, values that are at the heart of our supportive and dynamic work culture, where every employee feels valued and empowered.

Canada's Best 50 Corporate Citizens

Celestica has earned the 45th spot among Canada's best corporate citizens in 2024 by Corporate Knights, an organization dedicated to encouraging responsible business practices. Corporate Knights annually ranks Canadian companies with revenue over $1 billion based on 25 ESG-focused key performance indicators, including: greenhouse gas emissions; water productivity; waste; clean revenue; supplier performance; and employee and financial management metrics.

External Sustainability Initiatives GRI 2-28

9.2

17.16
17.17

In addition to the United Nations' SDGs and Science Based Targets initiative (SBTi), Celestica supports a number of external initiatives that drive economic, environmental and social charters and principles within and outside our operations.

FIGURE 2.2: EXTERNAL INITIATIVES AND PROJECTS

Group	Description	Date Joined	Commitment
CEO Pledge to Bridge the Digital Divide	Celestica has signed a CEO Pledge with Computers for Success Canada to participate in a program that will help close the digital skills gap. When we upgrade our technology we will donate devices and computers to be refurbished through the "Computers for Schools Plus" initiative and distributed through Federal and Provincial programs to bridge the digital divide for Canadians in need.	2021	Voluntary
United Nations Global Compact	The United Nations Global Compact is a powerful call to action to companies that enable change. Members are required to uphold the Ten Principles and provide communication on progress to collectively create positive impact in the areas of human rights, labour, environment and anti-corruption.	2021	Voluntary
Science Based Target initiative	The Science Based Targets initiative (SBTi) drives ambitious climate action in the private sector by enabling organizations to set science-based emissions reduction targets. SBTi is a partnership between CDP, the United Nations Global Compact, World Resources Institute (WRI) and the World Wide Fund for Nature (WWF).	2020	Voluntary
Ecology Forum, Miyagi, Japan	Celestica is a founding member of the Miyagi Ecology Forum, consisting of government representatives and local companies. Its purpose is to promote waste reduction and diversion efforts through partnerships and sharing best practices.	2017	Voluntary
Sustainable Energy Authority of Ireland (SEAI)	Celestica is a member of SEAI's large industry energy network (LIEN) subgroup. The goal of the organization is to work with homeowners, businesses, communities, and government to transform how we think about, generate and use energy.	2017	Voluntary
Laem Chabang Industrial Estate Authority of Thailand Group, Thailand (LCB IEAT)	Celestica's Thailand site is a member of the LCB IEAT Group, which provides opportunities for sharing, participation and involvement in a variety of activities such as corporate social responsibility initiatives, water savings meetings, Environmental Health and Safety meetings and public road consultations.	1995	Voluntary

Memberships and Affiliations

GRI 2-28

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE — 9.2

17 PARTNERSHIPS FOR THE GOALS — 17.16 17.17

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

FIGURE 2.3: MEMBERSHIPS AND AFFILIATIONS

Organization	Participation
The CSR Board	ESG & CSR Board Community Member
DEI Board	Community Member
Responsible Business Alliance (RBA) and Responsible Minerals Initiative (RMI)	Regular Member Validated Assessment Program
High Density Packaging Users Group	Board of Directors Lead free Board Materials Phase Six, Researcher Digital Speckle Correlation, Project Leader Photonics Soldering, Research
Green Industry, Ministry of Industry, Thailand	Green Industry Level 3 Certification
Workplace Safety & Prevention Services (WSPS), Canada	Member
Energy Conservation Center, Miyagi, Japan	Member
Green Business Alliance, Gresham, US	Member
Safety and Hazardous Material Monthly Conference Group, Miyagi, Japan	Member
Laem Chabang Provincial Electricity Authority Group, Thailand	Member
Siam Safety, Thailand	Member
Telecom Infra Project	Member
Advanced Photonics Coalition (APC)	Member
Quad Small Form Factor Double Density	Member
Octal Small Form Factor Pluggable (OSFP) Multi-Source Agreement	Member
Emission Control	Member
Birch Community Services	Member
PGE Green Future	Member
Optical Internetworking Forum	Principal Member

CDP Climate Change and Water Security Responses

6 CLEAN WATER AND SANITATION		8 DECENT WORK AND ECONOMIC GROWTH		12 RESPONSIBLE CONSUMPTION AND PRODUCTION	
	6.4		8.4		12.2 12.6
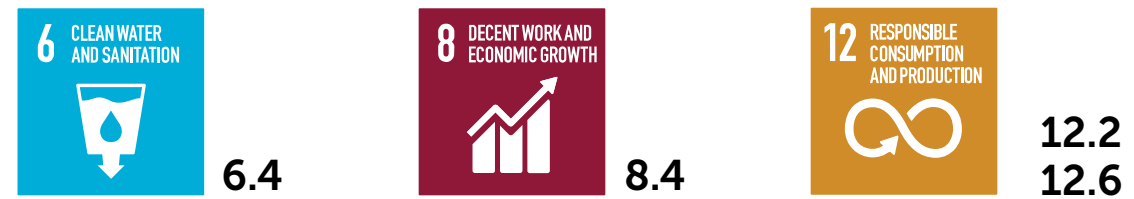
Over the last decade, Celestica has developed a sustainability strategy that aligns with industry-leading environmental reporting such as global environmental non-profit CDP.

In 2023, Celestica's continuous commitment to its sustainability program garnered a B score on the CDP Climate Change Questionnaire, recognizing our coordinated actions on climate issues and addressing the environmental impacts of our business.

Achieving a B ranks us in the "Management" category amongst all respondents. Celestica continually works to reduce our water footprint. This year, we maintained our score of B- on the CDP Water Security Questionnaire and continue developing plans to implement effective and focused strategies that minimize our water use and build resilient water sources. Our supplier engagement score in 2023 is B, which indicates that Celestica has been implementing practices on topics related to supplier engagement.

Environmental

We are committed to being a responsible partner in the communities in which we operate by ensuring we have safe, efficient and environmentally conscious operating and manufacturing processes. In addition, we leverage our expertise to support our customers' environmental sustainability programs and goals.

Please see the KPI Summary for data in reference to this section.

Greenhouse Gas Emissions

GRI 2-5, 305-1, 305-2, 305-3

7 AFFORDABLE AND CLEAN ENERGY	8 DECENT WORK AND ECONOMIC GROWTH	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	13 CLIMATE ACTION
7.2	8.4	9.4	12.2 12.4	13.1 13.3

The UN has called climate change a "crisis multiplier" that has profound implications for international peace and stability. Reducing greenhouse gas (GHG) emissions will help mitigate climate change. Businesses around the world are stepping up to meet global climate targets in alignment with the Paris Agreement, the latest science from the Intergovernmental Panel on Climate Change (IPCC) and the UN SDGs.

In 2020, Celestica set a GHG emissions reduction target in alignment with the SBTi. We commit to reduce absolute Scope 1 and Scope 2 GHG emissions 30% by 2025 from a 2018 base year. Celestica also commits to reduce absolute Scope 3 GHG emissions from fuel and energy-related activities, purchased goods and services, and upstream and downstream transportation and distribution 10% by 2025 from a 2018 base year. As of December 31, 2023, we are pleased to announce that we reduced our Scope 1 and 2 emissions by 87% compared to our 2018 baseline. For information on our Scope 3 performance, please see the Other Indirect Emissions (Scope 3) section of this report.

Celestica ensures transparent and consistent reporting by tracking emissions at our facilities using carbon accounting software, ensuring accuracy through third-party verification, and reporting to the CDP. Our environmental management systems set the foundation for progressing towards our emissions reduction goals, and our actions are detailed in the following sections.
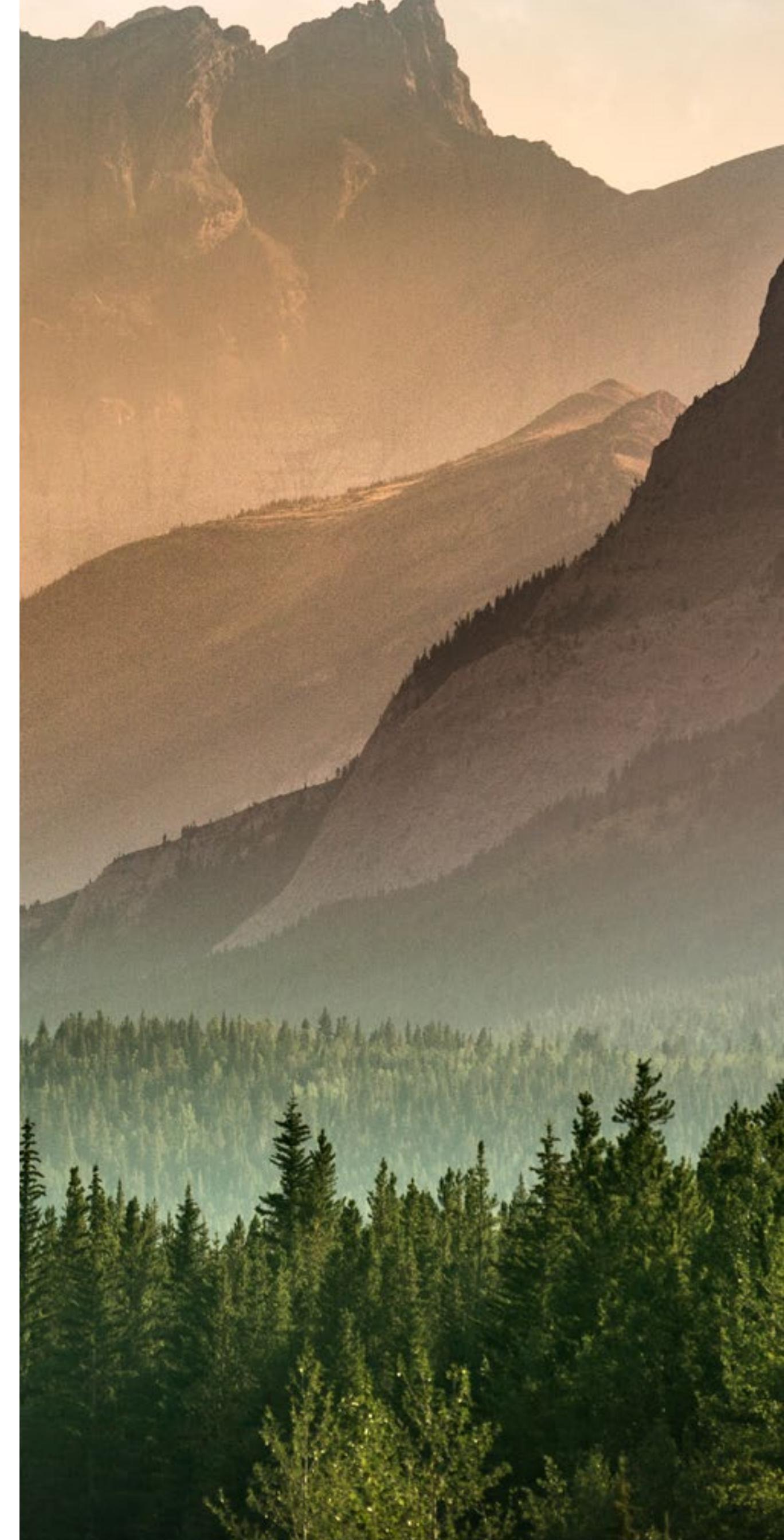
Emissions From Our Operations
(Scope 1 and Scope 2) GRI 2-5, 305-1, 305-2, 305-4

At Celestica, we monitor our GHG emissions at a facility level, enabling us to identify the largest sources of emissions and drive more sustainable practices in areas with the greatest environmental impact. In 2023, we tracked emissions from 99% of the facilities over which we have operational control.

Our Scope 1 direct emissions derived from natural gas and liquid fuels (such as diesel) are used for heating, cooking in cafeterias and powering back-up generators. In 2023, our Scope 1 emissions decreased by 62% compared to 2022. The decrease in emissions was driven by a 70% reduction of natural gas used during 2023.The Monterrey, Mexico site, used an on-site electricity generator fueled by natural gas in 2022, which was not used in 2023. Another site that decreased its natural gas consumption in 2023 was Oradea, Romania, after implementing an energy saving project that uses nearby geothermal water for heating.

Our Scope 2 indirect emissions are derived from the electricity used in our operations primarily for lighting, heating, ventilation and air conditioning (HVAC), manufacturing equipment and compressed air. In 2023, our Scope 2 location-based emissions increased by 2.1% year-over-year, whereas our Scope 2 market-based emissions decreased by nearly 30% year-over-year. The increase in our Scope 2 location-based enissions is attributed to increased demand for electricity to support the significant revenue growth the organization experienced in 2023. The decrease in market-based emissions in 2023 is attributed to the continuous increased amount of renewable energy coverage throughout the year. This reduction is attributed to the increased purchasing of EACs, the use of on-site solar energy generation, the procurement of renewable energy from utilities and implementation of energy efficiency projects.

Despite the significant revenue growth we experienced in 2023, Celestica's combined Scope 1 and 2 market-based emissions decreased by 38% year-over-year. Celestica also tracks normalized emissions to revenue. Our normalized emissions were 3.0 metric tonnes (mt) of carbon dioxide equivalent (CO2e) per million dollars USD of revenue, representing a 2.3 mt of CO2e per million dollars USD reduction from our 2022 normalized value. We will continue to identify methods to reduce our Scope 1 and 2 GHG emissions through the implementation of additional energy-efficient projects and renewable energy sources from on-site generation and procurement of renewable energy from utilities.

FIGURE 3.1: GHG EMISSIONS AND 2025 TARGET
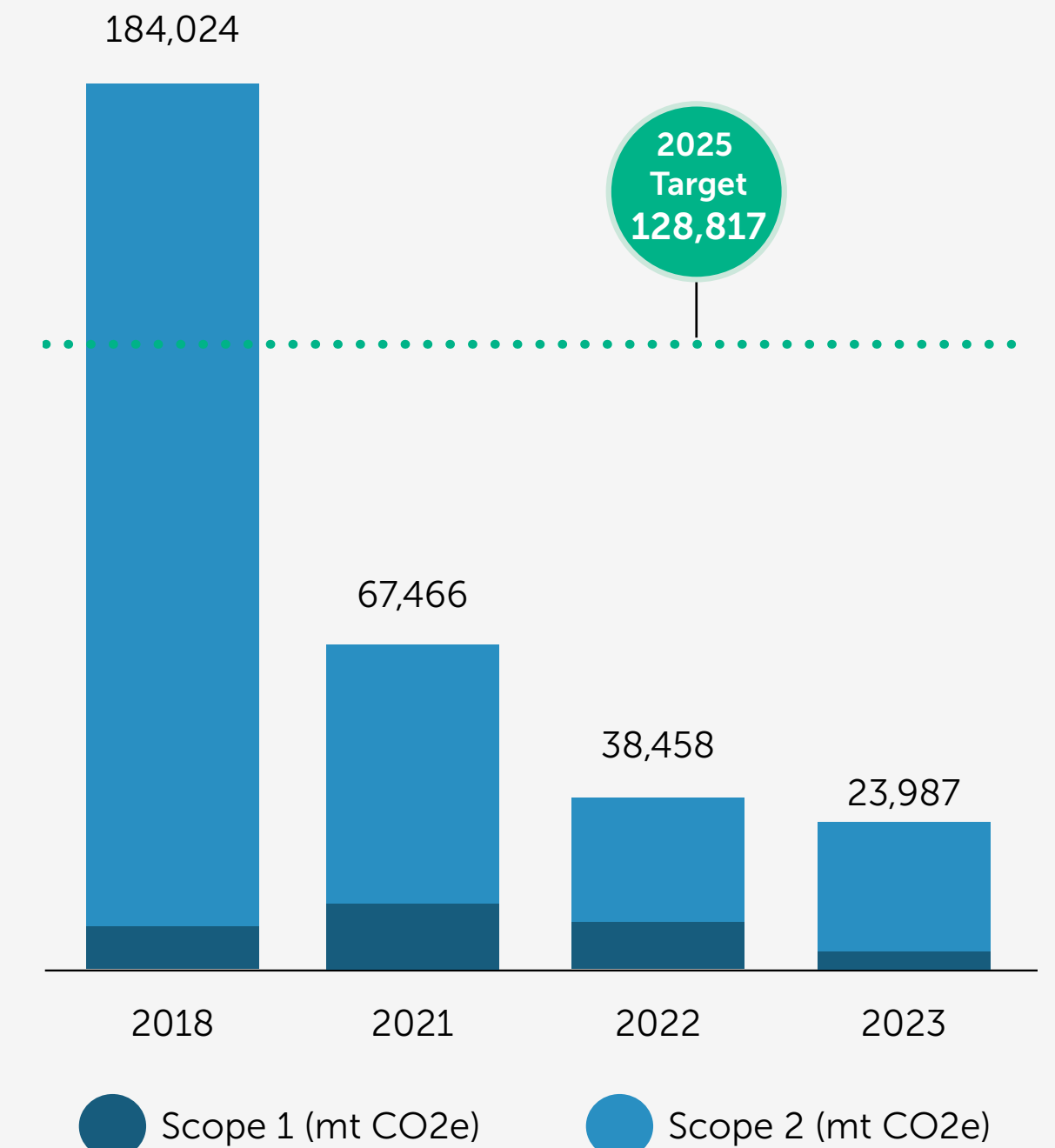
See our KPI Summary for more information about our GHG emissions.

Other Indirect Emissions (Scope 3) GRI 305-3

Celestica's other indirect GHG emissions are generated from our operations and supply chain. We track and report on 11 Scope 3 categories from the Greenhouse Gas Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard, including purchased goods and services, business travel, upstream and downstream transportation and employee commuting, among others. Again, despite the significant revenue growth we experienced in 2023, Celestica managed to decrease Scope 3 emissions in six categories, compared to 2022 values. In total, our Scope 3 emissions increased by 51% year-over-year.

At the end of 2023, Celestica made investments in using carbon accounting software to further enhance the calculating and measurement of the 11 Scope 3 Categories Celestica reports on. Through this resource, Celestica was able to improve emissions calculations, using the Greenhouse Gas Protocol as guidance.

For suppliers outside our Supplier Emissions Program, Category 1 (Goods and Services), we advanced the coverage of emissions by identifying emission factors associated to procured commodities and Celestica's spend. In turn, this methodology allowed for more accurate reporting and thus, a large delta in emissions from our previous years. We will continue to use this methodology until we can further enhance data collection. For Category 5 (Waste), we increased our coverage of emissions to include emissions from materials that are recycled or reused, with the exception of hazardous materials. For Category 6 (Business Travel), we further enhanced reporting by capturing car rentals and their associated emissions. Today, this category covers air travel, hotel stays and car rentals. And finally, Category 13 (Downstream Leased Assets) saw more robust estimates by considering the use of the building.

Watthanawong Komonmarl
Facilities Support Manager,
Laem Chabang, Thailand

Watthanawong and his team have been pivotal in Celestica's sustainability efforts. They successfully reduced energy consumption from 46.5 MWh per million revenue to an impressive 21.34 MWh per million revenue in 2023 by fostering collaboration across departments. The shift began with the Facility team and has grown into a company-wide sustainability commitment involving contributions from the production, test and process teams.

Recognizing the limited and costly nature of energy resources, Watthanawong's team has inspired a collective drive toward sustainability that aligns with corporate goals. This dedication has also extended to our customers, who prioritize energy efficiency through engagement in monthly meetings to support their Net Zero program.

Looking ahead, Watthanawong is enthusiastic about launching a new energy-saving competition that will encourage buildings to compete for sustainability achievements, enabling Celestica to continuously pave the way toward a greener future.

We are aware that we are not measuring the emissions arising from home office as we continue to leverage a hybrid work model. Further, we cannot measure the increased demands on cloud-based storage from the additional need for email, instant messaging and video conferencing. Although digitizing records has some benefits from physical resources such as environment-controlled rooms and paper, we must also recognize the consequences of increased energy usage.

In 2020, Celestica set a target in alignment with the SBTi to reduce Scope 3 GHG emissions 10% by 2025 from a 2018 base year from fuel and energy-related activities, purchased goods and services, and upstream and downstream transportation and distribution. In 2023, we saw emissions increase in all four of these categories, in comparison to 2022. Goods and Services saw the largest fluctation with a 68% increase due to varying factors explained above.

Further Scope 3 emissions details are provided in our CDP Corporate Questionnaire and within the KPI Summary.

Additional Air Emissions
GRI 305-7

To strengthen our ability to mitigate the impacts of climate change, we have enhanced our emissions inventory to track criteria air contaminants (CACs), hazardous air pollutants (HAPs) and persistent organic pollutants (POPs) emissions released from our facilities and process operations that are not included in our total emissions calculations. This includes volatile organic compounds (VOCs), particulate matter (PM), nitrogen oxides (NOx), methane (CH4), sulphur oxides (SOx), lead (Pb), nonmethane hydrocarbons (NMHC), HAPs and tin (Sn). In 2023, we released approximately 97 metric tonnes of these air emissions from 29% of our square footage.

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

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

7 AFFORDABLE AND CLEAN ENERGY	8 DECENT WORK AND ECONOMIC GROWTH	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	13 CLIMATE ACTION
7.1 7.2 7.3	8.4	9.4 9.5	12.2 12.4 12.8	13.1 13.3

Energy is critical to Celestica's operations and can generate significant GHG emissions. We procure renewable energy and/or conserve energy throughout our sites to reduce demand on the grid. Our sites continue to develop energy reduction initiatives through the ongoing implementation of efficient technologies and equipment, sharing of best practices and education.

Celestica's target is to achieve the equivalent of 100% generation and/or procurement of electricity by renewable sources by 2025; our plan is to accomplish this goal through the installation of new on-site renewable energy systems, additional procurements of green energy from utility providers and purchase of EACs. In 2023, Celestica consumed 1,173,667 gigajoules (GJ) of total energy where 1,104,603 GJ was consumed electricity. In total 92% of energy was supplied from the electricity grid and 7.9% of that energy was from renewable sources.

For 2023, Celestica consumed 147 GJ of energy per million USD of revenue, a 14% reduction year-over-year. To reduce our energy consumption, our facilities implemented energy efficiency projects that account for savings of more than 58,000 GJ.

Currently, 10 of our 33 manufacturing sites have maintained ISO 50001:2018 certifications, covering 14,278 employees and representing 68% of our total consumed electricity for the year. We are regularly reassessing whether we can increase the number of certified sites, look for opportunities to conduct formalized energy audits and continue to invest in the latest best practices for energy management that enable us to reduce our energy consumption, emissions and costs. Representatives across our operations meet quarterly to share ideas, projects and solutions. Historically sites have also conducted energy audits receiving a third-party analysis of potential energy improvements. We will continue these practices as opportunities present themselves.

Energy Conservation

Celestica has a global process called the Energy Consumption Roadmap Reviews (ECRR). The ECRR is a process that allows our facilities to set energy reduction targets, track and measure progress, and encourage collaboration and knowledge-sharing across our network of operations. Sites meet to discuss projects and initiatives, encourage conversations and education and establish a standard set of best practices for all sites.

Globally we implemented 60 energy-saving projects in our facilities ranging from building energy management systems; installation of cooling technology; refurbishment and replacement of HVAC systems; upgrading lighting and compressed air equipment; performance management of chillers and boilers; integration of automation and other energy-efficient systems. These energy-saving initiatives were equivalent to 9% of the previous year's consumption, and reduced our greenhouse gas emissions in line with our science-based target. A total of 16,000 megawatt-hours (MWh) and 6,800 mt of CO2e are estimated to have been avoided in 2023 due to these projects; two and three times the savings observed in 2022 respectively.

SITE SUCCESS STORY: ORADEA, ROMANIA

GEOTHERMAL HEATING

Celestica's Oradea, Romania facility implemented a first at Celestica. The site installed a geothermal system designed to reduce the overall consumption of natural gas by leveraging thermal energy stored in the Earth's crust to pre-heat water to be used at the facility and then return the water in the closed loop system. The system provides heat to the facility when the outside temperature is above -5 degrees Celsius. Overall the system reduced natural gas consumption at the facility by 70% in 2023 relative to the previous year.
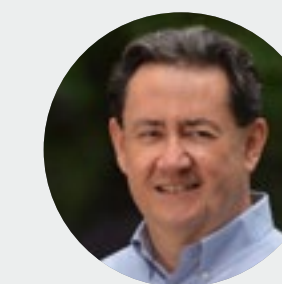
Jose Napoleon Lopez Castañeda
Commodity Management Consultant, Monterrey, Mexico

Napoleon, in coordination with the Facilities team, plays a vital role in procurement at Celestica, with a keen eye on sustainability. Based in Monterrey, Mexico, Napoleon engages suppliers that adhere strictly to environmental regulations and ethical codes of conduct and actively seek partnerships with companies committed to renewable energy sources like solar and wind, which in turn reduce electricity costs and reduce greenhouse gas emissions.

The Monterrey site has implemented innovative water conservation practices, saving over two million liters annually through HVAC condensation recycling—a feat recognized with a prestigious sustainability award. The site's dedication to reducing emissions is evident in the installation and upgrading of HVAC systems for efficiency gains, significantly lowering electricity consumption of up to 25 percent across Celestica's Monterrey operations.

This commitment to sustainability is driven by a desire to leave a cleaner planet for future generations, making a tangible impact through conscientious procurement practices and forward-thinking environmental initiatives.

SITE SUCCESS STORY:
SONG SHAN LAKE, CHINA

ENERGY EFFICIENCY PROJECTS

Celestica's Song Shan Lake, China site implemented a number of energy-efficiency projects in 2023. In total, the facility saved over 2,300 MWh. Projects included:

- Shutdown of nitrogen generation plant
- Turning off air conditioning in the warehouses on weekends
- Parameter adjustments on water heaters' controls
- Reduction of electricity consumption after upgrades made to dormitories
- Minimization of street lights use whenever possible

SITE SUCCESS STORY:
JOHOR-EMS, MALAYSIA

PRODUCTION EQUIPMENT INSTALLATION AND REPLACEMENT

Celestica's Johor-EMS, Malaysia site focused on installing variable speed drive (VSD) air compressors in 2023, driving reduced energy consumption. New VSD air compressors were installed throughout the plant as well as the replacement of existing aged centrifugal air compressors with VSD air compressors. Fine-tuning existing systems for enhanced efficiency allowed the Johor-EMS site to achieve annual energy savings of 1,830 MWh, a significant reduction in CO2e emissions.

SITE SUCCESS STORY:
MULTIPLE GLOBAL LOCATIONS

ENERGY EFFICIENCY IN BUILDINGS PROJECTS

Celestica completed several projects related to implementing LED lighting in its facilities across the global network. This included upgrading entire sites to new LED lighting, as well as smaller areas within the various sites. Altogether these efforts resulted in a reduction of over 1,200 MWh, showing how even small changes can make a huge impact in our goal of energy efficiency and reduction.

Renewable Energy

At Celestica, we are committed to increasing the use of renewable energy sources in our operations. We currently use the equivalent of 82.5% renewable energy as part of our total electricity consumption through the use of on-site solar panels (3.6%), procurement through utilities (7.9%) and the purchase of Energy Attribute Certificates (71.0%).

In 2023, we installed solar panels at our sites in Johor-EMS, Malaysia and Valencia, Spain, providing renewable energy to power parts of our operations in those locations. These initiatives prevented approximately 2,577 mt of CO2e from entering the atmosphere in 2023.

Our Laem Chabang, Thailand site continues to generate renewable energy through its 3.5 megawatts of solar Photovoltaic (PV) systems first installed in 2016. In 2023, the PV systems avoided approximately 2,161 mt of CO2e, which has increased our total savings from these panels to nearly 72,000 mt of CO2e.

Our Galway, Ireland; Valencia, Spain; and Portland, Oregon, U.S. sites derive 100% of their electricity from renewable energy. Together these three sites prevented approximately 3,770 mt of CO2e from entering the atmosphere in 2023.

In 2023, Celestica purchased 218,000 MWh of EACs to further offset an additional 71% of our energy consumption and 82.5% of our Scope 2 emissions. These certificates were purchased from wind, solar, hydro and small hydro projects in China, Indonesia, Vietnam, Malaysia, Mexico, Laos and Thailand. All certificates are recognized by the International Renewable Energy Certificates (i-REC) Standard. We are constantly investigating new sources of on-site renewable energy capabilities for our facilities and access to renewable energy via local grids but are currently employing the purchase of EACs to promote the development of renewable energy off-site.

Together, these renewable energy initiatives averted approximately 128,000 metric tonnes of CO2e emissions in 2023.

Building Blocks for Sustainable Solutions

Celestica's Industrial and Smart Energy business is proud to support customers that are helping to deliver solutions that make the world healthier, greener, and more productive.

As a leader in high-reliability design, manufacturing and supply chain solutions, we help our customers launch innovative and scalable industrial and smart energy products that drive performance improvements and help power a more sustainable future.

We facilitate a wide range of energy and smart city applications through gas and electric smart meters, high-efficiency generation controls, power converters, energy storage and solar trackers. Celestica enabled more than 6,800 megawatts (MW) of solar energy with a solar inverter customer in 2023.

We partnered with a leading original equipment manufacturer (OEM) in the production of high-power electric vehicle (EV) charging stations designed with cutting-edge technology used in commercial and industrial applications where charge time is limited. Celestica not only manufactures components of these chargers but also provides design services to ensure optimal performance. We supported over 17,000 power modules for use in fast-charge direct current (DC) applications for electric vehicle charging stations and built integrated cabinets and charging stations servicing the car, bus and truck EV markets. In 2023, Celestica supplied equipment to support more than 1,800 MW worth of EV charging stations, 1.8 million electricity smart meters, 750,000 gas smart meters and 4.3 million Advanced Metering Infrastructure (AMI) boards for smart city applications.

Partnerships such as these are helping to grow the electric vehicle industry through intelligent design and enable our customers to deliver innovative, smart products.

Enabling Reliable Uninterrupted Power Solutions

Celestica partnered with a leading customer to provide energy storage solutions which are paving the way for the future grid to help meet the growing demand for clean and efficient energy. In 2023, Celestica provided 2,100 MWh of energy storage, and is continuing to expand the partnership and provide more storage solutions in the upcoming year.

Learn more about the Industrial and Smart Energy business.

Waste GRI 306-4

6.3

8.4

9.4

12.2
12.3
12.4
12.5
12.8

17.17
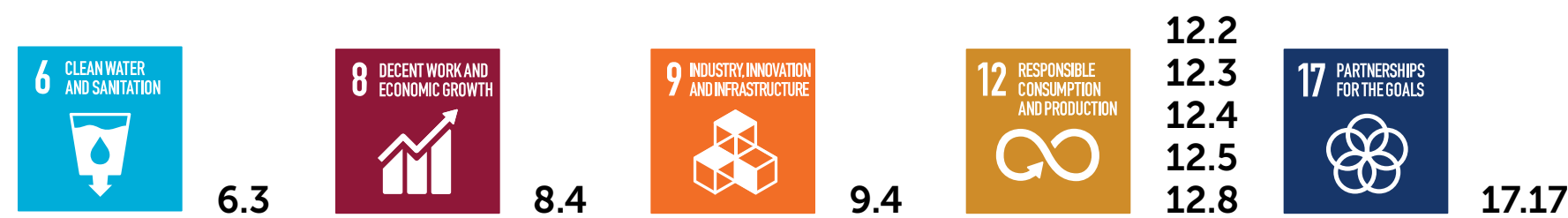
Celestica is committed to sustainable consumption through the efficient use of materials within our operations. Our facilities follow a robust waste and recycling management system to reduce, reuse, repurpose, refurbish, and recycle materials. We track our data using dedicated sustainability software and share best practices among our sites by hosting quarterly meetings and through online community platforms.

We continue to track waste diversion rates at a site and global level. We completed 2023 with a global waste diversion rate of 89%. Overall, Celestica's material disposal increased by 41 mt from 2023, which is impressive considering the growth in business and overall increase of materials from various suppliers, in combination with a 10% increase in squarefoot coverage for the scope of all waste materials. Packaging materials comprise a significant portion of our total waste. In 2023, paper, wood, plastics and cardboard made up 47% of our waste material.

In 2023, Celestica Oradea received DIN SPEC 91436, which is a silver level Zero waste certification. Obtaining the certification, Celestica Oradea is the 3rd company in Romania and first in the Celestica network with such recognition.

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

Incineration • Compost • Reuse
Recycle • Landfill
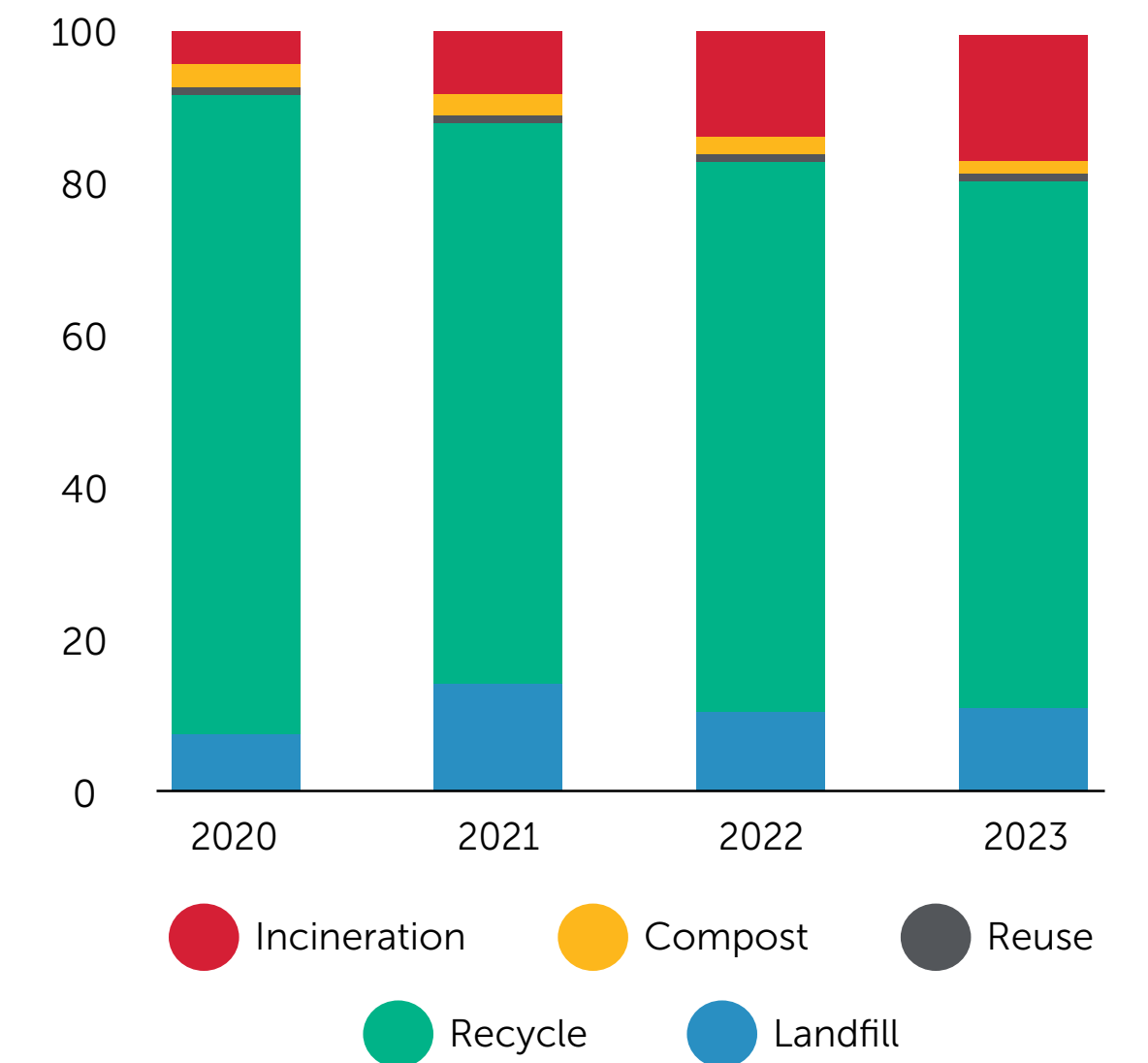
Further waste disposition details are provided in the KPI Summary.

As the world continues to focus on circular and sustainable practices, companies are demanding for verified waste management practices and Celestica is listening, actively working towards the completion of future sites to be certified to similar Zero Waste standards.

Celestica will continue to review opportunities to enhance site diversion levels, working internally as well as externally, in partnership with both suppliers and customers to drive positive change, showing the continued commitment Celestica has towards sustainability.

Celestica works with suppliers and customers to prevent waste generation in both our upstream and downstream activities—from reducing packaging waste to managing material selection in products and packaging. We also work to ensure in-process products are reworked and final products are returned to their intended use when possible. Our sites use due diligence in selecting material hauling vendors that meet quality specifications and sustainability practices, and conduct audits on a regular basis.

Celestica collects and reports manufacturing waste material data at a site level on a monthly basis through a third party software system. Waste data is evaluated and reported to our Chief Operations Officer on a quarterly basis.

While implementing activities to reduce waste, Celestica continues to look to improve data collection—from methods of disposal to circularity activities within the business. This will not only enhance our visibility into waste produced, but also allow us to set accurate goals and communicate our activities more effectively.
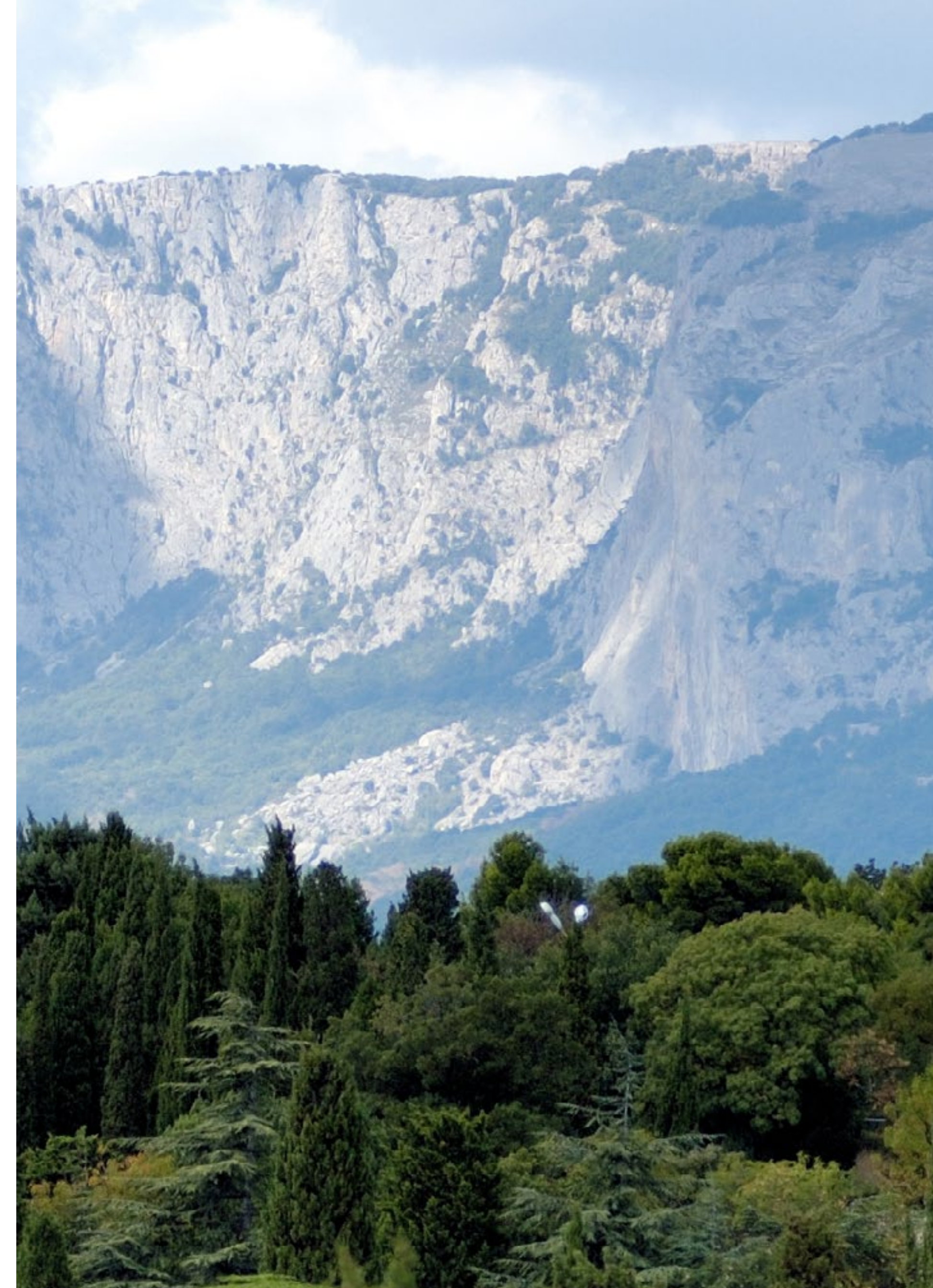
FACILITY ENHANCEMENT
BATAM, INDONESIA

The PCI Batam, Indonesia Human Resources team initiated a project to enhance the appearance of the facility by using recycled canteen and facility waste from the factory. Over 200 brand new signs and posters were created using the materials and placed throughout the facility. Additionally, the group used the resources acquired to create a flower garden on the site, encouraging the circular economy while inspiring employees.

PACKAGING REUSE
NEWMARKET, CANADA AND MEXICALI, MEXICO

Celestica works to ensure we provide safe, sustainable packaging with our products. Depending on transportation mode, distance and recurrence factors, we work with our customers to propose packaging solutions that benefit both companies and the environment. One example is our Newmarket, Canada site and their packaging reuse activity with Mexicali, Mexico and a customer. Repurposing the boxes and styrofoam between three entities results in an approximate 3,200 kg of materials avoided from both a production and landfill aspect, on an annual basis. Each box is used to its maximum lifespan until it is damaged. This project has supported Celestica's sustainability pledge in reducing waste and GHG emissions.

WASTE DIVERSION IMPROVEMENTS
LAEM CHABANG, THAILAND

Waste is a significant issue worldwide and within Celestica, which is why Celestica Thailand has made the effort to increase their waste diversion rates. In 2023, Celestica Thailand achieved a waste diversion rate of 82%, a significant improvement from 2021 and 2022 at rates of 55% and 57%, respectively. Methods for further waste diversion include waste segregation, monitoring of daily waste, increasing recycling stations in each production stage and, most importantly, training all employees on proper waste management techniques. Using the 3Rs: reduce, reuse and recycle at every stage of waste generation has allowed for this remarkable achievement in waste management.

Adina Tarce
Manager, Operations Quality,
Oradea, Romania

At Celestica, every team member can make a significant difference. Adina exemplifies this belief through her dedication to sustainability and community impact.

As a passionate advocate for change, Adina has grown alongside Celestica, witnessing firsthand the company's commitment to sustainability long before it became a mainstream priority for organizations. Her dedication is evident in Celestica Oradea's achievement of an ISO 14001 certification and the pursuit of a Zero Waste Standard, culminating in the Silver Award. Despite challenges of finding local, viable solutions and adhering to stringent environmental regulations, Adina has demonstrated that innovative thinking can turn obstacles into opportunities.

One of their standout projects involved developing an educational board game, "Smart City," in collaboration with a non-governmental organization (NGO). This initiative, aimed at teaching waste management to primary school students in disadvantaged communities reflect Adina's belief in instilling responsible practices from an early age to foster positive change in the future.

Through every challenge and project, Adina embodies Celestica's values of sustainability and community engagement, proving that small actions, when combined, create a substantial impact.

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 as it transforms the concept of ownership and encourages manufacturers to rethink how a product is used over its lifetime.

Celestica works with customers to develop a circular model to manage products through design, usage, maintenance, reuse, remanufacture and recycling. Measures include implementing take-back programs, keeping useful materials out of landfills or recycling streams and screening and repairing products to be distributed back to customers. Within our Asset Recovery Services, we have been able to create this circular model and properly recycle any residual materials.

After Market Services

GRI 306-2

Celestica's After-Market Services (CAMS) offers a range of customer solutions as well as partnerships, including repair and end-of-life product management. Servicing multiple customers over six sites, Celestica supports the circular economy by disassembling products and facilitating the reuse of mined and processed materials. This enables value to be recaptured and reduces materials from entering landfills. In 2023, Celestica diverted over 1.3 million products and nearly 1,000 mt of material from landfill through redeployment, recovery and recycling activities, totalling over 8,900 mt since 2020. Recently, Celestica focused on circular hardware lifecycle management, helping to extend the productive life and use of hardware, to not only reduce electronic waste but GHG emissions as well.

Celestica continues to drive circularity practices and expand our services, specifically in Asset Disposition and paid services to manage all aspects of product lifecycle, from installation, to end-of-life.

Lisa Smith
Global ITAD/ITAM Operations Manager, United States

As a Customer Program Manager, Lisa strategically advances the company's circular economy and sustainability efforts. With her team they have made significant strides throughout 2023 by enhancing Celestica's recycling and waste reduction practices.

One significant accomplishment was the team's success in reducing freight by 47% and cutting the transportation distance for recycling materials by 1,100 km in just six months. Following this, the team developed a heat map to further improve sustainability within the company. This tool identifies Celestica's logistics and recycling operations, allowing the team to map out more efficient transportation routes and thereby reduce the company's carbon footprint.

As a leader, Lisa constantly evaluates cost-effective, eco-friendly solutions. She is known to take her colleagues to recycling facilities to instill a deeper understanding of sustainability practices. Her meticulous management of recycling processes and vendor accountability ensures that materials, from copper to plastics, are repurposed or recycled effectively, thereby minimizing landfill contributions.

While noting that there is still more work to be done, Lisa and her team are leading the way in creating a more sustainable and environmentally conscious future for all.

Global Waste Reduction Week

In 2023, Celestica hosted its ninth annual global Waste Reduction Week, an event that engages and empowers employees to reduce waste within our operations and in their daily lives. The theme was the Circular Economy, which focuses on production and consumption, increasing the life cycle of products. Site champions were encouraged to educate employees on this model and find ways to incorporate it at Celestica.

Eighteen sites participated in this year's events by hosting site-level activities promoting a circular economy in their everyday lives and within production at Celestica.

A global webinar was hosted by a member of the Sustainability team discussing the importance of the circular economy. Employees attended and learned about the circular economy and how to incorporate the practice in their lives and within Celestica's operations, showing how Celestica is working towards a low-waste future. In addition, we organized a global Celestica waste trivia event, engaging over 800 participants who had the opportunity to learn and demonstrate their understanding of the circular economy.

Waste Reduction Week Results

1,969 kg
of non-perishable food items were donated to local charitable organizations, avoiding compost and landfill.

1,730 kg
of electronics was collected for proper recycling or reuse, including adapters and used batteries.

1,357 kg
of garbage was collected through local, voluntary cleanups.

Global Waste Reduction Week: Site Activities

BATAM, INDONESIA

The Batam, Indonesia team took recycled materials to develop a garden on company premises. The recycled materials used were IC trays, paint containers, as well as mineral water bottles. It was a great use of the circular economy model, as it allowed materials to retain their value, and not end up in the landfill.

MISSISSAUGA, CANADA

The team in Mississauga, Canada organized a food drive and e-waste collection, gathering, over 380 kg of food donations for the local community and 25 kg of e-waste to be properly recycled and reused. To finish off the week, 22 employees participated in a clean up of the site, removing 105 kg of garbage from the area.

PENANG, MALAYSIA

In Penang, Malaysia, a team of volunteers spent three hours at a recycling center to learn how waste can be reused, recycled and repurposed. Local employees also led and participated in a forum on waste reduction, where leaders at the site discussed their daily lifestyles and how to protect the environment.

KUNSHAN, CHINA

Education on waste management best practices was a large focus at the Kunshan, China site. Employees attended an event teaching them about waste management, and implemented these practices throughout the site, through increased recycling programs. As well, employees went out to clean up the local community, to ensure that areas were kept clean.

ORADEA, ROMANIA

In Oradea, Romania, the team encouraged employees to collect waste paper and used batteries at the site and at home, totalling in over 1,250 kg of material. The materials were donated and profits used to create a playground in the local community. The site also participated in the waste walk activity and identified solutions to reduce waste from their operations.

SUZHOU-SSC, CHINA

Employees in Suzhou, China Shared Services Center (SSC) visited a waste management facility to learn about waste management, processes and the technology used to improve sustainability awareness. After the visit employees shared their experiences and what they had learned with other team members. During the week a clothes donation drive was organized, as well as a circularity talk. The talk involved employees sharing their best practices on material reuse and reduction to help increase circularity in daily business and life.

Water GRI 303-1, 303-3

| 6 CLEAN WATER AND SANITATION | 6.1 6.2 6.3 6.4 | 8 DECENT WORK AND ECONOMIC GROWTH | 8.4 | 12 RESPONSIBLE CONSUMPTION AND PRODUCTION | 12.2 12.4 |
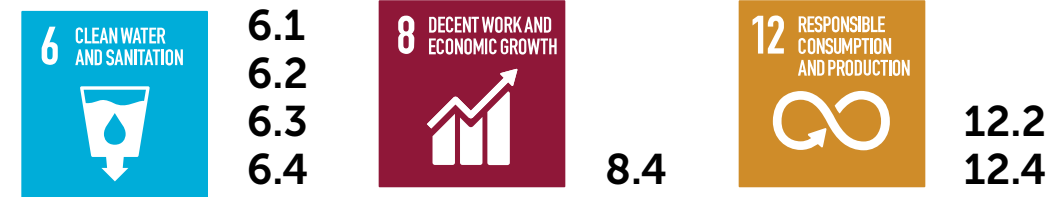
Celestica recognizes the importance of responsible water management and is committed to reducing our impact on fresh water systems, especially in water-stressed regions.

The World Resources Institute's Aqueduct tool indicates that six of Celestica's facilities operate in water-stressed areas. We are working to integrate evidence-based industry best practices into our tracking and environmental management systems. Actions include strengthening our reporting capabilities to provide greater transparency and encouraging our supply chain to disclose their water management practices. We are increasing our alignment to SDG 6: Clean Water and Sanitation by actively seeking opportunities to improve, invest in and strengthen Celestica's infrastructure in water-stressed communities and development in the near- and long-term.

In 2023, Celestica withdrew approximately 1,182 megalitres (ML) from third-party municipal water supply systems and local water sources for the sites in which we have operational control and measurement capabilities. This represents a 2% increase in water withdrawal compared to 2022 levels, primarily due to an increase in employee headcount and business activities. Areas such as washrooms, drinking fountains and cafeterias are the greatest sources of water consumption, meaning that water usage is highly dependent on the number of employees working within our sites.

Our manufacturing processes account for the second largest percentage of water consumption. Several of our sites have mitigated this usage through the installation of closed-loop water systems such as collecting rainwater to water gardens; however, these volumes are not currently tracked.

Our existing water management approaches, policies and standards work to minimize impacts of our effluents on water sources, protected areas and biodiversity. Celestica acknowledges risks that can come from water misuse and scarcity, including polluted waters, biodiversity loss, reduced river flows and political conflicts. Potential impacts of water misuse may include increased supply and treatment costs, intermittent supply and other adverse effects to our supply chain, employees and operations. We are committed to finding innovative solutions to minimize our use of water in processes and day-to-day employee water usage, such as efficient fixtures in food service and sanitation areas.

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

2023 Site Success Stories

Johor-EMS, Malaysia

In 2023, our Johor-EMS, Malaysia site implemented a series of water-saving initiatives aimed at reducing water consumption and promoting environmental stewardship. Key efforts include adjusting system pressures and adopting recycled materials, such as plastic infill, in their water systems. Additionally, water-saving aerators have been installed on taps to optimize usage efficiency. Strategically placed meters further ensure early detection of leaks, minimizing water loss. These collective measures resulted in an annual water saving of 37 ML, demonstrating the site's strides towards responsible resource management and conservation efforts.

Kulim, Malaysia

Our facility in Kulim, Malaysia implemented an innovative system where condensation from their Air Handling Units (AHU) and Makeup Air Units (MAU) is collected into a tank and reused in a cooling tower. By finding a creative way to collect and reuse water, this reduce's the site's reliance on water and overall withdrawal by 270 cubic meters per month. Additionally, the team in Kulim lowered the temperature of the condenser water by 2 degree celsius, resulting in annual energy savings of 18 MWh.

Key Impacts and Risks

Financial Implications Due to Climate Change GRI 3-3, 201-2

Celestica's goal is to foster a company-wide culture of sustainability in which we help reduce the risks associated with climate change, empower the communities in which we operate and reduce our impact on people and the planet.

We understand the potential risks from climate change and take a precautionary approach to proactively manage them through our Environmental Management Systems policies and practices. These efforts require our Board of Directors, executives, functional teams, and operational employees to work together to help identify and manage our climate risk exposure and potential opportunities. The Board of Directors is responsible for identifying the principal risks of our business, including risks related to ESG matters (including climate policy and sustainability) and the steps implemented by management to manage these risks. The Board and the Nominating and Corporate Governance Committee have oversight for Celestica's strategy, policies and initiatives relating to ESG matters, including

climate change, sustainability and diversity. See the Corporate Governance page for more information.

Within our annual materiality assessment we provide internal stakeholders with a platform to discuss their priorities and objectives, guide strategies, strengthen alignments and spark new conversations. We also stay up-to-date with the latest climate science, climate change models, industry trends and external stakeholder priorities. Using these research and collaborative processes, we are able to identify and assess transitional and physical climate-related risks and opportunities, including their size, scope and potential impacts on our business and stakeholders.

Additionally, effective systems within our operations such as our internal audit team's annual global risk assessments, Business Continuity Plans (BCPs), and Disaster Recovery Plans (DRPs) ensure that proactive protocols are followed to minimize business disruptions and foster sustainable solutions. Overall, these collective approaches ensure that climate-related risks and opportunities are part of our strategies, plans and conversations to outline Celestica's role and responsibilities for driving climate action and water security.

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

Through our annual assessments and CDP responses, we have identified and assessed the potential impact on our business and stakeholders of transitional risks such as acute and chronic physical climate risks, technological changes, current and emerging regulations, insurance programs, and legal implications. We also found that there are climate-related opportunities by inspiring proactive measures, innovation and future partnerships with Celestica. There may also be business opportunities from shifting markets and product diversification that place us in a better competitive position due to our response to changing consumer and investor preferences. Further details and impacts on climate-related risk and opportunity types are outlined in our CDP Climate Change and Water Security Responses.

Managing Risks

Celestica's BCPs take into consideration a range of scenarios and risks including environmental, socio-political and man-made threats, logistics and supply changes and contagions, among others. An annual schedule is established to test the preparedness and response to custom scenarios per site. These are called Tabletop Exercises, which are facilitated by corporate resources and each site is scored on its performance. Sites are to provide responses to any deficiencies noted so they can update their plans accordingly.

Our BCPs were applied to the societal and supply chain impacts from the COVID-19 pandemic. Due to this proactive approach, we were able to minimize impacts to our supply chains, continue manufacturing for our customers and ensure the safety and well-being of our employees. The pandemic allowed Celestica to demonstrate resilience and ability to react quickly to a global emergency, similar to other potential climate change impacts such as natural disasters.

Earth Day

4 QUALITY EDUCATION 4.7 | **8 DECENT WORK AND ECONOMIC GROWTH** 8.4 | **12 RESPONSIBLE CONSUMPTION AND PRODUCTION** 12.2 12.5 12.8 | **13 CLIMATE ACTION** 13.1 13.3
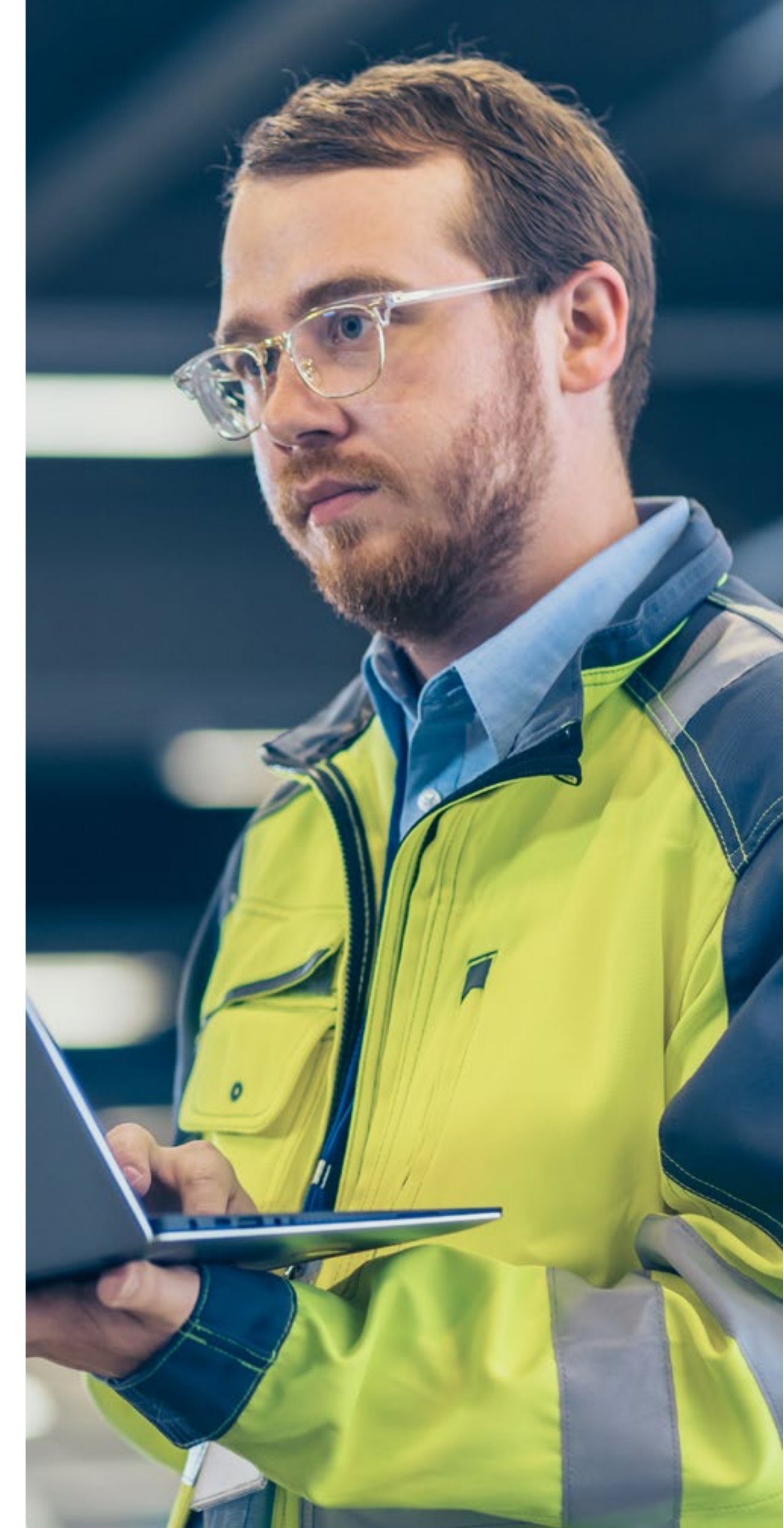
April 22, 2023, marked the 53rd anniversary of Earth Day, a day to observe, appreciate and spread awareness of environmental protection. The 2023 theme was Investing in Our Planet, a call to action to act boldly and innovate broadly to preserve and protect the planet.

At Celestica, we are committed to supporting the planet, our people and the communities in which we operate because a sustainable future is a brighter future. On Earth Day and beyond, we invest in our planet every day by working with the world's best brands to create a safer, healthier and greener future.

Canadian Operations

As part of the Earth Day Celebration, 50 Celestica employees from the Mississauga, Newmarket and Toronto, Canada sites participated in a cleanup activity across four parks. Employees and Leadership team members came together to help preserve our Earth by removing approximately 136 kg of trash and waste from the environment.

Echo Zhang
Operations Quality Manager,
Song Shan Lake, China

Echo Zhang, Operations Quality Manager and site champion for the 2023 Waste Reduction Week at Celestica's Song Shan Lake, China site embodies our commitment to environmental sustainability. Under her guidance, the Song Shan Lake operation has taken significant strides in minimizing waste and enhancing our circular economy practices.

In November, Echo and her team once again spearheaded the waste reduction initiative by organizing eight cross-functional teams to conduct meticulous waste audits across the site. Their efforts uncovered over 20 actionable opportunities for improvement, resulting in impressive savings of $20.2K and a reduction of approximately 1.3 bins in material waste. Echo's strategic use of site-wide education, including posters and creative outreach techniques, elevated employees' awareness about the critical importance of waste reduction and empowered them to take action.

By prioritizing repair over replacement, designing for durability, and incorporating recycled materials, we are advancing our circular model of managing products throughout their lifecycle. This approach not only drives Celestica's waste reduction efforts but engages and inspires the employees at the Song Shan site, with an over 90% participation rate in our sustainability initiatives. Echo Zhang exemplifies the proactive spirit we value at Celestica, making a significant impact on both our operations and our environment.

Laem Chabang, Thailand

In celebration of Earth Day 2023, volunteers at Celestica's Laem Chabang, Thailand facility continued their commitment to sustainability by planting young mangroves in the Laem Chabang community. These seedlings were nurtured in 2022 as part of the site's Mangrove Propagation project, launched with the goal of restoring vital coastal ecosystems. With each tree, the Laem Chabang site is not only increasing the number of mangroves but also helping to enhance local biodiversity and strengthen the surrounding environment.

Song Shan Lake, China

Song Shan Lake, China site employees celebrated Earth Day by participating in activities aimed at reducing their environmental impact. These included turning off lights for one hour, opting for green travel, adopting vegetarian meals, reducing plastic use, and recycling materials. Through these simple yet meaningful actions, employees contributed to sustainability and raised awareness about the importance of protecting the planet.

Environmental Compliance

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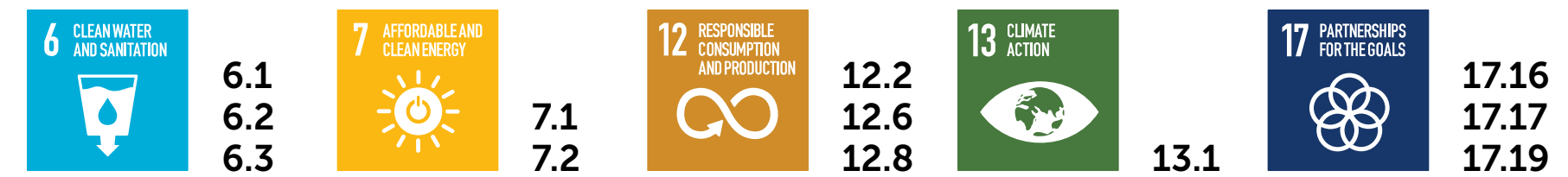
Celestica's Global Environmental Policy communicates our commitment to environmental regulatory compliance and to being a good environmental citizen in the jurisdictions in which we operate. As part of our global Environmental Management System, we closely monitor compliance activities and identify and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

ISO 22 of our 33 manufacturing locations have ISO 14001-certified environmental management systems, covering 22,627 employees.

Our proactive approach to mitigating and controlling risk is outlined in our top-level Environmental, Health and Safety (EHS) manual. It includes risk assessments for identifying operational impacts. Each site has one or more persons tasked with managing environmental compliance and reporting site status to the global EHS team and/or Sustainability team.

Both site and global EHS teams ensure regulations are integrated into the site's management systems and daily operations. In 2023, Celestica did not identify any significant non-compliance issues with environmental laws or regulations.

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

Our Products and Services

7 AFFORDABLE AND CLEAN ENERGY	8 DECENT WORK AND ECONOMIC GROWTH	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	17 PARTNERSHIPS FOR THE GOALS
7.2 7.3	8.4	12.2 12.4 12.5 12.6 12.8	17.17

Supply Chain GRI 2-6, RM

Celestica has a global network of more than 5,900 active direct suppliers, and our preferred suppliers are generally located in close proximity to our operations, when possible. This alignment increases the speed and flexibility of our supply chain and provides the shortest overall lead times for our customers. Direct materials are sourced globally, with most indirect materials originating near the majority of our manufacturing locations, resulting in reduced GHG emissions.

At Celestica, we foster a culture of sustainability, expanding beyond our company to our suppliers. Celestica's Supplier Management Playbook provides suppliers insight to Celestica's Preferred Supplier Program, driving partnership, value and continuous improvement through the value chain. The Compliance Engineering team ensures that our suppliers are compliant with industry standards to ensure that working conditions are safe, workers are treated with respect and dignity, and manufacturing processes are environmentally responsible. As well, we ensure compliance with legislation including conflict minerals; Registration, Evaluation, Authorization, and Restriction of Chemicals (REACH); Restriction of Hazardous Substances (RoHS); and Responsible Minerals Assurance Process (RMAP). We leverage key supply chain groups by focusing on reducing our Scope 3 emissions from our logistical footprint, such as through consolidating shipments, reducing part numbers and empty spaces in shipments, and optimizing transportation methods and packaging.
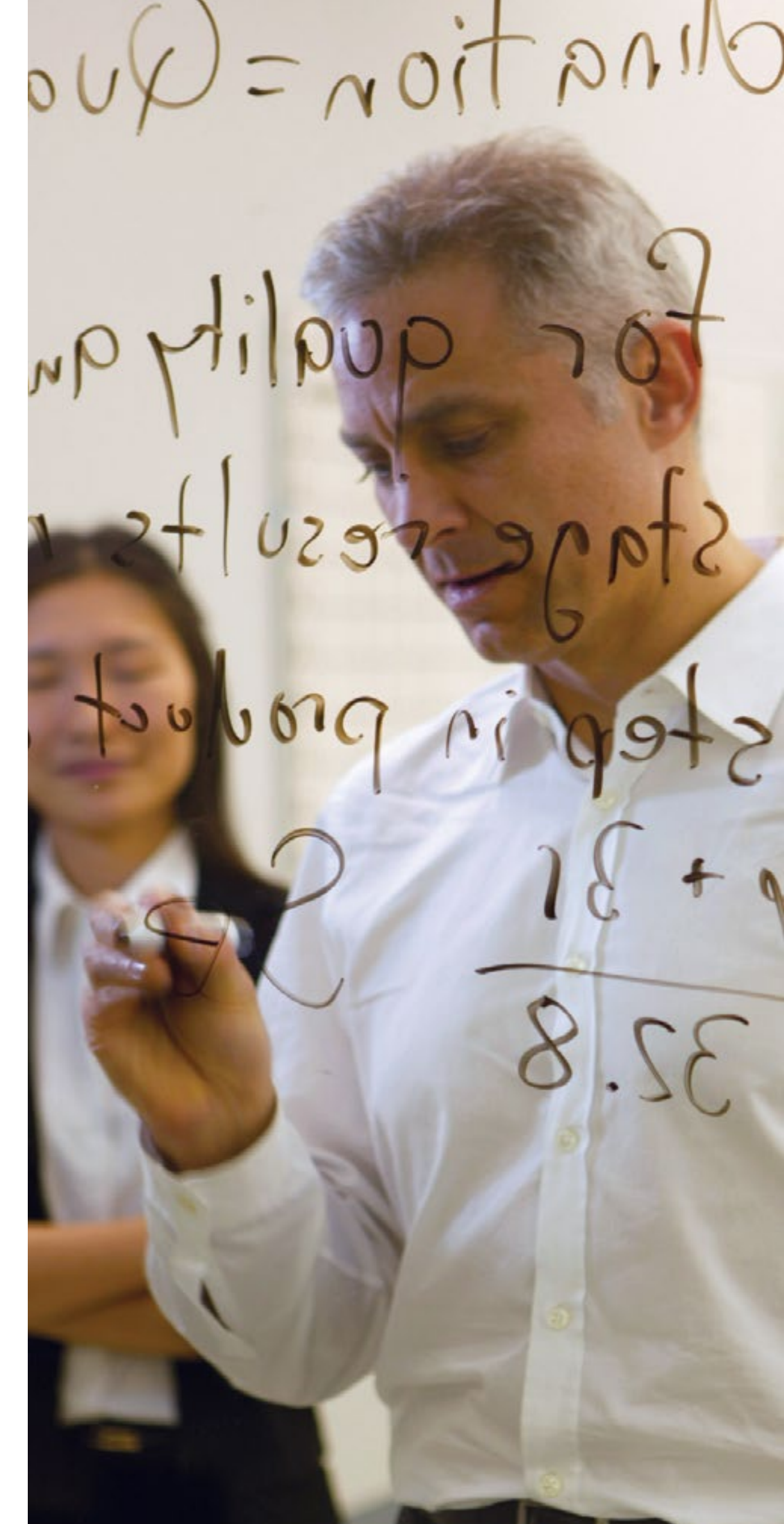
Our supplier requirements, responsible minerals sourcing policy, reporting template and our alignment to industry standards can be found on our website – Supplier Requirements, Compliance & Ethics and Our Services.

Driving Value and Continuous Improvement

- Requirements Flowed Down
- Supplier Qualification
- Long-Term Agreements
- Flawless Launch/ Part Qualification
- Supplier Performance Tool (SPoT)
- Supplier Quality Improvement Program (SQIP)
- Preferred Supplier Program (PSL)
- Supplier Resources and Development
- Supplier Recognition

Supplier Assessments GRI 308-1, 414-1, RM

Celestica is an electronics manufacturing services company that builds products for original equipment manufacturer customers and hyperscalers in accordance to their specifications. Many of our suppliers are screened, selected and controlled by the customers we work with and therefore are out of scope for much of Celestica's own assessment and qualification process. In 2023, we had over 5,900 unique suppliers assessed through methods including RBA Self-Assessment Questionnaires (SAQs), validated audit process or equivalent, internal scorecards, our Supplier Emissions Program or a combination of these.

We do have control over a select group of suppliers defined as key players in our business. This group is known as our Major Supplier List (MSL). Through supplier self-assessments and validated audit process or equivalent verification visits conducted by our employees or through the RBA, Celestica annually analyzes and scores our MSL suppliers on social, ethical and environmental actions across their operations. Celestica works with suppliers to improve their scoring and close out any corrective actions that are identified in a timely manner.

In 2023, Celestica completed just under 200 supplier SAQs with no suppliers identified as high risk, by the end of the year. Any supplier rated high risk is required to improve their score before the end of the assessment year. Additionally, 50% or more of high-risk major suppliers will complete a validated audit process or equivalent, in line with Celestica's RBA Membership. A total of 80 RBA supplier audits were completed for supplier facilities, 50 initial audits and 30 closure audits. During 2023, we closed 81 of 102 corrective actions open with our suppliers. It should be noted that some audits take up to two years to be completed. With a focus on our MSL, 179 unique suppliers were assessed in environmental and social sustainability using an in-house supplier verification process. In addition to our RBA supplier assessments and audits, and supplier scorecards, Celestica will continue to improve risk management in our supply chain through integrated software.
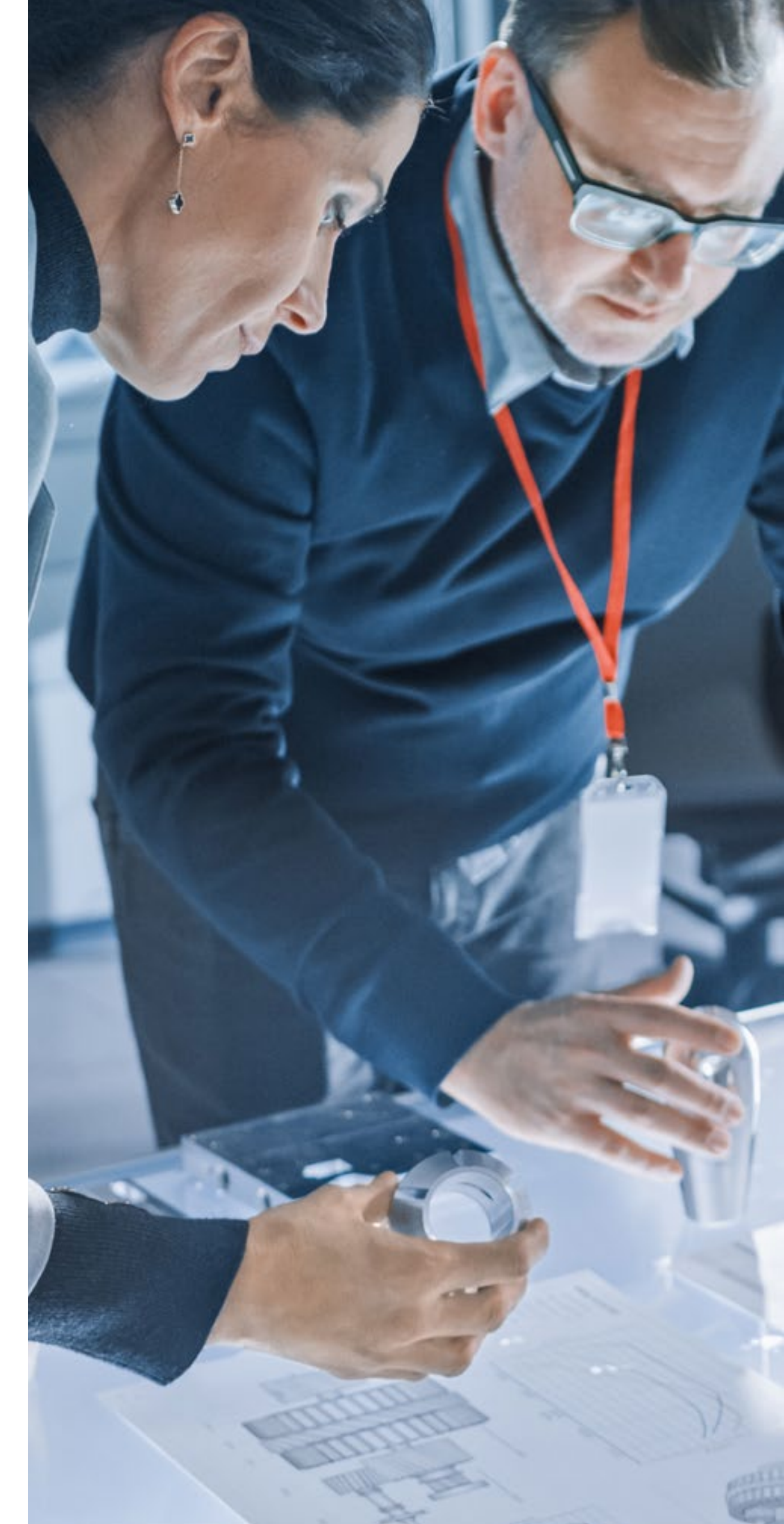
Celestica's Global Commodity Management team evaluates MSL suppliers quarterly through our Supplier Performance Tool (SPoT). This scoring can affect the amount of business awarded to the supplier, and if deficiencies are not satisfactorily addressed, the supplier may be removed from the MSL. Sustainability performance is evaluated within SPoT on suppliers' practices in environment, labour, health, safety and ethics and responsible minerals. Celestica reviews the scoring breakdown on an as-needed basis to ensure relevancy and opportunity for growth, ensuring points are meaningful and achievable for all industries and supplier sizes.

With Category 1: Purchased Goods and Services, being one of the largest contributors to Scope 3 emissions and part of our SBT (see the Greenhouse Gas Emissions section), Celestica deemed it important to evaluate our supply chain beyond our current programs and activities. In 2022, Celestica launched our Supplier Emissions Program. Due to the complexity of Scope 3 emissions, this program has helped to improve access to both quantity and quality data. In 2023, Celestica leveraged the RBA's Emissions Management Tool (EMT) to execute what we consider to be part of our Suppier Emissions Program, moving forward. With almost 10,000 suppliers worldwide, key suppliers based on procurement category and spend were assessed for the year of 2023. The EMT allowed great flexibility and education in emissions reporting, by offering 3 tiers of support in the assessment: Estimator tools, Coverage uplift tools and direct emissions inventory. Through direct data collection and partnerships, an increase of 4% supplier spend captured direct supplier emissions data year-over-year. Each year, Celestica will use software to improve data collection and continue reducing supplier emissions. Overall, this program is used to assess key suppliers on their growth in emissions reduction strategy to support Celestica's programs in driving overall reduction in supplier emissions. On top of this engagement, Celestica conducts individual conversations with key suppliers to determine how we can partner and further drive emissions reductions that support each others businesses.
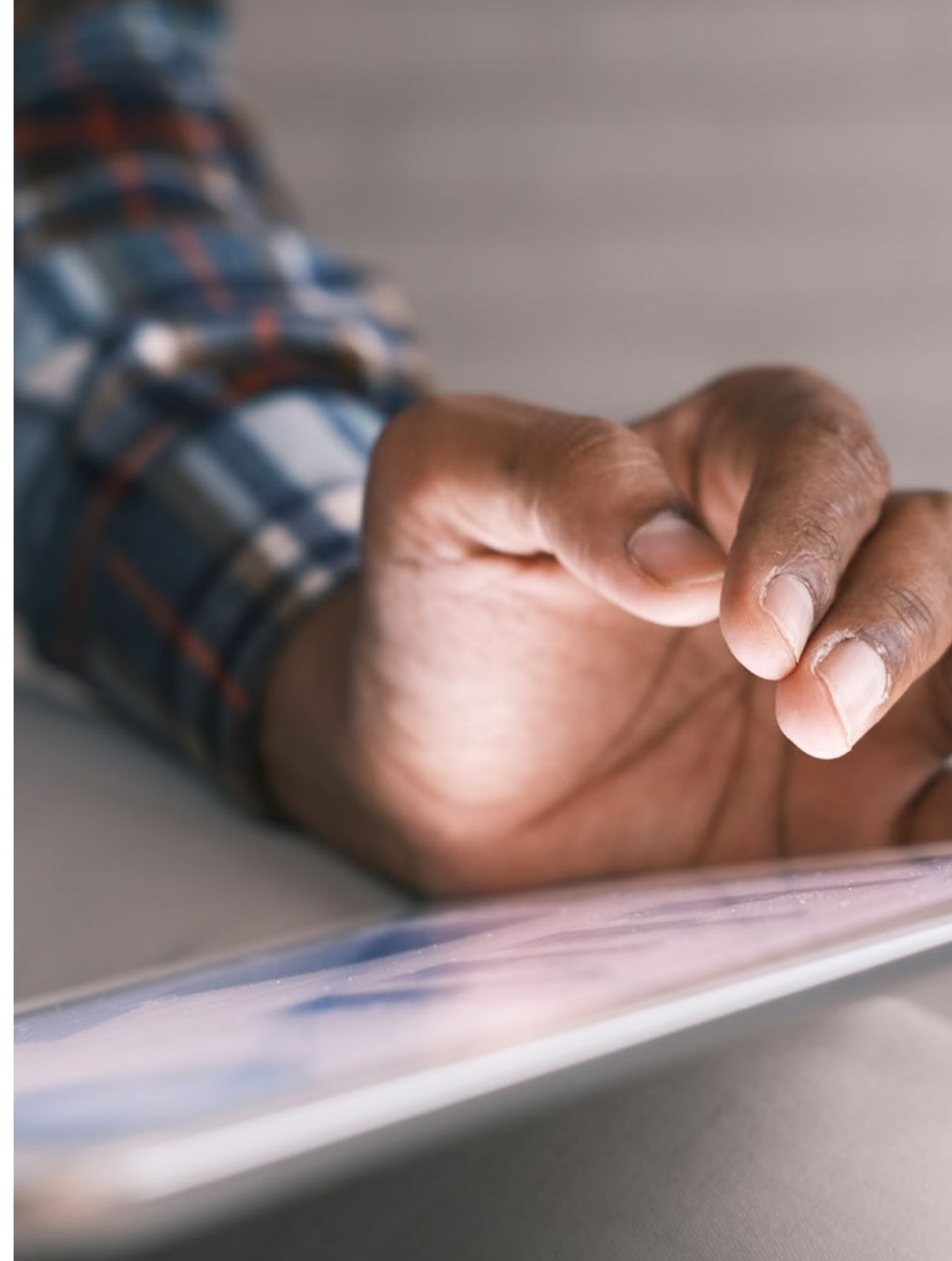
Supplier Risk Management

With a supply chain that spans countries throughout the world, Celestica ensures we recognize and manage risks from our suppliers, within the areas of business, ethics, human rights, labour and the environment.

In 2023, Celestica continued to partner with an external software company to enhance our supply chain risk visibility and business continuity. The tool monitors a large number of indicators, including identifying single-sourced materials, maintaining supplier history, and monitoring natural disasters and geopolitical issues. Celestica uses the tool to give our company a leading edge in proactively addressing procurement challenges, thus preventing production delays. Additionally, our customers are provided with pre-production insights into their supply chain risk maturity. With the majority of Celestica's 10,000+ suppliers and their respective facilities in our data system currently, Celestica's Supply Chain Risk Management team has robust processes integrated within the tool's powerful database. Features from the tool, such as automated live alerts, are implemented to ensure information is communicated efficiently and to appropriate departments based on risk type.

As part of our focus on continuous improvement, we will look to take advantage of the full range of software data to expand the scope of risk management, including analyzing and measuring suppliers from site-specific data for crime, terrorism, ethical behaviour, forced and child labour, human trafficking and modern slavery, providing greater alignment to our commitment to the RBA.

Please review our Management Approaches and Celestica's Global Supplier Management Playbook to learn more about our policies and practices to reduce supply chain risks.

Fahrulliza Kamalul Aripin
NPI Advisor,
Penang, Malaysia

Fahruliliza and her team play a crucial role in driving ethical and sustainable practices at Celestica. They ensure responsible minerals sourcing aligns with global standards, providing a strong foundation for sustainability.

Through their efforts, Celestica has achieved an impressive 96.05% supplier response rate in engagement initiatives, surpassing industry benchmarks. This achievement underscores the team's dedication to fostering transparency and accountability throughout the supply chain.

With a profound understanding of the impact of conflict minerals—Tin, Tantalum, Tungsten, and Gold—Fahrulliza emphasizes the importance of policies that mitigate risks associated with these resources. Policies that not only comply with regulatory requirements such as the SEC Final Rule of Section 1502 Dodd-Frank Act but uphold Celestica's commitment to transparency and ethical business practices.

We are proud of Fahrulliza and her team's role of exemplifying Celestica's commitment to responsible corporate citizenship, and driving initiatives that align business success with positive social and environmental impact.

Responsible Minerals

Celestica is committed to a sustainable supply chain management, and we have adopted a Responsible Minerals Sourcing Policy to promote the sustainable sourcing of minerals in the products that we manufacture. While Celestica does not directly source minerals from mines, Celestica recognises the need to address extractives-related issues, including human rights abuses, forced, bonded and child labour, by enabling responsible sourcing of its suppliers.

Celestica expects all of its Tier 1 suppliers to comply with Rule 13p-1 under the Exchange Act, the US Securities and Exchange Commission rule implementing Section 1502 of the Dodd-Frank Wall Street Reform and Consumer Protection Act and provide all necessary declarations using the Responsible Minerals Initiative Conflict Minerals Reporting Template, which Celestica uses in conjunction with the Responsible Minerals Assurance Process (RMAP) to reasonably assure that the Tantalum, Tungsten, Tin or Gold in the products that Celestica manufactures do not directly or indirectly finance or benefit armed groups in the Democratic Republic of Congo or adjoining countries (DRC Region). Celestica will assess future business with suppliers that are non-compliant with its Responsible Minerals Sourcing Policy.

Celestica annually produces a Conflict Minerals Report pursuant to Rule 13p-1 and Form SD promulgated under the Securities Exchange Act of 1934, as amended and publishes its Conflict Minerals Report on its website on the Compliance and Ethics page. Celestica's due diligence measures were designed to conform to the framework established in the Organization for Economic Cooperation and Development's (OECD) Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas: Third Edition (2016) and accompanying Supplements.

In addition to Tantalum, Tungsten and Gold (3TG), Celestica aims to broaden its minerals assessment efforts to include the identification and mitigation of supply chain risks related to human rights abuses and environmental issues associated with Cobalt mining and processing. In connection with this, Celestica's Responsible Minerals Sourcing Policy was expanded to include Cobalt. The policy defines our risk tolerance and establishes a clear expectation for suppliers.

Sustainability Built Into Our Hardware Platform Solutions Business

Celestica's Hardware Platform Solutions (HPS) business has invested in leading-edge product roadmaps, design capabilities and hardware innovations aligned with market standards and emerging technology trends. Our focus is to ensure environmental compliance throughout the product lifecycle, from sourcing of materials to product disposal. Processes and products are designed with circularity in mind, ensuring recovered materials are used in manufacturing and that the materials have a high level of recoverability, through either reuse, remanufacturing or recycling. Please see the Circularity By Design section for more information.

We are also designing and manufacturing more energy-efficient products. For example, more than 80% of HPS projects use titanium instead of platinum within the power supply unit, as titanium is much more energy efficient. In addition, all Celestica HPS product designs aim to have 96% power efficiency.

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

Social

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

Please see the KPI Summary for data in reference to this section.

Occupational Health and Safety

GRI 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7, 403-9

8 DECENT WORK AND ECONOMIC GROWTH
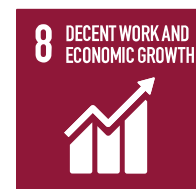
8.8

We believe that every employee has a right to a healthy and safe workplace. Celestica's Environmental, Health and Safety (EHS) organization has oversight of policies and operational controls of environmental, Occupational Health and Safety (OHS) and social risks. Each site has one or more persons tasked with managing OHS activities and reporting site status to the global EHS team. In 2023, our dedicated OHS representatives continued to support our operations and our focus on our Elevate Safety Program. The program delivered monthly safety focus topics designed to address workplace specific risks and hazards and share globally, actions taken for all incidents. Example topics included Personal Protective Equipment (PPE), Lockout/Tagout (LOTO) and Material Handling, Slips and Falls and Forklift Safety. Each topic included an action file for the site EHS team and simple communication elements to be posted on site television screens for all employees.

Celestica's OHS management systems are implemented in accordance with local legal requirements and are aligned with internationally recognized standards and codes such as ISO 45001 and the RBA. The products and services we provide are manufactured in accordance with legal requirements.

Eighteen of Celestica's 33 manufacturing sites are certified to ISO 45001, covering 19,786 employees.

Our top-level Global OHS Policy defines our commitment to employee well-being and prevention of employee injury and ill health, with a focus on proactive hazard recognition and effective risk management. Furthermore, workers are provided with non-occupational medical and healthcare services depending on location. Such access includes topics such as smoking cessation, healthy eating, weight management and additional relevant health care services.

Celestica uses various methods and tools to ensure we continually monitor and improve the performance of our OHS management system, including internal and external auditing programs and EHS-focused kaizen activities. It also includes monthly key process indicator reporting by all sites that includes both leading and lagging indicators such as close calls reported and workplace inspections completed.

Hazard identification and assessment are integral to our ability to provide a healthy and safe workplace. When reviewing new equipment, processes and chemicals or conducting incident investigations, we focus on applying the hazard hierarchy with preference given to elimination, substitution and engineering controls to mitigate risks.

In 2023, Environment, Health and Safety leading and lagging indicators were incorporated into the Celestica Operating System - as the first element. This elevated the focus on EHS even further, as sites are challenged to "meet or beat" their previous years performance and EHS gets another level of review with other key stakeholders and business topics.

We created an Action Plan that has been distributed to all sites. This plan focuses on addressing the leading causes of incidents in 2023, such as proper erogonics, slips, trips, falls, avoiding strikes and blows by machinery and the risks associated with sharp objects and impingements. The Action Plan centers around detailed checklists, training materials and workplace (Gemba) inspection checklists per cause. This multi-faceted approach will continue to ensure we dive deep on top causes and further improve our performance and workplace safety.

There were no work-related fatalities in 2023. Celestica continues to provide training for employees and third-party contractors including, onboarding training, which includes health and safety (i.e., workplace safety rules, incident reporting, PPE to be worn and equipment safety) and job-specific training highlighting any specific hazards related to assigned tasks (i.e., equipment safety/guarding, chemicals, heights, powered industrial vehicles, PPE and physically demanding work). If there are any incidents, employees are retrained.

OHS Highlights

The OHS management system includes all employees, contractors and persons undertaking business at our locations. We are committed to keeping our 26,500 employees worldwide informed about health and safety standards, policies and local legal requirements. We are also a responsible neighbour in the communities in which we operate and extend our community focused approach to assist those in need.

In 2023, we completed:

- Over 3,000 EHS-focused workplace inspections of our manufacturing facilities.

- Over 5,000 Gemba walks focused on ensuring and improving the safety of our employees in our facilities.

- EHS-dedicated weeks or days to promote safety and environmental awareness.

- More than 400 health and safety committee meetings.

- EHS-focused kaizen activities, resulting in more than 1,000 improvements across the network.

- Targeted minimum of four hours of EHS-focused training for direct labour employees - including training all of our manufacturing sites on key topics such as PPE, Materials Handling and Safe Behaviours.

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

Learning and Development GRI 404-1, 404-2

| 4 QUALITY EDUCATION | 4.3 4.4 | 8 DECENT WORK AND ECONOMIC GROWTH | 8.2 8.6 | 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE | 9.5 |
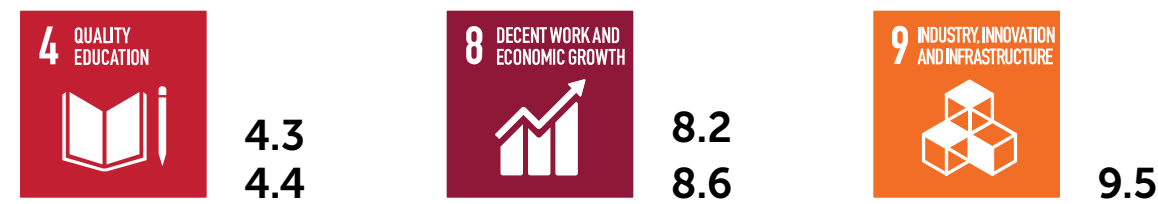
Celestica creates its global learning and development programs to attract, retain and develop employees. We also encourage employees to manage their careers, expand their knowledge and skills and foster personal growth by engaging in new projects and initiatives or taking on new roles and responsibilities.

Across all our global teams in 2023, we logged over two million training hours throughout Celestica and provided 669 internship positions.

We offer a blended learning approach incorporating comprehensive e-learning experiences and instructor-led learning sessions. In support of employee growth, we also promote the importance of continuous learning through participation in various development opportunities (e.g., self-paced learning such as researching, relational learning such as mentoring, coaching, attending conferences), on-the-job experiences (e.g., special projects, job shadowing) and formal learning/training programs that address leadership, function-specific and technical skills.

Our Learning Management System offers thousands of courses and learning resources covering a wide range of topics and skills. In 2024, we will continue to offer a mix of virtual and face-to-face training for instructor-led programs.

To enhance leadership effectiveness and career growth across the organization we launched new programs such as:

- Sales Inventory Operations Planning (SIOP) Academy for Global Supply Chain Leaders

- Skillsoft's Aspire Journey Online Leadership Program for early career stage employees, new and emerging people leaders

We also continued our mentoring programs, global speaking events and other key global development programs, such as our comprehensive Leadership Training Academies (for Site General Managers and Customer Focused Teams). We also returned to face-to-face delivery for our People Leadership Development Program (PLDP) and our D&I Leading Inclusively program. These instructor-led programs were delivered to employees in customer-facing roles within our operations teams and new, emerging and existing people leaders across our networks. In 2023, we continued our Women in Action program with enhanced activities for high-potential women to accelerate their leadership growth and development.

Celestica's 'Your Voice' Employee Engagement survey ensures that we understand employee sentiment in specific areas such as performance enablement, employee experience and leadership. Based on the 2023 survey results, we achieved 91% participation, an overall engagement score of 78%, two points above the industry benchmark and improvements across all dimension level scores, including Diversity and Inclusion and Company Confidence. Results from the survey were shared with employees in May 2023 and team reports were provided to qualifying people leaders. A robust engagement action planning framework/process along with training and resources for leaders was provided to support the development of key actions at the global, site, function and team levels. Our process is inclusive - hosting employee focus groups to gather additional insights and input on actions and encouraging employees to get involved in action planning with their respective group/team and leader. We have implemented actions targeted at key areas

of improvement at the team, site, function and overall company levels to ensure Celestica remains a great place to work. Some of our global actions implemented include:

Enhanced Career Growth & Employee Development - We expanded and implemented new training programs, enhanced leadership development, introduced Peer Mentoring and launched new initiatives to support and develop early career stage employees, such as the Skillsoft's Aspire Journeys Leadership Online program. We have also increased access to learning and career development opportunities such as, promoting courses aligned to employees' development needs.

Wellness programs and flexible work arrangements - We have promoted a healthier work-life balance, including flexible work arrangements, wellness initiatives and resources to support our employees' physical and mental well-being.

Strengthened our recruitment and talent practices to foster fairness and inclusion - This includes increasing transparency and communication to ensure that decision-making processes for promotions and assignments are based on objective criteria and clearly communicated to employees.

We have continued to roll out "Leading Inclusively" training sessions for people managers and team leaders to raise awareness about unconscious bias and the importance of equitable treatment in the workplace. Additionally, we have revised our recruitment processes to attract a diverse pool of candidates for all positions. We are also working to raise the visibility of diverse talent and successors, while supporting career growth for women through participation in key programs.

Reviews occur annually with all permanent, full-time Celestica employees and align to strategic focus areas. The goals for broader functions and teams are established annually, providing an opportunity for a cohesive and valuable partnership between employees and people leaders. All permanent, full-time employees at and above the manager level are included in our global talent

and succession reviews. Talent reviews below the manager level are also completed at the discretion of each business leader with a consistent approach. Enhancements to the 2023 process included refined and streamlined guidelines on assessing talent, improved reporting with talent insights, data visualization and embedded talent demographics and emphasis on the importance of ongoing career discussions. An enhanced 'Career Conversations' campaign, with targeted education sessions, resources and communications, was also deployed to support meaningful career planning and growth across the organization. We also focused on enhancing the overall employee experience, engagement and retention through several initiatives and a redefined employee value proposition based on employee feedback about their lived experience at Celestica.

In 2024, 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 Inclusion

4.3
4.5
4.7

5.1
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8.5

10.2
10.3

Celestica is committed to fostering a diverse and inclusive culture in which employees bring their best selves to work; contribute their ideas, experiences, and talents; and add value to their team and to the company overall.

We recognize and are proud that our workforce has a variety of backgrounds, experiences and perspectives. Celestica believes that the diversity of our talented workforce is a competitive advantage, and we continue to focus on Diversity and Inclusion (D&I) in our people practices. Celestica embraces diversity of gender, race, age, ethnicity, religious or cultural background, disability, marital or family status, sexual orientation, gender identity, education, experiences, perspectives, language and other areas of potential differences.

We are committed to providing a work environment in which everyone feels accepted and valued by being treated fairly and with dignity and respect across the organization.

To further cultivate a diverse and inclusive environment in 2023, Celestica:

- Provided regular updates from leaders about ongoing progress on D&I matters.

- Maintained and updated Celestica's global Diversity and Inclusion Policy.

- Continued with the roll-out of D&I Leading Inclusively for people leaders covering topics of microaggressions and managing biases.

- Hosted a Global Diversity and Inclusion Awareness and Dialogue Speaker Series, attended by more than 3,200 employees.

- Expanded our employee-led employee resource groups to five (Celestica Women's Network, Celestica Black Employee Network, Celestica Pride Network, Celestica Indigenous Affinity Group, and Celestica NextGen) each of which is championed by a member of senior management.

- Continued to grow a pipeline of diverse candidates within our indirect labour population.

- Continued to introduce mandatory job postings on diverse sites and job boards.

- Continued to partner with recruitment agencies focused on seeking talented minority youths.

- Partnered with the US National Society of Black Engineers (NSBE).

- Partnered with Historically Black Colleges and Universities (HBCUs).

In response to our 2023 D&I Survey, we continue to introduce a number of company-wide initiatives to support career growth, expand the learning and development opportunities available to all employees, strengthen our commitment to D&I, address favoritism and continue to foster a safe, respectful and inclusive environment where employees are appreciated for their support and encouraged to share input.

Gerald "Jay" Johnson
Director, Enterprise Markets and Cloud Solutions,
United States
Celestica Black Employee Network Lead

Gerald "Jay" Johnson is a passionate advocate for D&I at Celestica. He sees D&I as a vital opportunity to enhance company culture by fostering awareness of diverse ideas, cultures and lifestyles, creating a better workplace for future generations, and ensuring Celestica remains a great place to thrive professionally.

Since the D&I journey began, Jay has witnessed significant growth in this area, including the expansion of Employee Resource Groups (ERGs) to five, with more on the horizon. Notable events like Black History Month and Juneteenth, have raised awareness and integrated D&I into leadership objectives. Celestica's commitment to D&I has garnered recognition, including being named one of Canada's Most Admired Corporate Cultures and a finalist for the Excellence in Diversity and Inclusion Award.

Jay emphasizes the importance of ERGs in building a sense of belonging and community, allowing employees to connect and empower one another, driving meaningful change.

Drove employee awareness and an inclusive culture:

- Analyzed our D&I data and metrics (diversity attributes data).

- Understood gaps and identify improvement plans.

- Integrated D&I into business practices.

Engaged our employees:

- Increased employee communications and continued to gather employee feedback from diverse perspectives and all levels.

- Celebrated our people, recognizing international and cultural events, D&I features on internal website.

- Supported our ERGs with executive sponsorship and allies.

- Conducted employee focus groups in Asia to better understand D&I needs and put actions in place to address requirements.

- Set targets to increase department diversity by leaders through Celestica's annual objective setting process.

- Added to our executive leadership team's performance measurements very specific metrics and goals which require all Executive Leadership Team (ELT) members to participate in a Celestica D&I event and/or lead a D&I initiative each year.

- Matured our D&I scorecard by adding new key performance indicators (KPIs) to track and report.

- Celebrated key observances such as Black History Month, Pride Month, International Women's Day, National Day for Truth and Reconciliation and more.

- Recognized various cultural celebrations (Songkran, Eid, Lunar New Year) through a new communications feature on the homepage of our Intranet to proudly recognize and celebrate with our colleagues around the globe.

- Provided customers with diversity spend reports to support their diversity goals.

Gender Equality

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

Gender Equality

We are committed to being an equal opportunity employer and prohibit discrimination based on race, religion, national origin, gender, sexual orientation, age, marital status, veteran or disability status or other characteristics protected by law. Celestica bases its hiring decisions on skill, qualifications and level of experience. We also embrace a pay-for-performance culture, irrespective of employee gender, race, ethnicity, religion or disability.

Celestica supports a range of initiatives promoting the advancement of women, including the Women in Action program, which addresses the unique challenges women face in working environments. In 2023, we continued with many meaningful events such as team coaching and training, peer discussions, guest speakers, networking events and volunteering opportunities. We also worked to refine the program to foster greater talent visibility and multiple leadership development opportunities for those who participated.

Board Diversity

Our Board Diversity Policy establishes a goal of having at least one Board member who identifies as an Indigenous person, a member of a visible minority group, has a disability, or is LGBTQ+. When identifying candidates for election or appointment to the Board of Directors, the Board and its

Nominating and Corporate Governance Committee will:

- Consider candidates who are qualified based on a balance of skills, background, experience and knowledge;

- Take into account diversity considerations such as age, experience, geographical representation from the regions in which Celestica operates, and representation from underrepresented groups;

- Ensure that diverse candidates are brought forth for consideration;

- Ensure that the initial candidate list is comprised of no less than 50% people who identify as women; and

- Periodically review recruitment and selection protocols to ensure diversity remains an important component of the Board.

As of our most recent Annual and Special Meeting of Shareholders (Annual Meeting) held on April 25, 2024, the Board is comprised of three directors that self-identify as women (33%), one of whom chairs the Audit Committee, and another who chairs the Nominating and Corporate Governance Committee, and three others that self-identify as members of visible minorities (33%).

Employee Resource Groups

Employee Resource Groups (ERGs) are voluntary, employee-led groups organized around a shared identity—for example, gender or ethnicity. These groups are open to any employee who shares the common identity of the group or would like to support the group as an advocate or ally.

ERGs offer members the opportunity to come together, build a sense of community and create an environment in which everyone feels valued and encouraged to be their authentic selves. In addition to bringing employees together, ERGs benefit employees by creating opportunities for mentoring and career development.

Celestica Pride Network

The mission of the Celestica Pride Network (CPN) is to create an inclusive environment where LGBTQ2SIA+* members can feel safe to be their authentic selves and create an open forum for allies to seek understanding. CPN will accomplish this mission by increasing awareness of our culture, fostering affirmation of our members and expanding the representation of our people at all levels within the global Celestica organization.

*Lesbian, Gay, Bisexual, Transgender, Transsexual, Queer, Questioning, Two Spirit, Intersex, Asexual and other ways to describe gender identities and sexual orientation.

Celestica Black Employee Network

The mission of the Celestica Black Employee Network (CBEN) is to elevate Black employee representation at Celestica by creating and promoting an inclusive environment that enables everyone to thrive. CBEN will foster professional development and leadership opportunities with a focus on the recruitment, retention and advancement of Black employees at all levels of the organization.

Celestica Indigenous Affinity Group

The Celestica Indigenous Affinity Group (CIAG) will create opportunities for employees to learn, engage, and become more aware of Indigenous experiences, culture and history to foster an inclusive environment within Celestica. CIAG will achieve this through active listening to Indigenous voices, learning and sharing with empathy and respect, and striving to build a foundation of trust with Indigenous employees and alongside the Indigenous communities in which we operate.

Celestica Women's Network

The mission of the Celestica Women's Network (CWN) is to develop and enable women, engage men and promote an inclusive and diverse environment throughout the organization. Through CWN, we are focused on raising awareness on the challenges women face in the workplace, providing opportunities for development, fostering collaboration and networking, and giving back to our local communities through team-oriented activities. The CWN also provides a discussion platform across Celestica's network to overcome biases and discuss matters that are important to women. In 2023, we expanded our local chapters across all regions.

Celestica NextGen

The Celestica NextGen (CNG) network brings together a group of early-in-career employees and those who support the next generation to create an engaged community for members to develop meaningful relationships with colleagues across the business; creating opportunities for employees to learn and develop key skills; and to provide access to leaders to facilitate two-way dialogue and learn from each other's skills through knowledge sharing and mentorship.

Employee Wellness GRI 406-1, EW
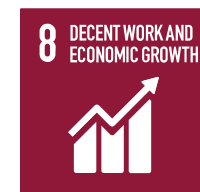
8.8

Promoting the health and wellness of our employees is a crucial element of our sustainability strategy, and we are committed to providing a healthy, supportive, and safe workplace.

In 2023, Celestica continued with our Global Employee Wellness program. The program provides employees with resources, insights and best practices to promote employee health and well-being. We also partnered with an external vendor who provided expert information on its mental health and well-being platform that all employees and their family members can access. Topics include: mental health stigma, achieving work-life balance, addressing anxiety, building resilience, getting better sleep, adding more movement to your life and eating for optimal health, among others.

In addition to our global program, employees at each site actively contribute to Celestica's wellness programs. Many sites offer wellness initiatives each year, including annual voluntary health checks, fitness competitions and communication platforms to share ideas. We also offer sick leave programs, paid time off and other benefits on a regional or site level to support all employees.

In 2023, we launched a Global Wellness Calendar, highlighting the specific wellness topics for each month. Each site leverages the calendar to create their own monthly initiatives, supporting the monthly theme and topics.

Celestica Spirit Week

Each year, Celestica dedicates Spirit Week to acknowledge and thank employees for their enormous contributions.

In 2023, Celestica celebrated its 28th annual Spirit Week, a week dedicated to celebrating our employees and everything they do on a daily basis to drive our business, support our customers and take care of our communities and each other.

Throughout the week, employees had the chance to take photos in our virtual photo booth and share photos and stories with colleagues on our global employee platform, Celestica Connects. Celestica also organized a fun and exciting "Build it Challenge" tower building competition at each site.

Working Hours **WH**

Celestica is committed to protecting the well-being of our employees. We partner with customers and suppliers to avoid excessive overtime hours and limit consecutive workdays through our Hours of Work Policy, which complies with the Responsible Business Alliance (RBA) Code of Conduct. Working hour targets are set for each operations site on an annual basis. Metrics are reviewed and presented on a monthly basis to Human Resources site leads, Human Resources directors and the Chief Operations Officer.

In 2020, the RBA released a COVID-19 Working Hour Advisory, which allowed for exemptions to working hour requirements. However, since the World Health Organization (WHO) declared the end of COVID-19 as the global health emergency on May 5, 2023, the RBA ceased granting working hours exceptions effective August 1, 2023. As the RBA Working Advisory came to an end, Celestica continued to succeed in maintaining compliance. In 2023, 98.3% of in scope employees complied with maximum working hour requirements and 96.7% complied with continuous working day requirements. We are proud of our efforts to cross-train employees to manage workload distribution in order to maintain compliance and keep our operations running.

Employee Engagement

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

9.1
9.4

Rewards and Recognition

Celestica's rewards and recognition programs acknowledge employees who are achieving business results by living our Brand and Values, and embracing the characteristics of our Leadership Imperatives.

Recognition takes place every day across Celestica. We encourage business and people leaders to acknowledge individual and team success in quarterly town halls and in more formal ways through our Bravo! and Ignition Awards programs.
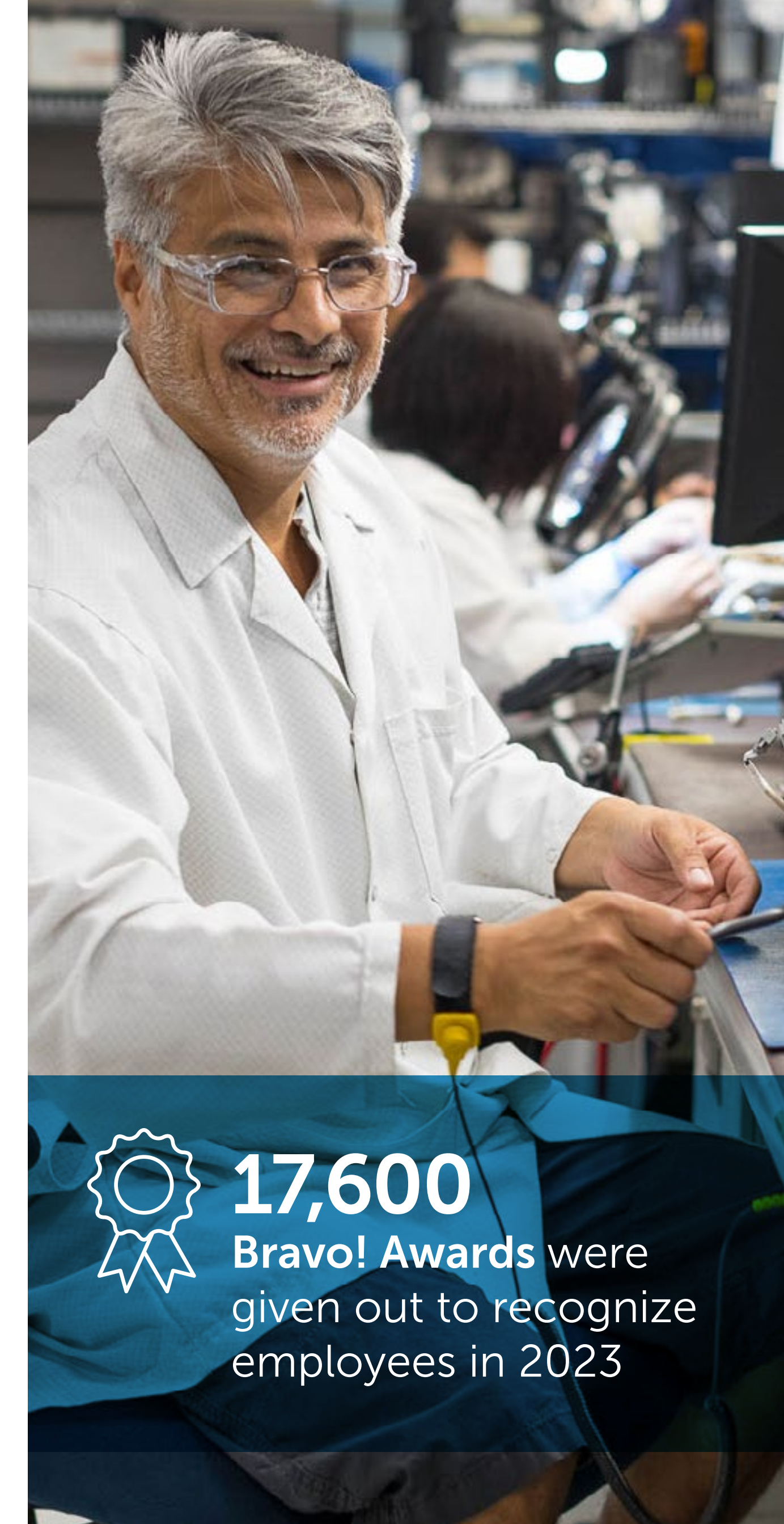
17,600
Bravo! Awards were given out to recognize employees in 2023
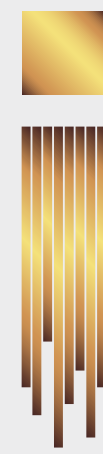
2023 Ignition Awards

Celestica's Ignition Awards program celebrates individuals and teams driving change in the organization. In 2023, there were 313 nominations recognizing nearly 2,300 employees globally. The SparkChange Award honours those who drive significant sustainability improvements in their sites and communities. This category consists of two awards recognizing individuals or team contributions in the Environmental and the Social & Governance areas.

SparkChange Ignition Award Winner

The SparkChange Award recognises a team or individual that demonstrated creativity, perseverance and commitment to driving Celestica's environmental, social and governance sustainability initiatives.

Environmental

Winner: SparkChange Team Valencia

Vicenta Jorge Moreno, Fernando Coma Martinez, Alberto Gay Tomillo, Sonia Cortes Lorca, Cristina Medrano Fausto

The SparkChange Team Valencia derived efficient and creative green solutions for waste management and energy in 2022. The most significant was the adoption of in-house energy production. While the facility was already consuming 100% renewable energy from its utility provider, the rising price of energy made the cost substantial. The team was able to reduce the site's reliance on energy from third parties and lower cost by ordering solar panels. This move toward self-sustainability will also increase the availability of clean, renewable energy on the market – benefiting the environment at large. In addition to renewable energy improvements, the team identified other areas where waste and emissions could be reduced. Company-provided plastic water bottles were phased out in favour of water dispensers and compostable cups, and the hiring process was largely digitized to reduce paper. Thanks to these changes and other creative measures, the Valencia site was able to divert nearly 100% of waste from landfills.

Social or Governance

Winner: HR Team Oradea

Carmen Toie, Monica-Ioana Campan, Andreea Ioncio, Violeta Cartis, Alexandra-Cristina Draghiciu, Stefania Ianc, Lorand Mihai Costin, Codruta Stiop, Raluca Radac, Diana Lazau, Raluca Iancu Boros, Adina Tarce, Corina Mariana Macsim, Remus Marti, Alexandra-Marina Baesu

In 2022, Oradea's Sustainability Team involved the broader organization in numerous social and environmental programs for employees and the community. In addition to free health screenings, blood drives and team-building exercises, employees were provided with recreational and leisure opportunities in the form of holiday parties and events, birthday celebrations, sport and cooking competitions and even an internal gaming league. Celestica Oradea also took part in a wide variety of community programs, for which they were awarded Team of the Year by the Oradea Community Foundation. On top of the sponsorship of business and science students and numerous donations to community foundations for underprivileged children, employees were directly involved in community clean-up and tree-planting events, an aid program for Ukrainian refugees, health awareness programs, and flash mobs for local special needs associations. With regularly scheduled recreational and charitable events, the Oradea Sustainability Team promoted a strong, healthy work culture and served as a responsible member of the local community.

Operations Central Best of Best

Across Celestica, our employees drive continuous improvement practices every day. All employees are encouraged to submit their projects to be considered for our "Best of Best" Operations Central Awards.

2023 Winners, Sustainability Category

The "Best of Best: Sustainability" Award is given to solutions that significantly impact the environment by reducing energy or water consumption, increasing the reuse or recycling of materials to reduce the amount of waste that goes to landfills, and reducing excessive working hours.

Water Test
Monterrey, Mexico
At Celestica's Monterrey, Mexico site, the team undertook a water conservation initiative in an area undergoing a water ban. They identified the potential to collect excess water from the building's heating, ventilation, and air conditioning (HVAC) system and developed a process to do so. This process has led to the reuse of 10,000 to 12,000 litres of water per day for water testing, with the potential to double that amount and replicate the process at other Monterrey buildings.

Reusable Packaging Materials
Mississauga, Canada
At Celestica's Mississauga, Canada site, a cross-functional team developed a process to reuse high value packaging materials. These materials which include wood, cardboard and foam are used to transfer products between multiple facilities and were previously scrapped by the final facility. Now these materials are returned to Celestica's supplier who inspect the materials and reuse them until they are no longer viable. Through this activity over 700 sets of packaging are annually saved from recycling or landfill.

Our Communities

4 QUALITY EDUCATION
4.4
4.7

12 RESPONSIBLE CONSUMPTION AND PRODUCTION
12.8

17 PARTNERSHIPS FOR THE GOALS
17.16
17.17
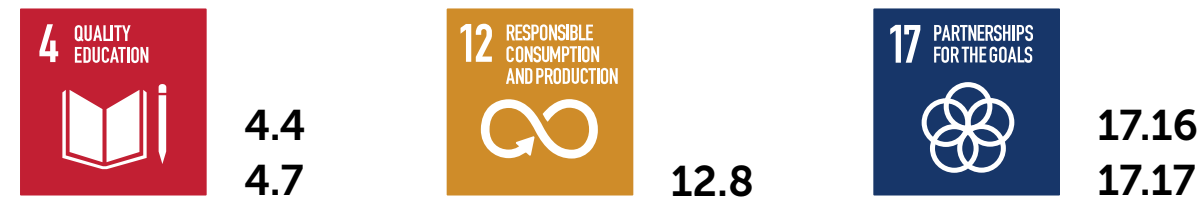
Celestica is committed to supporting the communities in which we work and live. Throughout 2023, we continued to support our local communities. We volunteered our skills, time and creativity to make a difference in a host of ways—donating care packages, supporting charities, engaging with local communities and much more.

Giving Back

Oradea, Romania

Celestica Oradea, Romania partnered with non-profit organizations to help make Children's Day one to remember for those who are less fortunate. Children's Day (Ziua Copilului) is a national holiday celebrated in Romania on June 1 every year. Although the volunteers initially wanted to choose 10 in-need cases, they received a total of 21 proposals. Oradea rose to the occasion, and after publishing the children's wishes to the "wishing tree," even more volunteers stepped up. Amazingly, they managed to include everyone who wrote a wish. Our colleagues combined their efforts and made many children's wishes come true by giving them exactly what they had wished for. Volunteers acquired everything from bicycles, guitars, a piano, a violin, a skateboard and lots of football equipment. Our amazing colleagues made dreams come true for 35 children around Romania.

Portland, Oregon

Over 30 dedicated volunteers from Celestica Portland, Oregon worked 200+ hours this year with local community organizations, including Gresham Japanese Gardens, SnowCap Community Charities, and Habitat for Humanity Re-Store. With boundless energy, they tackled landscaping, maintenance and sorting donations. Volunteering in the local community was a point of focus throughout the year as the Portland team fostered relationships with local charities.

Site Spotlight:
Celestica Thailand Environmental & Social Activities

In 2023, employees from Celestica's Laem Chabang, Thailand went above and beyond in their pursuit of sustainability. Employees volunteered in many different ways, accumulating just shy of 1,000 hours throughout the year. Thailand volunteered in various activities including painting a school wall and donating hair for cancer patients. Environmental volunteering was where Thailand stood out, here are a few key examples of how employees in Thailand supported protecting and conserving our environment.

A year prior, in 2022, volunteers from Thailand potted mangrove seedlings to be ready for planting in 2023. On Earth Day 2023, when those same seedlings were ready, volunteers planted them along the coast in the Laem Chabang region. Mangrove forests are biodiversity hotspots where many migratory birds and sea organisms like to seek refuge for nesting. However, Mangrove forests are more than just wildlife refuges; they are also crucial for protecting coastlines from soil erosion and flooding. This protection cannot be understated. Although the work was muddy, the volunteers managed to do great work in revitalizing this vital ecosystem.

Twenty Celestica Thailand volunteers embarked on a boat ride to Koh Srichang, a small island not far from the mainland, to visit the Marine Bank Center. This center works with local fishers to help promote sustainable fishing and harvesting within the community. One program involves fishers handing off egg-carrying crabs to the center so that those crabs can be protected. Their offspring is then eventually released back into the ocean. Such a program can massively promote the sustainability of fishing and help preserve these delicate ecosystems. At the Marine Bank Center, our volunteers learned how to plant soft coral, which will, after they have matured, be used as habitat for marine life in the Bank.

Celestica's Time Off to Volunteer Program

Celestica's Time Off to Volunteer (TOV) program encourages all eligible employees to volunteer their time and skills in their communities.

Celestica provides up to 16 paid hours per calendar year for employees to use for volunteering, either individually or as a group with other employees. Throughout 2023, 17% of employees volunteered 21,278 hours through the TOV program. Here are a few examples of how our employees supported their communities.

Educational Activities

Kulim, Malaysia

Volunteers collaborated with General Hospital Kulim to build a mini library for the children in the pediatric ward. It took three months to complete, turning what was an empty space into a beautiful library. The volunteers actively participated in everything from collecting books to installing shelves, flooring and even decoration. The volunteers took great pride in their comprehensive involvement from start to finish. In total, 180 volunteers helped with this amazing transformation and even received an award from General Hospital Kulim for their accomplishments.

Song Shan Lake, China

Since 2018, Song Shan Lake, China has participated and volunteered in an annual donation drive focusing on clothing and books. 2023 was one of their most successful years, with over 191 employees participating in the drive. In 2023 alone, 7,009 pieces of clothing, 202 books and 26 pairs of shoes were collected and donated to local community organizations and schools.

Suzhou-SSC, China

This year, Suzhou-SSC, China worked closely with Eton House International Pre-school, volunteering in multiple events such as Earth Day where Suzhou-SSC participated in "Cleaning up our planet" activities. Volunteers and students picked up litter and planted saplings near the Shared Services Centre (SSC) office building. Additionally, they collaborate with Eton House International to donate 59 idle books to local preschools. On another day in May, volunteers helped organize a study tour for the students to help them discover the professional world and analyze how work might differ from school. The preschool recognizes that all these activities were very meaningful to the students and aims to continue the program.

Social Activities

Shanghai, China
More than 200 Shanghai, China employees volunteered an impressive 1,987 hours within their local communities. They volunteered at various locations and helped with convenience services, cleaning roads and waste utilization. The large group of volunteers immediately and positively impacted the local area.
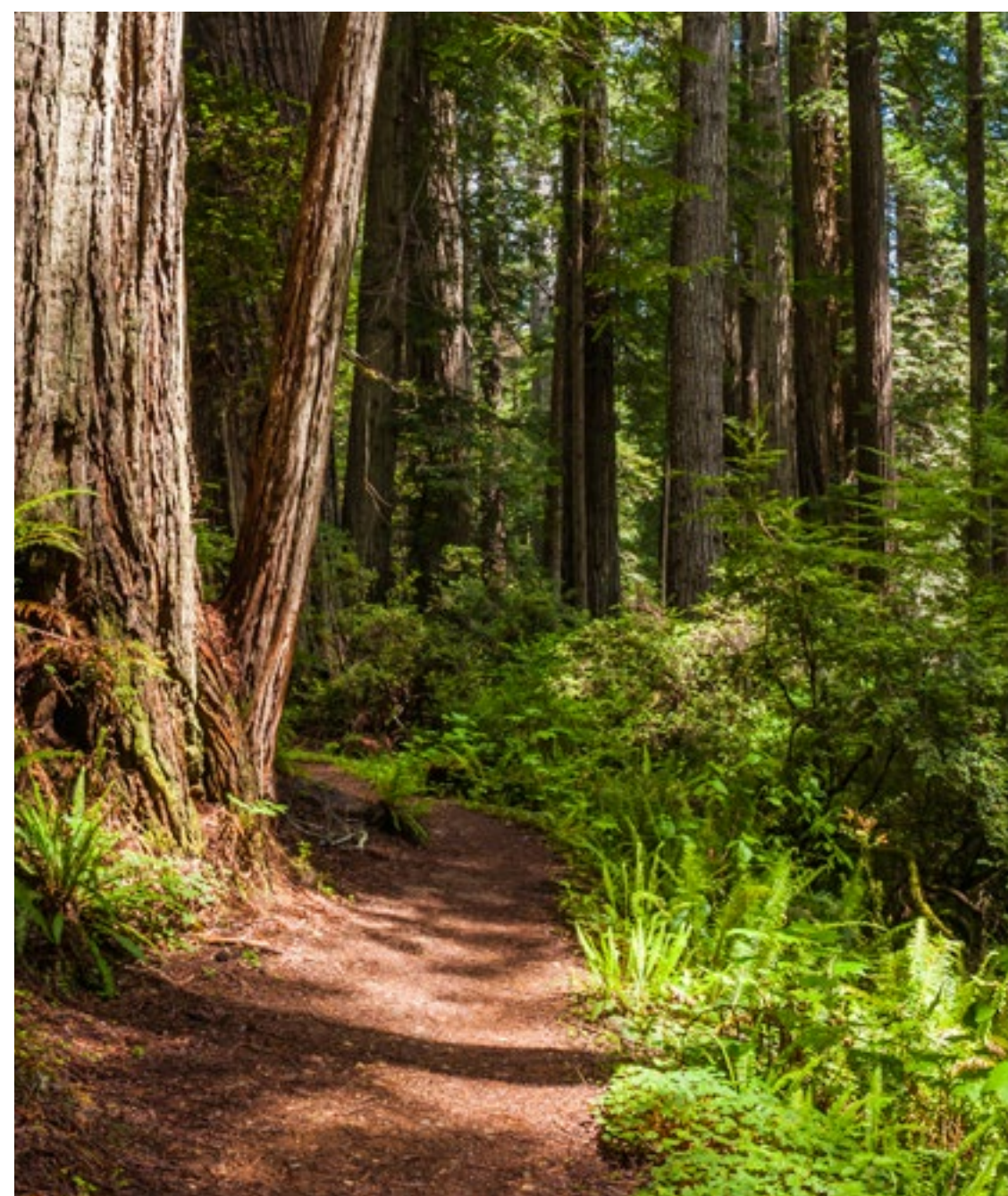
Global Finance - Multiple Sites
Celestica's Finance teams sparked a global wave of goodwill, with 150 colleagues joining in a day of caring. Across our sites, enthusiastic Finance volunteers planted trees, organized food and clothing donations (Toronto, Canada), volunteered at local nursing homes (Galway, Ireland), painted homes for families in need (Valencia, Spain) and supported a local special needs school (Laem Chabang, Thailand). Such volunteering is a great example of how Celestica can reach both the community and global level, as volunteers come from all over the world.

Singapore
Fifty-four employees in Singapore participated in the Race Against Cancer, an event to raise funds for the Singapore Cancer Society. Employees participated in either a 5km, 10km, 15km, 21km or 42km race. The team ran more than 900 km, raising funds for cancer research and care. The donations of which were matched, dollar-for-dollar by Celestica. The donations will go towards various programs and services such as the Cancer Care Fund, Cancer Rehabilitation Centre and Cancer Treatment Fund.

Fundraising Activities

In 2023, Celestica continued our annual United Way fundraising campaign. We raised over $256,000 CAD through employee and leader donations, site events, CN Tower ClimbUp, our annual CBay auction, and Celestica's corporate contribution – bringing our lifetime total to $12.8 million CAD. This included a donation to the York Region Food Network as part of our leader kick-off meeting. Celestica is incredibly proud of this achievement given that these contributions go a long way for the United Way Greater Toronto, as well as their network of 300 community organizations and 650 programs across across the Canadian regions of Peel, Toronto and York.

Sunrise challenge

In 2023, Celestica began the Sunrise Challenge to help shine a light on the importance of mental health. The Sunrise Challenge is an annual fundraising event hosted by the Centre for Addiction and Mental Health (CAMH), a world leader in mental health. The Challenge, is part of a broader campaign to educate the public and help shift perceptions about mental health. Colleagues across Celestica shared more than 100 stunning sunrise photos and videos on their social media pages. Celestica donated to CAMH, a world leader in mental health, to support the critical work they're doing to develop innovative treatments, improve patient care and inspire hope.

Sonia Cortes Lorca
Administration Team Leader,
Valencia, Spain

Sonia is a dedicated advocate for community and volunteerism and has been an integral part of the team since 2012. In her role in HR support, Sonia has spearheaded initiatives that have made a significant local impact, including environmental projects like the Turia Natural Park Project, which focused on eliminating invasive species and promoting native tree reforestation.

Passionate about programs supporting children at risk of social exclusion, Celestica Valencia has donated toys, clothes, books and laptops to these communities for the past decade and continues to organize environmental programs for the children. Sonia has overseen annual fundraising events and charity markets that employee volunteers drive to sustain these efforts; she believes participating in these initiatives benefits the community, enhances personal well-being and fosters a sense of fulfillment among team members.

Sonia's vision is to expand Celestica's corporate social responsibility globally. Her passion for community engagement inspires colleagues to embrace the principle of giving back. She envisions a specific Celestica Global Volunteer Day where employees and their families can participate simultaneously across all sites, fostering a unified effort towards positive global impact.

Governance

We are committed to the highest standards of corporate governance. Our strong business ethics create an environment of trust in all of our business relationships, and we ensure all employees understand the importance of ethical behaviour when conducting business on behalf of Celestica.

Sustainability Governance

GRI 2-9, 2-11, 2-12, 2-13, 2-14

Our Environmental, Social and Governance (ESG) strategy is integrated into many aspects of our business. Everyone at Celestica—from our Board of Directors and executives to our functional teams and global sites—recognizes that sustainability is an important area of focus for the company.

Celestica's Chief Legal Officer (CLO) and Corporate Secretary provides an in-depth report to the Board annually on our ESG performance, which includes comprehensive updates on our ESG strategies, policies and practices as well as updates on our progress on achieving climate targets.

The CLO formally reviews the Sustainability Report to ensure that the sustainability strategy is aligned with and integrated into our overall corporate strategy. This position reports directly to the Chief Executive Officer (CEO).

Celestica's CEO and Chief Operations Officer (COO) receive quarterly sustainability updates. Discussions focus on our sustainability strategy and the progress we are making on our metrics. Input received in these meetings is used to shape Celestica's sustainability strategy and ensure it aligns with business priorities.

Company performance on sustainability goals is tracked and progress is linked to annual and long-term objectives within the CEO's strategy and compensation. Through our objective setting processes, these objectives cascade down throughout our organization and are part of our overall management systems. The compensation of certain of our executives include metrics that relate to achieving sustainability targets.

In addition, Celestica maintains a Sustainability Committee whose objective is to increase collaboration and strategic focus in ways designed to take our sustainability program to the next level. The CLO and Corporate Secretary chairs the Sustainability Committee.

The Sustainability Committee's objectives are to:

- Increase input of Celestica's thought leaders and subject matter experts (SMEs) into long-term sustainability strategy.

- Expand resources to lead necessary projects.

- Ensure key stakeholder input, including employees, customers and suppliers are brought forward to formulate appropriate strategies.

- Embed relevant ESG objectives into relevant teams.

- Enhance reporting and communications.

The Corporate Sustainability team directs the design, development and deployment of our ESG strategies and programs. The team manages the collaboration and integration of operational and functional teams that execute and report on yearly sustainability plans and initiatives. In addition, the team engages with external stakeholders, completes disclosure reports and conducts necessary reviews, assessments and research. The team ensures that there is support for an ethical and sustainable electronics supply chain through environmental and social efforts while mitigating risks along the way.

The Corporate Sustainability team is responsible for:

- Monitoring ESG and sustainability trends and issues.

- Developing short, medium and long-term sustainability strategies for the company.

- Driving investments that support sustainable business practices.

- Coordinating all sustainability-related reporting, such as this report, the CDP, EcoVadis, Institutional Shareholder Services Inc. (ISS), SustainAlytics and the UN Global Compact Communication on Progress.

- Collaborating and creating alignment on ESG matters and goals with customers and suppliers.

- Engaging with external stakeholders such as communities, academics and third-party advisors to support the UN SDGs.

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

- Reviewing our science-based targets (at minimum) annually, and resetting our baseline if needed.

The SparkChange program is a key component of our sustainability initiatives. The program aims to drive innovation, inspire employees to incorporate sustainability into strategic conversations and encourages them to work together to unlock ideas. Located at our operational sites, our SparkChange Ambassadors engage with employees to grow the sustainability program. They also play a key role in educating employees about Celestica's contribution to achieving sustainable solutions.

Corporate Governance Enhancements

During 2023, we ceased to be a "controlled company" as all of the then-outstanding multiple voting shares (held by Onex Corporation) were converted into subordinate voting shares on a one-for-one basis and sold to the public, leaving the Corporation with a single class of issued and outstanding voting securities. In light of this event, as well as other legal developments and current best practices, the Board of Directors approved certain modifications and enhancements to our governance documents.

At the Annual Meeting, our shareholders approved an amendment to our Articles of Incorporation to eliminate multiple voting shares (as such shares were no longer outstanding) and re-designate our subordinate voting shares as common shares.

The Human Resources and Compensation Committee is required under its mandate to periodically review and make recommendations to the Board with respect to Celestica's human capital management practices and strategies, including as a result of: reviewing reports from management to monitor Celestica's culture and employee engagement; overseeing policies and programs in place to support and promote the health, safety and well-being of Celestica's employees; and considering other ESG practices related to its charter, including diversity and inclusion.

Compliance and Ethics

8 DECENT WORK AND ECONOMIC GROWTH
8.5
8.7
8.8

Ethics Program GRI 2-6, 2-23, 2-26, 205-2, 412-2, 419-1, WH, RM, FMW

Celestica is committed to ensuring that our company culture is free from discrimination and harassment based on race, colour, religion, gender, gender identity, citizenship and/or origin, age, disability, sexual orientation, marital status, education, experiences, perspectives, languages or other factors.

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

In 2023, our global workforce completed 7,270 hours of compliance training. All new employees, regardless of job role or function, receive Business Conduct Governance (BCG) training within 30 days of joining Celestica. This commitment to BCG compliance is certified by all regular employees annually.

Modern Slavery

Celestica is committed to complying with all applicable labour and employment laws, rules, and regulations, and working to mitigate the risk of forced and child labour, human trafficking and modern slavery in our business and supply chain. We provide an annual Modern Slavery Statement which is available on our website on the Compliance and Ethics page.

To learn more about additional aspects of our Compliance and Ethics Program, such as compliance training, the BCG and assessing risk areas, as well as aspects of our ethical labour practices, please visit the Celestica website.

Labour and Ethics Management

GRI 2-23, 2-26

At Celestica, we strive to create a safe work environment and treat our employees with dignity and respect. To fulfill this mandate, we have established a Labour and Ethics Management system. This system ensures compliance with applicable laws, regulations and customer requirements related to our operations and products, including adherence to Celestica's BCG Policy and the RBA Code of Conduct. Each site has a governing document that includes any global policies and procedures, as well as local governing practices and regulations that are implemented at the site.

To ensure compliance to the RBA, Celestica assesses its manufacturing operations sites every two years, through a combination of peer and third party audits. Annual self-assessments, risk assessments and improvement objectives are also recorded and actioned for each manufacturing site.

In developing commercial relationships with suppliers, Celestica ensures adherence to the RBA code and all labour standards, including freely chosen employment, child labour, discrimination and harassment.

Please visit the Celestica website, to learn more about Celestica's Labour and Ethics Management, including the RBA Code.

About This Report

GRI 2-3, 2-5

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

9.5

17 PARTNERSHIPS FOR THE GOALS

17.16
17.17

Since 2009, Celestica has published annual reports documenting our corporate social responsibility programs and environmental sustainability initiatives. We are committed to reporting our GHG emissions annually and began including third-party assurance of our GHG emissions in 2013. We published our previous report in December 2023, which contained results from the 2022 calendar year. This report contains results from the 2023 calendar year.

Materiality GRI 3-1, 3-2

Identifying and mitigating actual and potential impacts of Celestica's operations is integrated into our multidisciplinary company-wide risk management process. The process to determine which material sustainability topics could have substantive financial, strategic and environmental impacts applies to all value chain stages (upstream, downstream and direct operations). It consists of robust policies and procedures that help Celestica identify, assess and respond to risks and opportunities. Celestica also assesses the actual and potential impacts that occur to the people within our business, including their human rights.

The Corporate Sustainability team conducts annual (short term) materiality assessments with internal and external stakeholders (e.g., employees, facilities, customers, suppliers, consortia/industry, nongovernmental organizations and academia). Through this process, we are able to identify and assess material topics including their actual and potential impacts on the environment, economy and people, including their human rights.

Celestica's facilities also contribute to identifying local and regional environmental risks and opportunities through our environmental compliance program and report the site's progress towards our sustainability goals. Our sustainability, EHS and global security and facilities teams work together to identify, mitigate and respond to identified actual and potential impacts of our material topics. Risks are identified, assessed and responded to in our short-term Business Continuity Plans (BCP) and environmental compliance program to review our ability to manufacture and deliver on our commitments. Our annual Tabletop Exercises (TTEs) in our risk assessment have been tested for short-term supply constraints, downtime and transportation/logistics issues due to severe weather, flooding, etc. This accounts for potential impacts on delivering materials to Celestica and goods/ services to our customers.

The actual and potential impacts of each material topic are assessed based on their severity and likelihood of occurrence. To complete the assessment of material topics, a quantitative analysis is conducted by consulting internal subject matter experts, as well as relevant stakeholders.

Climate-related risks are objectively assessed by our Internal Audit team as part of our annual global Risk Assessment process, in consultation with the CLO. The CLO works with our Internal Audit team to integrate climate-related risk topics into Celestica's annual global risk assessment, reflecting the anticipated likelihood of occurrence and level of impact. Senior executives are informed of impact assessment results on a quarterly basis.

Once material topics are identified, stakeholder importance is determined by quantifying the number of interactions with stakeholders for each topic. Subject matter experts rank the topics based on the potential short-term and long-term impacts each topic can have on the organization. A materiality matrix is created based on the results from the stakeholders and experts. Figure 5.2 illustrates the material topics for our company and stakeholders, with the highest priority given to those with the greatest importance to Celestica and our stakeholders.

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

The list of material topics that Celestica is prioritizing includes:

- Water and Effluents
- Waste
- Energy and Emissions
- Occupational Health and Safety
- Training and Education
- Human Rights, Forced Labour and Foreign Migrant Workers (FMW)
- Employment
- Anti-Corruption
- Diversity and Equal Opportunity
- Responsible Minerals Sourcing (RM)
- Employee Wellness (EW)
- Supplier Social Assessments
- Supplier Environmental Assessments
- Local Communities
- Working Hours (WH)
- Non-discrimination
- Freedom of Association and Collective Bargaining
- Customer Privacy
- Child Labour
- Materials

Given updates to the GRI Standard, the Environmental Compliance material topic has been embedded in our management approaches. It is considered table stakes to report to the standard. Environmental Compliance is foundational to GRI standards and therefore we will continue to report against the topic as needed.

FIGURE 5.2: MATERIALITY MATRIX

Legend: ● Environmental Aspects   ● Social Aspects   ● Economic Aspects

Y-axis: Importance to Our Stakeholders
X-axis: Importance to Celestica

Plotted items:
- Emissions GRI 305 Energy GRI 302
- Occupational Health & Safety GRI 403
- Waste GRI 306
- Diversity & Equal Opportunity GRI 405
- Water & Effluents GRI 303
- Forced Labour GRI 409 & FMW & Child Labour GRI408
- Local Communities GRI 413
- Responsible Minerals Sourcing RM
- Anti-corruption GRI 205
- Employment GRI 401
- Training & Education GRI 404
- Supplier Social Assessments GRI 414
- Working Hours WH
- Non-discrimination GRI 406
- Materials GRI 301
- Supplier Environmental Assessments GRI 308
- Employee Wellness EW
- Freedom Of Association & Collective Bargaining GRI 407
- Customer Privacy GRI 418

About This Report

Sustainability At Celestica

Environmental

Social

Governance

Sustainability Governance

Compliance and Ethics

About This Report

Report Indices

Stakeholder Engagement GRI 2-29

We regularly engage with our stakeholders to determine our material topics, identify actual and potential impacts associated with the material topics and establish mitigation plans. Our stakeholder groups are those that have an impact on our business or have the potential to be affected by our business. They include external organizations with expertise in the areas that relate to our material topics. We engage with our stakeholder groups in various ways, listed in Figure 5.3.

Celestica recognizes the importance of fostering meaningful relationships with our stakeholders, which can only be done with ongoing communication and integrating stakeholder expectations in our decision-making. Stakeholders not only inform Celestica during the process of establishing material topics but also provide feedback that is recorded and integrated into our decision-making processes. Stakeholders are, at minimum, informed annually on how their feedback has influenced Celestica's decisions.

FIGURE 5.3: STAKEHOLDER ENGAGEMENT TABLE

STAKEHOLDER GROUP	ENGAGEMENT APPROACH	TOPICS	ACTION
Employees	• Town hall meetings • Leadership meetings • Employee surveys • Sustainable Workspace program • Sustainability Report • Annual risk assessment • Internal communication • Courses and training	• Energy • Emissions • Water • Waste • Wellness • Recognition • Training • Communities • Working hours • Diversity & Inclusion • Health and Safety • Ethics, Compliance and Human Rights	• Facilitate Time Off to Volunteer events in local communities • Discuss topics on virtual employee communities and with subject matter experts • Connect employees to subject matter experts on areas of specific interest • Increase capacity within leadership to talk about sustainability • Create and share the annual Sustainability Report • Inform employees of Celestica's Hours of Work Policy • Organize events with activities to educate and engage employees

STAKEHOLDER ENGAGEMENT TABLE CONTINUED

STAKEHOLDER GROUP	ENGAGEMENT APPROACH	TOPICS	ACTION
Customers	- Teleconferences - Voluntary reporting - Surveys - Audits - Scorecards - Collaboration projects - Membership association boards	- Energy - Emissions - Health and safety - Supply chain product compliance - Working hours - Transparency - Responsible Minerals Sourcing - Diversity & Inclusion - Human Rights - Waste	- Share strategy to align resources on mutually beneficial projects - Share environmental and social best practices - Share relevant data (i.e. responsible minerals sourcing, supplier diversity spend) - Provide training on topics of interest - Communicate updates on audit findings and necessary corrective actions - Collaborate with customers to ensure supplier compliance - Respond to customer-led surveys - Participate in sustainable supply chain conferences - Respond to CDP Corporate Questionnaire - Respond to EcoVadis Assessment - Create and share the annual Sustainability Report - Participate in industry associations (i.e. RBA)
Suppliers	- Emails - Teleconferences - Questionnaires - Facility assessments - Scorecards	- Health and safety - Human rights - Environmental compliance - Business conduct - Responsible Minerals Sourcing - Anti-corruption - Emissions - Energy	- Ensure the completion of RBA Self-Assessment Questionnaires - Ensure participation in the RBA Validated Assessment Program - Conduct Verification Visits - Assess suppliers using supplier scorecards - Participate in sustainable supply chain conferences - Create partnerships and engage in programs, where appropriate
Consortia	- RBA meetings - RBA working groups - Seminars - Webinars	- Working hours - Energy - Emissions - Supply chain - Responsble Minerals Sourcing - Human rights - Labour and ethics - Materials - Health and safety - Water - Waste	- Perform RBA site audits - Supplier assessments - Collaborate on RBA-sponsored projects - Complete additional reporting - Participate in Circularity discussions

About This Report

Sustainability At Celestica

Environmental

Social

Governance

Sustainability Governance

Compliance and Ethics

About This Report

Report Indices

STAKEHOLDER GROUP	ENGAGEMENT APPROACH	TOPICS	ACTION
Government	• Local government regulations • Site inspections • Site audits	• Energy • Emissions • Water • Waste • Human resources • Health and safety • Permit compliance	• Monitor local regulations and update standards to maintain compliance • Provide legally required test results • Update and maintain health and safety programs according to local regulations • Properly handle and dispose of waste and effluents • Monitor air and water quality where applicable • Active engagement regarding pandemic related requirements
Investors	• Investor surveys • Securities filings (quarterly and annually) • Analyst calls • Sustainability Report	• Economic performance • Governance (Board structure, compensation, audit and risk oversight) • Emissions • Energy • Water • Waste • Product safety and quality • Stakeholders and society • Labour relations • Employee and shareholder rights	• Coordinate corporate-wide response to surveys (i.e. Institutional Shareholder Services and Environment and Social Assessments) • Monitor investor surveys for emerging topics • Educate leadership on emerging ESG trends • Create gap analyses and strategies to respond to surveys • Expand capabilities for investor-led reporting, such as SASB and the TCFD
Non-Governmental Organizations	• Meetings • Teleconferences • On-site tours • Collaboration projects	• Energy • Water • Labour relations • Communities	• Increase energy literacy • Increase waste productivity • Participate in or implement community engagement activities • Discuss sustainability and ESG trends • Create partnerships and engage in programs, where appropriate • Participate in sustainable supply chain conferences
Academia	• Emails • Presentations • Events	• Energy • Waste • Emissions • Working hours • Communities	• Participate in presentations and panel conversations for students • Attend networking events with students • Create partnerships and engage in programs, where appropriate • Participate in academic research studies

Report Indices

KPI Summary

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

Technical Notes About Data **GRI 2-5**

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), the GHG Protocol Scope 2 Guidance—Amendment to the GHG Protocol Corporate Standard, and The Greenhouse Gas Protocol—Corporate Value Chain (Scope 3) Standard. Our source for global warming potentials (GWPs) is the IPCC Fifth Assessment Report (AR5; 100 year). Our Scope 1 and 2 emissions and Scope 3 Categories 3, 6 and 7 emissions are verified through a third-party in accordance with ISO 14064-3:2006 and emissions factors and GWPs used are located within our CDP submission.

No energy is sold by Celestica, nor are 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 2023 and our 2018 base year, we have not passed our significance threshold of a 10% change in square footage to require a baseline recalculation, as per our internal policy and the GHG Protocol. We will work to increase the amount of square footage covered by our reporting in the future.

About Celestica

MAJOR OPERATIONS' SQUARE FOOTAGE BY REGION, 2023
GRI 102-4, SASB TC-ES-000.B

Region	Facilities	Square Footage (in Thousands)
Asia	China*, Laos Indonesia* Japan* Malaysia* Thailand* Singapore* South Korea* India	4,775
North America	Canada* United States* Mexico*	2,030
Europe	Ireland* Spain Romania	484

*Represents multiple locations.

Environmental

DIRECT AND INDIRECT GREENHOUSE GAS EMISSIONS [MT CO2E]
GRI 305-1, 305-2, 305-3, 305-5, SDG 7.2, 8.4, 9.4, 12.2, 12.4, 12.8, 13.1, 13.3

Year	SBTi Base Year 2018	2021	2022	2023
Square Footage Covered (%)	97%	97%	96%	99%
Direct Emissions (Scope 1)	8,867	13,570	9,861	3,759
Indirect Emissions (Scope 2, Location-based)	174,505	125,627	138,419	141,344
Indirect Emissions (Scope 2, Market-based)	175,157	53,896	28,597	20,228
Indirect Emissions (Scope 3)*	454,940	589,252	759,558	1,149,798
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	39,154	10,441
Category 4: Upstream Transportation and Distribution**	53,065	72,091	82,481	54,922
Category 5: Waste Generated in Operations***	100	806	639	993
Category 6: Business (Air) Travel****	5,084	618	4,737	9,901
Category 7: Employee Commuting	34,870	22,141	28,169	25,689
Category 9: Downstream Transportation and Distribution	29,514	43,737	57,950	40,475
Category 10: Processing of Sold Products	29,393	19,563	22,489	23,913
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 transportation and distribution emissions.
*** For 2023 data, we adjusted our emissions calculation methodogy to increase alignment with the Greenhouse Gas Protocol.
**** 2023 data includes emissions from air travel, hotels and car rentals.

ENVIRONMENTAL CONTINUED

GREENHOUSE GAS EMISSIONS TYPES [MT CO2E], 2023* | GRI 305-1, 305-2

Gas Type	CO2	CH4	N2O	Total
Scope 1 - Diesel	288	0	4	**292**
Scope 1 - Fuel Oil	0	0	0	**0**
Scope 1 - Kerosene**	155	0	0	**156**
Scope 1 - Liquid Petroleum Gas	754	1	0	**755**
Scope 1 - Natural Gas	2,543	4	1	**2,548**
Scope 1 - Petrol	8	0	0	**8**
Scope 2 - Electricity	140,514	201	637	**141,352**

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

Year	2021	2022	2023
Total Electricity	930,365	1,045,862	1,104,603
On-Site Renewable Energy	13,171	32,102	39,403
Imported green energy	96,540	63,681	87,658
Electricity Balance (Imported non-green grid energy)	820,654	950,078	977,542
Total Fuel (Non-Renewable Sources)	261,860	189,884	69,064
Natural Gas	241,058	170,140	49,707
Liquefied Propane Gas	11,903	12,359	12,670
Fuel Oil	213	213	0
Diesel	6,145	4,653	4,274
Kerosene	2,525	2,340	2,276
Petrol	229	180	138
Ethanol E-10	0	0	0
Total Energy Consumption	**1,192,225**	**1,235,746**	**1,173,667**
Total Energy Attribute Certificates	**428,340**	**685,705**	**784,700**

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

** CH4 and N2O values are not zero, however due to rounding display as zero

ELECTRICITY [MWH] | GRI 302-1, SDG 7.2

Year	2021	2022	2023
Total Electricity	258,435	290,517	306,834
On-site Renewable Energy	3,659	8,917	10,945
Imported Green Energy	26,817	17,689	24,349
Electricity Balance (Imported Non-Green Grid Energy)	227,959	263,911	271,540
Total Energy Attribute Certificates	118,983	190,474	217,972

ENERGY & GHG EMISSIONS INTENSITY* | GRI 302-3, 305-4 SDG 7.3

Year	2021	2022	2023
MWh/million US$ revenue	45.9	40.1	38.5
mt CO2e/million US$ revenue (Scope 1 and 2)	12.0	5.3	3.0

ADDITIONAL AIR EMISSIONS [MT] | GRI 305-7

Year	2021	2022	2023
Square Footage Covered (%)	32%	25%	29%
Volatile Organic Compounds (VOCs)	4.52	4.19	4.17
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	20.31
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
Total	**6.52**	**12.88**	**97.08**

ENVIRONMENTAL CONTINUED

WASTE [MT] | GRI 306-2, 306-4, 306-5, SDG 8.4, 9.4, 12.2, 12.3, 12.4, 12.5, 12.8, 17.16, 17.17, SASB TC-ES-150a.1

Year	2021	2022	2023
Square Footage Covered (%)	77%	77%	83%
Waste by Disposal Method			
Non-Hazardous Waste			
Reuse	8	11	91
Recycle	8,901	9,846	9,540
Compost	422	399	303
Incinerate	1,232	2,413	2,904
Landfill	1,698	1,338	1,363
Total Non-Hazardous	**12,261**	**14,008**	**14,201**
Hazardous Waste			
Incinerate	0	41	40
Recycle	2,092	2,995	2,779
Landfill Treatment	405	491	555
Total Hazardous	**2,498**	**3,527**	**3,374**
Waste commodity Breakdown			
Cardboard	3,525	4,098	4,747
Plastic	1,210	1,789	1,935
Metal	2,496	2,250	1,317
Wood	1,424	1,404	1,328
Mixed - Landfill	1,396	1,332	1,358
Organics	724	402	307
eWaste	464	828	724
Mixed - Hazardous Waste	2,034	2,657	2,609
Mixed - Waste-to-Energy	1,232	2,454	2,944
Mixed - Construction Waste	57	81	107
Paper	197	239	198
Total	**14,758**	**17,536**	**17,574**
Waste Diversion Rate	**85.6%**	**89.6%**	**89.1%**

WATER WITHDRAWAL [ML] | GRI 303-3, SDG 6.1, 6.2, 6.4, 8.4, 12.2

Year	2021	2022	2023
Square Footage Covered (%)	89%	87%	92%
Water Withdrawal in High or Extremely High Baseline Water Stress	71	69	87
Total Water Withdrawal	1,168	1,158	1,182

WATER CONSUMPTION [ML] | GRI 303-5, SDG 6.1, 6.2, 6.4, 8.4, 12.2

Year	2021	2022	2023
Square Footage Covered (%)	41%	43%	33%
Water Consumption in High or Extremely High Baseline Water Stress	9	0	3
Total Water Consumption	390	449	667

WATER RECYCLED [ML] | SDG 6.1, 6.2, 6.4, 8.4, 12.2

Year	2021	2022	2023
Square Footage Covered (%)	-	-	27%
Total Water recycled [ML]	n/a	n/a	4

CERTIFICATIONS, 2023

	Percentage of operations certified*
ISO 14001	67%
ISO 50001	30%

*Exclusive of offices and warehouses

Supply Chain

ASSESSMENTS | GRI- 308-1, 414-1, CM, SDG 8.4, 12.2, 12.6, 17.17, SASB TC-ES-320a.2, SASB TC-ES320a.3			
Year	2021	2022	2023
Number of suppliers screened using environmental criteria	222	5411	5917
Percentage of suppliers screened using environmental criteria, by spend	N/A	92.21%	91.49%
Number of suppliers screened using social criteria	222	5411	5917
Percentage of suppliers screened using social criteria, by spend	N/A	92.21%	91.49%
Percentage of entity's facilities audited in the RBA Validated Audit Process (VAP) or equivalent, by all facilities*	37.84%	41.67%	54.29%
Percentage of entity's facilities audited in the RBA Validated Audit Process (VAP) or equivalent, by high risk facilities	N/A	N/A	N/A
Percentage of Tier 1 supplier facilities audited in the RBA Validated Audit Process (VAP) or equivalent, by all facilities*	21.05%	14.36%	28.66%
Percentage of Tier 1 supplier facilities audited in the RBA Validated Audit Process (VAP) or equivalent, by high risk facilities**	N/A	N/A	N/A
Non-conformance rate with the RBA VAP or equivalent for priority non-conformance for the entity's facilities	0.21	0.07	0.28
Corrective action rate with the RBA VAP or equivalent for priority non-conformance for the entity's facilities	1.00	1.00	1.00
Non-conformance rate with the RBA VAP or equivalent for other non-conformances for the entity's facilities	6.36	7.00	7.39
Corrective action rate with the RBA VAP or equivalent for other non-conformances for the entity's facilities	1.00	1.00	1.00
Non-conformance rate with the RBA VAP or equivalent for priority non-conformance for the entity's tier 1 supplier facilities	0.06	0.33	0.4
Corrective action rate with the RBA VAP or equivalent for priority non-conformance for the entity's tier 1 supplier facilities	1.00	1.00	1.00
Non-conformance rate with the RBA VAP or equivalent for other non-conformances for the entity's tier 1 supplier facilities	4.03	7.78	7.73
Corrective action rate with the RBA VAP or equivalent for other non-conformances for the entity's tier 1 supplier facilities	1.00	1.00	1.00

* Note that Celestica follows an agreement that audits or equivalent are valid for 2 years and therefore facilities may be skipped year-over-year

** All suppliers rated high risk are reduced to medium or low risk before the end of the assessment year

About This Report

Sustainability At Celestica

Environmental

Social

Governance

Report Indices

KPI Summary

GRI Index

SASB Disclosure

TCFD Disclosure

Climate Transition Plan

Supply Chain

AFTER-MARKET SERVICES | SDG 8.4, 12.4, 12.5, SASB TC-ES-410A.1

Year	2021	2022	2023
Number of units repaired	1,838,280	1,393,324	1,311,129
Estimated weight of materials diverted from landfill [mt]	2,236	1,236	967

CERTIFICATIONS

Year	2021	2022	2023
Percentage of direct suppliers verified with ISO 14001 or EMAS environmental management system equivalent	Not Reported	1%	3%

Social

EMPLOYEE TYPE BREAKDOWN, 2023 | GRI 102-8, SASB TC-ES-000.C

	Quantity	Percentage
Regular (Permanent)	21,890	82%
Temporary (Contract)	3,477	13%
Third-Party Contractors	1,187	4%
Total	**26,554**	**100%**

WORKFORCE DISTRIBUTION BY REGION (INCLUDES REGULAR, CONTRACT AND THIRD-PARTY CONTRACTORS) | GRI 2-7

Year	2021	2022	2023*
Asia	65%	67%	65%
North America	25%	24%	25%
Europe	10%	9%	10%

GENDER, REGION, AND EMPLOYEE TYPE, 2023* | GRI 2-7

Region	Asia			North America			Europe			Global
Employee Type	Contract	Regular	Total	Contract	Regular	Total	Contract	Regular	Total	Total
Female	13%	47%	60%	2%	36%	38%	2%	47%	49%	54%
Male	5%	35%	40%	3%	59%	62%	3%	48%	51%	46%
Total	**18%**	**82%**	**100%**	**5%**	**95%**	**100%**	**5%**	**95%**	**100%**	**100%**

GENDER, EMPLOYEE TYPE, AND AGE, 2023* | GRI 2-7

Employee Type	Regular Employees			Contract Employees			Global
Employee Gender	Female	Male	Total	Female	Male	Total	Total
Under 30 Years	15%	11%	26%	5%	2%	7%	33%
30 - 50 Years	24%	22%	46%	3%	2%	5%	51%
Over 50 Years	6%	9%	15%	1%	0%**	1%	16%
Total	**45%**	**42%**	**87%**	**9%**	**4%**	**13%**	**100%**

* Number of employees covered found in the Employee Breakdown table.   ** Actual value of 0.37% but due to rounding, value displays as 0%

SOCIAL CONTINUED

NEW HIRES AT CELESTICA | GRI 401-1 SDG 4.4, 5.5, 8.5, 8.6

	New Hire Rate 2021	New Hire Rate 2022	New Hire Rate 2023*	Total Employee New Hires 2023*
Total	**26%**	**55%**	**40%**	**9,638**
Region				
Asia	57%	68%	23%	5,552
North America	39%	30%	14%	3,456
Europe	4%	3%	3%	630
Age				
Under 30 Years	60%	67%	27%	6,512
30-50 Years	33%	28%	11%	2,581
Over 50 Years	7%	5%	2%	545
Gender				
Female	51%	60%	23%	5,436
Male	49%	40%	17%	4,202

GLOBAL TURNOVER | GRI 401-1**

	Turnover Rate 2021	Turnover Rate 2022	Turnover Rate 2023*	Total Number of Employees 2023*
Total	**25%**	**31%**	**31%**	**8,206**
Region				
Asia	63%	67%	60%	4,897
North America	32%	28%	36%	2,963
Europe	5%	4%	4%	346
Age				
Under 30 Years	51%	58%	60%	4,904
30-50 Years	41%	36%	36%	635
Over 50 Years	8%	6%	6%	2,667
Gender				
Female	49%	62%	60%	4,911
Male	51%	46%	40%	3,295

*Number of employees 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 CONTINUED

BOARD OF DIRECTORS GENDER DIVERSITY | GRI 405-1 SDG 5.5

Year	2021	2022	2023
Proportion of Women on the Board	20%	36%	33%
Proportion of Women in top executive positions*	n/a**	n/a**	13%

* New metric for 2023. Covers Celestica's executive team consisting of the CEO and his direct reports.

** Not available

EMPLOYEE TRAINING HOURS BY GENDER, 2023 | GRI 404-1 SDG 4.3, 4.7

	Male	Female	Total
Total Hours	597,270	1,433,644	2,030,914
Average Training Hours by Gender	48.9	100.0	

PERCENTAGE OF EMPLOYEES TRAINED, BY TOPIC , 2023*

Diversity, Discrimination, and Harassment	79%
Environmental, Health & Safety	44%
Ethics	100%

*Does not include training records from manual courses and from sites not included in Celestica's Learning Management System.

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

Category	2021	2022	2023
Harassment	8	31	37
Fraud	3	5	4
Conflicts of Interest	1	9	8
Discrimination	12	16	30**
Violation of Policy	5	13	6
Misconduct	29	34	48
Other	13	6	7

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

SOCIAL CONTINUED

OCCUPATIONAL HEALTH AND SAFETY | GRI 403-9, SDG 8.8, SASB TC-ES-320a.1

Year	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 overreported.

EMPLOYEES PROTECTED BY COLLECTIVE BARGAINING AGREEMENTS, BY LOCATION, 2023 | GRI 401-2, 401-3, SDG 8.5, 8.8

Asia	1,755
Europe	2,328
North America	1,267
Total	**5,350**
% employees covered by Collective Barganing Agreements	**20%**

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

Year	2021	2022	2023
Employees Covered (%)	99%	99%	99%
Global	16%	15%	17%
Americas	4%	2%	4%
Asia	21%	19%	22%
Europe	18%	18%	27%

*This breakdown is based on employees covered by Celestica's Time Off to Volunteer Policy

SOCIAL CONTINUED

EMPLOYEE BENEFITS SUMMARY, 2023* | GRI 401-2, 401-3, SDG 8.5, 8.8

Benefits Type	Canada, U.S., Europe, Asia (Excluding Laos)	Mexico	Laos
Life Insurance	Yes	Yes	No
Healthcare	Yes	Yes	No
Disability and Invalidity Coverage	Yes	No	No
Parental Leave (Any Type)	Yes	Yes	Yes
Retiree Benefits	Yes	No	No

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

FOREIGN MIGRANT WORKERS, 2023 | FMW, SDG 8.8

Asia	1,311
Europe	5
North America	0
Total	**1,316**

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

	2021	2022	2023
Employees Covered (%)*	99%	97%	98%
Global	0.70%	1.60%	1.74%

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

	2021	2022	2023
Employees Covered (%)*	99%	97%	98%
Global	3.22%	7.65%	3.33%

*Employees included in this calculation are based on RBA definition, covering 20,823 employees.
**The RBA allows for certain exemptions to working hours requirements in the case of emergency or other unusual situations. China was recognized on Feb 9th, 2020 and all regions globally were recognized on March 18th, 2020 until August 1, 2023. Celestica has followed the RBA Working Hour Advisory guidance for definitions of conformance during these time periods.

CERTIFICATIONS, 2023

	Percentage of operations certified*
ISO 45001	55%
ISO 27001	12%

*Exclusive of offices and warehouses

Global Reporting Initiative® Index

The Global Reporting Initiative (GRI) drives sustainability reporting by all organizations. GRI produces a comprehensive sustainability reporting framework that is widely used around the world to enable greater organizational transparency. The framework, including the reporting guidelines, sets out the principles and indicators that organizations can use to report their economic, environmental, and social performance.

DISCLOSURE NUMBER	DISCLOSURE TITLE	REFERENCE/RESPONSE
Organizational Profile		
2-1-a	Organizational Details	Celestica Inc.
2-6-b	Activities, value chain and other business relationships	2023 Celestica 20-F Form Services Overview Our Products and Services - Supply Chain Supplier Resources
2-1-c	Organizational Details	Toronto. Ontario, Canada
2-1-d	Organizational Details	2023 Celestica 20-F Form Locations KPI Summary
2-1-b	Organizational Details	2023 20-F Form
2-6-a	Activities, value chain and other business relationships	2023 20-F Form Markets Overview
2-7-a	Employees	KPI Summary

DISCLOSURE NUMBER	DISCLOSURE TITLE	REFERENCE/RESPONSE
2-7-b	Employees	KPI Summary
2-7-c	Employees	2023 20-F Form These values represent total headcount, based on data on December 31, 2023.
2-7-d	Employees	2023 20-F Form
2-7-e	Employees	Given the variable nature of our project flow and the quick response time required by our customers, it is critical that we quickly adjust our production up or down to maximize efficiency. Changes in headcount over the reporting period are aligned with business results.
2-6-c	Activities, value chain and other business relationships	2023 20-F Form
2-6-d	Activities, value chain and other business relationships	2023 20-F Form
3-3-d	Management of material topics	Key Impacts and Risks
2-28-a	Membership associations	Memberships and Affiliations
Strategy		
2-22-a	Statement on sustainable development strategy	A Letter from Rob Mionis
Ethics and Integrity		
2-23-a	Policy commitments	Brand and Values Ethics Program Labour and Ethics Management Compliance and Ethics RBA Code of Conduct
2-23-b	Policy commitments	United Nations Sustainable Development Goals RBA Code of Conduct
2-23-c	Policy commitments	RBA Member RBA Code of Conduct

DISCLOSURE NUMBER	DISCLOSURE TITLE	REFERENCE/RESPONSE
2-23-d	Policy commitments	Celestica's Business Conduct Governance Policy
2-23-e	Policy commitments	Brand and Values Ethics Program Labour and Ethics Management Compliance and Ethics RBA Code of Conduct
2-23-f	Policy commitments	Brand and Values Ethics Program Labour and Ethics Management Compliance and Ethics RBA Code of Conduct
2-26-a	Mechanisms for seeking advice and raising concerns	Ethics Program Labour and Ethics Management Compliance and Ethics Whistleblowing and Reporting Infractions

DISCLOSURE NUMBER	DISCLOSURE TITLE	REFERENCE/RESPONSE
Governance		
2-9-a	Governance structure and composition	Sustainability Governance Corporate Governance 2024 CDP Questionnaire
2-9-b	Governance structure and composition	Sustainability Governance Corporate Governance 2024 CDP Questionnaire
2-10-a	Nomination and selection of the highest governance body	Nominating and Corporate Governance Committe Mandate 2023 20-F Form
2-10-b	Nomination and selection of the highest governance body	Nominating and Corporate Governance Committe Mandate 2023 20-F Form
2-13-a	Delegation of responsibility for managing impacts	Sustainability Governance
2-13-b	Delegation of responsibility for managing impacts	Sustainability Governance
2-12-a	Role of the highest governance body in overseeing the management of impacts	Sustainability Governance 2024 CDP questionnaire
2-12-b	Role of the highest governance body in overseeing the management of impacts	Sustainability Governance 2024 CDP questionnaire
2-9-c	Governance structure and composition	2023 20-F Form
2-11-a	Chair of the highest governance body	Sustainability Governance 2023 20-F Form 2024 CDP Questionnaire
2-11-b	Chair of the highest governance body	Sustainability Governance 2023 20-F Form 2024 CDP Questionnaire
2-12-c	"Role of the highest governance body in overseeing the management of impacts"	Nominating and Corporate Governance Committe Mandate 2023 20-F Form
2-14-a	"Role of the highest governance body in sustainability reporting"	Sustainability Governance 2023 20-F Form
2-14-b	"Role of the highest governance body in sustainability reporting"	Sustainability Governance 2023 20-F Form
Stakeholder Engagement		
2-29-a	Approach to stakeholder engagement	2023 20-F Form RBA Code of Conduct KPI Summary Stakeholder Engagement

DISCLOSURE NUMBER	DISCLOSURE TITLE	REFERENCE/RESPONSE
Reportig Practice		
2-2-a	Entities included in the organization's sustainability reporting	2023 20-F Form
2-2-b	Entities included in the organization's sustainability reporting	All locations specified in the annual 20-F are covered as part of this sustainability report. 2023 20-F Form
2-2-c	Entities included in the organization's sustainability reporting	2023 20-F Form
3-1-a	Process to determine material topics	Materiality
3-1-b	Process to determine material topics	Materiality
3-2-a	List of material topics	Materiality
3-3	Management of material topics	Management Approaches
2-4-a	Restatements of information	Due to upgrades in methodology for one site, we have recalculated 2022 Scope 2 emissions and value has been. Due to clarical errors for two site we have recalculated 2022 Scope 1 and Scope 2 emissions and updated values has been corrected in the corresponding KPI table. Additionally a unit conversion error resulted in an updated 2022 Scope 3, Category 10 emissions result and the value has been corrected in the corresponding KPI table. Finally, we are restating the 2022 categorization of waste values in order to align with our 2023 categorization.
3-2-b	List of material topics	There has been no change in material topics since the previous reporting period
2-3-b	Reporting period, frequency and contact point	Annual Report About this report January 1, 2023 - December 31, 2023
2-3-a	Reporting period, frequency and contact point	Annual Report About this report January 1, 2023 - December 31, 2023
2-3-c	Reporting period, frequency and contact point	Publication date of the report
2-3-d	Reporting period, frequency and contact point	sustainability@celestica.com
2-5-a	External assurance	Technical Notes about Data Greenhouse Gas Emissions About This Report 2024 CDP Climate Change Questionnaire Third-party assurance of GHG emissions began in 2013, and the certificate is located within our CDP Corporate Questionnaire. Our CDP Questionnaires are reviewed by Celestica's Chief Legal Officer and Coporate Secretary.
2-5-b	External assurance	Technical Notes about Data Greenhouse Gas Emissions About This Report 2024 CDP Questionnaire

DISCLOSURE NUMBER	DISCLOSURE TITLE	REFERENCE/RESPONSE	OMISSIONS
Economic Performance			
201-2	Financial implications and other risks and opportunities due to climate change	Financial Implications due to Climate Change 2024 CDP Corporate Questionnaire	
Anti-Corruption, Anti-Competitice Behaviour			
3-3	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 Chief Legal Officer and Corporate Secretary. 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 RBA Code of Conduct	
205-3	Confirmed incidents of corruption and actions taken	In 2023, Celestica was not involved in any legal actions against it related to anticompetitive behaviours nor identified in any legal actions against it for violations of antitrust, bribery, corruption or monopoly legislation.	
206-1	Legal actions for anti-competitive behavior, antitrust, and monopoly practices	In 2023, Celestica was not involved in any legal actions against it related to anticompetitive behaviours nor identified in any legal actions against it for violations of antitrust, bribery, corruption or monopoly legislation.	
Materials			
3-3	Management Approach	Environmental Sustainability	
301-2	Recycled input materials used		We currently do not report on recycled content for the product and services but are investigating processes to measure and set appropriate long term targets
301-3	Reclaimed products and their packaging materials	For our after-market services table, data represents products reused and recycled through our after-market services division. For our effluents and waste table, data represents materials used through receiving and production, in which 100% of reuse materials are from paper and cardboard materials, from packaging. KPI Summary	We currently do not report on reclaimed products and their packaging materials as a percentage, but rather a quantity and weight. We are investigating opportunities to estimate reclaimed materials by category.

DISCLOSURE NUMBER	DISCLOSURE TITLE	REFERENCE/RESPONSE	OMISSIONS
Energy			
3-3	Management Approach	Environmental Sustainability	
302-1	Overall energy consumption within the organization	Energy KPI Summary 2024 CDP Questionnaire	
302-2	Overall energy consumption outside the organizaiton	KPI summary 2024 CDP Corporate Questionnaire	We report on the upstream and downstream emissions outside of the organization, but not the energy consumption.
302-3	Energy intensity	Energy KPI Summary 2024 CDP Corporate Questionnaire	
302-4	Reduction of energy consumption	Energy KPI Summary 2024 CDP Corporate Questionnaire	
Water and Effluents			
3-3	Management Approach	Environmental Sustainability	
303-1	Interactions with water as a shared resource	Water 2024 CDP Corporate Questionnaire	
303-2	Management of water discharge-related impacts	2024 CDP Corporate Questionnaire	
303-3	Water withdrawal	Water 2024 CDP Corporate Questionnaire KPI Summary	
303-4	Water discharge	2024 CDP Corporate Questionnaire	
303-5	Water consumption	2024 CDP Corporate Questionnaire	

DISCLOSURE NUMBER	DISCLOSURE TITLE	REFERENCE/RESPONSE	OMISSIONS
Emissions			
3-3	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 2024 CDP Corporate Questionnaire	
305-2	Reporting indirect (scope 2) GHG emissions	Greenhouse Gas Emissions Emissions From Our Operations (Scope 1 and Scope 2) KPI Summary 2024 CDP Corporate Questionnaire	
305-3	Reporting indirect (scope 3) GHG emissions	Greenhouse Gas Emissions Other Indirect Emissions (Scope 3) KPI Summary 2024 CDP Corporate Questionnaire	
305-4	Emission intensity: (absolute GHG emissions/ organizational specific metric)	Emissions From Our Operations (Scope 1 and Scope 2) KPI Summary 2024 CDP Corporate Questionnaire	
305-5	Reduction of GHG emissions (result of reduction initiatives)	Emissions From Our Operations (Scope 1 and Scope 2) KPI Summary 2024 CDP Corporate Questionnaire	
305-7	Nitrogen oxides,sulphur oxides, and other significant air emissions	KPI Summary Table Additional Air Emissions 2024 CDP Corporate Questionnaire Additional air emissions in this table are calculated based on the direct measurements and reporting of emissions from sites	
Waste			
3-3	Management Approach	Environmental Sustainability	
306-1	Waste generation and significant waste-related impacts	Waste	
306-2	Management of significant waste-related impacts	Waste Aftermarket services	
306-3	Waste Generated	KPI Summary	
306-4	Waste Diverted from disposal	Waste at our facility locations is all managed and diverted off-site. KPI Summary	
306-5	Waste directed to dispoal	Waste at our facility locations is all managed and diverted off-site. All incineration is completed with energy recovery. KPI Summary	

DISCLOSURE NUMBER	DISCLOSURE TITLE	REFERENCE/RESPONSE	OMISSIONS
Supplier Environmental Assessment			
3-3	Management Approach	Compliance and Ethics	
308-1	New suppliers that were screened using environmental criteria	Supplier Assessments KPI summary	We do not differentiate between new and current suppliers that were screened using environmental criteria. We provide both the number of suppliers and percentage of suppliers by spend. The total number of suppliers is not disclosed.
Employment			
3-3	Management Approach	Employment Practices	
401-1	New employee hires and employee turnover	KPI Summary In 2023, Celestica's voluntary turnover was 8,206 employees, a rate of 31%.	
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.

DISCLOSURE NUMBER	DISCLOSURE TITLE	REFERENCE/RESPONSE	OMISSIONS
Occupational Health and Safety			
3-3	Management Approach	Employment Practices	
403-1	Occupational health and safety management system	Occupational Health and Safety RBA Code of Conduct	
403-2	Hazard identification, risk assessment, and incident investigation	Additional Occupational Health and Safety Practices	
403-3	Occupational health services	Additional Occupational Health and Safety Practices	
403-4	Worker participation, consultation, and communication on occupational health and safety	Additional Occupational Health and Safety Practices	We do not report on the level at which each formal joint management-worker health and safety committee typically operates within the organization. Not all Celestica sites with unions cover health and safety topics as a part of their collective agreements or within their trade union. The percentage to which various health and safety topics are covered by these agreements is not tracked. However, health and safety is covered at these sites through employee rules to ensure we abide by local laws.
403-5	Worker training on occupational health and safety	Occupational Health and Safety Additional Occupational Health and Safety Practices	
403-6	Promotion of worker health	Occupational Health and Safety Employee Wellness	

DISCLOSURE NUMBER	DISCLOSURE TITLE	REFERENCE/RESPONSE	OMISSIONS
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Additional Occupational Health and Safety Practices	
403-8	Workers covered by an occupational health and safety management system	All employees are covered by an Occupational Health and Safety management system. Occupational Health and Safety Additional Information	
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.
403-10	Work-related ill health	N/A	We track total recordable incidents, including injuries and illnesses. However, this metric is unable to be separated to measure just occupational illness.
Training and Education			
3-3	Management Approach	Employment Practices	
404-1	Average Hours of training per year per employee	KPI Summary Learning and Development	We provide the total number of hours of training broken down by gender, but do not provide the average hours of training broken down by gender or employee category.
404-2	Programs for upgrading employee skills	Learning and Development	We do not offer assistance programs for voluntary retirees to facilitate the management of career endings.
404-3	Performance and career development reviews	Performance objectives occur with all permanent, full-time Celestica employees and align to strategic focus areas. The goals for broader functions and teams are established annually, providing an opportunity for a cohesive and valuable partnership between employees and people leaders. All permanent, full-time employees at and above the manager level are included in our global talent and succession reviews. Talent reviews below the manager level are also completed at the discretion of each business leader with a consistent approach. Through our enhanced 2020 Global Talent Review cycle, we provided greater visibility to talent pool capabilities by leveraging a digital talent and succession management system. In 2023, 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.	

About This Report

Sustainability At Celestica

Environmental

Social

Governance

Report Indices

KPI Summary

GRI Index

SASB Disclosure

TCFD Disclosure

Climate Transition Plan

DISCLOSURE NUMBER	DISCLOSURE TITLE	REFERENCE/RESPONSE	OMISSIONS
Diversity and Equal Opportunity			
3-3	Management Approach	Employment Practices	
405-1	Diversity of governance bodies and employees	Gender Equality KPI Summary 2023 Form 20-F Management Information Circular People Company Directors	We report on gender and age in our overall workforce, within our new hires population and within our annual population of employees who were promoted. We do not report on other vulnerable or minority groups.
405-2	Ratio of basic salary and remuneration of women to men	Gender Equality	We do not track basic salary and remuneration of women to men.
Non-Discrimination			
3-3	Management Approach	Compliance Ethics	
406-1	Incidents of discrimination and corrective actions taken	Employee Wellness KPI Summary	
Freedom of Association and Collective Bargaining			
3-3	Management Approach	2023 20-F Form	
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	KPI Summary	
Child Labour			
3-3	Management Approach	Ethical Labour	
408-1	Operations and suppliers at significant risk for incidents of child labor	Child labour prevention policy Celestica has effectively taken measures for the abolition of child labour in our operations and in our supply chain through our Child Labour Prevention Policy and our membershhip/alignment to the RBA. 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.	

About This Report

Sustainability At Celestica

Environmental

Social

Governance

Report Indices

KPI Summary

GRI Index

SASB Disclosure

TCFD Disclosure

Climate Transition Plan

DISCLOSURE NUMBER	DISCLOSURE TITLE	REFERENCE/RESPONSE	OMISSIONS
Forced or Compulsory Labour and Foreign Migrant Workers			
3-3	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.	
FMW	Adhering to ethical practices and compliance with laws and regulations regarding foreign migrant workers.	Ethics Program KPI Summary Compliance and Ethics	
Human Rights Assessment			
3-3	Management Approach	Compliance and Ethics	
Supplier Social Assessment			
3-3	Management Approach	Compliance and Ethics	
414-1	New suppliers that were screened using social criteria	Supplier Assessement KPI Summary	We do not differentiate between new and current suppliers that were screened using environmental criteria. We provide both the number of suppliers and percentage of suppliers by spend. The total number of suppliers is not disclosed.
Political contributions			
415-1	Total monetary value of financial and in-kind political contributions	Communities Celestica did not make any contributions to political campaigns, political organizations, lobbyists or lobbying organizations, trade associations and other tax-exempt groups.	
Customer Privacy			
3-3	Management Approach	Business Ethics	
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	In 2023, 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.	

DISCLOSURE NUMBER	DISCLOSURE TITLE	REFERENCE/RESPONSE	OMISSIONS
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 (hyperlink to page XX of sustainability report). 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.	
Responsible Minerals			
3-3	Management Approach	Compliance and Ethics	
RM		Supply Chain Compliance and Ethics RBA Code of Conduct	
Employee Wellness			
3-3	Management Approach	Employee Wellness	
EW	Adhering to ethical practices and compliance with laws and regulations regarding foreign migrant workers.	Employee Wellness	
Working Hours			
3-3	Management Approach	Ethical Labour	
WH	Alignment to the RBA best practices on working hours.	Working Hours Compliance and Ethics	

SASB Disclosure

The Sustainability Accounting Standards Board (SASB) connects businesses and investors on the financial impacts of sustainability. An independent, standard-setting organization, SASB's mission is to help businesses around the world identify, manage, and report on sustainability factors that matter to investors. SASB standards are industry-specific. Celestica is reporting on the "Electronic Manufacturing Services & Original Design Manufacturing" standards within the "Technology and Communications" sector.

SUSTAINABILITY DISCLOSURE TOPICS & ACCOUNTING METRICS

TOPIC	ACCOUNTING METRIC	UNIT OF MEASURE	CODE	REFERENCE/RESPONSE
Water Management	Total water withdrawn, percentage of each in regions with High or Extremely High Baseline Water Stress	Thousand cubic meters (m^3), Percentage (%)	TC-ES-140a.1	2024 CDP Corporate Questionnaire KPI Summary
	Total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	Thousand cubic meters (m^3), Percentage (%)	TC-ES-140a.1	2024 CDP Corporate Questionnaire KPI Summary
Waste Management	Amount of hazardous waste from manufacturing, percentage recycled	Metric tons (t), Percentage (%)	TC-ES-150a.1	KPI Summary
Labor Practices	Number of work stoppages	Number	TC-ES-310a.1	There were no days idle due to strike or lockouts.
	Total days idle	Days idle	TC-ES-310a.1	There were no days idle due to strike or lockouts.
Labor Conditions	"Total recordable incident rate (TRIR) for (a) direct employees and (b) contract employees"	Rate	TC-ES-320a.1	KPI Summary We investigate and treat each and every work related incident equally, regardless of their employment status.
	"Near miss frequency rate (NMFR) for (a) direct employees and (b) contract employees"	Rate	TC-ES-320a.1	KPI Summary We investigate and treat each and every work related incident equally, regardless of their employment status.
	Percentage of (1) entity's facilities and (2) Tier 1 supplier facilities audited in the RBA Validated Audit Process (VAP) or equivalent, by (a) all facilities and (b) high-risk facilities	Percentage (%)	TC-ES-320a.2	KPI Summary No Celestica facilities were identified as high risk, by SASB definition. No tier 1 supplier facilities were identified as high risk, by SASB definition. Note that audits in the RBA VAP or equivalent process are valid for 2 years. In some instances, Celestica completes internal peer audits on our sites and verification visits on our suppliers. Both processes are equivalent to the RBA VAP in which they cover the required provisions advised by SASB disclosure requirements.

SUSTAINABILITY DISCLOSURE TOPICS & ACCOUNTING METRICS CONTINUED

	(1) Non-conformance rate with the RBA Validated Audit Process (VAP) or equivalent and (2) associated corrective action rate for (a) priority non-conformances and (b) other nonconformances, broken down for (i) the entity's facilities and (ii) the entity's Tier 1 supplier facilities	Rate	TC-ES-320a.3	KPI Summary Note that audits in the RBA VAP or equivalent process are valid for 2 years. In some instances, Celestica completes internal peer audits on our sites and verification visits on our suppliers. Both processes are equivalent to the RBA VAP in which they cover the required provisions advised by SASB disclosure requirements.
Product Lifecycle Management"	Weight of end-of-life products and e-waste recovered, percentage recycled	Metric tons (t), Percentage (%)	TC-ES-410a.1	KPI Summary Celestica delivers innovative supply chain solutions globally to customers. Our business model consists of a comprehensive offering of product manufacturing and related supply chain services. For products not owned by Celestica, the weight of end-of-life products and e-waste recovered is not tracked due to visibility. Celestica tracks the amount of products and material diverted from landfill through our After- Market services programs. Our teams will look to expand on these metrics in the short term for products related to our Hardware Platform Solutions business
"Materials Sourcing"	Description of the management of risks associated with the use of critical materials		TC-ES-440a.1	Compliance and Ethics 2024 CDP Corporate Questionnaire Compliance and Ethics Supply Chain

Table 2. Activity Metrics

TOPIC	ACCOUNTING METRIC	UNIT OF MEASURE	CODE	REFERENCE/RESPONSE
Number of manufacturing facilities		Number	TC-ES-000.A	2023 20-F Form Our Locations
Area of manufacturing facilities		Square feet (ft^2)	TC-ES-000.B	2023 20-F Form
Number of employees		Number	TC-ES-000.C	2023 20-F Form KPI Summary

TCFD Disclosure

The Task Force on Climate-related Financial Disclosures (TCFD) publishes climate-related financial disclosure recommendations designed to help companies provide better information to support informed capital allocation. The disclosure recommendations are structured around four thematic areas: governance, strategy, risk management, and metrics and targets.

TOPIC	DISCLOSURE FOCUS AREA	DISCLOSURE	CELESTICA RESPONSE
Governance	Disclose the organization's governance around climate-related risk and opportunities	a) Describe the board's oversight of climate-related risks and opportunities	2024 CDP Corporate Questionnaire 4.1, 4.1.1, 4.1.2, 4.2, 4.3.1 Sustainability Governance Nominating and Corporate Governance Committee Mandate 2023 20-F Form
		b) Describe managements role in assessing and managing climate-related risks and opportunities	Sustainability Governance
Strategy	Disclose the actual and potential impacts of climate-related risks and opportunities on the organizations' businesses, strategy and financial planning	a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	2024 CDP Corporate Questionnaire 2.2.1, 2.2.2, 2.2.7 Key Impacts and Risks
		b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	2024 CDP Corporate Questionnaire 3.1, 3.1.1, 3.1.2 Key Impacts and Risks 2023 20-F Form
		c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	2024 CDP Corporate Questionnaire 3.1, 3.1.2

TOPIC	DISCLOSURE FOCUS AREA	DISCLOSURE	CELESTICA RESPONSE
Risk Management	Disclose how the organization identifies, assesses and manages climate-related risks	a) Describe the organization's processes for identifying and assessing climate-related risks.	2024 CDP Corporate Questionnaire 2.2.2 Materiality
		b) Describe the organization's processes for managing climate-related risks.	2024 CDP Corporate Questionnaire 2.2.1, 2.2.2, 3.1, 3.1.1, 3.1.2 Sustainability Governance Our Sustainability Strategy Celestica's Management Approaches
		c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	2024 CDP Corporate Questionnaire 2.2.1, 2.2.2, 3.1, 3.1.1, 3.1.2 Sustainability Governance

Metrics and targets	Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities	a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	2024 CDP Corporate Questionnaire 7.53, 7.53.1, 7.54, 7.54.2, 9.2, 9.2.2, 9.2.4, 9.2.7
			  Scope 1, Scope 2, Scope 3 - 7.5, 7.6, 7.7, 7.8
			  Energy & Fuel Consumption - 7.29, 7.30, 7.30.1, 7.30.6, 7.30.7
			  Renewable energy consumption - 7.30.14
			  Number of energy-redution consumption- 7.55.1

		b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	2024 CDP Corporate Questionnaire 7.6, 7.7, 7.8, 7.9, 7.9.1, 7.9.2, 7.10, 7.16, 7.17, 7.17.2 (With supporting information in 7.1, 7.1.1, 7.1.2, 7.3, 7.4, 7.10) Greenhouse Gas Emissions KPI Table
		c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	2024 CDP Corporate Questionnaire 7.53, 7.3.1, 7.54, 7.54.2 Greenhouse Gas Emissions Waste

Climate Transition Plan

TOPIC	DISCLOSURE FOCUS AREA	DISCLOSURE	CELESTICA RESPONSE
Governance	Statement from senior decision-maker	Messsage by the CEO stating Celestica main sustainability activities	Letter from CEO
	Board and/or management oversight	Describe the board's oversight of climate-related risks and opportunities	2023 20-F Form 2024 CDP Corporate Questionnaire: 4.1, 4.1.1, 4.1.2
	Sustainability Governance	Disclose Celestica's governance structure and organization on sustainability aspects and the managements role in assessing and managing climate-related risks and opportunities	Sustainability governance structure Objectives Responsibilities 2024 CDP Corporate Questionnaire: 4.1, 4.3.1, 2.2, 2.2.2
	Our Strategy	Describe the climate-related risks and opportunities on Celestica's businesses, strategy, and financial planning and considering different climate-related scenarios (e.g. 2°C or lower scenarios)	Strategy description 2024 CDP Corporate Questionnaire 3.1.1, 3.6.1, 5.2, 5.1, 5.3.1, 5.3.2, 5.4
Value Chain Engagement & Low Carbon Initiatives	Approach to Stakeholder Engagement	Stakeholder engagement for Celestica's climate transition plan involves actively involving relevant parties to gather insights, build support, and ensure the transition strategy effectively addresses all concerns and expectations.	Introduction Our Sustainability Strategy Key Impacts and Risks
	Value chain engagement on climate change	At Celestica, we foster a culture of sustainability, expanding beyond our company to our suppliers.	Greenhouse Gas Emissions 2024 CDP Corporate Questionnaire 5.11
External Engagement	Governance and engagement	Celestica's Board and the Nominating and Corporate Governance Committee have oversight for Celestica's strategy, policies and initiatives relating to ESG matters, including climate change, sustainability, and diversity.	Supplier Assessment
	Policy Engagement	Engagement in activities that indirectly influence policy, law, or regulation that impacts the environment.	2024 CDP Corporate Questionnaire 4.11, 4.11.2
	Trade Association Membership	Celestica has established strategic affiliations with a number of organizations that address environmental concerns.	2024 CDP Corporate Questionnaire 4.11.2 Membership Associations

Risk & Opportunities	Integration of environmental risks	Identification and strategic response to both the physical and transitional risk caused by climate change.	Key impacts and Risk 2024 CDP Corporate Questionnaire 3.1.2, 3.6.2
	Climate-related risks and opportunities over different time horizons	Identification of the substantive risks and opportinuties climate change creates for Celestica's buisness model. Includes physical risks like heat waves well as buisness opportunities for green growth.	Key Impacts and Risk 2024 CDP Corporate Questionnaire 3.1, 3.1.1, 3.2, 3.6, 3.6.1
Targets	Energy and emissions related targets and progress against goals	Disclosure of Celestica's science-based energy and emissions targets aswell as key metrics and progress.	Green house Gas Emissions Renewable Energy 2024 CDP Corporate Questionnaire 4.5.1, 7.53, 7.53.1, 7.55, 7.55.1, 7.55.2,
	Reduction of energy consumption within the organization	Disclosure of Celestica's goal and strategy to reduce energy intensity and consumption across all aspects of the buisness.	Energy Conservation Building Blocks for Sustainable solutions, 2024 CDP Corporate Questionnaire 1.3, 5.3.1, 5.3.2, 5.11.9, 7.10.1
	Verified Science-based targets.	Disclosure of Celestica's science-based emission reduction targets that are aligned with a 1.5 Celcius target	Sustainability Governance External Sustainability Initiatives, 2024 CDP Corporate Questionnaire: 4.5.1 4.10, 5.3.1, 7.28
Scope 1,2,3 Targets and Verification	Annual Scope 1,2,3 emissions inventory	At Celestica, we monitor our GHG emissions at a facility level, enabling us to identify the largest sources of emissions and drive more sustainable practices in areas with the greatest environmental impact.	Sustainability Highlights Report Indices 2024 CDP Corporate Questionnaire: 7.6, 7.7, 7.8
	Third-party Assurance	Third-party assurance for Scope 1, 2, and 3 emissions provide independent verification of Celestica's greenhouse gas reprting, enhancing accuracy and credibility in tracking and managing our total carbon footprint.	Greenhouse Gas Emissions 2024 CDP Corporate Questionnaire: 7.9 GHG Verification Statement 2023

Cautionary Note Regarding Forward-Looking Statements

This report contains forward-looking statements, including, without limitation, those related to our sustainability and ESG initiatives, strategies, areas of focus, targets, goals, commitments, objectives, aspirations, programs, future plans, and financial and operational priorities. Such forward-looking statements may, without limitation, be preceded by, followed by, or include words such as "believes," "expects," "anticipates," "estimates," "intends," "plans," "continues," "project," "target", "goal", "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, where applicable, and for forward-looking information under applicable Canadian securities laws.

The forward-looking statements contained herein are provided to assist readers in understanding management's current expectations and plans regarding our sustainability and ESG initiatives and objectives and financial and operational priorities. Readers are cautioned that such information may not be appropriate for other purposes. Readers should not place undue reliance on such forward-looking information.

Forward-looking statements are not guarantees of future performance, and are based on management's current expectations, forecasts and assumptions, which are subject to risks, uncertainties and other factors (many of which are beyond our control) that could cause actual outcomes and results (including the achievement of our sustainability and/ or ESG targets, goals, objectives, commitments and/or the implementation of our sustainability and/or ESG initiatives) to differ materially from those expressed or implied in such statements, including, among others, risks related to employee, stakeholder, customer, supplier and/or NGO engagement and commitment to sustainability and/or ESG initiatives, the cost of implementing our sustainability and/or ESG initiatives, our ability to execute our sustainability and/or ESG initiatives as planned, the effectiveness and impact of intended actions; the impact of changing legislation, regulatory initiatives, and social responsibility and sustainability initiatives generally, as well as risks related to our operational and financial performance (which may impact our ability to achieve such targets, goals, objectives and/or commitments or implement our sustainability and/or ESG initiatives as anticipated).

For more exhaustive information on the foregoing and other material risks, uncertainties and assumptions readers should refer to our public filings at www.sedarplus.ca and www.sec.gov, including in our most recent Management's Discussion and Analysis of Financial Condition and Results of Operations, Annual Report on Form 20-F, and other reports filed with or furnished to, the U.S. Securities and Exchange Commission, and the Canadian Securities Administrators, as applicable.

Forward-looking statements speak only as of the date on which they are made, and we disclaim any intention or obligation to update or revise any forward-looking statements, whether as a result of new information, future events or otherwise, except as expressly required by applicable law.

All forward-looking statements attributable to us are expressly qualified by these cautionary statements.