



Sustainability Report 2024

Future Ready



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About This Report

This year's report summarizes our sustainability program's key activities, performance and results in the 2024 calendar year.





A Letter from Rob Mionis

GRI 2-22



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For 30 years, Celestica has been guided by a simple belief: sustainable business is smart business. From our earliest days, sustainability has shaped every part of our organization – from how we innovate and grow, to how we serve our customers and communities. That belief remains just as important today.

2024 was a year of meaningful progress. Across our operations, we advanced initiatives that are creating lasting value for our stakeholders while reducing our environmental footprint in key areas:

Greenhouse Gas Emissions (GHG)

We achieved a 3.5% reduction in Scope 1 and 2 emissions compared to 2023, representing an 87% decrease from our 2018 baseline, through continued energy efficiency initiatives and operational improvements.

Renewable Energy

Our transition to renewable electricity continued to accelerate in 2024, with clean energy sources now accounting for 87% of our total electricity needs. These initiatives support both carbon reduction goals and energy resilience.



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Waste Diversion and Circular Economy

We achieved an 88% global waste diversion rate, preventing 23,000 metric tonnes of waste from landfills. Through our Celestica After-Market Services (CAMS) business, we also diverted more than 1.9 million products and nearly 1,500 metric tonnes of material from landfills, contributing to a cumulative 9,800 metric tonnes of e-waste reduction since 2020.

Climate Change

Our participation in the CDP Climate Change and Water Security Responses underscores our commitment to transparency and proactive environmental stewardship. In 2024 we earned an A- score on the CDP Climate Change questionnaire, recognizing our coordinated efforts to address climate impacts across our business.

Our Culture

Just as important as our environmental performance is our commitment to our people. At Celestica, we believe our success is driven by a culture of inclusion, collaboration, and care. In 2024, we invested more than 2 million hours of employee training globally, equipping our people with the skills to grow and thrive. We also welcomed 848 interns worldwide, creating opportunities for the next generation of talent to learn, contribute, and begin their careers with us.

We are proud to have been recognized as one of Canada’s Most Admired Corporate Cultures in 2024 – a testament to our dedication to fostering a workplace where everyone feels a sense of belonging, has opportunities for growth and can contribute their best ideas.

As I look back on three decades of sustainability at Celestica, I am proud of what we have accomplished. As I look ahead, I am even more inspired by what we can achieve working together with our employees, customers, and partners to build a more resilient, innovative and sustainable future.

Rob Mionis
President and Chief Executive Officer



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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 Inclusion and Collaboration (I&C), remained at the forefront in 2024 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 everyone.

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

Our brand is built on integrity, innovation, and a shared commitment to doing what's right. Our culture empowers every employee to make a difference by living our values and bringing our mission to life every day.

Our mission: As a technology leader, Celestica designs, engineers, and manufactures industry-leading products and services that drive customer success and market advancement.

Our values: Our culture is grounded in three guiding principles: Relentless Curiosity, Bold Conviction, and Unwavering Dedication. We are driven to uncover new insights, envision innovative solutions, and approach every challenge with confidence and purpose. These values guide how we work, make decisions, and collaborate with our customers, partners and each other.



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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



In 2024, we made meaningful strides toward our vision of a more sustainable future — delivering measurable results while strengthening our commitment to the planet and the communities we serve. As the executive sponsor of Celestica’s Sustainability program, I am inspired by the ingenuity and dedication of our global teams, whose actions are transforming ambition into impact across our operations.

Our 2024 Sustainability Report is a testament to our future-ready culture — a mindset that integrates sustainability, employee development and innovation into everything we do.

We are proud of the recognition our purpose-driven approach has earned. We achieved year-over-year reductions in market-based emissions, helping us secure Corporate Knights’ 2025 Best Corporate Citizens award, which recognizes Canada’s most sustainable and socially conscious companies. Our Gold rating from EcoVadis, with a score of 81/100, further underscores our leadership in global supply chain sustainability.

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We received the 2024 ASM Sustainability PRISM Award for social impact leadership for the second consecutive year. Our commitment to our people and their development was also recognized with a Canadian HR Award for Best Reward and Recognition Strategy and an Excellence Award for Next Generation Employment Innovation. These honours – along with our CEO Rob Mionis being named one of Canada’s Most Admired CEOs and our selection as a 2024 Top Employer for Young People – highlight our dedication to developing our talent and future leaders.

Our Sustainability Report also highlights the progress we have made in increasing the use of renewable energy sources throughout our operations. In 2024 we enabled more than 3,400 MW of solar energy, supplied major projects with electric vehicle (EV) charging stations and battery storage, and advanced smart city infrastructure through millions of electricity and gas smart meters and metering devices. These initiatives reflect our dedication to shaping the future of sustainable industries and building solutions that deliver lasting value for our customers, communities, and the planet.

Looking forward, we remain dedicated to sourcing 100% of our electricity from renewable sources by 2025. We are making this vision a reality through on-site renewable energy systems, the purchase of additional green power and the acquisition of Energy Attribute Certificates. These investments are more than operational milestones –

they are a pledge to future generations.

That same spirit extends into our communities. In 2024, 24% of our employees contributed more than 21,800 volunteer hours through our Time Off to Volunteer (TOV) program – restoring green spaces, supporting local shelters, and helping those in need. For us, building a better future means creating lasting value for both the people and the planet.

This report reflects the collective dedication of our people, partners and communities. It captures just a few examples of the progress we are making and the values that guide us.

Doug Parker
Chief Legal Officer and Corporate Secretary



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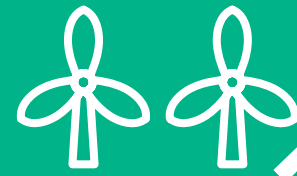
2024 Sustainability Highlights



3.5%
decrease

in Scope 1 & 2

GREENHOUSE GAS EMISSIONS FROM 2023 AND AN 87% DECREASE FROM THE 2018 BASELINE



Over **150,000** metric tonnes of CO2e averted

through Renewable Energy Projects in 2024



88%

WASTE DIVERSION RATE, diverting over 23,000 metric tonnes (mt) of waste from landfill

21,800+

working hours

volunteered in local communities in 2024 AND NEARLY 204,000 HOURS SINCE 2015



HIRED OVER

840



interns across our global operations

Over **2,000,000**

hours of training delivered



Drove OVER **2,000**



EHS-FOCUSED IMPROVEMENTS through kaizen activities



Our Sustainability Strategy

We integrate 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.
- Founding member of the Responsible Business Alliance (RBA) and active member for the last 30 years ensuring the standards of managing our global workforce is underpinned by fairness.
- 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 an inclusive and collaborative 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.

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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 inclusion, pay equity as well as providing training, learning and development opportunities.
- Encourage innovation in all aspects – through individual or team collaborations in pursuit of cutting edge technology advancements.



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.



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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, 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



Please see Celestica’s [UNGC Communication on Progress](#) and the UNGC website for more information.



Celestica's Alignment to the SDGs

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 <p>SDG 4: Quality Education</p>	<p>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.</p>
 <p>SDG 5: Gender Equality</p>	<p>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, 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 global Women in Action program provides focus to the development of leadership and professional competencies. Celestica's TOV program empowers employees to support community organizations dedicated to promoting gender equality through initiatives such as mentorship and educational advancement.</p>
 <p>SDG 6: Clean Water and Sanitation</p>	<p>Mitigating risks from water scarcity and quality issues are important for our employees, suppliers and customers. Sustainable management of water and sanitation, especially in water-stressed areas, is critical to ensuring access to plentiful, clean water supplies. Celestica is focused on reducing and eliminating water effluents and hazardous wastes, reducing water usage, and ensuring that we adhere to local guidelines regarding water treatment and sanitation. We also monitor sites for water-related risks, impacts, and areas of improvement for the sustainable management of this invaluable resource. Through our TOV program we are increasing our water stewardship efforts by encouraging employees to volunteer to protect and restore local water-related ecosystems, increase community infrastructure and development and work with others to address shared water challenges.</p>



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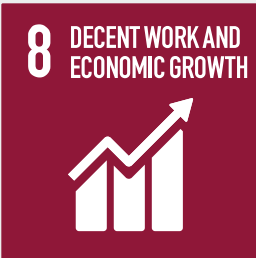


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 <p>SDG 7: Affordable and Clean Energy</p>	<p>Celestica actively invests in energy-efficient solutions within our operations. We focus on enhancing energy performance in our building infrastructure and process equipment. We also support the transition to renewable energy sources across our global network. Within our Hardware Platform Solutions (HPS) and Smart Energy business segments we promote a low carbon future across our value chain by providing our customers with energy-efficient products.</p>
 <p>SDG 8: Decent Work and Economic Growth</p>	<p>Celestica’s global employee workforce is our most important resource. We support employees by providing safe jobs with competitive wages, strictly enforcing ethical labour practices, preventing discrimination, security at the workplace 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. Our manufacturing sites include a robust selection of healthy food in support of our employees’ wellness.</p>
 <p>SDG 9: Industry, Innovation, and Infrastructure</p>	<p>Celestica has a range of initiatives to make its infrastructure sustainable. Eleven of our sites were certified to the ISO 50001 energy management standard in 2024, 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.</p>
 <p>SDG 10: Reduced Inequalities</p>	<p>Celestica is a global company that spans more than 16 countries and our employees are 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. Celestica has established programs and policies that prohibit any form of discrimination based on gender, race, sexual orientation, disability, age and religion.</p>



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**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.



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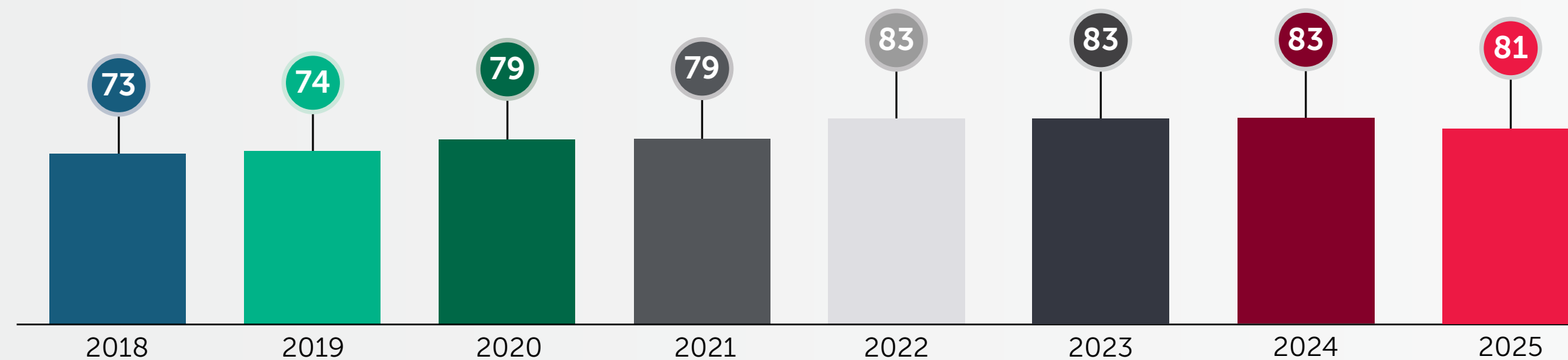
EcoVadis Assessment: Platinum Rating

Celestica is proud to have received a Gold rating from EcoVadis, one of the world’s most trusted providers of business sustainability ratings for global supply chains. In 2025, EcoVadis introduced a new scoring methodology through which Celestica achieved a score of 81/100 which is a slight decline of 2 percentage points from the previous year under the old methodology. Celestica has been an active participant in EcoVadis assessments. Rating more than 150,000 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 27001 standard.

At the time of ranking, Celestica was among the top 5% for all companies assessed and for our industry, Celestica scored:

- **Overall score:** Top 1%
- **Environment:** Top 2%
- **Labour and Human Rights:** Top 1%
- **Sustainable Procurement:** Top 2%
- **Ethics:** Top 3%

FIGURE 2.1: HISTORICAL ECOVADIS RATINGS



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](#).



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ASM
Sustainability
PRISM Award -
Supply Chain

Celestica is honoured to have received the 2024 ASM Sustainability PRISM Award for social impact leadership, marking the second consecutive year in this category. This award recognizes Celestica’s wide-ranging commitments and efforts in key social areas, including supporting local communities through volunteer work and investing in workforce development through training and internship programs. Celestica also demonstrates operational excellence by meeting ASM requirements, upholding ethical standards through the RBA Code of Conduct and responsible mineral sourcing, and actively contributing to human rights-related UN SDGs through collaborations. This award acknowledges Celestica’s social impact achievements and inspires continued leadership in creating positive community change.



Canada’s Most Admired™
CEO 2024 in the
Enterprise Category by
Waterstone Human Capital

Waterstone Human Capital annually celebrates leaders who foster a culture within their organization to enhance performance and sustain a competitive advantage.

This recognition is a testament to Rob Mionis’ leadership and the work done as a team in building a culture that drives business performance. He has championed a culture rooted in innovation, teamwork and care. By aligning culture with strategy, he guided the company’s transformation, solidifying Celestica as a trusted partner in the industry.

2024 Canadian
HR Awards for
Best Reward and
Recognition Strategy

Celestica is the recipient of the 2024 Canadian HR Awards for Best Reward and Recognition Strategy, winning top honours in this category. Selected from a record number of submissions across all industries, this award is a reflection of Celestica’s ongoing focus to foster a culture where all employees are valued and appreciated for their contributions.

Celestica was also named an excellence awardee in the Next Generation Employment Innovation category, further highlighting our commitment to supporting the next generation of talent by creating meaningful opportunities for growth and development.



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CDP Supplier Engagement Leader

Celestica is proud to announce its recognition on the CDP 2024 Supplier Engagement Leaderboard, achieving an 'A' score. This places Celestica among a select group of global leaders who are at the forefront of driving climate action throughout their value chain and highlights Celestica's proactive and effective efforts in engaging its suppliers to combat climate change. The CDP assesses companies on their performance on governance, targets, Scope 3 emissions, and value chain engagement in the CDP climate change questionnaire.

Canada's Best 50 Corporate Citizens

Celestica has earned the 35th spot among Canada's best corporate citizens in 2025 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.



2024 Top Employer for Young People by Mediacorp Canada

This award honours Canada's leading employers that provide the best workplaces and opportunities for young people just starting their careers. Celestica is recognized for its internship and leadership development programs and its many initiatives to help young people thrive in their work, while supporting them with opportunities to grow into new responsibilities. Celestica has the ability to attract and retain young talent, including benefits, internships, mentorship, training, job rotations and career management initiatives.



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Supplier Appreciation Awards

Celestica recently celebrated its 2024 Supplier Appreciation Awards, honouring suppliers for their exceptional support of Celestica’s goals and ongoing performance. Awards were given in areas such as quality, delivery, flexibility, sustainability, innovation and technology leadership.

“We are proud to recognize this year’s supplier award winners for their outstanding performance and unwavering commitment to our company’s strategy,” said Mike Madsen, Chief Supply Chain Officer, Celestica. “Strong supplier partnerships are key to driving success, enabling us to adapt, innovate and meet the evolving needs of our customers. Thank you to all of the award recipients for your dedication – we truly appreciate your support.”



Celestica is pleased to congratulate Delta Electronics, Inc., for the 2024 Sustainability Award. This award recognizes a trusted supplier that provides thorough, innovative environmental practices, rigorous waste reduction efforts, and a deep commitment to an ethical supply chain. Delta Electronics, Inc. has redefined what it means to lead responsibly. They not only advance our shared goal of a healthy planet, but also inspire others to follow suit.



Celestica’s Supplier Awards program celebrates the achievements of the top performers in Celestica’s global network. We extend our deepest gratitude to all our suppliers for their vital contributions and unwavering support, which are instrumental to our shared success.



External Sustainability Initiatives GRI 2-28

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9.2



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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
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

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

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FIGURE 2.3: MEMBERSHIPS AND AFFILIATIONS

Organization	Participation
The CSR Board	ESG & CSR 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
Fuse (formerly Emission Control)	Member
Birch Community Services	Member
PGE Green Future	Member
Optical Internetworking Forum	Principal Member
Global Electronics Association (formerly IPC)	Member



CDP Climate Change and Water Security Responses

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A Letter from Doug Parker

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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 2024, Celestica’s ongoing commitment to its sustainability program earned an A- climate score from CDP, representing a significant improvement from a B the previous year.

Moreover, Celestica improved our CDP water score to a B from a B-. This improvement reflects our continuous efforts to minimize our water usage and build resilient water sources. Across the categories, Celestica received an A for targets, opportunity disclosure and Scope 1 & 2 Emissions.





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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.



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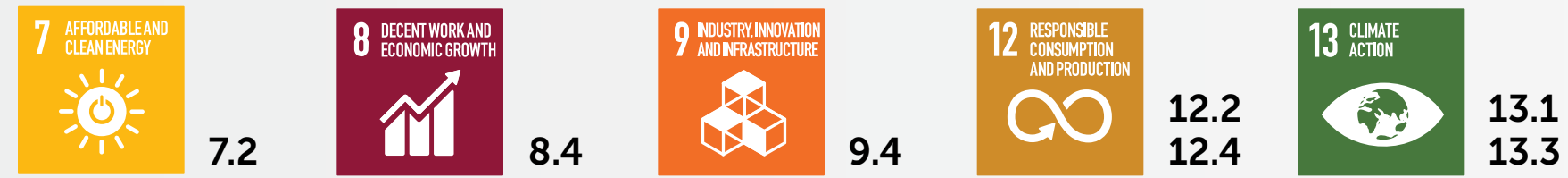
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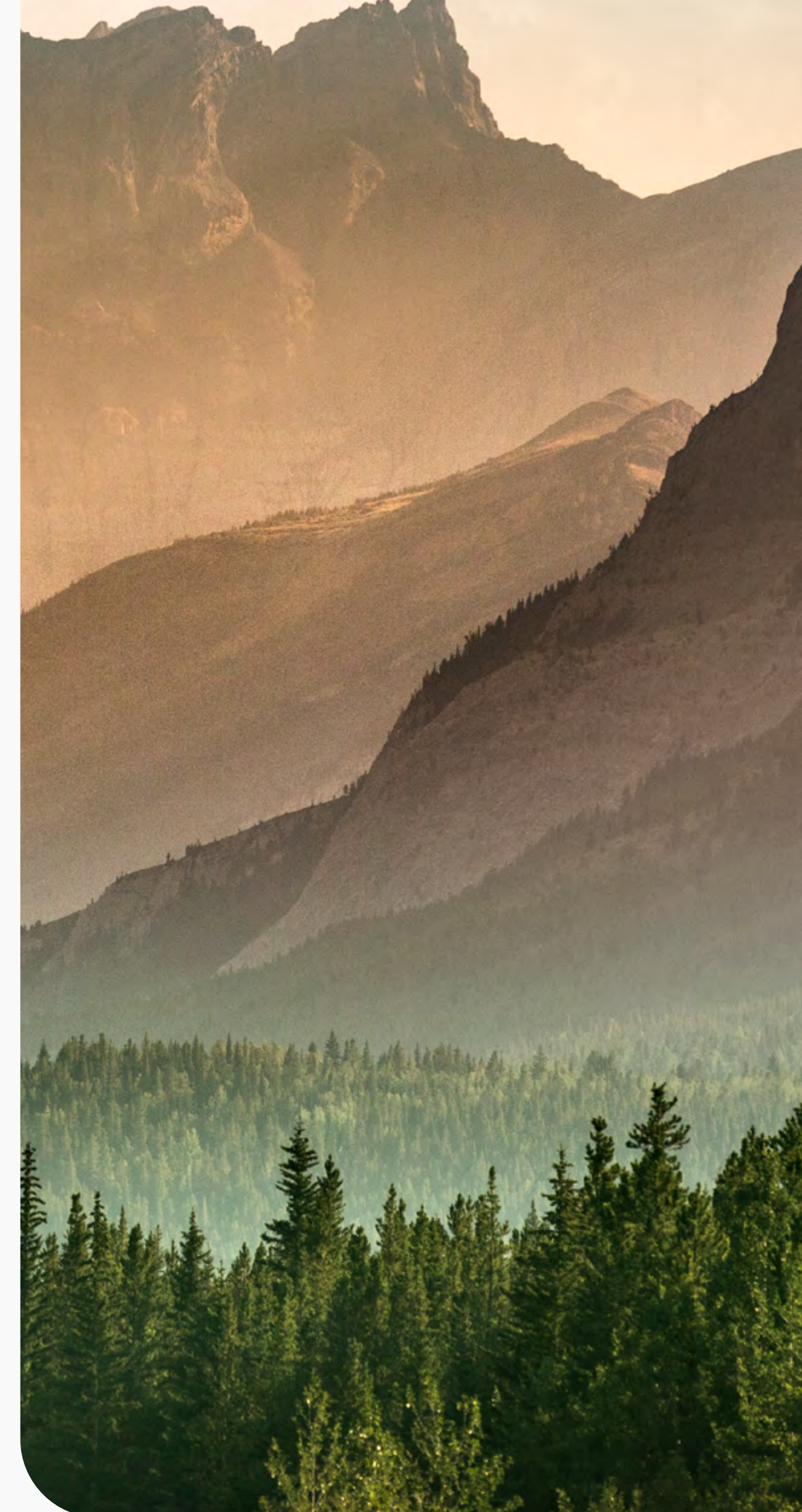
GRI 2-5, 305-1, 305-2, 305-3



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, 2024, 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

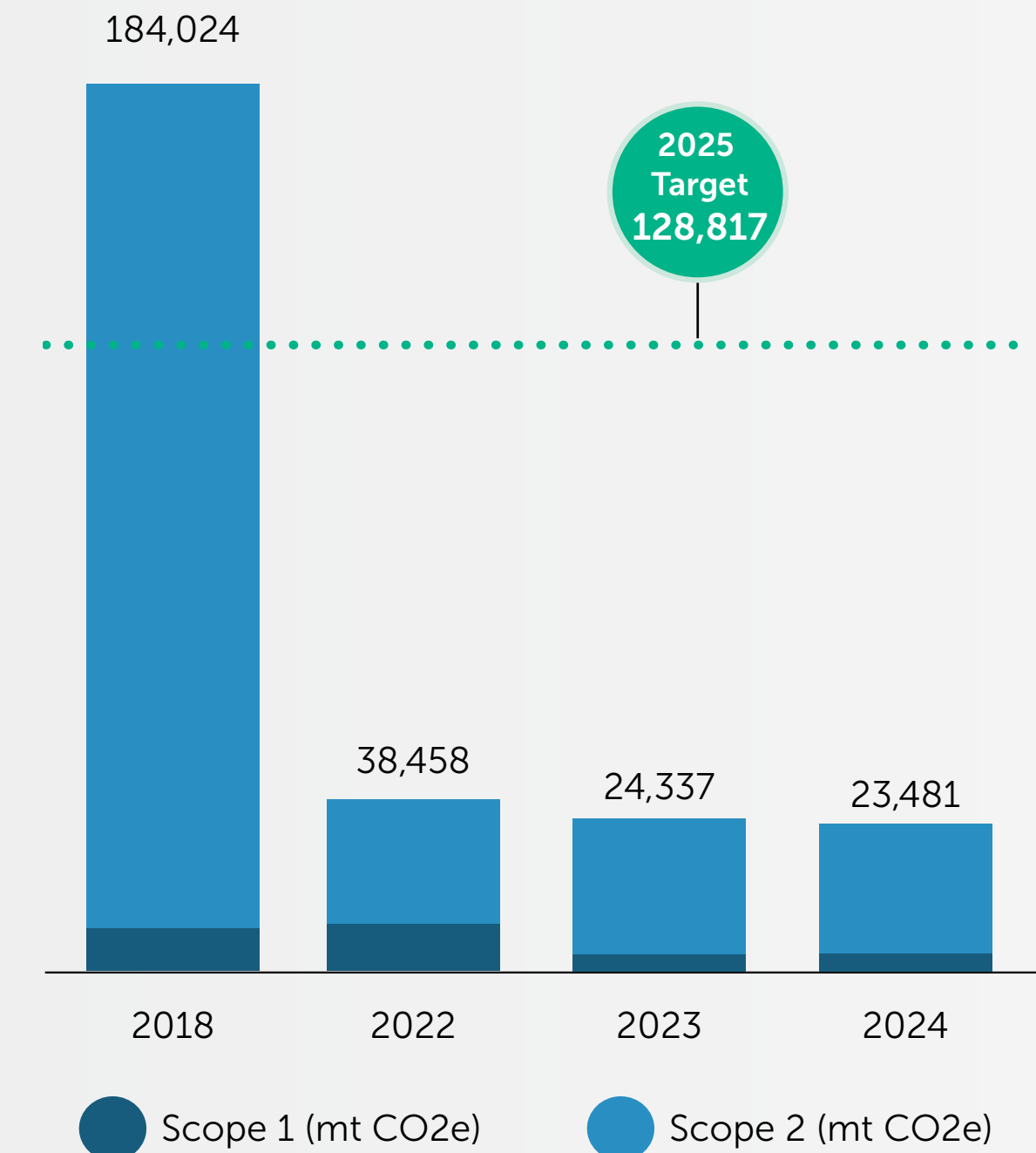
At Celestica, we monitor our GHG emissions at a facility level, enabling us to identify the largest sources of emissions and drive more sustainable practices in areas with the greatest environmental impact. In 2024, we tracked emissions from 98% of the facilities over which we have operational control.

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 2024, our Scope 1 emissions decreased by 6% compared to 2023.

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 2024, our Scope 2 location-based emissions increased by 15% year-over-year, whereas our Scope 2 market-based emissions decreased by 3% year-over-year. The increase in our Scope 2 location-based emissions is attributed to increased demand for electricity to support the strong revenue growth the organization experienced in 2024. The decrease in market-based emissions in 2024 is attributed to the continuously 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 revenue growth we experienced in 2024, Celestica’s combined Scope 1 and 2 market-based emissions decreased by 3.5% year-over-year. Celestica also tracks normalized emissions to revenue. Our normalized emissions were 2.4 metric tonnes (mt) of carbon dioxide equivalent (CO₂e) per million dollars USD of revenue, representing a 0.6 mt of CO₂e per million dollars USD reduction from 2023. 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.

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Other Indirect Emissions (Scope 3) GRI 305-3

Celestica’s other indirect GHG emissions are generated from our operations and supply chain. We track and report on 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. Despite the strong revenue growth experienced in 2024, Celestica managed to decrease Scope 3 emissions in two categories, compared to 2023 values. In total, our Scope 3 emissions increased by 28% year-over-year.

In continuation with 2023, Celestica used a number of strategies to enhance our calculations and measurement of the 11 Scope 3 categories we report on, including carbon accounting software and expanding the scope of direct data sources. Through this, Celestica was able to improve emissions calculations, using the Greenhouse Gas Protocol as guidance.

For Category 1 (Purchased Goods and Services), our largest category for Scope 3 emissions, we continued to use a hybrid approach of obtaining direct emissions data from key suppliers in scope of our Supplier Emissions Program and identifying emission factors associated to procured commodities and Celestica’s spend. This year we maintained primary source data from suppliers for 41% of Celestica’s annual procurement spend, a significant increase from 2023’s coverage of 18%. In 2024, Celestica’s Scope 3 category 1 emissions calculated using a hybrid of supplier-specific data and a spend-based methodology, rose by 31% year-over-year which is commensurate with the significant increase in the level of investments made on goods and services, directly attributed to our overall business growth.

For Category 5 (Waste Generated in Operations), our emissions resulted in a 44% year-over-year increase. This is largely due to our expanding footprint and increased coverage of waste data, with an additional 870,000+ square feet of manufacturing square footage to report on in 2024.

Category 6 (Business Travel), we improved our reporting by using Celestica’s carbon accounting software. This ensures more reliable emission factors are used to calculate emissions from hotel stays and travel via flights, cars, and trains. Finally, for Category 4 (Upstream Transportation and Distribution), although we saw emissions increase year-over-year, significant strides were made to reduce both usage of air transport for lower emission transportation modes and ensure strategic packaging optimization was used.





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In certain of our locations, for example our corporate headquarters in Toronto, Ontario, we leverage a hybrid work model in which case measuring emissions from the home office is not feasible. Furthermore, given the assumptions necessary in measuring any increase in demand on cloud-based storage from the home-based email, instant messaging and video conferencing leads to inaccuracies. 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 2024, we saw emissions increase in three of these categories, in comparison to 2023. As Celestica prepares for the end of our current Scope 3 target, we are evaluating new goals that are both science-aligned and create meaningful impact to reducing Value Chain emissions in which we can control. We will continue to evaluate scenarios for business change and how this will impact our target roadmap.

Further Scope 3 emissions details are provided in our [2025 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, carbon monoxide (CO) and tin (Sn). In 2024, we released approximately 46 metric tonnes of these air emissions from 40% of our square footage.

Our emissions decreased from 2023 to 2024 due in large part to facilities reconfiguring and rebalancing their exhaust systems.

More information about additional air emissions can be found in the [KPI Summary](#).



Energy

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

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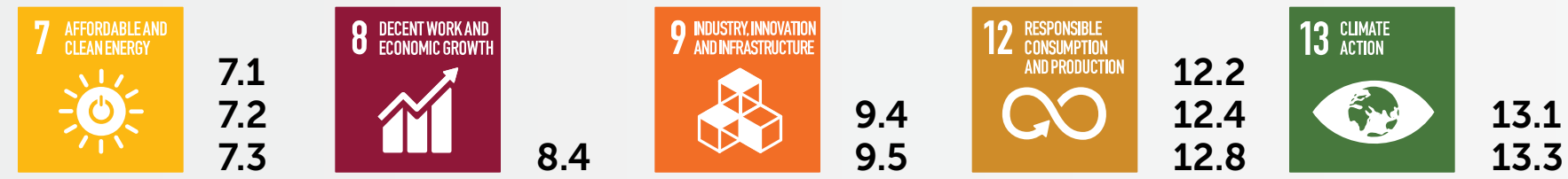
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Energy is critical to Celestica’s operations and can generate significant GHG emissions. We procure renewable energy and/or conserve energy throughout our sites to reduce demand on the grid. Our sites continue to develop energy reduction initiatives 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 2024, Celestica consumed 1,355,960 gigajoules (GJ) of total energy of which 1,284,410 GJ was consumed electricity. In total, 97% of energy was supplied from the electricity grid and 8% of that energy was from renewable sources.

For 2024, Celestica consumed 133 GJ of energy per million USD of revenue, a 4% reduction year-over-year. To reduce our energy consumption, our facilities implemented energy efficiency projects that account for savings of more than 63,385 GJ.

In the reporting year, 11 of our 34 manufacturing sites have maintained ISO 50001:2018 certifications, covering 14,307 employees and representing 67% of our total consumed electricity for the year. We regularly reassess 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 155 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 5% of the previous year's consumption, and reduced our greenhouse gas emissions in line with our science-based target. A total of 10,144 megawatt-hours (MWh) and 4,915 mt of CO2e are estimated to have been avoided in 2024 due to these projects.

SITE SUCCESS STORY: ORADEA, ROMANIA

Oradea is on track to be Celestica's first carbon neutral site and has integrated many impressive solutions in its progress towards that goal. The site has installed a 1,600 kW photovoltaic plant, a geothermal heating system, procures 100% green electricity from its energy provider and has been ISO 50001 certified since 2018. Although these successes are impressive on their own, the site has continued to innovate with energy conservation. In 2024, they added a 400 kW photovoltaic carport for employees to park under and installed four new EV car chargers, amounting to a total of eight.



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**SITE SUCCESS STORY:
KULIM 2, MALAYSIA**

As a new addition to Celestica in 2024, the Kulim 2 site has rapidly established itself as a leader in sustainability and energy conservation, becoming one of the first certified green manufacturing building in our portfolio. To enhance energy efficiency, the site implemented several strategies, including installing a variable frequency drive (VFD) screw chiller with advanced variable volume ratio technology, replacing fluorescent bulbs with LEDs, and integrating a pressure independent control valve into the chilled water hydronic system to minimize energy waste.

**SITE SUCCESS STORY:
NEWMARKET, CANADA**

For the fifth consecutive year, Celestica’s Newmarket site has reduced its annual electrical consumption. In 2019 the site used 9,749 MWh, but in 2024, this was reduced by nearly a third to 6,656 MWh. This reflects the site’s ongoing commitment to energy efficiency and conservation. In 2024, specific initiatives included utilizing the building automation system (BAS) to curtail heating and cooling loads during non-occupied periods, which is projected to save 112 MWh annually. Additionally, exhaust fans for flow hoods, which maintain workstation safety by moving 310 cubic feet of air per minute, were automated. By adding exhaust dampers connected to proximity sensors and timers, the fan speed reduces when not in use, which is expected to save 59 MWh annually.

**SITE SUCCESS STORY:
JOHOR EMS, MALAYSIA**

In 2024, Celestica’s Johor EMS site implemented five significant energy-saving projects, projected to save an estimated 1,945 MWh of electricity annually. Notably, they upgraded an older screw chiller to a more energy-efficient VSD chiller which is projected to reduce energy consumption by nearly half. Beyond energy efficiency, the new chiller utilizes R-1233zd, a refrigerant with a global warming potential (GWP) 1300 times lower than the previous R-134a. This substantial reduction in GWP stems largely from the shorter atmospheric lifespan of R-1233zd, which breaks down more rapidly in the atmosphere, and in the unlikely event that it were to leak, such an upgrade would significantly reduce the potential climate impact of refrigerant leakage.



Renewable Energy

At Celestica, we are committed to increasing the use of renewable energy sources in our operations. In 2024, we used the equivalent of 86.7% renewable energy as part of our total electricity consumption through the use of on-site solar panels (3.3%), procurement through utilities (7.4%) and the purchase of Energy Attribute Certificates (76.1%).

In 2024, we installed solar panels at our site in Batam, Malaysia, providing renewable energy to power parts of our operation in this location. This initiative prevented approximately 40 mt of CO₂e from entering the atmosphere.

Our Laem Chabang, Thailand site continues to generate renewable energy through its 3.5 megawatts (MW) of PV systems first installed in 2016. In 2024, the PV systems avoided approximately 2,100 mt of CO₂e, which has increased our total savings from these panels to nearly 74,000 mt of CO₂e. Other sites with PV systems installed (Oradea, Romania; Johor EMS, Malaysia and Valencia, Spain) helped Celestica avoid an additional 3,100 mt CO₂e in 2024.

Our Galway, Ireland; Valencia, Spain; Oradea, Romania; and five of our sites in the United States (Portland, Oregon; two in Fremont, California; and two in San Jose, California) derive between 60% to 100% of their electricity from renewable energy. Together these sites prevented approximately 7,600 mt of

CO₂e from entering the atmosphere in 2024.

In 2024, Celestica purchased over 271,500 MWh of EACs to further offset an additional 76.1% of our energy consumption and 84.6% of our Scope 2 Location-based emissions. These certificates were purchased from wind, solar, hydro and small hydro projects in China, Indonesia, Vietnam, Malaysia, Mexico, Laos, Thailand and Canada. All certificates are recognized by either the International Renewable Energy Certificate (I-REC) or Renewable Energy Certificate (REC). 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 150,600 metric tonnes of CO₂e emissions in 2024.



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Building Blocks for Smart and Sustainable Solutions

Celestica's Industrial and Smart Energy business is proud to support customers that are helping to deliver smart, sustainable solutions that meet the increasing global demand for energy.

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 metres, high-efficiency generation controls, power converters, energy storage and solar trackers. Celestica enabled more than 3,400 MW of solar energy with a solar inverter customer in 2024.

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. In 2024, Celestica supplied equipment to support more than 1,100 MW worth of EV charging stations, 1,000 MW of battery storage solutions, 2.2 million electricity smart metres, 750,000 gas smart meters and 3.4 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.



[Learn more](#) about the Industrial and Smart Energy business.



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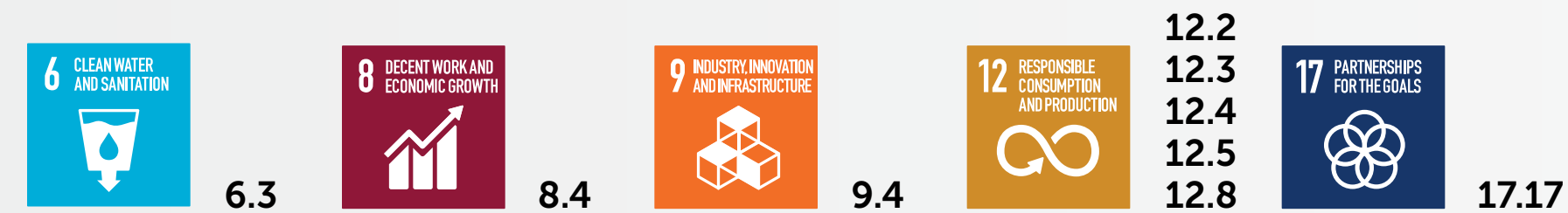
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Waste GRI 306-4

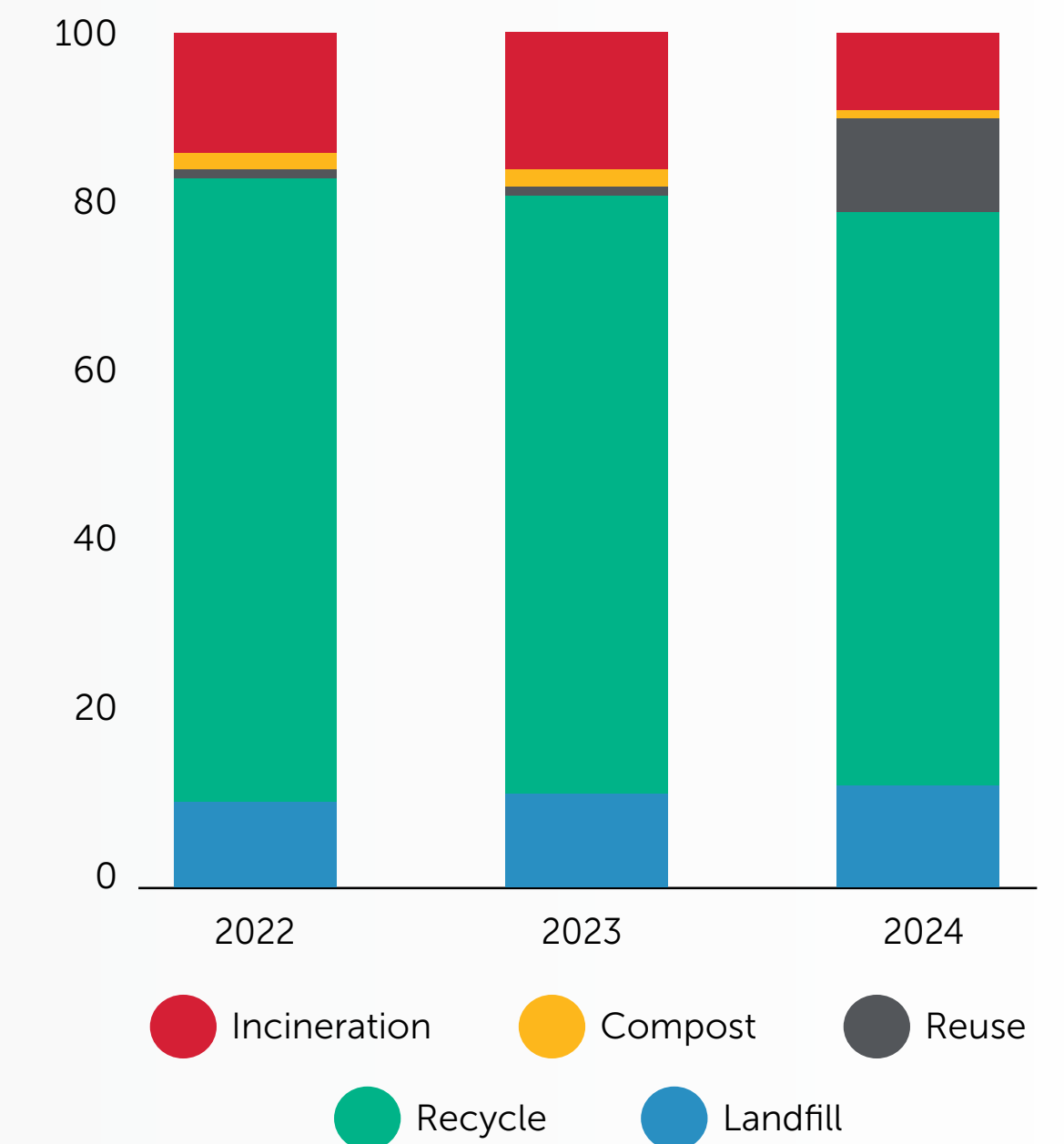


Celestica is committed to sustainable consumption through the efficient use of materials within our operations. Our facilities follow a robust waste and recycling management system to reduce, reuse, repurpose, refurbish and recycle materials. We track our data using dedicated sustainability software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

We continue to track waste diversion rates at a site and global level. We completed 2024 with a global waste diversion rate of 88%. Overall, Celestica’s material disposal increased by over 9,000 mt from 2023, which is due to an 11% increase in data availability by square footage, coupled with business growth and an overall increase in materials from various suppliers. Our facilities also demonstrated substantial improvements in tracking additional disposal methods, evidenced by an almost 3,000 mt year-over-year increase in reused waste, driven through external waste certification. Packaging materials comprise a significant portion of our total waste. In 2024, paper, wood, plastics and cardboard made up 61% of our waste material.

In 2024, Celestica Hino achieved TRUE Zero Waste certification, becoming the first manufacturing facility and just the second company in Japan to earn this recognition. This milestone makes Hino the second facility within the Celestica network, after Oradea, to be zero-waste certified, reinforcing our dedication to environmental sustainability.

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



Further waste disposition details are provided in the [KPI Summary](#).



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As the world continues to focus on circular and sustainable practices, companies are demanding 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 and 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.

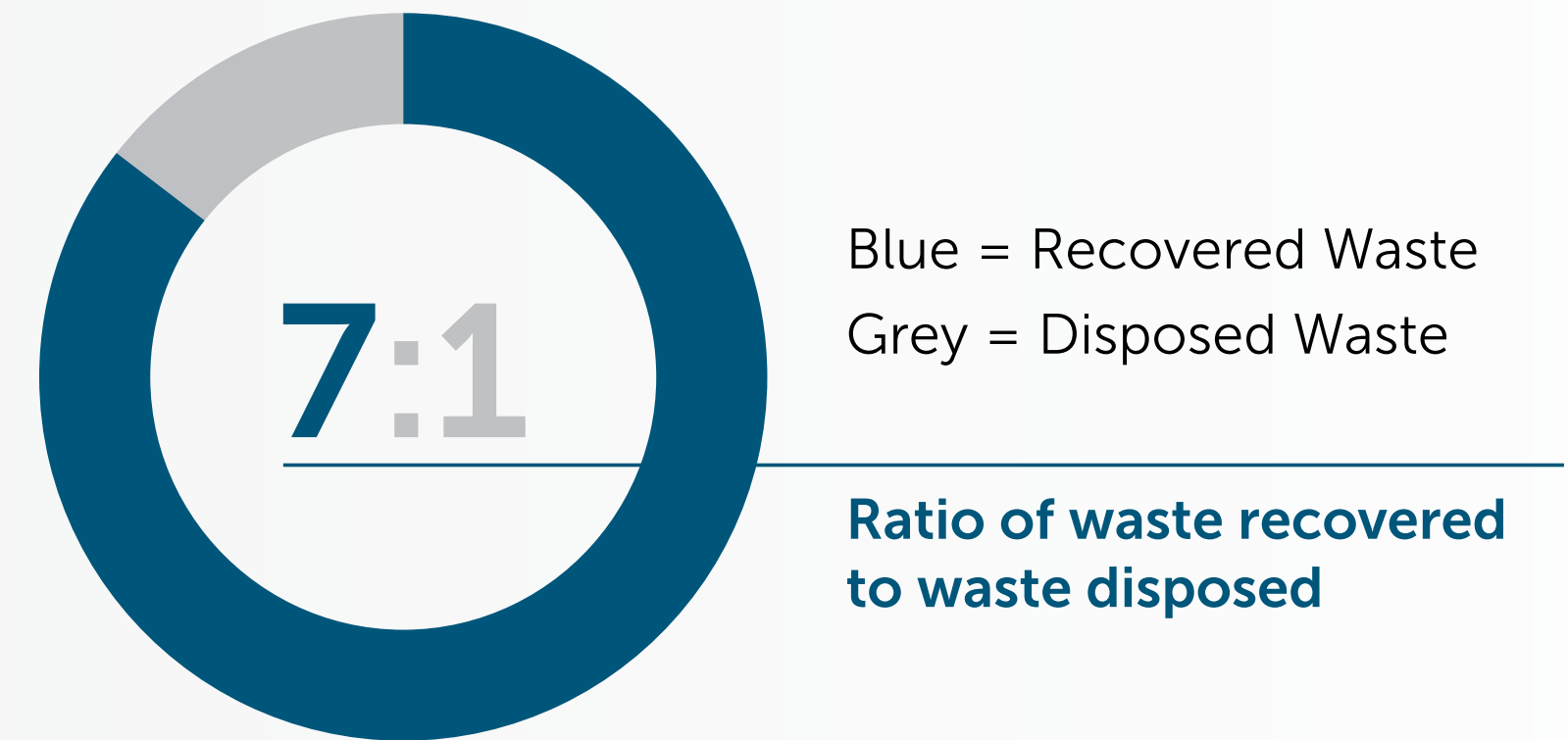


FIGURE 3.3: WASTE RECOVERY VERSUS DISPOSAL PERFORMANCE

In 2024, Celestica recovered seven units of waste for every unit disposed of. This 7-to-1 ratio highlights a strong focus on diverting materials from disposal through recovery efforts, including recycling, reuse, composting and incineration for energy.



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SITE SUCCESS STORY:
ZERO WASTE CERTIFICATION
 HINO, JAPAN

The Hino site achieved Zero Waste to Landfill Certification in 2024, becoming the first manufacturing factory and only the second company in Japan to earn this distinction by exceeding the 90% threshold with a 95.1% waste diversion rate. Driven by a request to support a customer’s sustainability goals, the Hino team implemented education and communication initiatives, established a Zero Waste Policy and Environmentally Preferred Purchasing Policy, fostered innovation through lean processing and material management techniques (Reduce, Reuse, Recycle), and encouraged internal and external collaboration to successfully meet certification requirements.



SITE SUCCESS STORY:
PACKAGING REUSE
 SONG SHAN LAKE, CHINA

In 2024, our Song Shan Lake site implemented two key initiatives to boost operational efficiency and reduce packaging waste. The site adopted a circular approach to packaging, reusing original carton boxes for incoming shipments when passing quality inspections. This minimizes the consumption of new materials and reduces packaging waste. Furthermore, they enhanced their logistics efficiency through a robust pallet management program. Instead of discarding all used pallets, the site rigorously sorted and recovered viable pallets for reuse in outbound shipments. Those not suitable for direct reuse were diligently returned to suppliers for recycling, effectively diverting materials from landfills and promoting a more circular economy within our supply chain. These efforts underscore our dedication to minimizing our environmental footprint and advancing sustainable practices.



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Circularity by Design

Celestica is committed to driving circular economy solutions that reduce environmental impact. We deliver products that are designed, built, used and re-used with circularity in mind – helping to address today’s climate challenges and work toward a more sustainable future.

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.





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With investments in leading-edge product roadmaps, design capabilities and platform innovations, Celestica is aligned with market standards and emerging technology trends. These include:

Energy Efficient Design:

All Celestica platform solution product designs aim for 96% power efficiency. Our advanced architecture, including liquid cooling solutions, reduce data center heat and energy consumption. In addition, more than 80% of platform solution projects use titanium instead of platinum within the power supply unit, as titanium is much more energy efficient.

Material Selection:

Celestica selects highly reliable components to extend the product lifecycle and works to minimize packaging and reuse recyclable materials. We also reduce the use of chemicals and toxic materials and encourage our component suppliers to implement sustainability into their strategies.

Regulatory Compliance:

Celestica adheres to the highest regulatory compliance standards – including Restriction of Hazardous Substances (RoHS); Registration, Evaluation, Authorization, and Restriction of Chemicals (REACH), Waste Electrical and Electronic Equipment (WEEE) and Halogen-Free compliance in product development. We are ISO 9001 and 14001 certified in the areas of Quality and Environmental Management. Celestica provides material disclosure, declaration of conformity, and documentation to demonstrate compliance and adherence to all applicable laws governing air, water and soil pollution reduction.

NCS Global, a Celestica company, has more than 30 years of experience providing world-class reverse logistic solutions for IT equipment. Aligned to our commitment for responsible and sustainable management of IT assets, our facilities are certified to e-stewards – a globally recognized standard for electronics recyclers, refurbishers, and processors that ensures the responsible and ethical management of electronic waste. The certification program includes a robust performance verification system that goes beyond annual audits. It also incorporates random, unannounced inspections and GPS tracking of e-waste shipments to verify ethical and responsible handling.





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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 eight 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 2024, Celestica diverted over 1.9 million products and nearly 1,500 mt of material from landfill through redeployment, recovery and recycling activities, totalling over 9,800 mt since 2020.

Celestica offers a comprehensive suite of circular services designed to help businesses adopt the circular economy model. Each service contributes to reducing waste, enhancing resource efficiency and driving sustainability goals:

Advanced Exchange Program (Warranty & RMA Services):

By managing warranty and return merchandise authorizations (RMA), Celestica ensures that defective products are repaired and reused whenever possible, extending their lifespan and reducing the need for replacements.

Depot Refurbishment & Repair:

Celestica’s refurbishment and repair services give new life to old products, keeping them in circulation longer. This process reduces the demand for raw materials, minimizes waste, conserves resources and lowers the environmental footprint of manufacturing new devices.





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Asset Recovery, Remarketing & ITAD:

Through secure IT asset disposition (ITAD), Celestica helps companies recover value from outdated or unused equipment while ensuring proper data destruction to maintain the security of sensitive or confidential information. This also helps organizations maintain compliance with GDPR, HIPAA, CCPA and similar privacy regulations. 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. Remarketing these assets creates new revenue streams while supporting sustainability.

Remanufacturing & Reuse:

Celestica specializes in remanufacturing products to meet original specifications. It also ensures hardware meets or exceeds original equipment manufacturer (OEM) specifications before redeployment, maximizing reliability. This reduces waste and aligns with sustainability goals by ensuring that products remain in use for as long as possible.

Logistics Services:

Celestica optimizes transportation and storage to minimize environmental impact. Companies can use efficient logistics strategies to reduce their carbon footprint while maintaining high service levels.

To learn more about CAMS, please visit our [website](#).



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Global Waste Reduction Week

In 2024, Celestica hosted its 10th annual global Waste Reduction Week, an event that engages and empowers employees to reduce waste within our operations and in their daily lives. This year’s theme was the “Past, Present and Future of Waste Management”, which focused on the historic progress and future gaps of waste management.

Twenty-two sites participated in this year’s events by hosting site-level activities that promote waste management. An educational video was created by a member of the Sustainability team discussing the past, present and future of waste management. The video was displayed online and at various sites and reviewed the progress Celestica and the world have made on waste management, but also what needs to be improved to achieve a truly sustainable future. The video was supplemented by a waste trivia, which engaged over 500 participants, who had the opportunity to test what they learned while watching the educational video.

Waste Reduction Week Results



175 kg

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



2,329 kg

of electronics collected for proper recycling or reuse, including old computers and used batteries.



589 kg

of garbage collected through local, voluntary cleanups and waste collection activities.



2,228 kg

of items such as clothing, books and toys donated to local charitable organizations to be reused by those in need.



Global Waste Reduction Week: Site Activities

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BANDUNG, INDONESIA

The Celestica team in Bandung conducted a “Pick and Hike” activity at the famous Putri Mountain. The mountain is famous for camping, but unfortunately not all campers clean up their sites. Celestica’s Pick and Hike participants collected/picked up and hiked down the mountain carrying an impressive 10 bags worth of trash. In this one event, the team was able to de-stress, enjoy nature, exercise among breathtaking scenery and clean nature so that others can better enjoy the mountain.



JOHOR AMS, MALAYSIA

The Johor AMS site organized a “Reboot for Good” initiative, donating dozens of used computers to a local school. This action simultaneously prevented e-waste and supported students in the local community. The site also organized an activity to plant vegetable and fruit trees. This effort aims to enhance the natural environment and encourage healthy lifestyles, as employees will be able to harvest and enjoy the fresh produce when the trees and plants reach maturity.



PORTLAND, OREGON

Portland embraced Waste Reduction Week by hosting an impressive six separate activities. These activities included eliminating paper cups, e-waste collection, a bottle drive and a donation drive for food and clothing. The site recycled nearly 2,500 kg of e-waste, recycled cans for charity and donated 150 kg of clothing and food plus 300 backpacks full of hygiene products.





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ORADEA, ROMANIA

Oradea hosted several educational and creative activities across their site for Waste Reduction Week, including watching the documentary “More Than Honey,” which explores the implications of a declining global bee population. Participants then tested their knowledge in a quiz to win sustainable prizes. On the creative end, Oradea hosted the “What Two Skillful Hands Can Do” activity and refurbished waste into art.



SUZHOU, CHINA

Thirty Suzhou employees visited the city waste disposal station to learn about how their waste is processed. In addition to visiting the facility, these employees attended an onsite training class to learn about waste management and segregation. This culminated in a garbage classification contest, where 291 employees participated and 30 entered the finals. Suzhou showed how important education is to waste management and sustainability as a whole.



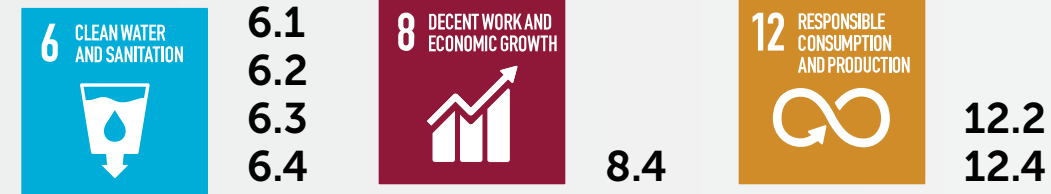
PENANG GBS, MALAYSIA

Penang GBS embraced creativity for this year’s Waste Reduction Week by playing games and creating art that explored the 3 Rs of waste: Reduce, Reuse and Recycle. Employees created art using old toys, plastic bags, coffee cups, straws and batteries. Then they encouraged employees to take pictures with the art to celebrate Waste Reduction Week. In addition, employees played waste-related games such as “Trash Ball” and scavenger hunts.





Water GRI 303-1, 303-3



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 nine 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 2024, Celestica facilities with measurement capabilities withdrew 1,232 megalitres (ML) from third-party municipal water supply systems and local water sources. This represents a 4.4% increase in water withdrawal compared to 2023 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 [2025 CDP Questionnaire](#)

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**SITE SUCCESS STORY:
BATAM, INDONESIA**

In 2024, the Batam facility implemented water-saving initiatives to reduce consumption and promote environmental stewardship. A key achievement was installing a rainwater harvesting system, projected to save 1,400 cubic meters of water annually. This system collects rainwater through the building’s gutters and stores it in on-site tanks. The collected water then supplies the cooling tower and an eco-fish pond. Notably, the eco-fish pond primarily uses recycled rainwater and its pumps are powered by solar panels. This initiative demonstrates how facilities can embrace sustainability to both enhance manufacturing processes and positively impact the surrounding environment.



**SITE SUCCESS STORY:
JOHOR EMS, MALAYSIA**

Our Johor EMS site started the implementation process to improve our cleaning process with automated robots. These machines have advanced filtration systems to recycle and reuse water during the cleaning process, and can reduce water consumption by up to 39% when compared to traditional cleaning methods. By adopting this automated approach, Johor EMS is not only streamlining operations but also demonstrating a strong commitment to water conservation and environmental responsibility.





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13.1
13.3

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 the sponsorship of our Board of Directors and executive leadership team. Our functional teams and operational employees 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 overseeing 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 and sustainability. See the [Corporate Governance page](#) for more information.

Within our annual assessment of material topics 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 [2025 CDP Questionnaire](#) and our public filings at www.sedarplus.ca and www.sec.gov.

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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](#).

Climate Scenario Analysis

Celestica initiated its first qualitative and quantitative Climate Scenario Analysis (CSA) in accordance with the Task Force on Climate-Related Financial Disclosures (TCFD) guidance. This CSA examined the physical risks associated with climate change and examined both the acute and chronic impacts of climate change. We analyzed the transitional risks and opportunities associated with the move to a more sustainable economy. We reviewed all categories identified by the TCFD including technological and market changes, current and emerging regulations, insurance programs, legal implications and reputational impacts. The CSA contains key assumptions and uncertainties and its results are not meant to forecast future results but instead examine a range of potential futures.

Our CSA used publicly available data sets such as the physical climate projections produced by the Intergovernmental Panel on Climate Change (IPCC) and the World Energy Outlook developed by the International Energy Agency (IEA). The time periods chosen for the CSA were 2030 and 2050. These time frames were chosen to capture medium-term changes, typically four to nine years, and long-term changes, 10 years or more.





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We chose SSP1-2.6 and SSP5-8.5 physical scenarios developed by the IPCC and used the most up to date CMIP6 climate change projections. SSP1-2.6 represents the most optimistic scenario in regards to the future GHG emissions and is consistent with the goals set out in the Paris Agreement, which aims to mitigate climate change to 1.5 °C above pre-industrial levels. SSP5-8.5 represents the most pessimistic scenario where GHG continues to increase up to, and beyond 2050. This emissions pathway is projected to result in 2.4 °C of increased global temperatures by 2050.

For the transitional risk and opportunity analysis we examined the “World Energy Outlooks” produced by the IEA. Specifically, we leveraged the NZE 2050 and the STEPS scenario. NZE 2050, or Net-Zero Emissions by 2050, assumes that the energy sector achieves net zero CO2 emissions by 2050. STEPS, or the Stated Policies Scenario assumes that governments only take actions based on existing policies or those announced or under development.

Celestica has not completed the CSA in time for this year’s disclosure period, but intends to continue working on the CSA to ensure it meets recognized standards such as the TCFD and CDP frameworks.

While we continue to work on the CSA, we are including the preliminary results for physical and transitional impacts, available through our [2025 CDP Corporate Questionnaire](#).

Managing Risks

Celestica’s BCPs take into consideration a range of scenarios and risks, including environmental, sociopolitical 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.



Earth Day



April 22, 2024, marked the 54th anniversary of Earth Day, a day to observe, appreciate and spread awareness of environmental protection. The 2024 global theme was “Planet Vs. Plastics.” When it comes to enabling a green and sustainable future, we know that one day a year is not enough. That’s why, at Celestica, every day is Earth Day.

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. This is evident in the way we operate, and the way we partner with leading Smart Energy customers to design, develop and deliver innovative solutions to power a more sustainable future.

Canadian Operations

As part of the Earth Day celebration, over 40 Celestica employees from the Mississauga, Newmarket and Toronto, Canada sites participated in a cleanup activity across three parks. Employees came together to help preserve our Earth by removing almost 45 kg of trash and waste from the environment.



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Monterrey, Mexico

To celebrate 2024 Earth Day, employees from Monterrey organized a tree planting event where participants planted various types of seeds and learned about initiatives for a better future. This event highlighted environmental benefits such as combating climate change, improving air quality, contributing to biodiversity, enhancing quality of life and improving health. To further commemorate Earth Day and raise awareness about caring for our planet, the Monterrey site planned three activities. Through the “Welcome Home!” activity, employees took plants home, cared for them and participated in activities that create a better future. The “Waste Basketball” initiative taught participants about proper waste management to prevent new waste and combat accumulation in the cafeteria. Additionally, an environmental trivia contest challenged employees’ knowledge of the environment with prizes for correct answers.





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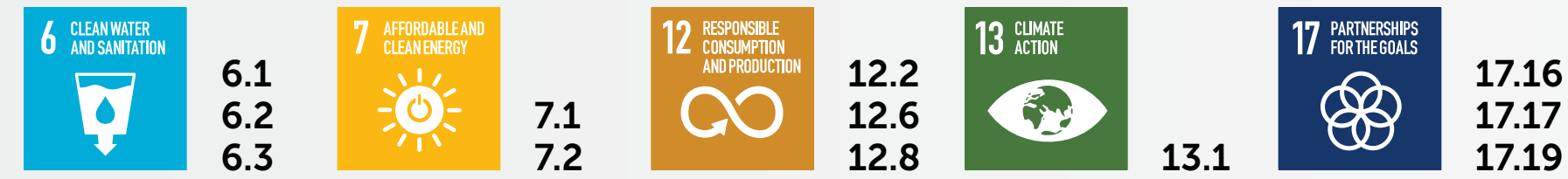
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Celestica’s Global Environmental Policy communicates our commitment to environmental regulatory compliance and to being a good environmental citizen in the jurisdictions in which we operate. As part of our global Environmental Management System, we closely monitor compliance activities and identify and control risks.

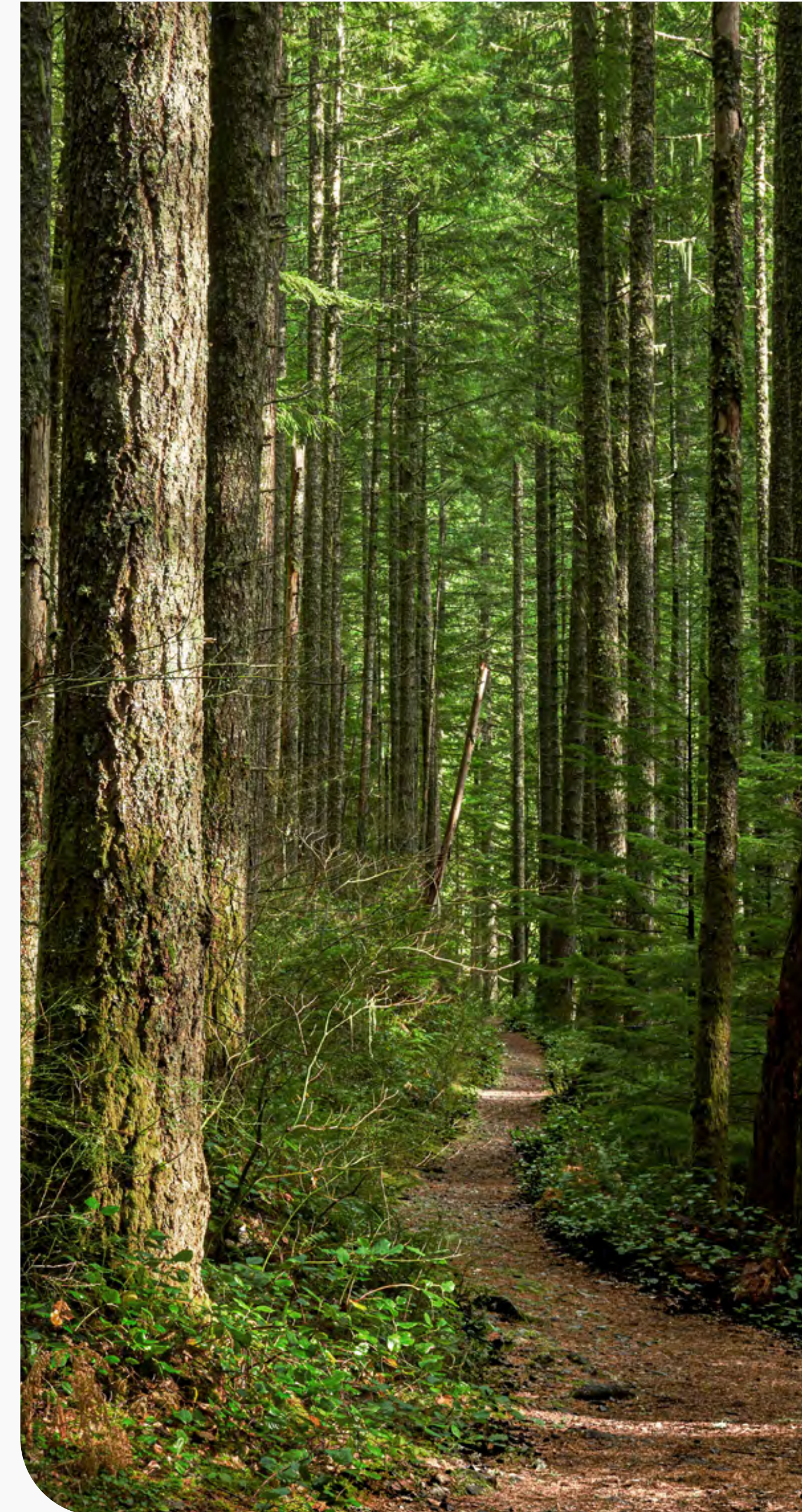


22 of our 34 manufacturing locations have ISO 14001-certified environmental management systems, covering 22,450 employees.

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 2024, Celestica did not identify any material non-compliance issues with environmental laws or regulations.

For more information, please refer to the [Global Environmental Policy](#).





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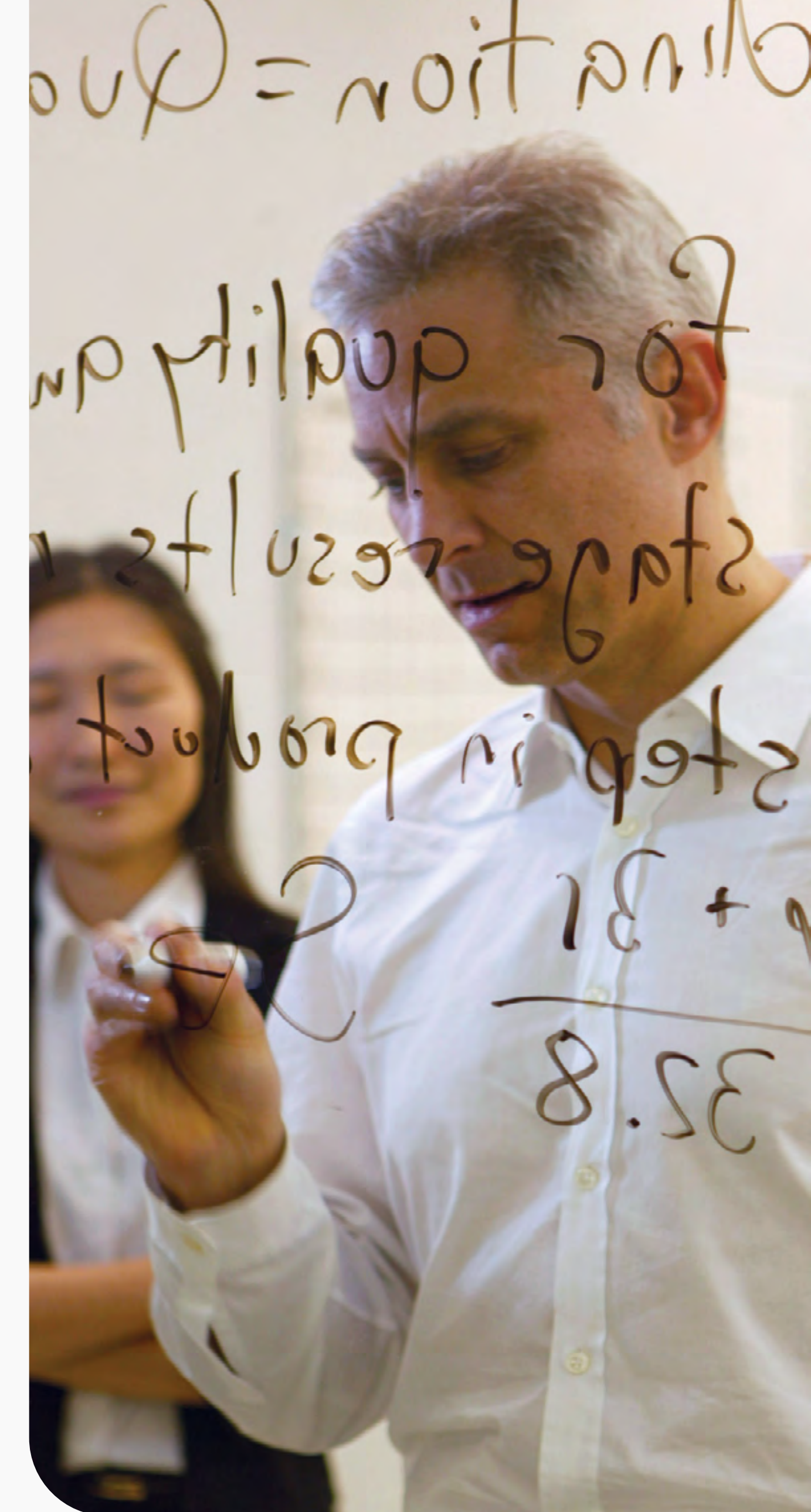
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Supply Chain GRI 2-6, RM

Celestica has a global network of more than 5,100 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 Global Supplier Management Playbook (GSMP) 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 with Section 1502 of the Dodd-Frank Wall Street Reform and Consumer Protection Act; EU Registration, Evaluation, Authorization and Restriction of Chemicals (REACH) Regulation; EU Restriction of Hazardous Substances (RoHS) Directive; TSCA 8(a)(7) Per- and polyfluoroalkyl substances (PFAS) rule; TSCA 6(h) Persistent, Bioaccumulative, and Toxic (PBT) chemicals rule; and EU Carbon Border Adjustment Mechanism (CBAM). 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](#).

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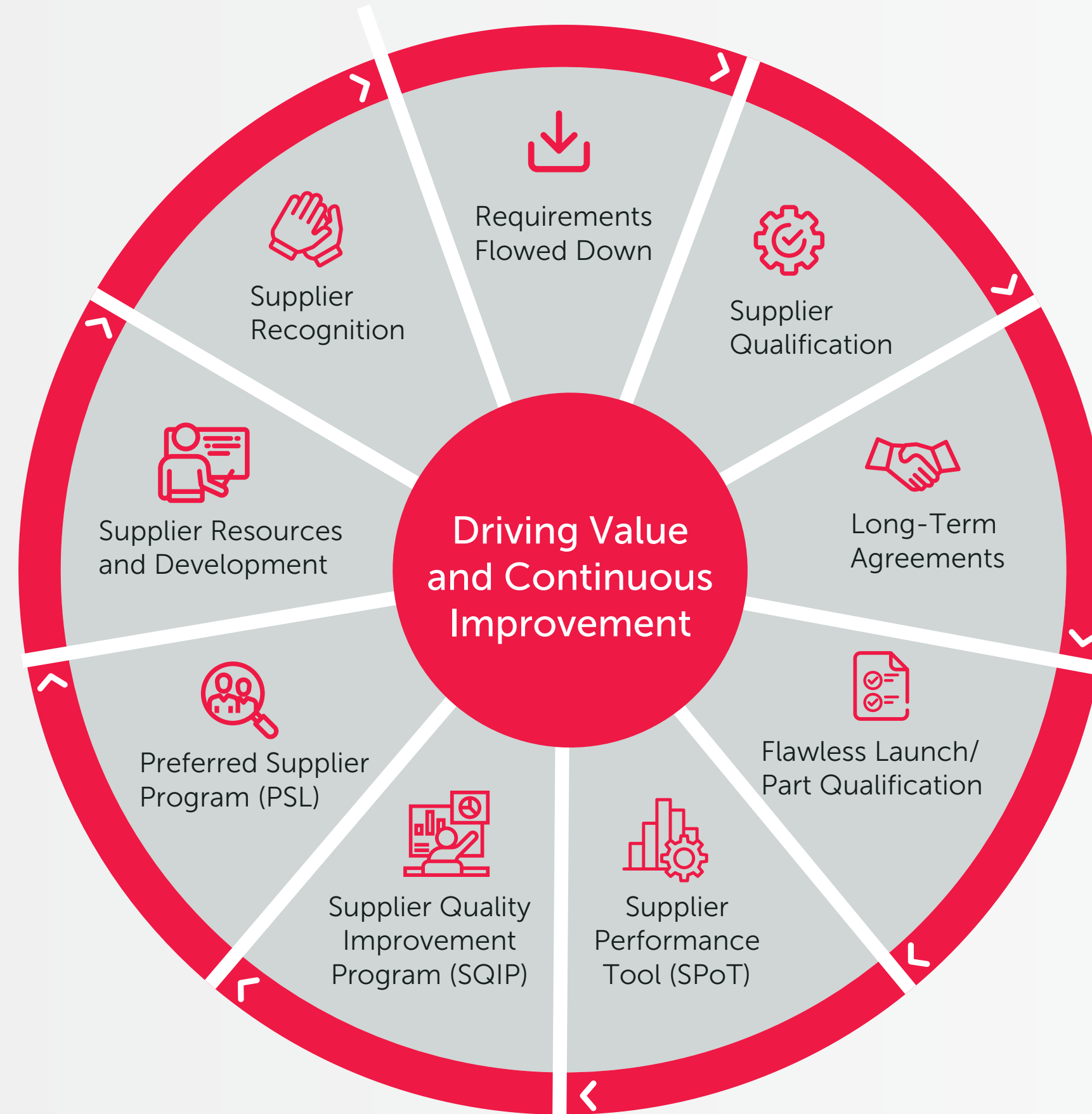
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Supplier Assessments GRI 308-1, 414-1, RM

Celestica is an electronics manufacturing services company that builds products for original equipment manufacturer customers and hyperscalers in accordance with 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 2024, we had over 5,100 unique suppliers assessed through methods including RBA Self-Assessment Questionnaires (SAQs), validated audit processes or equivalents, 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 assessments 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 2024, Celestica completed just under 200 supplier SAQs with no suppliers identified as high risk, by the end of the year.

Through Celestica's internal processes, 115 supplier facilities were audited in 2024. We made significant progress by closing nearly 75% (82 of 111) of the corrective actions stemming from these audits. It should be noted that the full completion cycle for some audits can extend up to two years.

With a focus on our MSL, 178 unique suppliers were assessed on environmental and social sustainability metrics 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.





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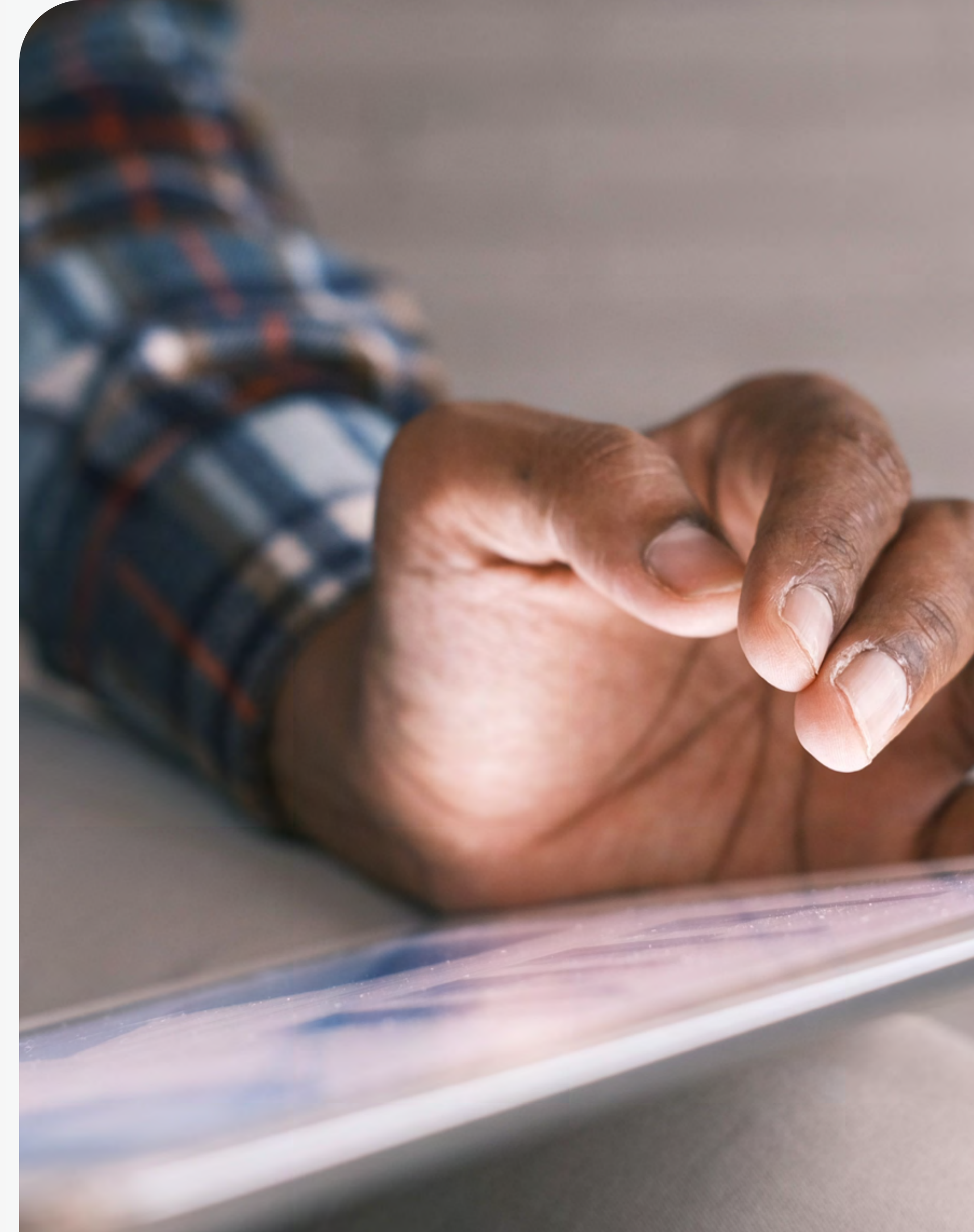
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Celestica's Global Commodity Management team evaluates MSL suppliers quarterly through our Supplier Performance Tool (SPoT). This scoring can affect the amount of business awarded to the supplier, and if deficiencies are not satisfactorily addressed, 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 2024, Celestica leveraged the RBA's Emissions Management Tool (EMT) to execute what we consider to be part of our Supplier Emissions Program, moving forward. With almost 10,000 suppliers worldwide, key suppliers based on procurement category and spend were assessed for the 2024 year. The EMT allowed great flexibility and education in emissions reporting, by offering three tiers of support in the assessment: estimator tools, coverage uplift tools and direct emissions inventory. By working more closely with our direct suppliers, we achieved a 22% year-over-year increase in Scope 3 emissions data from primary sources relative to our total spend. 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 emission reduction improvements to support Celestica's programs in driving overall reductions in supplier emissions. In addition, 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 take steps to manage risks from our suppliers, within the areas of business, ethics, human rights, labour and the environment.

In 2024, 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 currently in our data system, 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.

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Responsible Minerals

Celestica is committed to 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, we recognize the need to address extractives-related issues, including human rights abuses, forced, bonded and child labour, by enabling responsible sourcing of its suppliers.

Celestica annually produces a Conflict Minerals Report pursuant to Rule 13p-1 and Form SD, under the US Securities Exchange Commission rule implementing Section 1502 of the Dodd-Frank Wall Street Reform and Consumer Protection Act, 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 HighRisk Areas: Third Edition (2016) and accompanying Supplements. In addition to Tantalum, Tungsten, Tin 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.

Celestica conducted in good faith a reasonable country of origin inquiry (RCOI) regarding these minerals and expected all of its Tier 1 suppliers to provide all necessary declarations using the Responsible Minerals Initiative Conflict Minerals Reporting Template (CMRT) and Extended Minerals Reporting Template (EMRT). Identified smelters or refiners (SORs) were matched against lists of processors that have been certified by internationally recognized industry validation schemes such as the RMI Responsible Minerals Assurance Process (RMAP), the London Bullion Market Association’s Responsible Sourcing Programme and the Responsible Jewellery Council’s Chain-of-Custody Certification Program to reasonably assure that the Tantalum, Tungsten, Tin, Gold or Cobalt 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).

In Celestica’s 2024 Conflict Minerals Report, a total of 2,425 suppliers were surveyed as part of the Reasonable Country of Origin Inquiry (RCOI) process. Of the suppliers surveyed, 2,358 (97%) provided responses. Among these respondents, 54% indicated “yes” as to having one or more of the Conflict Minerals as necessary to the functionality or production of the products they supply to Celestica. An aggregate of 933 individual Smelter or Refiner (SOR) were identified as used by such suppliers; however, the SOR information obtained from suppliers pertained to all customers of such suppliers, and did not correspond specifically to products/components supplied to the Celestica. Celestica will assess future business with suppliers that are non-compliant with its Responsible Minerals Sourcing Policy.



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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.

To learn more about the HPS business, please [visit our website](#).





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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

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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 2024, 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 contractor safety, walking and working surfaces, machine safety, and industrial hygiene, among others. 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.

Nineteen of Celestica’s 34 manufacturing sites are certified to ISO 45001, covering 19,986 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. These include support on issues 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 systems, 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.



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In 2023, Environment, Health and Safety leading and lagging indicators were incorporated into the Celestica Operating System. This elevated the focus on EHS even further, as sites are challenged to “meet or beat” their previous year’s performance and EHS receives another level of review with other key stakeholders and business topics. We have continued this practice in 2024.

There were no work-related fatalities in 2024. Celestica continues to provide training for employees and third-party contractors including onboarding training, which includes health and safety protocols (i.e., workplace safety rules, incident reporting, personal protective equipment (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 26,800 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 2024, we completed:

- Over 4,000 EHS-focused workplace inspections of our manufacturing facilities.
- Over 20,000 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 2,000 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](#).



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Learning and Development GRI 404-1, 404-2



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

Across all our global teams in 2024, we logged over two million training hours throughout Celestica and provided 848 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 technical or functional research and 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.

Celestica provides monthly spotlight on talent where individuals showcase their background and practice their presentation skills to senior leaders at Celestica.

Our Learning Management System offers thousands of courses and learning resources covering a wide range of topics and skills. In 2025, we will continue to offer a mix of virtual and face-to-face training for instructor-led programs.





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To enhance leadership effectiveness and career growth across the organization we continued to deliver and build on several leadership and operations training programs such as:

- Celestica’s People Leadership Development Program (PLDP)
- Operations Academies (Sales, Inventory and Operations Planning (SIOP), Site GM Academy and CFT Academy)

We also continued our mentoring programs, global speaking events and other key global development programs in live-virtual and face-to-face formats. 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 2024, we also continued our Women in Action program with enhanced activities for high-potential women to accelerate their leadership growth and development. We also oversaw the launch of Skillsoft professional coaching, a highly impactful and customized Learning and Development (L&D) intervention offered to employees to develop leadership skills, empower them to strengthen performance, navigate challenges, implement new solutions and deliver on goals. This program will be expanded in 2025.

Celestica’s ‘Your Voice’ Employee Engagement survey ensures that we understand employee sentiment in specific areas such as performance enablement, employee experience and leadership. The survey is deployed to employees on a biennial basis, last held in 2023. For that survey, we achieved a 91% participation rate, an overall engagement score of 78% (two points above the industry benchmark) and improvements across all dimensions. A robust engagement action planning framework, 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 team and leader.





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Throughout 2024, we implemented actions targeted at key areas:

Enhanced Career Growth & Employee Development: We expanded and implemented new training programs, enhanced leadership development, continued with peer mentoring and previous initiatives to support and develop early-career-stage employees, such as 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 promoted a healthier work-life balance, including flexible work arrangements, healthy meals at our site cafeterias and wellness initiatives and resources to support our employees’ physical and mental wellbeing.

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 continued to roll out “Leading Inclusively” training sessions for people managers and team leaders to raise awareness about unconscious bias and the importance of fostering inclusive practices in the workplace.

The next Celestica “Your Voice” Engagement Survey will be deployed in 2025.

Performance reviews occur annually for 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 2024 process included refined and streamlined guidelines on assessing talent, improved reporting with talent insights, data visualization and embedded talent demographics, and an 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.

In 2025, 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.

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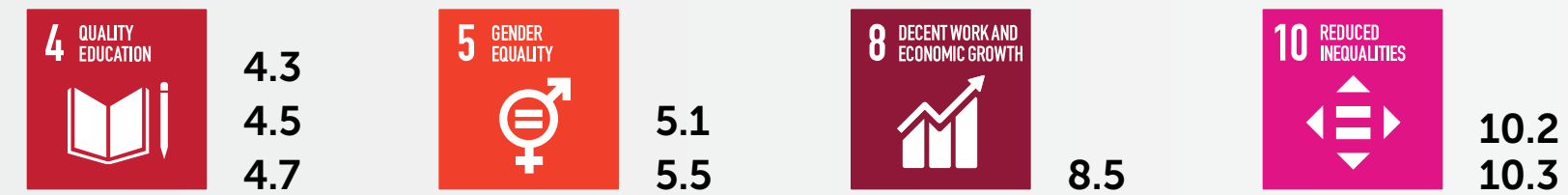
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Inclusion and Collaboration



Celestica is committed to fostering an inclusive and collaborative workplace where all employees feel valued, respected and empowered to reach their full potential. We believe that embracing a broad range of perspectives drives innovation, strengthens our culture and enhances our ability to serve customers worldwide. Through leadership accountability, employee resource groups, training programs and community partnerships, we strive to foster a culture of inclusion and collaboration across our global operations and ensure that inclusion and collaboration remain core parts of our values, talent practices and business strategy.

We recognize and are proud that our workforce has a variety of backgrounds, experiences, and perspectives. Celestica believes that our talented workforce is a competitive advantage.

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 inclusion and collaboration, address favoritism and continue to foster a safe, respectful and inclusive environment where employees are appreciated for their support and encouraged to share input.



Inclusion and Collaboration



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Gender Equality

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

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 2024, 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.





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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.





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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 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.

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; create opportunities for employees to learn and develop key skills; and provide access to leaders to facilitate two-way dialogue and learn from each other’s skills through knowledge sharing and mentorship.

Celestica Military Veteran Alliance

The Celestica Military Veteran Alliance (CMVA) brings together Celestica veterans and their advocates. It empowers them by enhancing Celestica’s inclusive environment, where their sacrifices, experiences and unique talents are not only recognized but celebrated. CMVA helps foster a workplace culture of respect, inclusion and collaboration for all Celestica employees.



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Employee Wellness GRI 406-1, EW



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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 2024, 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 that provided expert information on its mental health and well-being platform that all employees and their family members can access. Topics included: building healthy fitness habits, achieving work-life balance, heart-healthy eating habits, healthy sleep routines, the importance of mental health and practicing mindfulness. In addition to our global program, employees at each site actively contribute to Celestica’s wellness program. 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 2024, we launched a Global Wellness Playbook, which includes suggestions on how we can start taking immediate action to build habits that can have a positive and lasting impact on our well-being and performance.



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Celestica Spirit Week

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

In 2024, Celestica’s Spirit Week celebrated the company’s 30th anniversary. The week honoured employees for their daily efforts to drive business, support customers and care for 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 “Future Ready Fitness Challenge” providing a chance to team up with colleagues, get active and have fun while striving for better health and fitness with a goal for each team to achieve the most steps possible during Spirit Week.





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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 the Chief Human Resources Officers, HR leaders at each site, the Chief Operations Officer and the site General Managers.

Celestica continued to maintain compliance with employee working hours, in line with the RBA and local laws and regulations. In 2024, 96.2% of in-scope employees complied with maximum working hour requirements and 95.6% complied with continuous working day requirements. We continue to adjust our scheduling practices to the ever-changing supply chain environment and promote ongoing conversations with customers to discuss future improvements with demand scheduling to reduce non-compliances. We're proud of our efforts to cross-train employees to manage workload distribution in order to maintain compliance and keep our operations running.





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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! Recognition program and Ignition Awards program where the “best of the best” are recognized through a celebration with our executive leaders.



17,200
Bravo! Awards were given out to recognize employees in 2024



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Celestica's Ignition Awards program celebrates individuals and teams driving change in the organization. In 2024, there were 376 nominations recognizing nearly 2,100 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 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: Go Green Team, Johor EMS, Malaysia

Zuhairi Bin Sidek, Syahril Rizam Bin Mat Noh, Zolkefli Bin Samsudin, Mohamad Syafiee Bin Mohd Esa, Mohd Izuan Bin Md Sapar, Mohd Jalil Bin Mohd Jaya, Nidthiah A/P Vellasamy, Nurul Syazana Binti Mohammad Lutfi, Nur Afiqah Binti Amaran, Tan Kok Liang, Mohd Fadhil Bin Abdullah Ghazali, Afiq Bin Ibrahim, Nazarudin Bin Supani, Fazalilah Farhana Binti Abd Aziz, Devi A/P Palaniappan

Since 2018, Celestica's Johor EMS site has consistently reduced its CO2e emissions, achieving a cumulative decrease of over 30%. This downward trend continued in 2023, underscoring the site's ongoing commitment to environmental responsibility. In 2023, the Go Green Team achieved record annualized savings at Johor EMS, reducing electricity consumption by 3,634 MWh and water usage by 37.6 ML. Energy-saving initiatives included upgrading centrifugal compressors to VSD, improving cooling towers, optimizing production equipment efficiency and implementing Kaizen principles. Water conservation projects involved installing aerators and metres, and adjusting system pressures for optimization.

Beyond operational improvements, the Go Green Team actively engaged Johor EMS stakeholders in various sustainability initiatives. These included establishing a superfood farm, enhancing employee composting knowledge through workshops and fertilizer distribution, participating in the Lestari Fun Run and Green Ride, organizing a green song competition, repurposing plastic bottle caps for water conservation aerators, recycling waste materials for festival decorations and hosting healthy food booths. The team's dedication and hard work have not only lessened our environmental impact but have also demonstrated significant leadership in cultivating a culture of sustainability within Celestica.



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Social or Governance

Winner: Human Resources Oradea

Violeta Cartis, Adina Tarce, Alexandra-Cristina Draghiciu, Aurel Jurca, Carmen Toie, Raluca Iancu Boros, Lorand Mihai Costin, Monica-Ioana Campan, Alexandra-Marina Baesu, Raluca Radac, Andreea Ioncio, Codruta Stiop, Diana Lazau, Daria Bese and Salomea Vandici.

Oradea’s HR team continued to build on the site’s dedication to social responsibility, education, and employee wellness in 2023 – enhancing the site’s culture of caring and generosity. Employees were offered a range of opportunities to participate in charitable efforts throughout the year. These included building handmade toys for children’s hospitals, preparing feasts for disadvantaged families, building a house for young families, donating gifts from the holiday wish-lists of children in need and helping to fund a charitable shuttle van serving people with disabilities. Recognizing that today’s students are tomorrow’s leaders, the team also continued its involvement with local post-secondary institutions through “Celestica Camp” – a program providing students with interesting presentations, practical advice as they approach graduation and hands-on experience through paid internships. The team’s charitable and educational efforts involved over 600 employees throughout the year. In appreciation of this hard work and charitable spirit, the team offered a range of recreational activities with something for everyone – from healthy-living talks and markets to staff recognition parties and friendly competitions in gaming, cooking and sporting.



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.

2024 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 Resource Optimization

Monterrey, Mexico

Celestica’s Monterrey, Mexico site was challenged with increasing water test time from five to 30 minutes – a customer request that would have resulted in a 600% increase in water consumption. The team analyzed and standardized the existing process. By implementing filters, valves and autonomous maintenance, they optimized the process, reduced waste and decreased potential water consumption by 51% equivalent to saving over 40,000 L per week.

Chemical Tracking Automation

Newmarket, Canada

At Celestica’s Newmarket, Canada site, a cross functional team developed a database to track various parameters of chemical usage. This automated a manual process allowing for quarterly forecasts to be updated, automatically calculating minimum and maximum chemical levels, reducing waste due to expired chemicals and preventing potential downtime in the production environment, all while reducing overall chemical cost. This initiative reduced expired chemicals 50% in the reporting year.



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Celestica is committed to supporting the communities in which we work and live. Throughout 2024, 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.





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Giving Back

Johor EMS & AMS, Malaysia

In celebration of Hari Raya, employees from all Celestica Johor sites banded together to spread hope and kindness through the Raya Gift of Hope initiative. Over 1,000 employees contributed essential items such as food, toiletries, household goods and health supplements as well as bringing a day of joy and celebration to support the local orphanages. A total of 40 containers were filled with the various necessities. More than just a donation drive, the event fostered a spirit of compassion and connection, creating a joyful and heartwarming experience for the children.



Laem Chabang, Thailand

In 2024, Celestica Thailand carried out a series of impactful wellness and charitable initiatives. Following severe flooding in Northern Thailand, approximately 700 employees responded quickly by donating essential items such as clothing, medicine and flashlights. Numerous donation boxes were sent to support the flood victims, and a monetary contribution was raised and donated to the Friends in Need (of "PA") Volunteers Foundation under the Thai Red Cross. A second initiative focused on supporting cancer patients at a local hospital in Chonburi. Approximately 600 employees contributed to collecting 150 packages filled with essential items for the hospital. These combined efforts demonstrated the compassion and the communal spirit of the team, as well as their determination to come together to help those in need.



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**Site Spotlight:
Celestica Valencia**

In 2024, Celestica Valencia, Spain demonstrated extraordinary leadership, compassion and unity in response to one of the most devastating natural disasters the region has faced in recent history. On October 29th, 2024, torrential rains led to severe flooding across the province, tragically claiming 223 lives and impacting over 845,000 people. Several Celestica employees and their families were affected, many of whom experienced significant material loss such as their homes and cars. The Valencia team responded swiftly to provide support to their colleagues as well as their community.

Employees who were unable to return home after their shifts were provided with on-site accommodations, including support through transportation, flexible work arrangements, financial assistance and mental health support. When the local food bank in La Pobla de Vallbona became overwhelmed with donations, Celestica Valencia offered its facilities to store over 500 pallets of food and water, helping ensure essential supplies were efficiently distributed. Employees also contributed to recovery efforts by delivering essential supplies, covering the cost of materials and meals for volunteers, and engaging directly in community clean-up operations.

In just five weeks, the Valencia team contributed

772 volunteering hours to flood relief efforts, accounting for 44% of their total volunteering hours in 2024. Combined with their pre-planned volunteer activities, their annual total was more than 1,700 hours, far surpassing their initial goal of 1,000. By adapting quickly and working hand-in-hand with local non-profit organizations, Celestica Valencia became a pillar of strength in a time of crisis, delivering meaningful, real-time impact and truly embodying what it means to lead with the heart.



Celestica's Time Off to Volunteer Program

Celestica's Time Off to Volunteer (TOV) program encourages eligible employees to volunteer their time and skills in their communities. The company provides up to 16 paid hours annually for employees to use for volunteering, either individually or as a group.

Throughout 2024, 24% of employees volunteered 21,810 hours through the TOV program. The following pages contain examples of how employees supported their communities.



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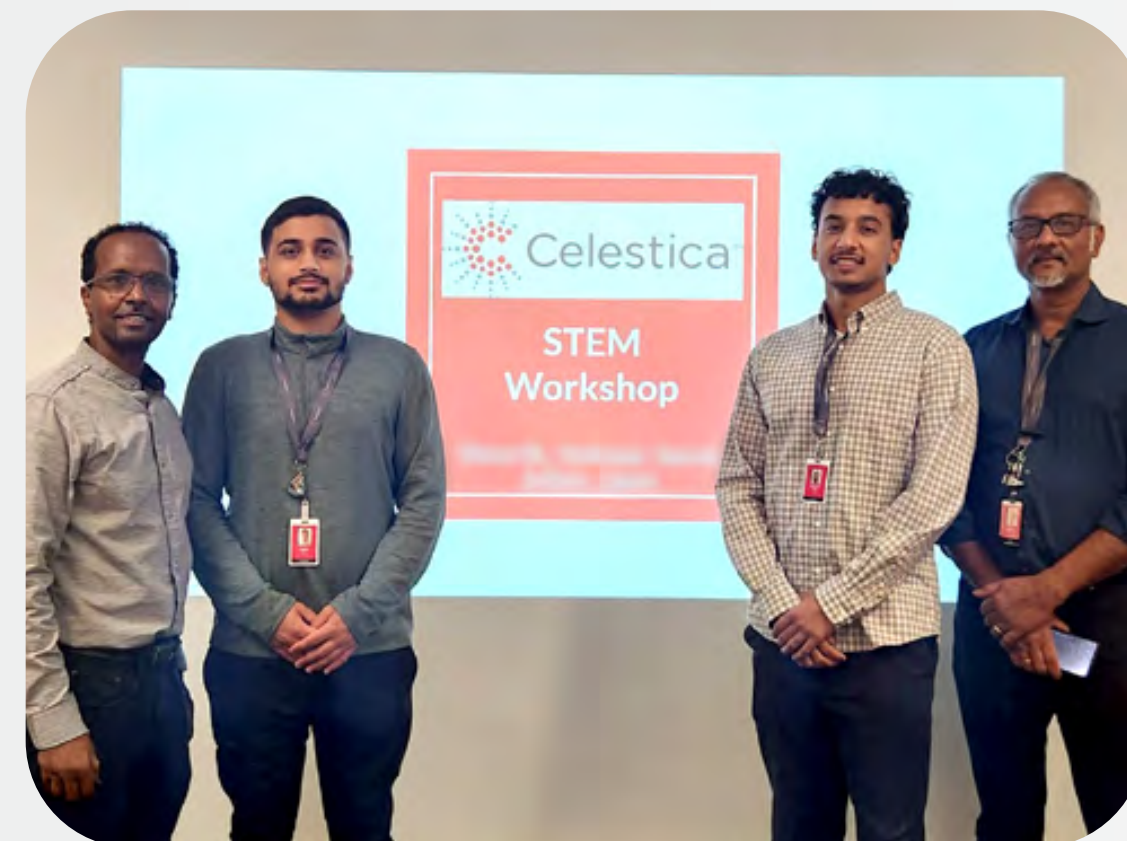
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Educational Activities

Newmarket, Canada

In August 2024, experienced engineers and engineering interns from Celestica’s Newmarket branch hosted a vibrant summer camp to spark a love for Science, Technology, Engineering and Mathematics (STEM) for 15 children, aged 8-13. Hosted in Scarborough, Ontario, the team crafted an engaging presentation consisting of hands-on activities designed to introduce core concepts in science and engineering. Through a combination of interactive learning and fun demonstrations, the volunteers were able to inspire curiosity and creativity in the next generation of scientists and innovators by introducing them to the endless possibilities within the world of STEM.



Song Shan Lake, China

In 2024, Celestica Song Shan Lake partnered with the Dongguan Charity Organization’s “Ten Thousand Students” aid plan to support underprivileged students in Renhua County and Shaoguan City. Volunteers conducted in-person visits to assess the living and educational conditions of children facing challenges such as poverty, parental loss and illness. These heartfelt interactions allowed the team to tailor their support to the students’ needs. Customized care packages consisting of handmade tote bags and DIY T-shirts crafted by the HR team helped the children feel seen and valued. When the new school semester started, scholarships and school supplies were distributed to 30 sponsored students to assist in their education.



Miyagi and Hino, Japan

Employees from Celestica’s Miyagi and Hino sites came together to support global literacy through the One Book Can Inspire Thousands initiative, organized by the Shanti Volunteer Association. More than 200 volunteers took part in the preparation of 50 children’s picture books by carefully attaching translated text, allowing them to be accessible to young readers in several different countries. This valuable initiative not only promoted the joy of reading but also illustrated the power of a single book to cross language barriers and bring learning to children around the world.





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Social Activities

Oradea, Romania

The Oradea site made impactful strides in environmental conservation. During Green Week, employees worked alongside the EcoLife Forest Association to host an educational tree-planting event for 130 local students. The students participated in planting trees and were educated in ecological awareness. The event culminated in each student receiving a young oak tree to plant and take care of, serving as a reminder of the lessons they learned. Separately, more than 90 Celestica employees took part in a tree-planting campaign that successfully planted over 2,600 fir trees in a single day. Celestica Romania continues to foster a sustainable future through their commitment to environmental conservation and educating the new generation on sustainable principles.



Hong Kong

During the Easter holiday, Celestica Hong Kong organized an outdoor event for families supported by Against Child Abuse (ACA), providing them with a fun day of recreational activities. Employees were each assigned to different family groups and accompanied them for activities such as horseback riding, feeding animals and lunch in the park. This special day underscored the remarkable kindness and community spirit within the Celestica Hong Kong team.



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Fundraising Activities

Singapore

Employees from Celestica Singapore participated in a Race Against Cancer organized by the Singapore Cancer Society. The charity run consisted of either a physical parent-child race or a virtual run, with 60 participants coming together in support of a meaningful cause. This event included a dollar-for-dollar match donation from Celestica, highlighting this site’s commitment to supporting an important cause.



Suzhou, China

In June 2024, Celestica Suzhou employees organized a charity collection and donation event for the “Love Parcel Project,” a vital initiative organized by the Suzhou Industrial Park Shancheng Charity Organization. In the three weeks leading up to the event, employees and departments demonstrated great generosity, donating nearly 900 items. 247 employees dedicated their time to running the event. All proceeds were used to send 150 “love parcels” filled with essential items to children from low-income families in remote mountainous regions.



Corporate

As part of the 2024 Supplier Awards event, we were proud to host a charity golf tournament. Alongside our valued suppliers, we raised \$175,000 USD for Joshua’s Heart, a youth-run organization dedicated to empowering those in need to improve their quality of life by providing necessities like groceries and personal items. It was a meaningful reminder that when we come together, we can make a lasting impact both in business and in our communities. Thank you to all of our suppliers who joined us in supporting such an important cause.





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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.





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

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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.

In accordance with the Board Mandate and the Nominating and Corporate Governance Committee (NCGC) Mandate, the Board and NCGC have oversight for Celestica’s strategy, policies and initiatives relating to ESG matters, including climate change and sustainability. Celestica’s Chief Legal Officer (CLO) and Corporate Secretary, being the executive sponsor of Celestica’s ESG practice, 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. The Chief Human Resources Officer (CHRO) leads people practices such as the Inclusive and Collaboration practice, learning, development and provides regular updates to the CEO and Board of Directors in this regard.

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.

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.



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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 an inclusive and collaborative 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 aims to drive innovation, inspire employees to incorporate sustainability into strategic conversations and encourages them to work together to unlock ideas.

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: 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.

The Audit Committee assists the Board in overseeing Celestica's major financial risk exposures. As part of the annual risk assessment prepared by management, ESG-related risks including, among other things, climate policy and sustainability are also evaluated and reviewed with the Audit Committee. Under its mandate, the NCGC oversees ESG matters, including, among other things, climate policy and sustainability. The NCGC also reviews the risks related to ESG matters.





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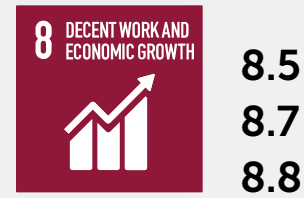
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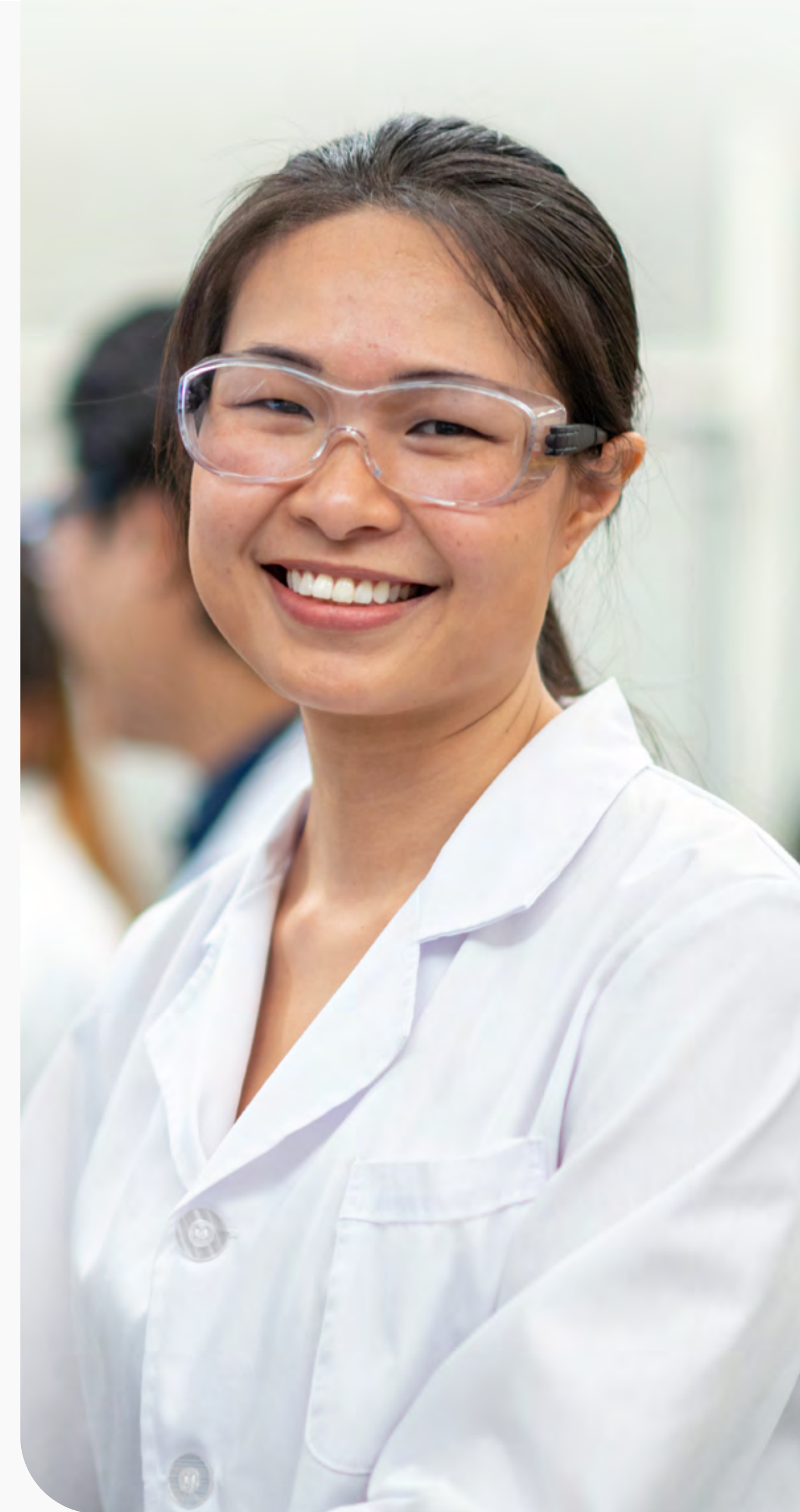


Ethics Program GRI 2-6, 2-23, 2-26, 205-2, 412-2, 419-1, WH, RM, FMW

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 2024, our global workforce completed 8,594 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.





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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](#).





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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 audits its manufacturing operations every two years, through a combination of peer or third-party audits, or both. Annual self-assessments, risk assessments and improvement objectives are also submitted 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.





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GRI 2-3, 2-5

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9.5



17.16
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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 January 2025, which contained results from the 2023 calendar year. This report contains results from the 2024 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, 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. Additionally, any risks/opportunities discussed herein are for reporting purposes only and should not be read as necessarily rising to the level of materiality used for the purposes of complying with applicable securities laws and regulations. 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.





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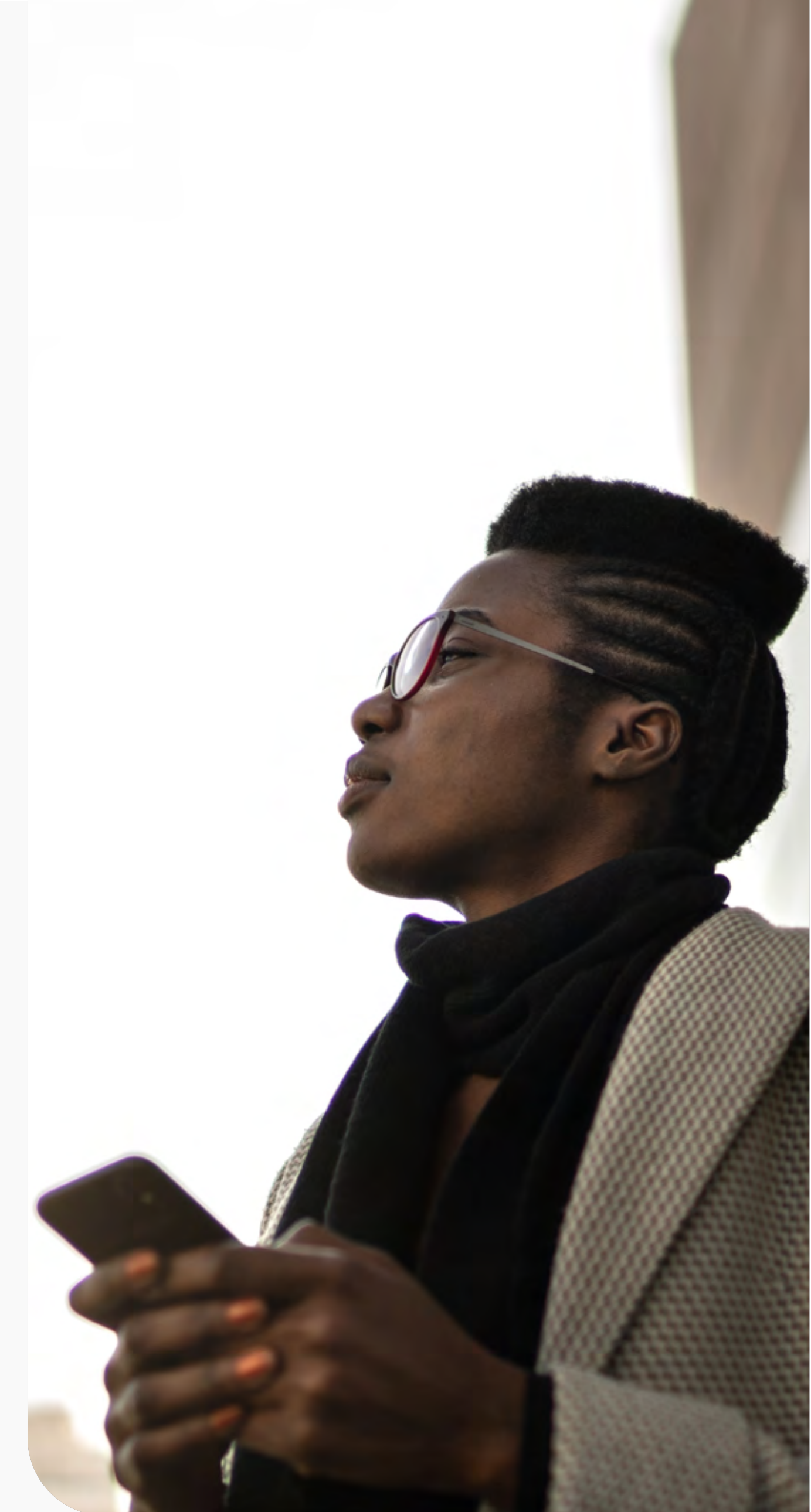
Celestica's facilities also contribute to identifying local and regional environmental risks and opportunities through our environmental compliance program and report the site's progress towards our sustainability goals. Our sustainability, EHS and global security and facilities teams work together to 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 in our 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 5.1 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.





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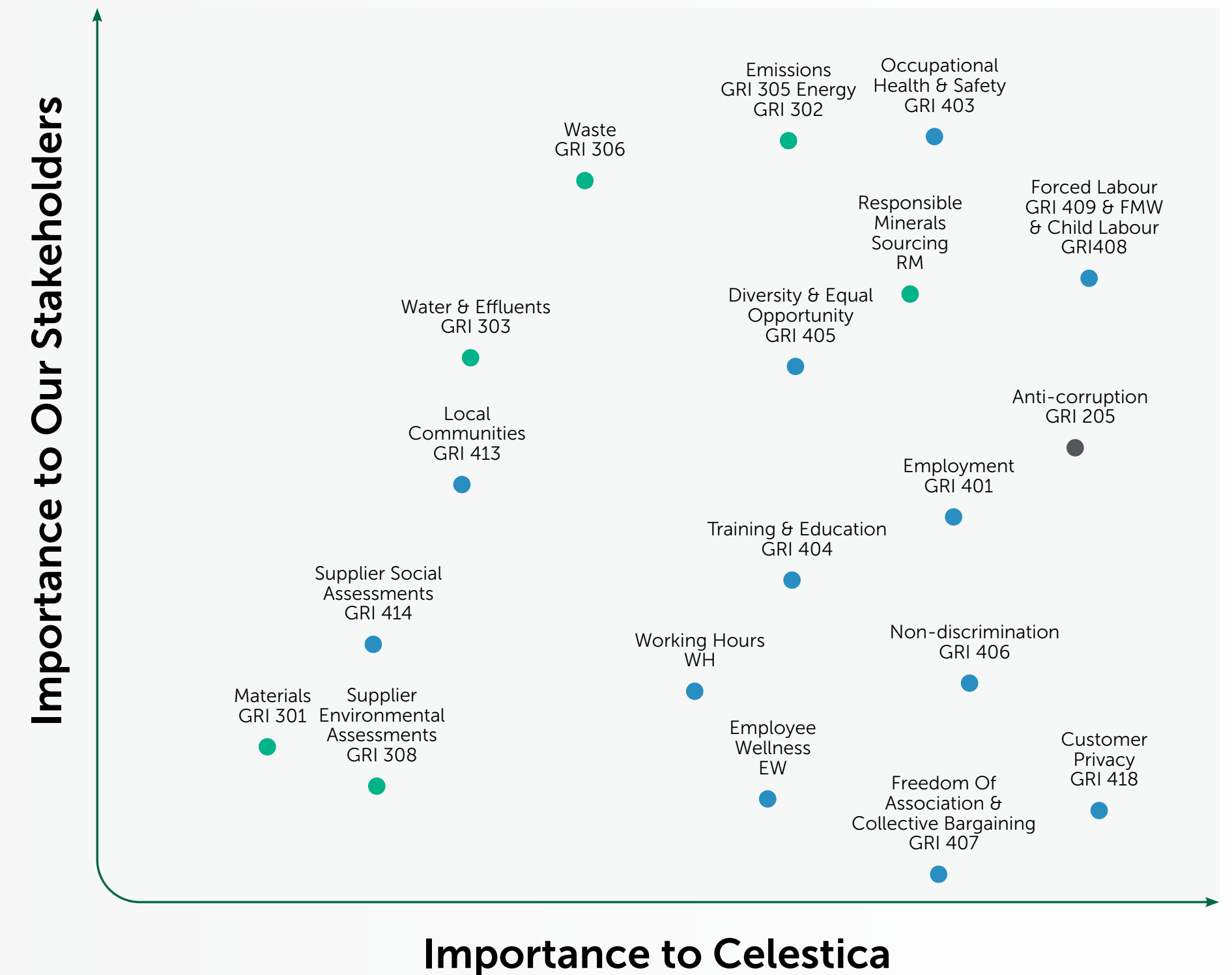
The list of material topics that Celestica is prioritizing includes:

- 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
- Inclusion and Collaboration
- 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 5.1: MATERIALITY MATRIX

● Environmental Aspects | ● Social Aspects | ● Economic Aspects





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 5.2.

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 5.2: STAKEHOLDER ENGAGEMENT TABLE

STAKEHOLDER GROUP	ENGAGEMENT APPROACH	TOPICS	ACTION
Employees	<ul style="list-style-type: none"> Town hall meetings Leadership meetings Employee surveys Sustainability Report Annual risk assessment Internal communication Courses and training 	<ul style="list-style-type: none"> Energy Emissions Water Waste Wellness Recognition Training Communities Working hours Inclusion & Collaboration Health and Safety Ethics, Compliance and Human Rights 	<ul style="list-style-type: none"> 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

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STAKEHOLDER ENGAGEMENT TABLE CONTINUED

STAKEHOLDER GROUP	ENGAGEMENT APPROACH	TOPICS	ACTION
Customers	<ul style="list-style-type: none"> • Teleconferences • Voluntary reporting • Surveys • Audits • Scorecards • Collaboration projects • Membership association boards 	<ul style="list-style-type: none"> • Energy • Emissions • Health and Safety • Supply chain product compliance • Working hours • Transparency • Responsible Minerals Sourcing • Inclusion & Collaboration • Human Rights • Waste 	<ul style="list-style-type: none"> • Share strategy to align resources on mutually beneficial projects • Share environmental and social best practices • Share relevant data (i.e. responsible minerals sourcing, supplier inclusivity 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	<ul style="list-style-type: none"> • Emails • Teleconferences • Questionnaires • Facility assessments • Scorecards 	<ul style="list-style-type: none"> • Health and Safety • Human rights • Environmental compliance • Business conduct • Responsible Minerals Sourcing • Anti-corruption • Emissions • Energy 	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • RBA meetings • RBA working groups • Seminars • Webinars 	<ul style="list-style-type: none"> • Working hours • Energy • Emissions • Supply chain • Responsible Minerals Sourcing • Human rights • Labour and ethics • Materials • Health and Safety • Water • Waste 	<ul style="list-style-type: none"> • Perform RBA site audits • Supplier assessments • Collaborate on RBA-sponsored projects • Complete additional reporting • Participate in circularity discussions

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STAKEHOLDER ENGAGEMENT TABLE CONTINUED

STAKEHOLDER GROUP	ENGAGEMENT APPROACH	TOPICS	ACTION
Government	<ul style="list-style-type: none"> Local government regulations Site inspections Site audits 	<ul style="list-style-type: none"> Energy Emissions Water Waste Human resources Health and Safety Permit compliance 	<ul style="list-style-type: none"> 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	<ul style="list-style-type: none"> Investor surveys Securities filings (quarterly and annually) Analyst calls Sustainability Report 	<ul style="list-style-type: none"> 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 	<ul style="list-style-type: none"> 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	<ul style="list-style-type: none"> Meetings Teleconferences On-site tours Collaboration projects 	<ul style="list-style-type: none"> Energy Water Labour relations Communities 	<ul style="list-style-type: none"> 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	<ul style="list-style-type: none"> Emails Presentations Events 	<ul style="list-style-type: none"> Energy Waste Emissions Working hours Communities 	<ul style="list-style-type: none"> 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

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KPI Summary

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

Technical Notes About Data GRI 2-5

The greenhouse gases included in the calculation of our Scope 1, 2 and 3 emissions are carbon dioxide (CO₂), nitrous oxide (N₂O) and methane (CH₄). Greenhouse gas emissions are calculated based on the requirements of the WRI/WBCSD GHG Corporate Accounting and Reporting Standard (revised), 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 2024 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.

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

Region	Facilities	Square Footage (in Thousands)
Asia	China*	4,758
	Laos	
	Indonesia*	
	Japan*	
	Malaysia*	
	Thailand*	
	Singapore*	
North America	South Korea*	2,012
	India	
	Canada*	
	United States*	
Europe	Mexico*	484
	Ireland*	
	Spain	
	Romania	

* Represents multiple buildings or locations.

Environmental

DIRECT AND INDIRECT GREENHOUSE GAS EMISSIONS (MT CO2E) GRI 305-1, 305-2, 305-3, 305-4, 305-5, SDG 7.2, 8.4, 9.4, 12.2, 12.4, 12.8, 13.1, 13.3

Year	SBTi Base Year 2018	2022	2023	2024
Square Footage Covered (%)	97%	96%	99%	98%
Direct Emissions (Scope 1)	8,867	9,861	4,109	3,864
Indirect Emissions (Scope 2, Location-based)	174,505	138,419	141,344	162,860
Indirect Emissions (Scope 2, Market-based)	175,157	28,597	20,228	19,617
Indirect Emissions (Scope 3)*	474,829	759,558	1,149,798	1,447,378
Category 1: Purchased Goods and Services***	189,788	241,130	783,870	1,030,090
Category 2: Capital Goods	50,315	25,431	29,167	25,750
Category 3: Fuel- and Energy-Related Activities Not Included in Scope 1 or Scope 2	33,808	39,154	10,471	44,899
Category 4: Upstream Transportation and Distribution**	53,065	82,481	54,922	71,627
Category 5: Waste Generated in Operations***	100	639	993	1,426
Category 6: Business (Air) Travel****	5,084	4,737	9,901	10,392
Category 7: Employee Commuting	34,870	28,169	25,689	35,816
Category 9: Downstream Transportation and Distribution	29,514	57,950	40,475	37,330
Category 10: Processing of Sold Products	29,393	22,489	23,913	25,323
Category 11: Use of Sold Products	29,003	257,091	170,207	193,827
Category 13: Downstream Leased Assets	n/a	288	220	898

* 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.

*** From 2023 data, we adjusted our emissions calculation methodology to increase alignment with the Greenhouse Gas Protocol.

**** 2023 & 2024 data include emissions from car rentals.

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GREENHOUSE GAS EMISSIONS TYPES [MT CO2E], 2024* GRI 305-1, 305-2				
Gas Type	CO2	CH4	N2O	Total
Scope 1 - Diesel	452	6	0	458
Scope 1 - Fuel Oil	0	0	0	0
Scope 1 - Kerosene**	139	0	0	140
Scope 1 - Liquid Petroleum Gas	484	0	0	484
Scope 1 - Natural Gas	2,771	1	4	2,776
Scope 1 - Petrol	0.30	0.00	0.00	0.30
Scope 2 - Electricity	161,797	803	268	162,868

* 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.

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	2022	2023	2024
Total Electricity	1,045,862	1,104,603	1,284,410
On-Site Renewable Energy	32,102	39,403	42,216
Imported green energy	63,681	87,658	94,884
Electricity Balance (Imported non-green grid energy)	950,078	977,542	1,147,310
Total Fuel (Non-Renewable Sources)	189,884	75,884	71,550
Natural Gas	170,140	56,527	54,615
Liquefied Petroleum Gas	12,359	12,670	8,131
Fuel Oil	213	0	0
Diesel	4,653	4,274	6,663
Kerosene	2,340	2,276	2,040
Petrol	180	138	5
Ethanol E-10	0	0	92
Ethanol E-20	0	0	5
Total Energy Consumption	1,235,746	1,180,487	1,355,960
Total Energy Attribute Certificates	685,705	784,700	977,500

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

ELECTRICITY [MWH] GRI 302-1, SDG 7.2			
Year	2022	2023	2024
Total Electricity	290,517	306,834	356,781
On-site Renewable Energy	8,917	10,945	11,727
Imported Green Energy	17,689	24,349	26,357
Electricity Balance (Imported Non-Green Grid Energy)	263,911	271,540	318,697
Total Energy Attribute Certificates	190,474	217,972	271,527

ENERGY INTENSITY* GRI 302-3, 305-4 SDG 7.3			
Year	2022	2023	2024
MWh/million US\$ revenue	40.1	38.5	37.0
mt CO2e/million US\$ revenue (Scope 1 and 2)	5.3	3.0	2.4

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

ADDITIONAL AIR EMISSIONS [MT] GRI 305-7			
Year	2022	2023	2024
Square Footage Covered (%)	25%	29%	40%
Volatile Organic Compounds (VOCs)	4.19	4.17	15.00
Particulate Matter (PM)	0.08	45.40	26.69
PM 2.5	0.07	0.00	0.10
PM 10	0.07	0.00	0.10
Nitrogen Oxides (NOx)	7.61	26.74	1.57
Methane (CH4)	0.01	0.00	0.00
Sulphur Oxides (SOx)	0.02	20.31	0.14
Lead (Pb)	0.56	0.42	0.60
Non-Methane Hydrocarbons (NMHC)	0.25	0.04	1.98
Hazardous Air Pollutants (HAPs)	0.00	0.00	0.00
Tin (Sn)	0.04	0.00	0.00
Carbon Monoxide (CO)*	-	-	0.22
Total	12.88	97.08	46.41

* Newly reported for 2024.

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WASTE [MT] GRI 306-2, 306-3, 306-4, 306-5 SDG 8.4, 9.4, 12.2, 12.3, 12.4, 12.5, 12.8, 17.16, 17.17, SASB TC-ES-150A.1			
Year	2022	2023	2024
Square Footage Covered (%)	77%	83%	94%
Waste by Disposal Method			
Non-Hazardous Waste			
Reuse	11	91	2,993
Recycle	9,833	9,540	15,221
Compost	402	303	254
Incinerate	2,448	2,904	1,784
Landfill	1,368	1,363	2,625
Total Non-Hazardous	14,062	14,201	22,876
Hazardous Waste			
Reuse	0	0	74
Incinerate	6	40	353
Recycle	3,012	2,779	2,767
Landfill Treatment	456	555	708
Total Hazardous	3,474	3,374	3,902
Waste commodity Breakdown			
Cardboard	4,098	4,747	6,764
Chemicals	0	0	1,457
Glass	0	0	1
Plastic	1,772	1,935	4,332
Metal	2,250	1,317	1,928
Wood	1,404	1,328	4,974
Organics	402	307	254
eWaste	845	724	1,122
Mixed*	6,524	7,018	5,794
Paper	239	198	152
Total	17,534	17,574	26,778
Waste Diversion Rate	89.6%	89.1%	88%

* Mixed consist of Mixed - Landfill, Mixed - Hazardous Waste and Mixed - Waste-to-Energy.

WATER WITHDRAWAL [ML] GRI 303-3, SDG 6.1, 6.2, 6.4, 8.4, 12.2			
Year	2022	2023	2024
Square Footage Covered (%)	87%	92%	96%
Water Withdrawal in High or Extremely High Baseline Water Stress	69	87	573
Total Water Withdrawal	1,158	1,182	1,232

WATER CONSUMPTION [ML] GRI 303-5, SDG 6.1, 6.2, 6.4, 8.4, 12.2			
Year	2022	2023	2024
Square Footage Covered (%)	43%	33%	68%
Water Consumption in High or Extremely High Baseline Water Stress	0	3	486
Total Water Consumption	449	667	522

WATER RECYCLED [ML] SDG 6.1, 6.2, 6.4, 8.4, 12.2			
Year	2022	2023	2024
Square Footage Covered (%)	-	27%	12%
Total Water recycled	n/a	4	0.5

CERTIFICATIONS, 2024	
	Percentage of operations certified*
ISO 14001	65%
ISO 50001	32%

* 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	2022	2023	2024
Number of suppliers screened using environmental criteria	5,411	5,917	5,494
Percentage of suppliers screened using environmental criteria, by spend	92.21%	91.49%	95.40%
Number of suppliers screened using social criteria	5,411	5,917	5,494
Percentage of suppliers screened using social criteria, by spend	92.21%	91.49%	91.49%
Percentage of entity's facilities audited in the RBA Validated Audit Process (VAP) or equivalent, by all facilities*	41.67%	54.29%	58.82%
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*	14.36%	28.66%	29.27%
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	0.07	0.28	0.1
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	7.00	7.39	3.5
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	0.33	0.4	0.03
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	7.78	7.73	4.32
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 two 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.

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

Year	2022	2023	2024
Number of units repaired	1,393,324	1,311,129	1,904,285
Estimated weight of materials diverted from landfill [mt]	1,236	967	1,453

CERTIFICATIONS

Year	2022	2023	2024
Percentage of direct suppliers verified with ISO 14001 or EMAS environmental management system equivalent	1%	3%	3%



Social

EMPLOYEE TYPE BREAKDOWN, 2024 | GRI 102-8, SASB TC-ES-000.C

	Quantity	Percentage
Regular (Permanent)	21,920	82%
Temporary (Contract)	3,633	13%
Third-Party Contractors	1,312	5%
Total	26,865	100%

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

Year	2022	2023	2024*
Asia	67%	65%	67%
North America	24%	25%	23%
Europe	9%	10%	10%

* Square footage found in the Employee Breakdown table.

GENDER, REGION, AND EMPLOYEE TYPE, 2024* | 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%	3%	34%	37%	2%	47%	49%	54%
Male	5%	35%	40%	4%	59%	63%	2%	49%	51%	46%
Total	18%	82%	100%	7%	93%	100%	4%	96%	100%	100%

* Square footage found in the Employee Breakdown table.

GENDER, EMPLOYEE TYPE, AND AGE, 2024* | 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%	6%	2%	8%	34%
30 - 50 Years	24%	22%	46%	3%	2%	5%	51%
Over 50 Years	6%	9%	15%	<1%	0%**	1%	15%
Total	45%	42%	87%	9%	4%	13%	100%

* Square footage found in the Employee Breakdown table.

** Actual value of 0.40% but due to rounding, value displays as 0%.

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SOCIAL CONTINUED

NEW HIRES AT CELESTICA GRI 401-1 SDG 4.4, 5.5, 8.5, 8.6				
	New Hire Rate 2022	New Hire Rate 2023	New Hire Rate 2024*	Total Employee New Hires 2024*
Total	55%	40%	30%	7,723
Region				
Asia	68%	23%	22%	5,736
North America	30%	14%	7%	1,707
Europe	3%	3%	1%	280
Age				
Under 30 Years	67%	27%	20%	5,368
30-50 Years	28%	11%	8%	1,982
Over 50 Years	5%	2%	1%	373
Gender				
Female	60%	23%	17%	4,296
Male	40%	17%	13%	3,427

GLOBAL TURNOVER** GRI 401-1				
	Turnover Rate 2022	Turnover Rate 2023	Turnover Rate 2024	Total Number of Employees 2024*
Total	31%	31%	31%	6,675
Region				
Asia	67%	66%	66%	4,422
North America	28%	29%	29%	1,933
Europe	4%	5%	5%	320
Age				
Under 30 Years	58%	59%	58%	3,841
30-50 Years	36%	36%	34%	2,287
Over 50 Years	6%	6%	8%	547
Gender				
Female	62%	60%	57%	3,817
Male	38%	40%	43%	2,858

* Square footage covered found in the Employee Breakdown table.

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

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PROPORTION OF WOMEN ON BOARD OF DIRECTORS GRI 405-1 SDG 5.5			
Year	2022	2023	2024
Proportion of Women on the Board	36%	33%	25%
Proportion of Women in top executive positions*	n/a**	13%	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, 2024 GRI 404-1 SDG 4.3, 4.7			
	Male	Female	Total
Total Hours	676,636	1,353,685	2,030,321
Average Training Hours by Gender	54.8	93.3	

PERCENTAGE OF EMPLOYEES TRAINED, BY TOPIC, 2024*	
Discrimination and Harassment	77%
Environmental, Health & Safety	47%
Ethics	100%
Information Security	54%

* 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	2022	2023	2024
Harassment	31	37	39
Fraud	5	4	5
Conflicts of Interest	9	8	7
Discrimination	16	30	30**
Violation of Policy	13	6	12
Misconduct	34	48	58
Other	6	7	13

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



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OCCUPATIONAL HEALTH AND SAFETY GRI 403-9, SDG 8.8, SASB TC-ES-320a.1			
Year	2022	2023	2024
Lost-Time Incident Rate*	0.04	0.04	0.02
Lost-Days Rate**	1.0	0.8	0.5
Total Recordable Incident Rate*	0.20	0.20	0.1
Work-Related Fatalities	0	0	0
Near Miss Frequency Rate***	15	12	1

* 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.

*** Near miss frequency rate. This rate is the number of near misses for every 200,000 person hours worked.

EMPLOYEES PROTECTED BY COLLECTIVE BARGAINING AGREEMENTS, BY LOCATION, 2024 | GRI 407-1, 102-41, SDG 8.5, 8.8

Asia	1,595
Europe	2,694
North America	1,008
Total	5,297

Percentage of employees covered by Collective Bargaining Agreements **20%**

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

Year	2022	2023	2024
Employees Covered (%)	99%	99%	100%
Global	15%	17%	24%
Americas	2%	4%	4%
Asia	19%	22%	29%
Europe	18%	27%	34%

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

SOCIAL CONTINUED

EMPLOYEE BENEFITS SUMMARY, 2024* | 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, 2024 | SDG 8.8

Asia	1,305
Europe	17
North America	0
Total	1,322

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

	2022	2023	2024
Employees Covered (%)*	97%	98%	99%
Global	1.60%	1.74%	3.78%

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

	2022	2023	2024
Employees Covered (%)*	99%	97%	99%
Global	3.22%	7.65%	4.44%

* Employees included in this calculation are based on RBA definition, covering 20,904 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, 2024

	Percentage of operations certified*
ISO 45001	56%
ISO 27001	12%

* Exclusive of offices and warehouses.



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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.

This report is published with the Global Reporting Initiative’s (GRI) ‘GRI Sustainability Reporting Standards (2021)’ (GRI Standards), GRI 1: Foundation 2021. Celestica has reported in accordance with the GRI Standards for the period from January 1, 2024 to December 31, 2024.

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	2024 10-K Form Markets Overview
2-6-b	Activities, value chain and other business relationships	2024 10-K Form Brand and Values Services Overview Our Products and Services - Supply Chain Supplier Resources
2-1-c	Organizational Details	Toronto, Ontario, Canada
2-1-d	Organizational Details	2024 10-K Form Locations KPI Summary
2-1-b	Organizational Details	2024 10-K Form



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DISCLOSURE NUMBER	DISCLOSURE TITLE	REFERENCE/RESPONSE
2-7-a	Employees	KPI Summary
2-7-b	Employees	KPI Summary
2-7-c	Employees	2024 10-K Form These values represent total headcount, based on data on December 31, 2024.
2-7-d	Employees	2024 10-K 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	2024 10-K Form
2-6-d	Activities, value chain and other business relationships	2024 10-K 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 A Letter from Doug Parker
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



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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



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DISCLOSURE NUMBER	DISCLOSURE TITLE	REFERENCE/RESPONSE
Governance		
2-9-a	Governance structure and composition	Sustainability Governance Corporate Governance 2025 CDP Questionnaire
2-9-b	Governance structure and composition	Sustainability Governance Corporate Governance 2025 CDP Questionnaire
2-10-a	Nomination and selection of the highest governance body	Board Mandate Nominating and Corporate Governance Committee Mandate 2024 10-K Form 2024 Proxy Statement
2-10-b	Nomination and selection of the highest governance body	Board Mandate Nominating and Corporate Governance Committee Mandate 2024 10-K Form 2024 Proxy Statement
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 2025 CDP Questionnaire
2-12-b	Role of the highest governance body in overseeing the management of impacts	Sustainability Governance 2025 CDP Questionnaire
2-9-c	Governance structure and composition	2024 10-K Form
2-11-a	Chair of the highest governance body	Sustainability Governance 2024 10-K Form 2025 CDP Questionnaire
2-11-b	Chair of the highest governance body	Sustainability Governance 2024 10-K Form 2025 CDP Questionnaire
2-12-c	Role of the highest governance body in overseeing the management of impacts	Board Mandate Nominating and Corporate Governance Committee Mandate 2024 10-K Form 2024 Proxy Statement
2-14-a	Role of the highest governance body in overseeing the management of impacts	Sustainability Governance 2024 10-K Form
2-14-b	Role of the highest governance body in overseeing the management of impacts	Sustainability Governance 2024 10-K Form



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Stakeholder Engagement		
DISCLOSURE NUMBER	DISCLOSURE TITLE	REFERENCE/RESPONSE
2-29-a	Approach to stakeholder engagement	2024 10-K Form RBA Code of Conduct KPI Summary Stakeholder Engagement
Reporting Practice		
2-2-a	Entities included in the organization's sustainability reporting	2024 10-K Form
2-2-b	Entities included in the organization's sustainability reporting	All locations specified in the 2024 10-K Form are covered as part of this sustainability report. 2024 10-K Form
2-2-c	Entities included in the organization's sustainability reporting	2024 10-K 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 2023 Scope 1 emissions and value has been corrected in the corresponding KPI table. Due to changes in methodology we have calculated recycled water different for 2024 than for 2023.
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	2024 10-K Form About this report January 1, 2024 - December 31, 2024
2-3-a	Reporting period, frequency and contact point	2024 10-K Form About this report January 1, 2024 - December 31, 2024
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 2025 CDP Questionnaire Third-party assurance of GHG emissions began in 2013, and the certificate is located within our CDP Climate Change Questionnaire. Our CDP Questionnaires are reviewed by Celestica's Chief Legal Officer and Corporate Secretary.
2-5-b	External assurance	Technical Notes about Data Greenhouse Gas Emissions About This Report 2025 CDP Questionnaire



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DISCLOSURE NUMBER	DISCLOSURE TITLE	REFERENCE/RESPONSE	OMISSIONS
Economic Performance			
201-2	Financial implications and other risks and opportunities due to climate change	Financial Implications due to Climate Change 2025 CDP Questionnaire	
Anti-Corruption, Anti-Competitive 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 2024, 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 2024, 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		
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	



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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 2025 CDP Questionnaire	
302-2	Overall energy consumption outside the organization	KPI summary 2025 CDP 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 2025 CDP Questionnaire	
302-4	Reduction of energy consumption	Energy KPI Summary 2025 CDP Questionnaire	
Water and Effluents			
3-3	Management approach	Environmental Sustainability	
303-1	Interactions with water as a shared resource	Water 2025 CDP Questionnaire	
303-2	Management of water discharge-related impacts	2025 CDP Questionnaire	
303-3	Water withdrawal	Water 2025 CDP Questionnaire KPI Summary	
303-4	Water discharge	2025 CDP Questionnaire	
303-5	Water consumption	2025 CDP Questionnaire	



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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 2025 CDP Questionnaire	
305-2	Reporting indirect (scope 2) GHG emissions	Greenhouse Gas Emissions Emissions From Our Operations (Scope 1 and Scope 2) KPI Summary 2025 CDP Questionnaire	
305-3	Reporting indirect (scope 3) GHG emissions	Greenhouse Gas Emissions Other Indirect Emissions (Scope 3) KPI Summary 2025 CDP Questionnaire	
305-4	Emission intensity: (absolute GHG emissions/ organizational specific metric)	Emissions From Our Operations (Scope 1 and Scope 2) KPI Summary 2025 CDP Questionnaire	
305-5	Reduction of GHG emissions (result of reduction initiatives)	Emissions From Our Operations (Scope 1 and Scope 2) KPI Summary 2025 CDP Questionnaire	
305-7	Nitrogen oxides, sulphur oxides, and other significant air emissions	KPI Summary Additional Air Emissions 2025 CDP 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 disposal	Waste at our facility locations is all managed and diverted off-site. All incineration is completed with energy recovery. KPI Summary	



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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 2024, Celestica’s voluntary turnover was 6,675 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.



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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		



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DISCLOSURE NUMBER	DISCLOSURE TITLE	REFERENCE/RESPONSE	OMISSIONS
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships		
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		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 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.	



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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 2024 10-K Form 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		
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 membership/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 diligence 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.	



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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.	
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 Assessment 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 2024, there were no known material breaches or substantiated complaints.	



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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 . 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	(1) Total water withdrawn, (2) 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	2025 CDP Questionnaire KPI Summary
Waste Management	(1) Amount of hazardous waste from manufacturing, (2) Percentage recycled	Metric tons (t), Percentage (%)	TC-ES-150a.1	KPI Summary Hazardous waste weights and percentages include all sites - manufacturing, warehouse, and offices
Labor Practices	(1) Number of work stoppages and (2) total day idle	Number, Days idle	TC-ES-310a.1	There were no days idle due to strike or lockouts.
Workforce Conditions, Health & Safety	Total recordable incident rate (TRIR) and (2) 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.

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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 nonconformances and (b) other nonconformances, disaggregated by (i) the entity's facilities and (ii) the entity's Tier 1 supplier facilities	Rate	TC-ES-320a.3	
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. Celestica tracks the amount of products and material diverted from landfill through our After-Market services programs, including NCS Global and Sturgeon. 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 2025 CDP Questionnaire Compliance and Ethics Supply Chain

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Table 2. Activity Metrics

TOPIC	ACCOUNTING METRIC	UNIT OF MEASURE	CODE	REFERENCE/RESPONSE
	Number of manufacturing facilities	Number	TC-ES-000.A	2024 10-K Form Our Locations
	Area of manufacturing facilities	Square feet (ft ²)	TC-ES-000.B	2024 10-K Form
	Number of employees	Number	TC-ES-000.C	2024 10-K 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.

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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	2025 CDP Questionnaire Responses 4.1, 4.1.1, 4.1.2, 4.2, 4.3.1 Sustainability Governance Nominating and Corporate Governance Committee Mandate 2024 10-K Form
		b) Describe management’s 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.	2025 CDP Questionnaire Responses 2.2.1, 2.2.2, 2.2.7, 2.4 Key Impacts and Risks
		b) Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning.	2025 CDP Questionnaire Responses 3.1, 3.1.1, 3.1.2, 3.6, 3.6.1, 3.6.2 Key Impacts and Risks 2024 10-K Form
		c) Describe the resilience of the organization’s strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	2025 CDP Questionnaire Responses 3.1, 3.1.1, 3.1.2, 3.6, 3.6.1, 3.6.2, 5.1, 5.1.1, 5.1.2



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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.	2025 CDP Questionnaire Responses 2.2.2, 2.4, Materiality
		b) Describe the organization’s processes for managing climate-related risks.	2025 CDP Questionnaire Responses 2.2.1, 2.2.2, 2.4, 3.1, 3.1.1, 3.1.2, 5.1.2 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.	2025 CDP Questionnaire Responses 2.2.1, 2.2.2, 2.4 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.	2025 CDP Questionnaire Responses 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-reduction consumption- 7.55.1 Supplier Assessment - KPI Table Water- KPI Table and Water
		b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	2025 CDP Questionnaire Responses 7.6, 7.7, 7.8, 7.9, 7.9.1, 7.9.2, 7.10, 7.16, 7.17, 7.17.2 (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.	2025 CDP Questionnaire Responses 7.53, 7.54, 7.54.2 Greenhouse Gas Emissions Waste



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TOPIC	DISCLOSURE FOCUS AREA	DISCLOSURE	CELESTICA RESPONSE
Governance	Statement from senior decision-maker	Message by the CEO stating Celestica’s main sustainability activities	Letter from CEO
	Board and/or management oversight	Describe the board’s oversight of climate-related risks and opportunities	2024 10-K Form; 2025 CDP Questionnaire Responses: 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 2025 CDP Questionnaire Responses: 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 2025 CDP Questionnaire Responses: 3.1.1, 3.1.2, 3.6.1, 3.6.2, 5.2, 5.1, 5.1.1, 5.1.2, 5.3.1, 5.3.2, 5.4
Scenario Analysis	Details of scenario analysis	In 2024, Celestica initiated it’s first Climate Scenario Analysis to identify potential substantive climate related risks and opportunities. The Scenario Analysis analyzed both the physical risks and transitional opportunities of Climate Change.	2025 CDP Questionnaire Responses: 5.1, 5.1.1, 5.1.2
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 2025 CDP Questionnaire Responses: 5.11 -5.11.9
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, and sustainability.	2024 10-K Form Key Impacts and Risks 2025 CDP Questionnaire Responses: 4.1.1, 4.1.2, 4.2, 4.3, 4.3.1
	Policy engagement	Engagement in activities that indirectly influence policy, law, or regulation that impacts the environment.	2025 CDP Questionnaire Responses: 4.11, 4.11.2
	Trade association memberships	Celestica has established strategic affiliations with a number of organizations that address environmental concerns.	2025 CDP Questionnaire Responses: 4.11.2 Membership Associations



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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 2025 CDP Questionnaire Responses : 3.1.2, 3.6.2, 5.1.2
	Climate-related risks and opportunities over different time horizons	Identification of the substantive risks and opportunities climate change creates for Celestica's business model. Includes physical risks like heat waves well as business opportunities for green growth.	Key Impacts and Risk 2025 CDP Questionnaire Responses : 3.1, 3.1.1, 3.2, 3.6, 3.6.1, 5.1, 5.1.1, 5.1.2
Targets	Energy and emissions related targets and progress against goals	Disclosure of Celestica's science-based energy and emissions targets as well as key metrics and progress.	Green house Gas Emissions Renewable Energy 2025 CDP Questionnaire Responses : 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 business.	Energy Conservation Building Blocks for Sustainable solutions , 2025 CDP Questionnaire Responses : 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 , 2025 CDP Questionnaire Responses : 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 2025 CDP Questionnaire Responses : 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 reporting, enhancing accuracy and credibility in tracking and managing our total carbon footprint.	Greenhouse Gas Emissions 2025 CDP Questionnaire Responses : 7.9 - 7.9.3 GHG Verification Statement 2024



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Cautionary Note Regarding Forward-Looking Statements

This report contains forward-looking statements, including, without limitation, those statements related to: our sustainability and ESG initiatives (including energy-efficiency and waste reduction initiatives), strategies, areas of focus, targets, goals, commitments, objectives, forecasts, opportunities, expansions, aspirations, future plans, stakeholder relationships, financial and operational priorities, our emissions reduction goals, including our plans to continue identifying methods to reduce Scope 1 and 2 GHG emissions through additional energy-efficient projects and renewable energy sources, our target to achieve the equivalent of 100% generation and/or procurement of electricity by renewable sources by 2025 and our plans to accomplish this through installation of new on-site renewable energy systems, additional procurements of green energy from utility providers and the purchase of Energy Attribute Certificates, our intention to set energy reduction targets, our efforts to complete additional sites for Zero Waste certifications and to enhance site diversion levels, our plans to increase alignment to SDG 6 through improvements, investments and strengthened infrastructure in water-stressed communities over the near and long term, our intention to improve risk management in our supply chain through integrated software, our plans to use software to improve data collection and continue reducing supplier emissions, and our plan to expand targeted leadership development programs for managers in 2025, our intentions to continue, expand, evaluate, invest in or improve programs, systems, certifications, data collection and verification, our anticipated sourcing, procurement and use of renewable energy (including Energy Attribute Certificates), our intended supplier engagement, audit and risk management activities, and any other statements of future events, performance or outcomes. 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," "outlook," "goal", "guidance," "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 harbor 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.



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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 and effectiveness 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 10-K, Quarterly Reports on Form 10-Q, Current Reports on Form 8-K and other documents 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.