



# STRONGER TOGETHER

SUSTAINABILITY REPORT  
FY2022

PEOPLE

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PROCESS

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PERFORMANCE



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## Forward Looking Statements

The intention of the ATS Corporation (“ATS”) Sustainability Report is to communicate the company’s strategy and performance related to sustainable development with reference to performance metrics across the identified material topics in the nine areas that emerged from our materiality assessment. The report relates to our fiscal year 2022, from April 1, 2021 to March 31, 2022. We anticipate our next Sustainability Report to be released after the close of our fiscal year 2023. This report may contain certain statements that constitute forward-looking information within the meaning of applicable securities laws (“forward-looking statements”). Forward-looking statements include all statements that are not historical facts regarding possible events, conditions or results of operations that ATS believes, expects or anticipates will or may occur in the future, including, but not limited to the eight sustainability targets.

Such forward-looking statements are inherently subject to significant known and unknown risks, uncertainties and other factors that may cause the actual results, performance or achievements of ATS, or developments in ATS’ business or in its industry, to differ materially from the anticipated results, performance, achievements or developments expressed or implied by such forward-looking statements. Important risks, uncertainties and factors that could cause actual results to differ materially from expectations expressed in the forward-looking statements include, but are not limited to, the duration of the COVID-19 pandemic and its impact on the Company, its employees, customers, suppliers and the global economy; impact of regional or global conflicts; general market performance including capital market conditions and availability and cost of credit; performance of the markets that ATS serves; industry challenges in securing the supply of labour, materials, and, in certain jurisdictions, energy sources such as natural gas, impact of inflation; foreign currency and exchange risk; the relative strength of the Canadian dollar; impact of factors such as increased pricing pressure, increased cost of energy and supplies, and delays in relation thereto, and possible margin compression; the regulatory and tax environment; that ATS may not meet one or more of the sustainability targets for any number of reasons including failure of workplace safety programs to generate the desired results, inability to attract female leadership talent, lack of employee engagement in social responsibility initiatives, costs and inability to source energy from providers that support lower emissions; and other risks and uncertainties detailed from time to time in ATS’ filings with securities regulators, including, without limitation, the risk factors described in ATS’ annual information form for the fiscal year ended March 31, 2022, which are available on the System for Electronic Document Analysis and Retrieval (“SEDAR”) and can be accessed at [www.sedar.com](http://www.sedar.com). ATS has attempted to identify important factors that could cause actual results to materially differ from current expectations, however, there may be other factors that cause actual results to differ materially from such expectations.

Forward-looking statements are necessarily based on a number of estimates, factors and assumptions regarding, among others, management’s current plans, estimates, projections, beliefs and opinions, the future performance and results of the Company’s business and operations; and general economic conditions and global events, including the COVID-19 pandemic.

Forward-looking statements included in this report are only provided to understand management’s current expectations relating to future periods and, as such, are not appropriate for any other purpose. Although ATS believes that the expectations reflected in such forward-looking statements are reasonable, such statements involve risks and uncertainties, and ATS cautions you not to place undue reliance upon any such forward-looking statements, which speak only as of the date they are made. ATS does not undertake any obligation to update forward-looking statements contained herein other than as required by law.

# FISCAL 2022 HIGHLIGHTS

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**~\$4B**

Market Capitalization\*

**\$2.2B**

Revenue

**52.6%**

Revenue Growth

*Listed on the  
Toronto Stock  
Exchange*

**TSX: ATS**

**7**

Acquisitions in FY2022

**6,000+**

Employees Worldwide

**26,000+**

Projects

**75+**

Offices

**20+**

Countries

**50+**

Facilities



\* As of November 9, 2022

# MESSAGE FROM OUR CEO


ATS Corporation (ATS) is an innovative, value-driven company bringing automation and technology solutions to the world in a sustainable way. We recognize that our business can directly and meaningfully affect our environment and society, and we seek to maximize positive impacts and minimize negative ones through our approach to environmental, social and governance (ESG) performance and management. As we do so, we are guided by ATS' core values of People, Process and Performance.

In fiscal year 2022 ("FY2022"), we successfully integrated seven acquisitions, leveraged innovation, and delivered outstanding solutions and services to customers while positioning our company for further growth. ATS is a diverse, multifaceted organization that stresses the value of innovation, and leverages our ATS Business Model approach, as it progresses a culture of continuous improvement, making us **Stronger Together**.

We are committed to our sustainability journey and our ESG commitments. We believe that our proactive and transparent approach to establishing, measuring, and reporting on ESG factors impacts our bottom line. We are proud to share this FY2022 Sustainability Report as a lens through which our stakeholders can learn about our business, and the lasting impacts we create. Our stakeholders matter to us and that is why this year we completed a materiality assessment where we engaged multiple stakeholders to help us prioritize nine material topics to focus on (Emissions, Energy Consumption/Climate Change, Environmental Stewardship, Health and Safety, Employee Wellbeing, Diversity & Inclusion,

Supply Chain, Financial Stability & Innovation and Good Governance). With this report, we are pleased to provide additional detail on the nine material topics and the initiatives underway within ATS to positively impact our customers, communities, employees, and shareholders.

We build on our core strengths as an innovative company while establishing a collaborative culture of enthusiastic and skilled people. ATS strives to make a better world, both through our products, and by leveraging our solutions to help our customers achieve their sustainability commitments. This year as we publish our 3rd annual sustainability report, we celebrate our ongoing commitment to ESG performance. We are dedicated to openly and transparently disclosing our achievements, challenges, and progress.

Sincerely,  
  
Andrew Hider  
CEO



*"We are proud to share this FY2022 Sustainability Report as a lens through which our stakeholders can learn about our business, and the lasting impacts we create."*






# ABOUT ATS Corporation

ATS is a global provider of automation solutions and services to many of the world's most successful companies. Our industry-leading automation and integration solutions, our expanding range of services and products, including our increasingly sophisticated digital offering, help us streamline and optimize manufacturing operations in markets such as life sciences, food & beverage, transportation, consumer products and energy.

ATS uses an extensive knowledge base and global capabilities in custom automation, repeat automation, automation products and value-added services, including pre-automation and after-sales services, to address

the sophisticated manufacturing automation systems and service needs of multinational customers in a wide array of industries. ATS is also increasingly helping our customers meet their sustainability goals by incorporating elements of reduced waste, energy efficiency and sustainability metrics into our design processes.

Our global customers are focused in five key markets: life sciences, food & beverage, transportation, consumer products and energy. While diversified by region and sector, our customers share common needs for high-precision equipment to make their products on time, on budget and at the highest levels of quality.

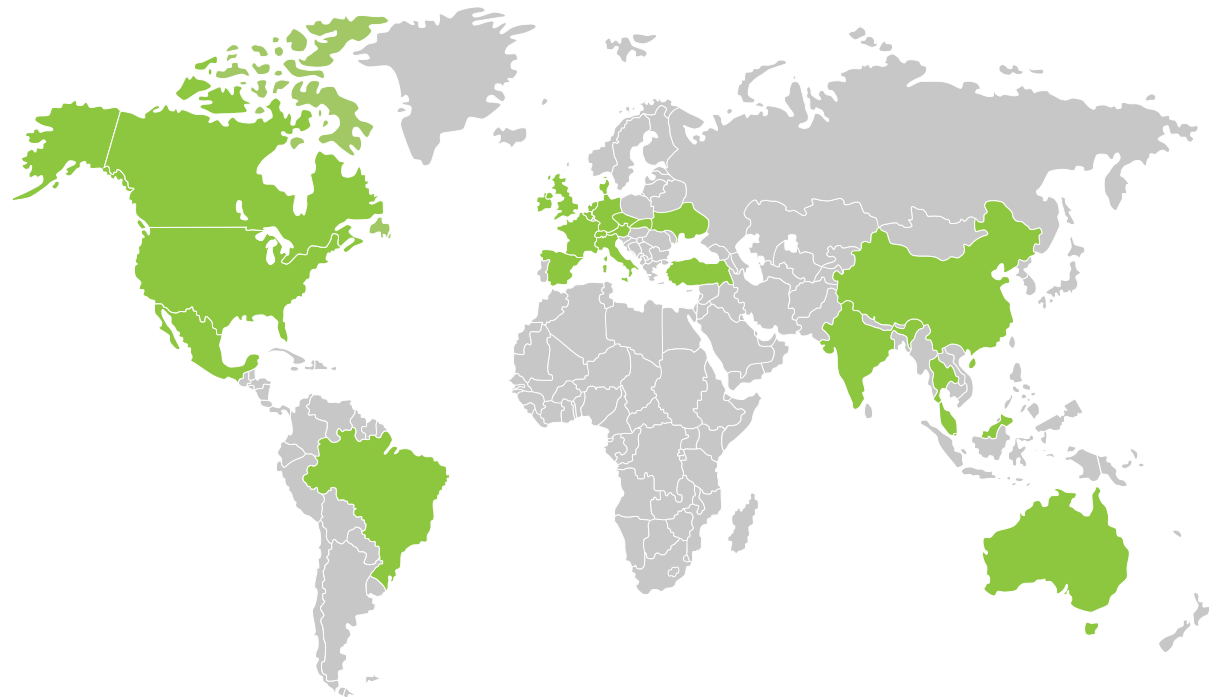
<b>Life Science</b> 	<b>Food &amp; Beverage</b> 	<b>Transportation</b> 	<b>Consumer Products</b> 	<b>Energy</b> 
Medical devices, pharmaceuticals and radiopharmaceuticals. <i>Represents more than half of our business by revenue.</i>	Fresh produce, ready-made meals, dairy and beer.	Electric and hybrid vehicle, traditional automotive and aerospace sectors.	Warehouse automation, personal care and cosmetics, and durable goods manufacturers.	Energy technology companies in nuclear and solar power.

# ATS WORLDWIDE

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For over four decades, ATS has built sustainable value for our stakeholders – customers, communities, employees, and shareholders – while always working to make tomorrow better than today. Founded in Cambridge, Ontario, in 1978, we are recognized worldwide for developing innovative approaches and solutions to complex challenges. We help make our customers’ businesses better. From that foundation, we have built a global company that employs over 6,000 people at more than 50 manufacturing facilities in over 75 offices in North America, Europe, and Asia.

ATS is recognized in markets around the world for innovative solutions, outstanding service and exceptional quality. From this foundation, we are well positioned to grow in scale and capabilities.






# OUR PURPOSE

# Creating solutions that positively impact lives around the world

## OUR VALUES

ARE HOW WE WILL ACHIEVE OUR PURPOSE

 <b>People</b> Having the best team and winning as a team	 <b>Process</b> Our commitment to continuous improvement	 <b>Performance</b> Delivering results for our customers, shareholders, and employees
<ul style="list-style-type: none"><li>• We continuously work to develop, engage, empower, and energize our people</li><li>• We support our people to foster a safe, positive, and inclusive work environment where everyone is respected and given the opportunity to do their best</li></ul>	<ul style="list-style-type: none"><li>• We align around the ABM to pursue continuous improvement in all aspects of our business</li><li>• With a balance of strategic thinking and tactical execution, we ensure that we are creating value for our customers, today and in the future</li></ul>	<ul style="list-style-type: none"><li>• We compete to win every day, with uncompromising integrity and holding ourselves to the highest ethical standards</li><li>• We develop innovative solutions to complex problems and provide unique value that fuels growth in our markets</li><li>• We own our results and have accountability for creating value for our customers and shareholders</li></ul>

# OUR APPROACH TO Sustainability

## Framework

To formalize our approach to sustainability reporting, we have considered several relevant ESG-specific reporting standards and best practices to inform our communications. We have elected to continue to use Sustainability Accounting Standards Board (SASB) Standards for Industrial Machinery and Goods and are excited to see how these standards evolve into the IFRS Sustainability Disclosure Standards. Additionally, we are making a strategic shift towards identifying material topics and collecting data to be in-line with the Global Reporting Initiative (GRI) Standards Core framework. The report includes disclosures relevant to topics material to ATS, as defined through our materiality assessment. ATS will continue to evaluate and advance our sustainability reporting standards and material ESG factors for future sustainability reports.

## Scope of this Report

All dollar amounts are expressed in Canadian currency. References to “we,” “our,” “us,” “the company” and “ATS” mean ATS Corporation, and its subsidiaries and divisions. Unless otherwise noted: (i) all information in this report is presented as at, and for the year ended, March 31, 2022, and (ii) the data and analysis relates to ATS and not its distribution partners, suppliers, or customers.

## Data Collection

The collection and analysis of the corporate information provided within this Sustainability Report has been managed by ATS' Sustainability and Investor Relations teams, working in collaboration with the company's Sustainability Working Committee. The committee is composed of individuals from across the business to ensure that a diverse perspective on ATS' ESG-related efforts and priorities is provided to our stakeholders. The Sustainability Working Committee has followed a content gathering and approval process to accurately reflect the company's practices and performance. As is the case for all our corporate reporting data, we place a high level of importance on collecting accurate and verifiable data in a consistent and rigorous manner to support our corporate disclosure practices.

ATS uses a variety of data collection and management processes in the context of sustainability management and reporting. Our sustainability initiatives, including the production of this report, are overseen by our Corporate Governance and Nominating Committee on behalf of our Board of Directors, and this report was reviewed by our Executive Committee prior to its release.



Our sustainability focus is to deliver automation by responsibly developing our products in a manner that minimizes adverse impacts to the environment and supports the economic and social Wellbeing of our stakeholders and the communities in which we work.

ATS has always operated with sustainability at our core and is proud of the significant strides we have made towards improving performance on our ESG goals and strategy. We have not only made progress towards previously set goals but also through new goals added in this report.



# MATERIALITY ASSESSMENT

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An important step in preparing our Sustainability Report was to review and test our four sustainability themes identified in FY2020 (Ethics & Integrity, Our People, Social Responsibility and Responsible Manufacturing and Service) with those that matter most to both our internal and external stakeholders. In FY2022, we conducted a formal materiality assessment to ensure we accurately considered a broad range of perspectives in our strategic focus on sustainability, to guide the development of content for this report and to inform ATS' future sustainability efforts. The following process was used to identify and assess sustainability priorities across our business and topics for this report.

## Topic Identification

To identify topics for prioritization, we consulted the relevant components of the GRI Standards and the SASB Standards, extracted topics from peer reports, reviewed sustainability reporting best practices, and consulted with external advisors regarding anticipated and proposed regulatory ESG requirements.


## Prioritization

ATS executed an extensive materiality assessment which consisted of a series of internal interviews that were conducted with internal subject matter experts and senior leaders from across the company. We then validated these topics by surveying staff, as well as external community members such as our customers.

## Validation

The prioritized topics covered in this Sustainability Report were approved by our executive team and are well aligned with and integrated into ATS' overall corporate strategy. In future years, we will reassess these topics to ensure we continue to reflect changes that may occur within our business, regulatory reporting requirements, evolving ESG trends, and any shifts in stakeholder expectations. Our assessment of ATS' business has brought valuable benefits - it has strengthened our focus on, and understanding of, the issues and opportunities where we can have the greatest positive impact.

The **materiality assessment** process yielded **nine primary areas of focus for our sustainability reporting**, which are referenced throughout this report. Other significant priorities, and our performance or approach to these priorities, are listed below and included throughout our report. Topics that were evaluated, but not reported on, are managed, tracked internally, and monitored in the context of an ever-changing external landscape.

**ENVIRONMENT** 

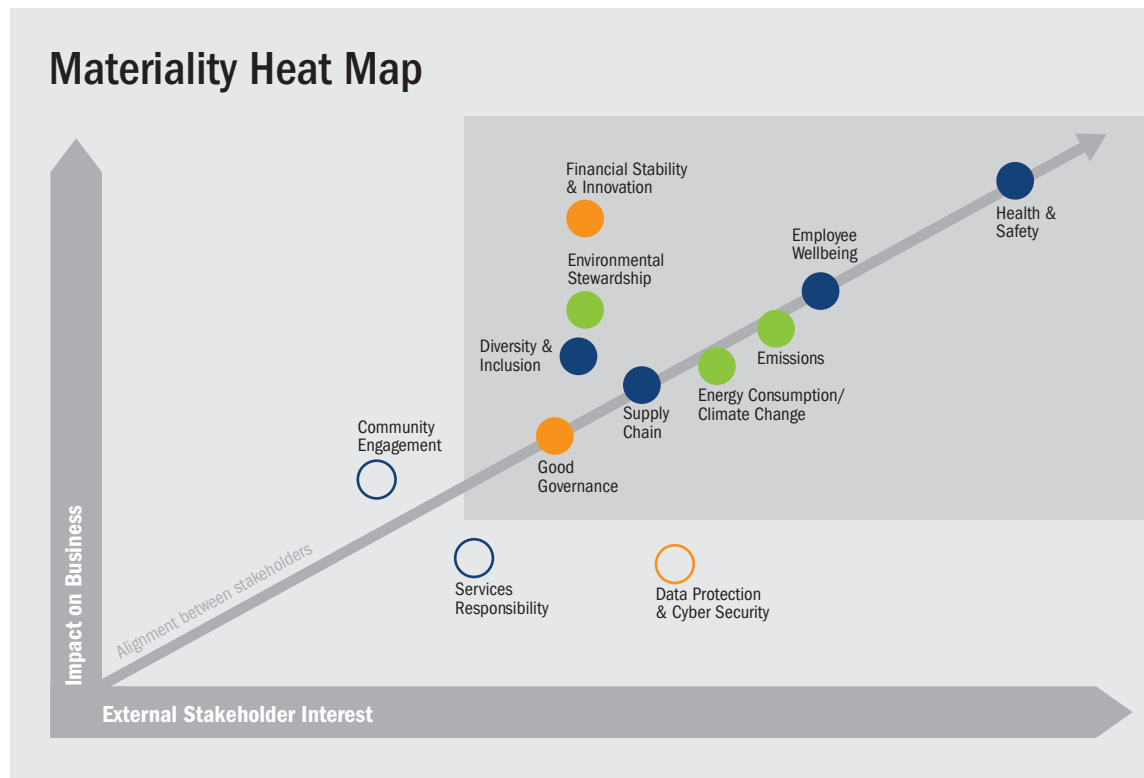
1. Emissions
2. Energy Consumption/Climate Change
3. Environmental Stewardship

**SOCIAL** 

4. Health & Safety
5. Employee Wellbeing
6. Diversity & Inclusion
7. Supply Chain

**GOVERNANCE** 

8. Financial Stability & Innovation
9. Good Governance



# LOOKING AHEAD: TARGETS, GOALS AND PROGRESS

ATS is committed to transparency throughout our ESG journey, including showcasing the progress and evolution of our targets and goals. This past year we evaluated our ESG focus and are proudly adding three new targets, to better reflect our business and further the connection between our operations and our sustainability efforts.

	UN SDG	ATS BUSINESS MODEL (ABM)	TARGET	GOAL	PROGRESS
<b>EMISSIONS</b>		 Process	Target 2030	Scope 1 & 2 GHG emissions from operations in TCO <sub>2e</sub> carbon neutral by 2030	Down 22.4% to 24,570.49 (down from 32,165.17 in 2021)
<b>CLIMATE CHANGE</b>		 Performance	NEW Goal	Respond and align to Task Force on Climate-Related Financial Disclosures (TCFD) in our 2023 report or other standard prescribed by applicable securities authorities	 NEW Goal
<b>ENVIRONMENTAL STEWARDSHIP</b>		 Process	NEW Goal	85% diversion of non-hazardous waste by 2026	 NEW Goal
<b>HEALTH &amp; SAFETY</b>		 People	Target 2030	Reduce the Loss Time Severity Rate (LTIR) to 4.0 by 2030	10.83 (up from 9.84 in 2021)
<b>DIVERSITY &amp; INCLUSION</b>		 People	Target 2030	Increase women in leadership* to 30% by 2030	15.8% (up from 12.5%) in 2021)
		 People	NEW Goal	Development of a Valuing Uniqueness and Fostering Belonging Policy	 NEW Goal
<b>EMPLOYEE WELLBEING</b>		 Performance	Target 2030	Charitable support in communities where ATS is located	21% increase in FY2022
<b>GOOD GOVERNANCE</b>		 Performance	Target 2030	100% completion of annual ethics training by all managers and employees	Achieved in 2021

\*Roles in the organization filled by women from CEO through to Team Leader (excludes the Board of Directors)



## OUR APPROACH TO **Environment**



At ATS, we are dedicated to promoting the sustainable use of natural resources and contribute to the preservation of the natural environment for future generations. By gathering data on carbon emissions, energy consumption, water usage and waste production from our operations, we have improved our ability to measure our performance related to these important environmental metrics and developed initiatives to reduce the long-term impacts of our business in these areas.



# EMISSIONS

A key objective of ATS' environmental stewardship is to reduce the carbon footprint of our business through efforts focused on the continuous reduction of our greenhouse gas emissions. This is achieved through a combination of identifying and implementing operational emissions reductions as well as investing in carbon offset projects.

In support of this approach, we made the commitment to respond to, and align with, the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) in 2023. ATS recognizes the growing importance of the TCFD to better inform stakeholders and the investor community and made the commitment to respond to and align climate-related financial disclosure with the recommendations of the TCFD or other requirements of applicable security regulatory authorities in our 2023 sustainability report.

To continue to implement a climate strategy that effectively evaluates costs, risks, and opportunities, ATS must have a clear understanding of our carbon footprint. We have therefore developed a reporting approach that includes mandatory and voluntary reporting requirements to track our greenhouse gas (GHG) emissions and measure performance on an annual basis. We actively maintain an emissions inventory (including CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFCs and CO<sub>2</sub>e) and identify emission sources for each of our business groups in adherence to the GHG Protocol.

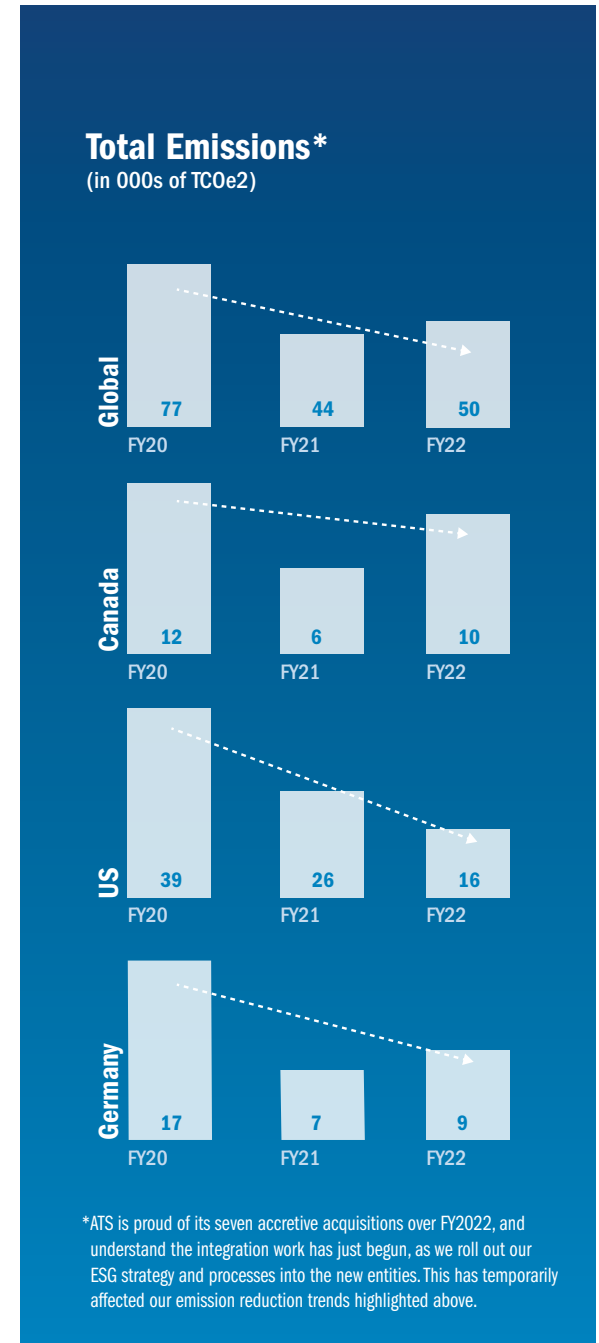
We are committed to maintaining full regulatory compliance in all jurisdictions where we operate. Regulatory matters concerning emissions reductions (which, depending on the jurisdiction, could mandate the use of energy efficient lighting, limit the use of refrigerants etc.) are not only complied with but often exceeded as we are committed to our goal of being carbon neutral by 2030. As well, during the decision-making process for capital investments in our facilities, ATS regularly evaluates opportunities that have the potential to reduce emissions while providing cost saving opportunities over time.

We know that real change requires team effort. Our employees are encouraged to share ideas and feedback regarding continuous improvement of our operations and processes. Recent initiatives and programs that were originated from our employee team include the provision of e-bikes to reduce emissions from commuting and the adoption of new practices that improve energy efficiency. These employee-sourced ideas have positively contributed to our environmental performance in the reporting year and have led to greater engagement with our employees to cultivate new ideas.

Over the last three years ATS has made effective operational improvements to reduce our Scope 1 and Scope 2 emissions. The emission numbers have been recently affected in FY2022 by acquisition activity and the resumption of travel post Covid-19.



## Respond and align to TCFD in our 2023 report



## Automotive Original Equipment Manufacturers (OEM)

Our Industrial Automation business is actively building a track record of partnership with our automotive original equipment manufacturers (OEM) customers to support the growth of the green transportation industry. This collaboration is focused on the automation of battery pack assembly and testing, while ensuring that manufacturers adhere to the highest standards of quality and safety for their vehicles. Drawing on our deep experience in automation for battery manufacturing, we have a proven ability to create solutions for high-speed cell handling and cell-to-end-of-line test solutions. At the same time, by integrating best-in-class machine components such as our SuperTrak™ linear motion technology solution, our customers can reduce the floor space requirement within their manufacturing facilities. As an extension of our work on green technologies beyond the auto OEMs, we also see growth of solar and nuclear energy markets as an opportunity to enable customers to develop and manufacture cleaner sources of energy production.

Rapid growth of the electric vehicle market presents an opportunity to ATS. As OEMs introduce a wider variety of electric vehicles to market, we have seen an increase in opportunities to design and commission automation lines to produce electric batteries.

### ENERGY EFFICIENT INFRASTRUCTURE

ATS has developed many forward-thinking infrastructure projects with energy efficiency being top of mind. In FY2022, we launched a new energy-efficient facility in Columbus, Ohio to support our Industrial Automation customers. Energy conservation was a key consideration in the new facility's design, which incorporates programmable, sensor-linked LED lighting and low-emissivity windows throughout; shade screening that helps maintain a constant temperature; a high-efficiency HVAC system; two sets of doors at all entryways; and three EV charging stations, with rough-ins for future expansion. Our investments in energy efficient lighting and HVAC systems have had a positive impact on our emission reduction goals.





## **Comecer Group has made environmental stability a priority.**

Since August 2013, Comecer has operated in a new high-tech and environmentally friendly production plant, both in the choice of machines deployed in the production process and in the use of alternative energies. In fact, a photovoltaic system produces approximately 1,053,607 kW / year of electricity, equivalent to 19% of business needs. The plant uses a solar thermal system saving 18% in the consumption of fossil fuels and an additional 25% savings by reusing the waste heat of the foundry furnaces, which would otherwise be released into the environment.

The offices are equipped with a lighting system that can save up to 10% of the energy cost. Two laser machines to cut thin sheets of stainless steel in production have reduced industrial waste by 27% compared to the use of alternative machinery on the market for these cutting operations. Furthermore, the use of 6 high-pressure water machines (max. 400 bar) for cutting lead panels has allowed a reduction of 13% in the industrial waste due to this type of operation.

All this translates into cost savings for the company and a substantial reduction of CO<sub>2</sub> released into the environment. To consolidate this environmental policy, Comecer has recently obtained the international environmental certification UNI EN ISO 14001 and Energy Certification ISO 50001.



## ESTAINIUM

ATS' Life Science division in Munich is proud to be one of the founding members of the ESTAINIUM Association - a network of businesses from multiple industries intended to promote the sharing of technology, data structures and processes for decarbonizing products. We strongly believe that net zero targets can only be achieved through a seamless flow of information between companies via a network of ecosystems. As a founding member of ESTAINIUM, ATS has committed to partnering with other manufacturing organizations to share information regarding sustainability and climate change initiatives in order to reduce environmental impact. We believe that engagement with other manufacturers will lead to meaningful dialogue and shared strategies and targets to reduce emissions.



ATS believes that it should play a part to reduce greenhouse gas emissions, moving away from the single use, linear economy model. Therefore, ATS' CFT SpA (part of our Food & Beverage business) has become a member of the Association of the Beverage Machinery Industry (ABMI) committed to a Science Based Targets Initiative and has started a global Sustainable Supply Chain Initiative to ensure sustainability of the total beverages' machinery supply chain through collaboration and transparency. To give voice to this commitment, CFT SpA has signed ABMI's Sustainability Charta, outlining guidelines on industrial sustainability. Signing up to this Charta represents an important first step in our evolution towards a greener approach to machinery design and installation, within the framework of European guidelines and regulations on energy saving and environmental sustainability.





## ENERGY CONSUMPTION/ CLIMATE CHANGE

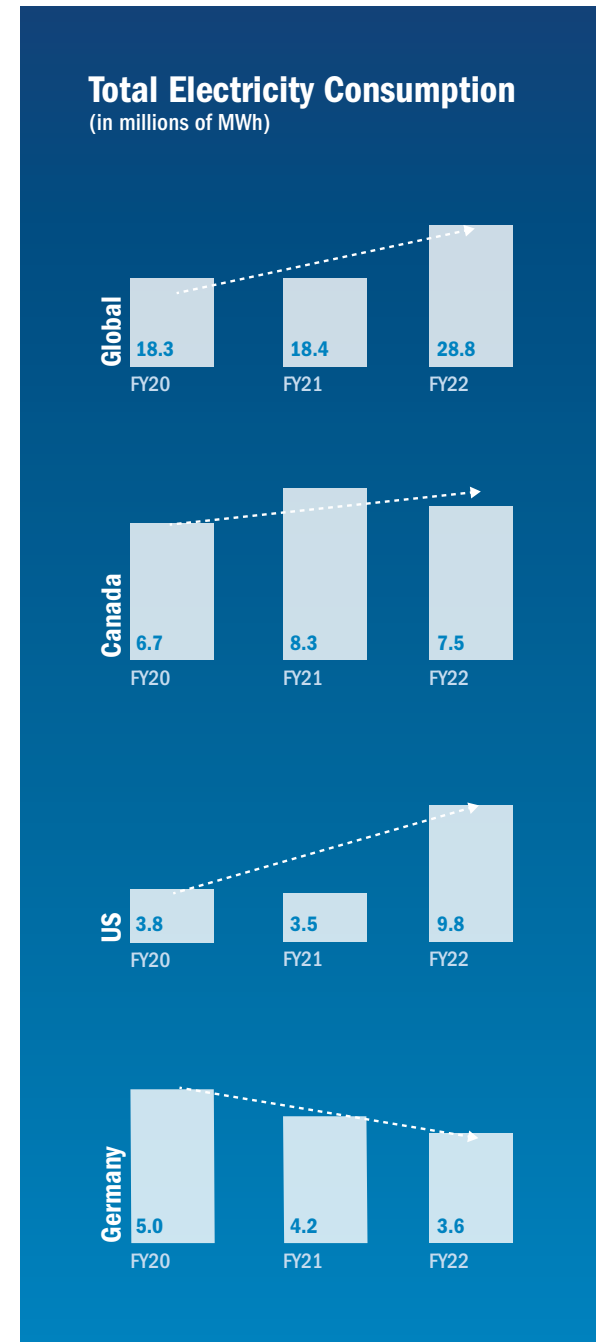
ATS shares global concerns about climate change, recognizing that it is a complex challenge of increasing importance to our stakeholders. As such, we are committed to reducing the climate impact of our operations and we integrate climate risk considerations into our strategic planning process and governance. Our climate strategy helps us mitigate risks to our business associated with climate and informs our approach against the backdrop of a changing industry and evolving society. We will continue to undertake activities that help minimize, lower or offset emissions, while being careful to avoid sacrificing the economic viability of our development activities.

ATS continues to identify regulatory requirements, risks and opportunities related to climate change impacting our business.

We track energy consumption across all locations and regularly look for opportunities to increase the use of clean power and reduce consumption. Externally, we help customers achieve their sustainability goals through innovative products and processes which maximize manufacturing throughput while reducing physical footprint and energy consumption.

We will continue to participate in the Carbon Disclosure Project (CDP), tracking GHG emissions across our operations and publicly disclosing the findings on the CDP website.

*ATS' natural gas consumption and electricity consumption intensity calculation based on revenue (m<sup>3</sup>/revenue) has decreased favorably in FY2022. We are committed to reducing our electricity consumption in the years to come.*





## ENVIRONMENTAL STEWARDSHIP



85% diversion of non-hazardous waste by FY2026

ATS conducts business activities with a goal of minimizing our disturbance of land and water, and our impact on the environment. We are committed to meeting or exceeding environmental regulations and industry standards and strive to be stewards of the environment. In support of these efforts, ATS carefully monitors and manages impacts, with a particular focus on effectively managing water and waste.

### Waste Management

Waste reduction and management across all operations is an integral part of ATS' business. We continuously strive to minimize the overall amount of waste that is generated as well as reducing the amount that is sent to landfill.

ATS is developing strategies to reduce waste and exploring opportunities to integrate a circular approach in our operations and across our value chain.

Our waste management approach seeks to minimize, segregate, and safely dispose of any waste generated in our operations. Throughout our locations, we have waste management plans in place, and we handle and dispose of waste in accordance with local regulations. All waste is identified, characterized, and tracked from generation to final disposal to ensure there is minimal risk related to our production and transportation of waste.



COVID-19 taught us how important it is to have a robust supply of protective equipment like N95 respirators and surgical masks. With millions of disposable masks and gloves already polluting city sidewalks and potentially entering our rivers and oceans, we switched to a biodegradable eco-friendly surgical level 2 mask (BioMask) at several of our sites to minimize the impact on the environment.

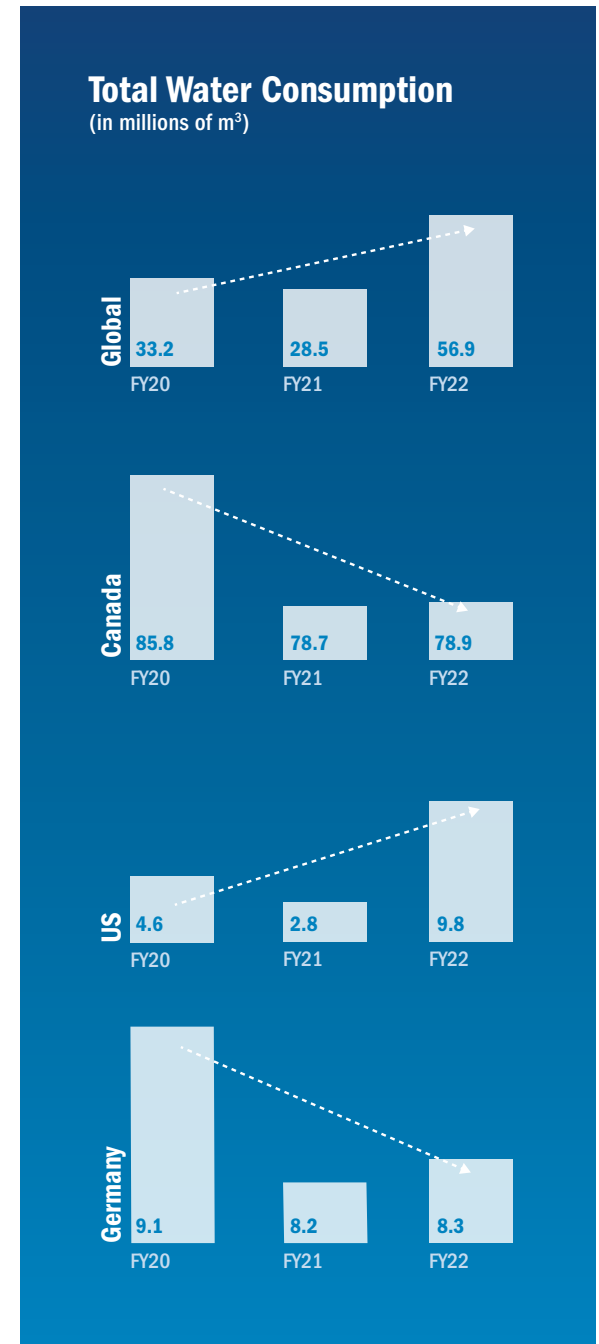
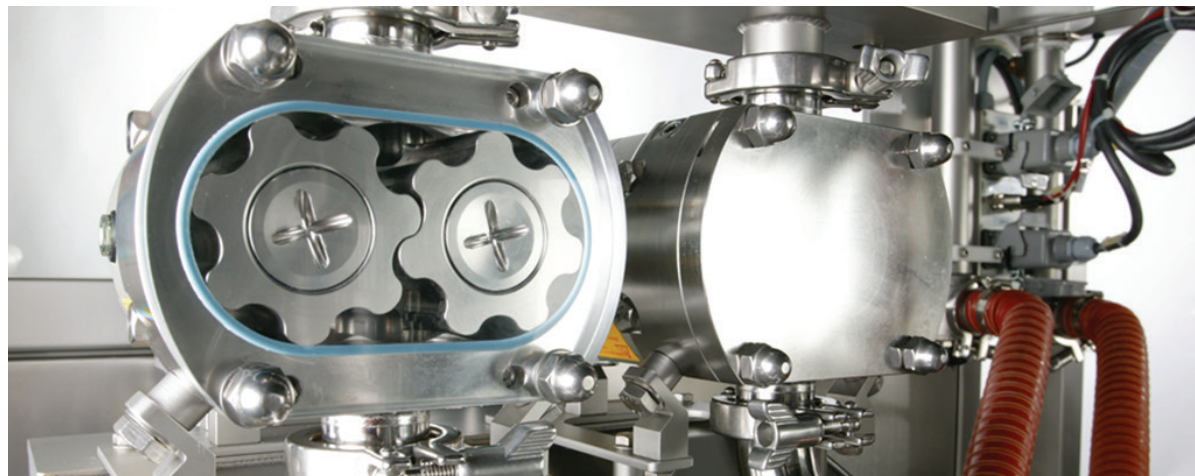
## Water Usage

At ATS, we recognize that water is a precious resource that must be used responsibly. Due to the nature of our business, our operations and facilities do not consume significant amounts of water. For the most part, water consumption at our facilities is tied to hygiene, kitchen and irrigation uses. All greywater generated at our facilities goes to municipal facilities where it is treated to meet local standards.

Responsible water use is critical to the company, to neighbouring communities and to our stakeholders. For over 125 years, IWK (an ATS Company) has been synonymous with leading-edge technology for the development and production of tube filling and cartoning machines, offering outstanding performance and maximum reliability. IWK's servo-controlled

lobe pump system offers reduced equipment cleaning time from 60 minutes to 10 minutes, resulting in a significant increase in production, especially with frequent product changes. The consumption of cleaning liquid is reduced by up to 80% depending on the product being filled. The reduced consumption of cleaning liquid leads to lower costs for liquid treatment and water consumption. The lobe pump system is available for all IWK tube fillers, either for new equipment or as a retrofit system for in-production equipment. ATS will continue to focus on environmentally friendly, low-cost, operational optimization.

*ATS' water consumption numbers over the past three years have been affected by Covid-19 office shutdowns and the recent FY2022 acquisition activity.*





## OUR APPROACH TO **Social**

**At ATS, we understand the link between successfully managing relationships and maintaining a responsible, sustainable business. Our focus on health & safety, employee wellbeing, diversity & inclusion and supply chain management has helped us build relationships with our internal and external stakeholders that have been key drivers to our success.**



## HEALTH & SAFETY

The health and safety of our people and community is of the utmost importance and underpins our corporate culture. We are committed to cultivating leading health and safety practices and performance. The success of our company is dependent upon the ongoing strength and wellbeing of our workforce. We work to be an employer of choice, with dedicated and healthy employees.

ATS is recognized for our strong health and safety hierarchy and associated management systems which guide our approach and behaviours and are aligned with international best practices. Together, these form the pillars on which the company can ensure continued safe operations across each of our geographically diverse regions while helping our teams meet or exceed baseline regulations and guidelines for keeping people safe.



In addition, several of our facilities worked throughout FY2022 without incurring a work-related medical aid or lost time injury. We thank each team member at the following locations for their contribution and commitment to sending every employee home safe, every day:

### No Compensable Injuries in FY22:

- ATS Life Sciences Chicago
- BioDot, Inc.
- ATS Industrial Automation Koblenz
- ATS Industrial Automation Woodbridge
- IWK Packaging Systems, Inc. USA
- IWK (Thailand) Limited
- Process Automation Solutions, Life Sciences USA
- Global After Sales and Service
- MARCO Limited
- SuperTrak
- Raytec Vision S.p.A.
- CFT Group: MC Inox

In 2022, we celebrated the achievement of two significant performance milestones by two of our divisions in eliminating lost time injuries from our organization.

### Injury Performance Milestones

**5**  
years

with no lost time incidents – *ATS Life Sciences Chicago*

**1k**  
days

with no lost time incidents – *Process Automation Solutions, Alabama*

## Safety Culture

ATS recognizes the impact that a strong safety culture can have on both the wellbeing of our employees and our business. Our Global HSE Policy highlights our belief that injuries are preventable and that with proactive engagement of our managers and employees we can identify and continually improve our practices to reduce risk. We require all team members to adhere to the same ethical and safety standards, enabling our workforce to be their best and always contribute their best, whether it be in the field, the office or at home. Employees and contractors are responsible not only for their own safety, but also the safety of those around them, and everyone at ATS is empowered with the right and the responsibility to refuse work that is deemed to be unsafe. Above all, we are focused on making sure that everyone who works for ATS returns home safely at the end of their day.

Maintaining a strong safety culture not only contributes to the continued wellbeing of our people, but it is also foundational to our ongoing operational excellence and financial performance. By preventing or mitigating the risk of accidents and occupational illnesses, ATS creates a safe working environment where our employees can focus on building leading edge solutions for customers, which in turn drives overall operating performance and greater profitability. Investing in health, safety and accident prevention translates into reduced insurance costs, limited expenses related to absenteeism and a more positive public perception of our company.

As part of ATS Life Sciences Chicago celebration of 5 years without a lost time injury, a donation of USD\$5,000 was made to the Rolling Meadows Fire Station 15.



We continue to evolve our safety culture around the six pillars which were defined in kaizen. Our Safety Culture model is the roadmap to our continued improvement in the proactive reduction of risk.



**ATS SAFETY CULTURE MODEL**

1. Leading by Example	2. Employee Ownership	3. Communications	4. Recognizing Success	5. Monitoring & Standardization	6. Action with Urgency
Demonstrated leadership team engagement in setting and driving HSE performance to achieve local targets.	Involving our employees in risk identification and training to provide space for every employee to get involved in prevention activities.	Ensuring that talking to our employees about workplace safety and environmental protection is a regular occurrence and an expectation of how we run our business.	Remembering to recognize and celebrate our improvements on our journey to excellence in health, safety and environmental performance.	Developing and implementing global standards for how we prevent injuries and protect the environment, with regular auditing to ensure compliance and identification of opportunities to improve.	Initiating immediate action when risks are identified, using ABM tools to contain and solve health, safety and environmental problems.

## Health, Safety & Environment Training

A core element of our Safety Culture model is our commitment to deliver timely and accurate training to our people to ensure that they are armed with the necessary information to identify and control risk. ATS has established a comprehensive Global HSE Training Matrix which details minimum training requirements for all roles within the organization considering both local regulatory requirements as well as risk exposure. As part of this matrix, we also define retraining requirements to ensure that we are keeping work safety and environmental protection issues top of mind for our teams.

Our Emergency Preparedness Program includes detailed and site-specific Emergency Response Plans (ERPs) that guide how to prevent and respond to incidents should they occur. Our plans prioritize the protection of the public, our employees and contractors, and the environment. Updated annually, our ERPs include protocols for a wide range of potential emergencies, including operational emergencies and natural disasters. Our ERP teams are required to meet at least quarterly throughout the year to participate in training, as well as review and critique planned response to potential emergency scenarios to ensure that our teams remain prepared.

The ATS Global Health, Safety and Environmental Management System governs our operations and defines how we identify, assess, and control our occupational safety and environmental risks. We audit ourselves regularly to ensure that we are appropriately managing our safety and environmental risks, and we develop action plans to identify opportunities for improvement. Our focus on operational risk has led to development of ATS-specific programs around risk areas such as lock out/tag out, robot safety and electrical safety/arc flash prevention where we identify and address specific risks of required tasks as well as incorporate industry best practices to control risk. These programs will help our employees understand how to identify and control such risks, specifically in equipment that we design and build. In FY2022, ATS took on a project of site-specific risk assessments to reduce the top three injury types including slips/falls, handling heavy material and hand injuries. These assessments were completed in partnership with our Joint Health and Safety Committee and resulted in identifying over 200 proactive corrective actions. Safety observations were incorporated into daily GEMBA walks in all manufacturing facilities as part of the ongoing integration of HSE best practices into our ABM initiatives.

## Better Methods

Introduced in 2014, Better Methods was launched as a vehicle for individual facilities to share their HSE solutions and improvements across the global organization. Since the program's inception, we have generated and shared over 200 Better Methods to improve safety and environmental results. In 2022, solutions shared include:

- **“Safety corners”** in each department, so that PPE is always available for guests and department personnel
- **“With your help, we go on the safe side”** campaign encourages operations personnel to make proposals for improvements and is tied to employee compensation bonuses
- **Safer workstations** improve workplace ergonomics, ensure safe working conditions, and reduce employee turnover. Solutions implemented to reduce the risk of injury in FY2022 include:
  - Cordless portable tools
  - Automatic warehouse for piping, equipped with automated loading/unloading through bridge cranes and conveyor rollers
  - Height adjustable benches
  - Weight-zeroing machines
  - Ergonomic anti-fatigue footrests
  - Mobile protective fences around energy fed equipment
  - Custom-engineered fall prevention equipment for assembly of tall equipment
- **Monthly Health and Safety Thought** – a monthly communication initiated within the Global Service organization to ensure that a largely remote workforce remains connected and engaged on safe work practices.





## EMPLOYEE WELLBEING

Success is driven by our people, and we strive to provide a safe, happy, and healthy working environment for all colleagues, where everyone is treated equally and with respect. The foundation of a great company is a great team, which is why we continuously work to develop, engage, empower, and energize our people.

### Employee Engagement

ATS' success depends upon the energy, involvement, and contribution of each employee. In the spirit of continuous improvement, we leverage data and feedback to sharpen our focus on what matters most to our employees with regular employee interaction via surveys and focus groups. These surveys track a wide variety of employee metrics and perceptions relating to all aspects of our culture and the workplace. The insights we gain from our survey process allow us to understand and prioritize the issues most impactful to employees.

We have an evolving engagement strategy to include our Leader Standard Work (LSW) program which is a two-way communication approach that encourages continuous improvement through role models, training, creating an environment of trust, engagement, and empowerment.

### Employee Development

We believe that understanding how our employees feel about their jobs, their managers, their futures and about ATS as an organization is an essential measure of our organizational health. We also recognize that our company benefits from investing in employees and helping them to develop their capabilities and reach their potential.

With talent and culture as foundational to our strategy, we have identified **six key areas of focus** that enable development within ATS. Supported by the fundamentals of fair policy, efficient systems and good practice, these elements guide all of us in making ATS a place where great people can build bright futures.

#### DEVELOPING THE FUTURE

/// Providing compelling, tailored opportunities for career growth

#### ATTRACTING THE BEST

/// Becoming the preferred employer for key differentiating roles and candidates

#### REWARDING PERFORMANCE

/// Building integrated and transparent lineage between total rewards and strategic outcomes

#### INSPIRING LEADERSHIP

/// Bringing out the best in our teams through the services of skilled leaders who mentor and teach

#### CULTIVATING PURPOSE

/// Creating focused employee experiences that build energy, innovation and belonging

#### PLANNING FOR SUCCESS

/// Enabling people and organizational development through effective workforce planning

## Employee Wellbeing & Retention

We strive to attract, retain, and motivate talented and enthusiastic people who are dedicated to creating a respectful environment. ATS supports local employment and businesses through a increase in economic activity in the areas it operates, driving operational synergies with sustainable economic benefit for those communities.

ATS formed the Health and Wellbeing Committee (HWC), comprised of Human Resources and Health, Safety & Environment leaders from various regions and business units, to work together on a strategy to advance the wellbeing of our global employee base.



Twice a week, colleagues at ATS Life Sciences St. Georgen follow the motto #BeActiveAtWork, and take half an hour for mobilization, strengthening and stretching exercises with a certified fitness trainer.

ATS' pay and benefit programs are competitive and designed to reward strong performance and contributions, while supporting the overall wellbeing of all employees and their families. We review pay practices annually in each region to ensure we continue to attract and retain the quality of talent required to support our strategic and financial goals. We continuously work to provide measures to foster employees' health and wellbeing including part-time working options, flexible working hours and hybrid/remote arrangements, where feasible.

Employees and managers have visibility into their respective contributions to ATS through annual goal setting, performance reviews and ongoing professional development, all of which help to define opportunities to grow within ATS.

The safety and wellbeing of our people is of the utmost importance. As such, we're working to foster a culture that supports and enables everyone to be their best and contribute their best every day, in the workplace, at home and within their communities.

ATS' Global Services unit has piloted our Wellbeing@Work initiative. We take a holistic approach to wellness by understanding three interconnected elements of wellbeing – mental, physical, and social. The overall goal of our program is to improve the Health and Wellbeing of all employees.

### Intentionally Focus on the Health & Wellbeing of our Employees



Create a Positive Work Culture of Inclusivity and Health



Enhance Performance

## Social Responsibility/Community Investment

ATS employees are actively engaged members of the communities we supply and serve. We support organizations and charities in local communities because we gain purpose through being a good neighbour and corporate citizen. We also work with universities, colleges, and other institutions to support interest and innovation in the science, technology, engineering, and mathematics (STEM) disciplines, which help to build a better future for everyone.

Through active engagement with our stakeholder groups, our goal is to build trust and confidence in how we contribute to sustainable economic development in local communities and around the world. In FY2022, we increased our community investment support by 50% making meaningful contributions to the various organizations.



Canadian Red Cross



Die helfende Hand e. V.



To get ATS employees reconnected after working remotely due to the pandemic, the CFT SpA division organized a series of fun social classes including cooking, bartending, gymnastics, and makeup.



## DIVERSITY & INCLUSION

At ATS, we understand that innovation most often comes from embracing diverse opinions, knowledge, and experiences. We recognize that being a decentralized, multinational, multicultural company is one of our greatest strengths, and places us in a powerful position as we pursue opportunities to innovate. As a people-first organization, we promote a culture that values Diversity, Equity & Inclusion (DE&I); one where everyone belongs. Our employees are passionate about the work we do and understand how we contribute to the success of our company. We support our people to foster a safe, positive and inclusive, work environment where everyone is respected and given the opportunity to reach their potential.

We are building a culture where employees are recognized and valued for the diverse skills, perspectives, and experiences they bring to our company. By valuing uniqueness and fostering belonging, we drive both differentiation and collaboration, which we see as important sources of competitive advantage.

In our ongoing efforts to support diversity and inclusion at ATS, we have introduced Business Resource Groups (“BRG”) to provide our employees with the opportunity to connect with colleagues who share similar interests and backgrounds. Our first BRG was launched as the ATS Professional Women’s Network (“PWN”), seeking to make and promote ATS as a progressive employer. The PWN focuses internally on engaging, mentoring, and developing our female talent and future leaders, and externally on community outreach and sponsorship to enable our recruitment and advancement of qualified female candidates. In FY2022, ATS expanded the PWN Mentorship Program beyond Canada and had over 130 participants (mentors and mentees), which was an increase of more than 100% since its inception in 2021. The PWN also continued to collaborate with various educational institutions and regional

conferences to connect with and inspire young women interested in the STEM fields. We continue to be passionate about the PWN, its purpose, and its potential to solidify ATS as a great place to work.

To help launch a new generation of diverse leaders, we are committed to employee development programs that will enable women currently working at ATS to prepare for – and succeed in – the transition to leadership positions. A key part of our annual organization and talent review process is a collaborative presentation by each business unit indicating their status and action plan to achieve 30% of women in leadership by 2030. These plans vary by division but always address key topics such as talent attraction and sourcing, employee development, succession planning, retention, and evolution of culture.

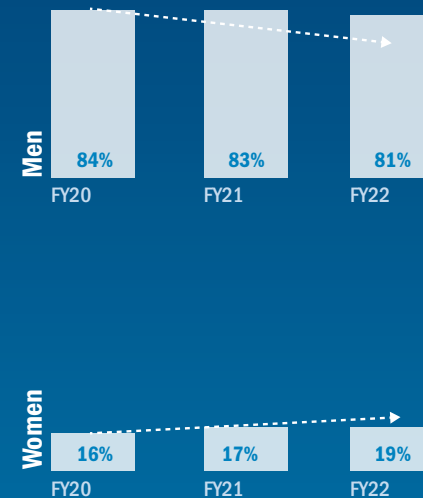
ATS develops programs and practices to enable fair and equitable access to opportunity, development, recognition, and advancement for all. This year, we have committed to the development of a Valuing Uniqueness and Fostering Belonging Policy to transparently help us eliminate discrimination; celebrate and support each person’s unique experiences and voices; and undertaking special efforts to attract diverse workers.



## Development of a Valuing Uniqueness and Fostering Belonging Policy

### Total Gender Diversity

(year over year)





ATS PWN partnered with the University of Waterloo's Women in Engineering to jointly host an educational event titled "Women Leading the Future of Automation, brought to you by ATS Corporation" for current undergraduate female engineering students. The focus of this event was to have a panel of diverse female engineers at ATS speak with university students about their careers: where they started out; where they are now; what have been the challenges faced; career opportunities sought, etc. ATS mentors shared real life examples and experiences to help prepare the students for their future careers.

ATS has proudly made a \$500,000 donation (including financial and gift-in-kind contributions) to Conestoga College's Skilled Trades Campus and an additional \$10,000 donation to encourage more women to enter the skilled trades through the "ATS Corporation Jill of All Trades Award". The award provides financial assistance to students preparing for a career in a trade after participating in the exploration program. Hosted annually, Conestoga's Jill of All Trades event welcomes more than 200 young women in Grades 9 through 12 from local school boards for a full day of hands-on workshops focused on skilled trades. Led by female mentors, the program aims to allow young women to develop a better understanding of the potential of skilled trades careers. The event is presented in conjunction with the School College Work Initiative - Grand Connection Regional Planning Team.



## SUPPLY CHAIN

ATS believes that we must be mindful of not just our own actions, but also the actions of those we choose to partner with. To promote alignment between ATS and our business partners, we have integrated sustainability considerations directly into our contractor selection and procurement management practices. Not only are we increasing the value to our business by generating mutual efficiencies with suppliers, but we are also addressing the environmental and social effects of our procurement decisions. The sustainability focus within our supply chain processes and partnerships supports ATS' purpose and demonstrates leadership in environmental and social governance.

We partner with suppliers who share our values and align with our strategic objectives; seeking opportunities to reduce our environmental footprint, supporting the communities where we work and live, promoting ethical work practices and collectively contributing to economic sustainability. We engage with suppliers on their sustainability performance through their acknowledgment of and adherence to our corporate policies and standards.

We maintain active and transparent engagement with our supplier stakeholders, facilitating two-way, equitable dialogue. As ATS sources parts and products from different countries throughout the world to remain price competitive, we request that our vendors comply with our Supplier Code of Conduct, with specific attention paid to transportation efficiency and ethical business practices. Our Code is an essential part of

our efforts to continue to responsibly develop our Global Supply Chain base. From an environmental perspective, it allows us to access critical components from global vendors while maintaining a sustainable balance between the delivery times for these components and the carbon emissions associated with transportation.

With increased supplier and consumer demand for transparency, it is important to have third party evaluation to show commitment to sustainability. EcoVadis is a worldwide trusted provider of business sustainability/ESG ratings for global supply chains. EcoVadis's sustainability ratings include a global network of over 100,000 companies across all industries and sizes. Sustainability performance is assessed through four categories: Environment, Labor & Human Rights, Ethics, and Sustainable Procurement.

### ATS IS PROUD OF OUR RATINGS FOR 2022:



Life Sciences  
Chicago



CFT SpA



IWK  
Verpackungstechnik  
GmbH



Process Automation  
Solutions Netherlands



## OUR APPROACH TO **Governance**

ATS is committed to the highest standards of governance and business conduct. We believe in the principles of financial stability & innovation and good governance. We believe in upholding the highest standards to meet or exceed industry regulations, and we adhere to our company policies and procedures, which are designed to enhance our sustainability efforts. Our governance practices and policies are regularly reviewed and modified to ensure the current expectations are met and best practices are maintained.



## FINANCIAL STABILITY & INNOVATION

ATS is committed to financial stability, and to ensuring it has the capabilities to provide a long history of service. Positive economic performance is a vital element of our success. We measure our economic performance through sustainable profitability, efficiency, and innovation.

### ATS Business Model

At ATS, our actions are rooted in the ATS Business Model (ABM), the playbook that guides everything we do, and expressed in our shared purpose statement: Creating solutions that positively impact lives around the world. As we have grown and expanded into new businesses and geographies, the ABM has made an essential contribution by giving all ATS employees a common language and shared way of looking at, and thinking about, our business. It has also shown that it can deliver results beyond operational efficiency and is now shaping our approach to strategy, sales, marketing and, increasingly, ESG targets and performance.

The ABM emphasizes a focus on performance, value drivers, Key Performance Indicators (KPIs) and visible daily management as a foundation for pursuing excellence and contributing to customer success, through strategic planning processes, goal deployment and pioneering innovation. “Kaizen” means “change for the good”; as part of the ABM we hold Kaizen events where employees and company leaders gather together to focus on particular challenges and rapidly generate ideas and approaches for improving our performance.

### Innovation

Building a positive culture that encourages creative thinking innovation and collaboration drives how we make decisions and where we focus our talent at ATS. Given the importance of innovation among our core values, we strive for continuous improvement in areas that are under our direct control.

ATS is always available to our supply chain through our enhanced remote support services. ATS subject matter experts can provide guidance directly to any mobile device or desktop computer allowing for reduced downtime and increased operating efficiency reliability. Additionally, we have solutions to further enrich our communications with augmented guidance. We provide secure connectivity solutions to directly interface with equipment should that be necessary.

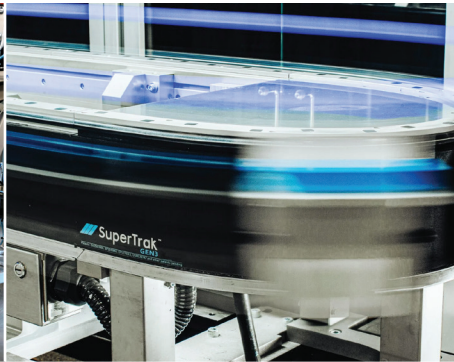


**When it comes to ATS' operations we continue to invest in research and technology development to increase efficiency. Below are a few examples of our innovative operations.**



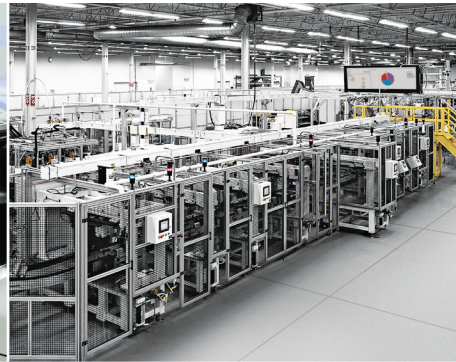
**Symphoni™**

- Allows for increased productivity and decreased risk with its speed, versatility, and precision in a modular platform.
- Configurable, scalable assembly asset offering maximum return on investments, quick time to market and scalable growth all with a minimal operating expense.



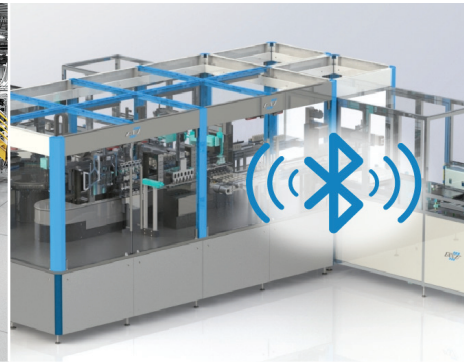
**ATS SuperTrak PHARMA™**

- High quality sterile filling system.
- Comecer Isolator delivers aseptic conditions inside the machine processing area, to protect product sterility and to safeguard operators from toxicity exposure.



**Illuminate™ Software**

- Real-time manufacturing intelligence that drives and sustains manufacturing overall equipment effectiveness (OEE) and delivers superior operational performance.
- Provides the information and insight from automation equipment required by the business and factory floor operators to achieve the production and business outcomes that will help drive profitable success.



**Bluetooth® Functionality Testing**

- Verify and calibrate the correct transmission of data and functionality of your Bluetooth enabled device, diagnostic or combination product.
- Small footprint solution, easy modification, increase scalability of testing.



## GOOD GOVERNANCE

Sound corporate governance builds trust with our stakeholders and is core to the success of our business. Our actions are guided by our values and supported by a clear governance framework that ensures proper oversight and accountability. This understanding informs the way we operate and provides ATS with a framework that allows us to pursue our business objectives while respecting the interests of all our stakeholders.

ATS has the governance frameworks necessary to ensure transparency, objectivity, and fairness in the management of our company and for earning the trust in the communities in which we operate.

### Corporate Governance

ATS' governance structure for sustainability is rooted in the Mandate for the Board of Directors. Our corporate governance practices are overseen by our Board of Directors and committees, including Human Resources Committee, Audit and Finance Committee, Corporate Governance and Nominating Committee and Strategic Opportunities Committee. The Board and its committees provide oversight of the management of the business, including ethics, health and safety, strategy, business planning, financial disclosure and controls, risk management, corporate governance, compensation principles and ESG.

Our operating and business practices are defined in our governance policies and procedures, which formalize the behaviours and standards of conduct we expect of ourselves and each other. These policies must be followed by anyone who works for, or represents, our company. We regularly communicate any policy updates to staff, and all personnel must confirm their review of, and adherence to, the company's Code of Business Conduct.

### Ethics and Integrity

Ethics and integrity is part of ATS' core culture through encouraged transparency and open two-way communication practices. For example, meetings led by senior leaders always begin with a shared example of a ethics and integrity best practice.

ATS enjoys rewarding and productive relationships with suppliers around the globe. Clear expectations about performance, including ethical conduct, are the foundation of our supplier relationships. Our Global Supplier Quality infrastructure synchronizes quality and delivery expectations across the organization. A risk-based approach is one of our success stories for worldwide global supplier management.

ATS' Supplier Code of Ethics outlines our expectation that all suppliers conduct their business in an ethical manner and in compliance with all applicable laws. If a supplier does not comply, or is found to have committed an ethical breach, our response is simple and consistent: we no longer work with them.

### ESG Governance

ATS' Board of Directors ensures that appropriate governance mechanisms are in place to monitor the company's operational, financial, ESG and climate change issues, and that relevant information and reporting are provided, including progress and continuous improvement efforts with respect to ATS' performance against these issues.




### Human Rights


As an international operator, ATS is sensitive to the importance of protecting and preserving human rights, especially since standards and practices can differ between countries. We work to avoid infringing on the rights of individuals and resolve any issues that may occur because of our activities.

ATS promotes a culture of open and honest dialogue with stakeholders, reviewing and confirming our vendors have human rights requirements within their own policies. We also work to align our practices with the United Nations Guiding Principles on Business and Human Rights (UNGPs).

In order to capture and track community and human rights grievances, inquires and comments, we have developed and implemented community feedback mechanisms. These feedback mechanisms are rolled-out across our operations to ensure we respect, protect, and promote internationally recognized human rights wherever we operate, and to make certain that we do not infringe on individuals' rights and that we do not contribute directly or indirectly to human rights abuses. As a responsible company striving for excellence, ATS will promote best practices and aim to have a positive influence on the conduct of others.




# ESG DATA

MATERIAL TOPIC	KPI	MEASURED AS	FY19	FY20	FY21	FY22
<b>Environment</b>						
<b>Energy Consumption/ Climate Change</b> 	Natural gas consumption	m <sup>3</sup> consumed (absolute)	2,135,784.50	2,256,374.70	1,720,724.20	2,544,381.00
		m <sup>3</sup> /FTE		512.80	344.14	424.06
		m <sup>3</sup> /\$ revenue		0.0016	0.0012	0.0011
	Electricity consumption	MWh consumed (absolute)	17,206.43	18,275.91	18,393.80	28,825.00
		MWh/FTE		4.10	3.70	4.80
		MWh/\$ revenue		0.000013	0.000012	0.000013
	Water consumption	m <sup>3</sup> consumed (absolute)	-	33,180,872.70	28,776,674.00	56,885,037.00
		m <sup>3</sup> /FTE	-	7,541.10	5,755.30	9,480.80
		m <sup>3</sup> /\$ revenue	-	0.023	0.020	0.260
	Energy mix (renewable source content)	Percentage	-	Europe - 65% North America - 35% Asia - 0%	Europe - 65% North America - 35% Asia - 0%	Europe - 65% North America - 35% Asia - 0%
<b>Emissions</b> 	Carbon equivalent generation (Scope 1 and 2)	Total CO <sub>2</sub> e in metric tons	33,892.10	36,202.59	32,165.17	24,570.49
		T CO <sub>2</sub> e/\$ revenue	0.000027	0.000025	0.000022	0.000013
		T CO <sub>2</sub> e/FTE	7.70	8.23	6.43	4.09
<b>Environmental Stewardship</b> 	Waste diversion	Percent recyclable of total waste generated	82.00%	82.00%	83.60%	76.00% Opportunities within newly acquired businesses to increase waste diversion

MATERIAL TOPIC	KPI	MEASURED AS	FY19	FY20	FY21	FY22
<b>Social</b>						
<b>Health &amp; Safety</b> 	Compensable injury frequency rate	# compensable claims / total working hours x 200,000	1.21	1.20	1.07	1.29
	Compensable injury frequency rate (adjusted to remove commuting incidents)	# compensable claims (excluding commuting) / total working hours x 200,000				1.22
	Lost time severity rate	# lost days / total working hours x 200,000	10.20	8.18	9.84	11.24
	Lost time severity rate (adjusted to remove commuting incidents)	# lost days (excluding commuting) / total working hours x 200,000				10.83
	Engagement survey	Overall % positive to safety question(s)	4.58/5	4.59/5	4.51/5*	4.50/5 Pulse survey of 25% of global head count
	Near miss reporting	# near misses reported and investigated		>50	35	42
	Positive safety observations	# observations recording safe behaviors observed	-	>1,000	>800	Included in daily GEMBA walks in manufacturing locations and not tracked as a separate statistic - positive spin this into HSE integrated into ABM processes
	TRIFR - Total Recordable Injury Frequency Rate	# recordable injuries / total working hours x 1,000,000	6.09	5.98	4.38	4.85

\* Overall highest scoring question on survey in 5 yrs + and counting.

\*\* Pandemic resulted in deferral of audits scheduled in February/March 2020.

MATERIAL TOPIC	KPI	MEASURED AS	FY19	FY20	FY21	FY22
<b>Diversity &amp; Inclusion</b> 	Voluntary turnover rate	% of employee population voluntarily resigned	7.66%	5.48%	5.80% (corrected from 5.10%)	7.80%
	Engagement survey result	Global engagement score (5 point scale)	3.98	3.93	4.03	3.91 Pulse survey of 25% of global head count
	Age demographics	Age bands as percent of employee population	-	<30 = 20.70% 30-50 = 52.00% >50 = 27.30%	<30 = 19.00% 30-50 = 53.00% >50 = 28.00%	<30 = 18.60% 30-50 = 51.80% >50 = 29.60%
	Gender demographics	Gender groups as percent of employee population	-	Female = 15.80% Male = 83.90% Other = 0.30%	Female = 15.80% Male = 83.80% Other = 0.40%	Female = 18.80% Male = 80.80% Other = 0.40%
	Role by gender	% gender breakdown for key employee groups (engineering, assembly, sales)	-	<b>Engineering</b> Female: 9.50% Male: 90.20% Other: 0.30% <b>Applications &amp; Sales</b> Female: 23.90% Male: 76.10% <b>Assembly/Production</b> Female: 3.50% Male: 96.30% Other: 0.20%	<b>Engineering</b> Female: 8.70% Male: 90.90% Other: 0.40% <b>Applications &amp; Sales</b> Female: 22.30% Male: 77.70% <b>Assembly/Production</b> Female: 3.20% Male: 96.50% Other: 0.30%	<b>Engineering</b> Female: 9.80% Male: 89.70% Other: 0.50% <b>Applications &amp; Sales</b> Female: 31.20% Male: 68.60% Other: 0.20% <b>Assembly/Production</b> Female: 9.80% Male: 90.00% Other: 0.20%
	Leadership by gender	% gender breakdown for management versus non-management roles	-	12.60% (110/870 female in management roles)	12.50%	15.80%
<b>Employee Wellbeing/ Community Investment</b> 	Donations	\$ donated in CAD	-	250,000+	300,000+	450,000+
	Communities impacted	% communities where we are located	-	9.00%	15.00%	21.00%
<b>Governance</b>						
<b>Good Governance</b> 	Employees – Ethics and Compliance training	% employee population completing annual training	100.00%	100.00%	100.00%	97.50% overall
	Managers – Ethics and Compliance training	% manager population completing annual training	100.00%	100.00%	100.00%	

# SASB – INDUSTRIAL MACHINERY & GOODS

TOPIC	ACCOUNTING METRIC	CODE	F21	F22	NOTES/COMMENTS
<b>Energy Management</b>	Total energy consumed	RT-IG-130a.1	18,393.80 MWh 66,217.68 GJ	28,825.00 MWh 103,770.00 GJ	
	Percentage grid electricity		Europe - 35% North America - 65% Asia - 100%	Europe - 35% North America - 65% Asia - 100%	
	Percentage renewable		Europe - 65% North America - 35% Asia - 0%	Europe - 65% North America - 35% Asia - 0%	
<b>Employee Health &amp; Safety</b>	Total recordable incident rate (TRIR)	RT-IG-320a.1	0.87	0.97	Calculated as (statistic count x 200,000)/hours worked
	Fatality rate		0.00	0.00*	Calculated as (statistic count x 200,000)/hours worked
	Near miss frequency rate		0.85	0.74	Calculated as (statistic count x 200,000)/hours worked.

\* As part of ATS' commitment to integrity and its integration of its supply chain is noting the tragic fatality in FY2022 of a subcontractor (of a contractor) that was related to an installation project. We have completed a full-some audit of the incident improve processes so this doesn't happen again. Our condolences go to the family.

TOPIC	ACCOUNTING METRIC	CODE	F21	F22	NOTES/COMMENTS
<b>Fuel Economy &amp; Emissions in Use-phase</b>	Sales-weighted fleet fuel efficiency for medium and heavy-duty vehicles	RT-IG-410a.1	Not applicable	Not applicable	ATS does not manufacture or sell vehicles, off-road vehicles or diesel engines which are powered by fossil fuels.
	Sales-weighted fuel efficiency for non-road equipment	RT-IG-410a.2	Not applicable	Not applicable	
	Sales-weighted fuel efficiency for stationary generators	RT-IG-410a.3	Not applicable	Not applicable	
	Sales-weighted emissions of: (1) nitrogen oxides (NO2) and (2) particulate matter (PM) for: (a) marine diesel engines, (b) locomotive diesel engines, (c) on-road medium- and heavy-duty engines, and (d) other non-road diesel engines	RT-IG-410a.4	Not applicable	Not applicable	
<b>Materials Sourcing</b>	Description of the management of risks associated with the use of critical materials	RT-IG-440a.1	Qualitative response on p 19 of F21 Report	Qualitative response on p 28 of F22 Report	
<b>Remanufacturing Design &amp; Services</b>	Revenue from remanufactured products and remanufacturing services	RT-IG-440b.1	\$80M	\$122M	
<b>Activity Metrics</b>					
<b>Number of units produced by product category</b>		RT-IG-000.A	ATS deployed 500 systems (contracts valued over \$250,000)	ATS deployed 900 systems (contracts valued over \$250,000)	
<b>Number of employees</b>		RT-IG-000.B	>5,000	>6,000	

**ATS CORPORATION**

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