

# ATS

**ATS Automation  
Sustainability Report 2020**

## **Work with Purpose**

## Forward-Looking Statements

The intention of the ATS Automation Tooling Systems Inc. (“ATS”) Sustainability Report is to communicate the company’s strategy and performance related to sustainable development with reference to performance metrics across four areas of key importance: Ethics and Integrity, Our People, Social Responsibility, and Responsible Manufacturing and Service. The report relates to our fiscal year 2020, from April 1, 2019 to March 31, 2020. We anticipate our next Sustainability Report to be released after the close of our fiscal year 2021.

This document may contain certain statements that constitute forward-looking information within the meaning of applicable securities laws (“forward-looking statements”). Such forward-looking statements involve 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. Forward-looking statements include all disclosure regarding possible events, conditions or results of operations that is based on assumptions about future economic conditions and courses of action. Forward-looking statements may also include, without limitation, any statement relating to future events, conditions or circumstances. ATS cautions you not to place undue reliance upon any such forward-looking statements, which speak only as of the date they are made. The risks and uncertainties that may affect forward-looking statements include, among others, general market and economic performance, performance of the Canadian dollar, performance of the market sectors that ATS serves, and other risks and uncertainties detailed from time to time in ATS’ filings with Canadian provincial securities regulators. Forward-looking statements are based on management’s current plans, estimates, projections, beliefs and opinions, and ATS does not undertake any obligation to update forward-looking statements should assumptions related to these plans, estimates, projections, beliefs and opinions change.

## About This Report

We’re pleased to present ATS Automation’s first annual sustainability report. Our goal is to introduce stakeholders to the policies and practices that shape and guide our sustainability program, and offer performance highlights and recent initiatives that help to demonstrate our commitment to responsible practice. As we continuously improve, we look forward to reporting on additional strategies and metrics that best align to globally recognized reporting standards and to the topics that matter most to us and our key external stakeholders. We welcome feedback on our report and initiatives. Please contact us at [investor@atsautomation.com](mailto:investor@atsautomation.com)

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# About ATS

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ATS is an industry-leading automation solutions provider to many of the world's most successful companies. ATS uses its 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 markets such as life sciences, chemicals, consumer products, electronics, food, beverage, transportation and energy.

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**ATA**

Toronto Stock  
Exchange symbol

**\$1.4B**

Revenue

**50+**

Offices

**4,200**

Employees worldwide

**20**

Facilities

**20**

Countries

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Figures as of October 2020.

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# LETTER FROM THE CEO



*Andrew Hider*

Welcome to ATS Automation's first sustainability report. It provides an overview of how, across our operations, our people are working with purpose to implement environmental, social and governance (ESG) best practices while meeting the needs of investors, customers, our people and the community.

I know first-hand that sustainability issues are important to our employees and stakeholders, because they want to be associated with a company that sets and meets high sustainability standards. As well, I believe that strong sustainability management and performance can help to drive financial performance over the long term.

Our commitment to sustainability is further reflected in our shared purpose statement: Creating solutions that positively impact lives around the world. The work we do in markets like solar and nuclear energy and electric vehicles, while helping to make our clients' processes more efficient across a range of applications, contributes to a more sustainable world. We are committed to ensuring the same is true for all of our operations and activities.

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This report is a crucial first step in further formalizing our approach to sustainability, particularly through an ESG lens, and is structured around our performance in terms of four key themes: Ethics and Integrity, Our People, Social Responsibility, and Responsible Manufacturing and Service. Moving forward, we will be expanding upon the range of topics we report on and adopting more rigorous key performance indicators. As in everything we do, our approach to sustainability will be guided by the ATS Business Model (ABM) and an organization-wide commitment to continuous improvement.

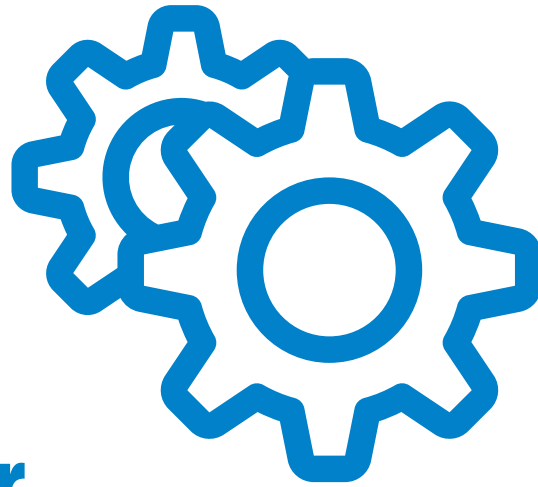
Like the rest of the world, ATS and its people continue to be impacted by the COVID-19 pandemic. I am incredibly proud of how our teams have responded to this challenge. We have been able to meet the needs of customers worldwide while maintaining a safe operating environment. Moreover, we have played an essential role in enabling our customers who needed to switch their focus to producing items such as test kits, ventilators, respirators and personal protective equipment.

As the world begins to reopen, I look forward to reporting in 2021 how society successfully met the pandemic challenge and how ATS helped contribute to that achievement. I also look forward to sharing an expanded report that provides a more comprehensive look at the range and depth of our sustainability commitment and performance.

Sincerely,



**Andrew Hider**  
Chief Executive Officer  
ATS Automation



# Our Approach

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## Working with Purpose

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.**

# Our values are how we will achieve our purpose

## PEOPLE



### Having the best team & winning as a team

- The foundation of a great company is having the best team, which is why we continuously work to develop, engage, empower & energize our people
- We support our people to foster a safe, positive & inclusive work environment where everyone is respected & given the opportunity to do their best

### Support Each Other

Be... Inclusive  
In teams... Foster trust  
When leading... Model collaboration  
Known for... Creating a safe environment

### Develop People and Team

Be... Transparent  
In teams... Build capacity  
When leading... Develop capability in others  
Known for... Growing talent

### Model Positive Attitude

Be... Respectful  
In teams... Show fairness  
When leading... Inspire others  
Known for... Can-do attitude, resilience

## PROCESS



### Our commitment to continuous improvement

- We align around the ATS Business Model to pursue continuous improvement in all aspects of our business
- With a balance of strategic thinking & tactical execution, we ensure that we are delivering value for our customers today & in the future

### Continuous Improvement Mindset

Be... Disciplined  
In teams... Drive process  
When leading... ABM-focused  
Known for... Metrics-driven decisions

### Drive Customer Value

Be... Customer-focused  
In teams... Focus on high value activity  
When leading... Ensure sustainability  
Known for... Delivering on commitments

### Balance Strategic Thinking & Tactical Execution

Be... Adaptable  
In teams... Get "hands-on"  
When leading... Balance near and long term  
Known for... Future focus and reliable execution

## PERFORMANCE



### Delivering results for our customers, shareholders & employees

- We compete to win every day, always with uncompromising integrity & holding ourselves to the highest ethical standards
- We develop innovative solutions to complex problems & deliver a unique value that fuels growth in our markets
- We own our results & have full accountability to creating value for our customers & shareholders

### Winning with Integrity

Be... Intentional  
In teams... Set the pace  
When leading... Compete to win  
Known for... Doing the right thing

### Fuel Innovation

Be... Curious  
In teams... Encourage experimentation  
When leading... Embrace learning  
Known for... Innovations realized

### Relentless Ownership of Results

Be... Accountable  
In teams... Embrace stretch  
When leading... Take ownership  
Known for... Never accepting defeat

**In October 2019, we applied our ABM tools to define our sustainability program. Representatives from our global Health, Safety and Environment (HSE) and Human Resources (HR) teams from all business segments met for a Kaizen event supported by our ABM Champions. There, we defined and refined what matters to our employees, our shareholders and our customers in ensuring the sustainable performance of the Company.**

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# ATS Sustainability Themes

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**Guided by our values,  
the following themes and  
related topics outline our  
sustainability focus:**

- **Ethics and Integrity**

ESG Governance, Employee Awareness and Development, and Supplier Integrity

- **Our People**

Workplace Health and Safety, Uniqueness and Belonging, and Health and Wellbeing

- **Social Responsibility**

Charitable Giving and Community Engagement

- **Responsible Manufacturing and Service**

Energy Consumption, Climate Change and Waste

In 2020, we adopted these four themes to better define our sustainability efforts and help track and improve our performance. These themes align with

our strategic objectives and, in the future, will help us to align our policies, practices and performance to specific global standards, which will strengthen our management approaches and corporate disclosure.

As a diverse firm with distinct business operations in 20 countries serving customers around the world, we recognize the importance of engaging with stakeholders to establish priorities and achieve our goals. We maintain open communication lines with customers, partners and communities, and conduct formal surveys to evaluate employee engagement. We also engage with our investors across several channels as described in our [shareholder engagement policy](#).

**Ethics  
and**



# **Integrity**

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## **We're defined by doing the right thing**

Good governance and sound ethics are the foundation of successful companies. This understanding informs the way we operate and provides ATS with a framework that allows us to pursue our business objectives while taking into account the interests of all of our stakeholders.

**100%**

Employees who completed business  
ethics and compliance training in FY20

**100%**

Managers who completed business  
ethics and compliance training in FY20

**To build a great company, with great  
people and do it the right way.**

## Leadership and Accountability

Our board has adopted a [Code of Business Conduct](#) for our directors, officers and employees, who must review it on an annual basis. The Code is a comprehensive and thoughtfully assembled set of guiding principles developed to support people in making the right ethical choices when working on behalf of ATS.

As a baseline, everywhere we operate we act in accordance with local laws and regulations. Beyond that baseline, we strive to fulfil the spirit as well as the letter of the law. From the board table to the factory floor, people at ATS understand they have an obligation to behave ethically that includes reporting any violation of the Code that comes to their attention.

To improve how we identify, assess and address potentially unethical behaviours, the Board has set up several reporting channels, including a confidential 24/7 hotline monitored by an independent third party.

The Board recognizes that it is better able to meet its obligations when it truly reflects the diversity of our customers, employees and communities. To that end, in 2019 the Board adopted a Board of Directors diversity policy that recognizes the importance of diversity and the positive impact it has on decision making and shareholder value. The Board also recognizes its obligation to promote diversity and inclusion as part of the corporate culture – it is a social and workforce imperative.

## Supplier Code of Ethics

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.

We publish a [Supplier Code of Ethics](#) that outlines our expectation that all suppliers conduct their business in an ethical manner and comply 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 use them.



As part of our ATS Business Model, Kaizen events like this one, held across the Company, help fuel our commitment to continuous improvement. Now they are helping to define, guide and drive improvements in our sustainability performance.



# Our People

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## At ATS it starts with our people

The foundation of our Company is having the best team. At ATS we are talented individuals working together with exceptional colleagues in an environment that supports shared discovery, growth and success. At ATS we win together.

**#ItStartsWithOurPeople**

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**91%**

Positive employee response to the statement

“My manager/supervisor is serious about  
protecting my safety.” (2018)

## Workplace Health and Safety

ATS has a proud history of strong workplace safety performance. We take workplace health and safety personally, evidenced by our global health, safety and environment (HSE) policy: “There is nothing that we will do today that is more important than protecting the health and safety of our employees.” Our commitment is to drive forward to zero workplace injuries, and we’re making substantial progress towards that goal. We believe that full compliance with occupational safety and environmental laws is a minimum requirement; we strive to exceed these requirements where possible. 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 develop action plans to address opportunities to improve.

We’ve also developed ATS-specific programs around such risk areas as lock out/tag out, robot safety and electrical safety/arc flash prevention. These programs will help our employees understand how to identify and control such risks, specifically in equipment that we design and build. As part of our safety culture evolution, in fiscal year 2020 (FY20), we introduced safety observations to create more opportunities for peer-to-peer engagement on hazard prevention. We also piloted a hand safety program to sharpen our focus on the risk factors leading to hand injuries and how to mitigate them.

In FY20, encompassing both ATS operations and customer-site installations, we had a lost-time frequency rate of 0.72 and a compensable injury frequency rate of 1.20. Overall, our lost-time severity rate was 8.18. These results reflect the importance ATS places on workplace safety.

To further reduce the risk of workplace injury, in FY20 we launched a pilot program within our North American manufacturing sites to enable managers and employees to identify hazards and provide feedback to each other on safe work practices. Through a short, targeted inspection at gemba, we completed over 1,000 interactions where employees received immediate feedback and coaching on safe work practices and conditions. Due to the success of this pilot, the program will be introduced throughout Europe and Asia.

As part of the evolution of our safety culture, a Kaizen event was held in FY20 to identify and implement strategies to evolve our programs and practices around workplace safety. A sustainability metric measuring near-miss reporting has been created to measure the positive and proactive impact of empowered employees who recognize



Using a team-based line of action with ABM tools, we are moving forward in establishing a vibrant, company-wide safety culture.

and assess hazards before a loss occurs. Over 50 potential injuries were avoided in FY20 due to early engagement of our employees; we look forward to reporting further success in the coming years. Working together, incidents can and must be prevented.

Our commitment to workplace safety drove the launch of our HSE Steering Committee in 2019. Comprised of senior leaders from various countries and business segments, the Steering Committee meets regularly to share guidance and shape strategy in achieving our common goal of eliminating workplace injuries and minimizing our impact on the environment. The HSE Steering Committee also plays a crucial role in fostering a safety culture at ATS, where people strive to achieve the safest possible work environment not because “we have to” but because “we want to.”

## “When we create a workplace where each of us belongs, we create a workplace where all of us thrive.”

– Angella Alexander,  
Chief Human Resources Officer

### Health and Wellbeing

As we evolve towards becoming a high-performance safety culture, our focus on implementing safety best practices will remain sharp. At the same time, our understanding of workplace health will expand to incorporate employee health and wellbeing.

Over the past several years we have made strides in improving the ergonomics of our workplaces, both on the factory floor as well as in the office environment. We’ve also looked for opportunities to assist our employees in proactively managing their health and provided onsite services such as massage therapy and vaccination clinics. In FY20 we delivered over 60 health and wellness events to our employees globally, including events such as stress management training, a wellness challenge, onsite gymnastics classes and health screening services. In the future, we will continue to build upon a proactive approach that empowers and supports our employees to make and act upon healthy lifestyle choices.

### Employee Engagement

Our 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 teams. We have an evolving engagement strategy that includes regular employee interaction and surveys. These surveys track a wide variety of employee metrics and perceptions relating to all aspects of our culture.

The insights we gain from our survey process allow us to understand and prioritize the issues most impactful to employees. Our commitment to this global dialogue is a key part of our journey to make and maintain ATS as a great place to work.

### Uniqueness and Belonging

ATS thrives on innovation, and innovation doesn’t come from sameness. Innovation happens at the intersection of uniqueness and belonging. 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.

Business Resource Groups (BRGs) provide our employees with the opportunity to connect with colleagues who share similar interests and backgrounds. Our first BRG to launch was the Professional Women’s Network (PWN) of Canada. Established with a mission to “develop a strong, inclusive community of women across ATS by providing opportunities for female employees to connect, share experiences, develop professional skills, and grow as unique individuals and future leaders,” ATS PWN is already making an impact within our organization and community.

With the pandemic as a burning platform, our next BRG is the ATS Parenting Network (APN). Providing a platform for parents to share knowledge, practice and experience, APN is emerging as a critically needed support resource in an uncertain environment.



ATS Professional Women's Network

*Innovation Inspired by Diversity*





## Supporting Our Talent

With organization and talent 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

### Rewarding performance

Building integrated and transparent linkage between total rewards and strategic outcomes

### Cultivating purpose

Creating focused employee experiences that build energy, innovation and belonging

### Attracting the best

Becoming the preferred employer for key differentiating roles and candidates

### Inspiring leadership

Bringing out the best in our teams through the services of skilled leaders who role model and teach

### Planning for success

Enabling people and organization development through effective workforce planning

# 13%

Gender diversity of management (female)

# 16%

Employee population by gender (female)

**We are building a culture where employees are recognized and valued for the diverse skills, perspectives and experiences they bring to our Company.**

# 4.07/5

Employee engagement score (2018)

# 5.48%

Voluntary turnover



# Social Responsibility

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**To build a great  
business, you need to  
be a good neighbour**

ATS was founded in Cambridge, Ontario, in 1978, and the city remains our corporate headquarters. The community's support played an important role in enabling ATS to establish a growing global presence. Our commitment to the area and our people's efforts to build social capital and contribute to their communities guides our efforts to support communities everywhere we operate.

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Over

**\$250,000**

in community support and charitable donations



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**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 good 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.**

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### **ATS in Action**

- **Supporting children:** For more than 60 years, the organization now known as KidsAbility has been helping to create a brighter future for children and youth with special needs across Waterloo Region and Guelph-Wellington. Since 2016, ATS has donated funds and also contributed volunteer time and other assistance.
- **Supporting STEM:** Our success depends on innovation. ATS partners with several colleges and universities on a range of initiatives in STEM-related areas, including apprenticeship and co-op programs, as well as support for research projects. Our goal is to help train a new generation of innovators who can develop solutions that will build a better tomorrow.
- **Supporting families:** Through the Björn Steiger Foundation, ATS in Germany sponsored two projects. The “Retten macht Schule” initiative trains local school children in emergency response and “Felix” is an ambulance specifically equipped to meet the needs of infants requiring urgent care.

ATS believes in supporting charitable activities in the communities where we work, live and play. We're proud to have participated in over 39 events in various parts of the world to support charitable causes that are important in our communities. In FY20 we donated over \$250,000 to various charitable organizations and supported 10 local communities through participating in events to raise funds for youth support services, a cancer rehabilitation centre for children, local hospital expansions and food drives for families facing food insecurity. We've engaged with a landscape maintenance provider who provides employment for adults with disabilities. We're also pleased to support local universities with guest lecturers to bring real-world experience into the classroom. We're proud of the role that we've played in our communities, and we look forward to contributing more.

# FORWARD TOGETHER



Samen vooruit

ก้าวไปด้วยกัน

Společně vpřed

Avanti insieme

Avancer ensemble

Birlikte daha ileriye

Вперед вместе

Gemeinsam voran

Razem naprzód

携手共进

Spoločne vpred

Adelante juntos

## Pandemic Response

### From #BetterTogether to #ForwardTogether

The COVID-19 pandemic ushered in a range of unprecedented challenges in the way companies and countries operate. At ATS, our priority was to ensure the health and mental wellness of our employees. One of our first responses to the pandemic was establishing an executive steering committee comprised of our Chief Executive Officer, Chief Human Resources Officer, Chief Financial Officer and General Counsel, which oversaw enterprise-wide prioritizations and approvals. Additionally, our executive leadership team and pandemic response team supported the committee and was composed of operational leads from across the organization.

Through coordinated effort and clear communication, we quickly mobilized a response that enabled our people to return to work, either remotely or in reconfigured workspaces that supported physical distancing. Employees were kept informed through weekly updates and targeted bulletins that helped them make the shift to a new world of work.

We have integrated and transitioned our pandemic response into our day-to-day operations with the release of the [Forward Together Playbook](#) – an industry-leading guide to supporting global teams and maintaining workplace wellbeing.

In turn, our employees played a crucial role in assisting a number of ATS customers in pivoting their manufacturing output to produce important products such as ventilators, respirators and COVID-19 test kits.

# 20,500

face covers distributed to  
employees and their families



# Responsible Manufacturing and Service

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**ATS has 20 facilities  
and over 50 sales  
and support locations  
globally**

While the solutions and services we provide to companies have a positive impact on people worldwide, we are also working to reduce our impact on the environment across our operations. As part of our commitment to responsible manufacturing and service we measure our environmental progress by collecting data related to energy consumption, carbon emissions, water consumption and waste production. This data enables us to define priorities and means for improvement of our environmental impact over time.

Energy

The consumption of energy is one of the most significant environmental impacts generated by ATS. The majority of our operations are energy efficient, however we do operate in some geographies with less efficient grids that are not fuelled by clean power. In past years we have undertaken several projects to reduce energy consumption, such as installing motion-sensitive light switches in unoccupied spaces and moving away from halogen or fluorescent systems to more energy efficient LED. In FY20 a number of ATS locations continued to look for opportunities to reduce energy consumption, most notably by continuing the conversion of lighting to LED systems. In both Munich and Koblenz, Germany, our facilities completed LED conversion projects, while in Ohio, U.S.A., we initiated the phase-out of halogen lighting in favour of LED.

A total of 234,940 kWh were produced by photovoltaic (PV) rooftop systems at ATS facilities in FY20, with a new system being installed at one of our Netherlands locations. Electric vehicle (EV) charging stations have been installed at a number of our facilities in recent years, and we were pleased to complete the installation of EV charging stations at our facility in Breda, Netherlands, this year.

Total Energy Consumption (FY20):

**18,275.91**  
Electricity (MWh)

**24,272.49**  
Fuel for heat (MWh)

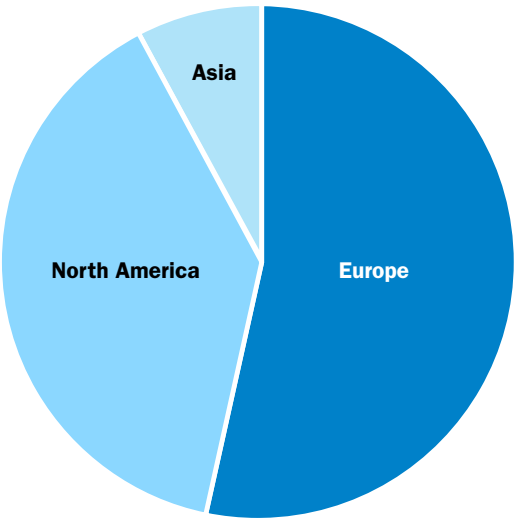
**42,548.40**  
Total (MWh)

As part of our efforts related to energy consumption, we have included a review of our energy mix in FY20. In many parts of Europe our operations report an energy mix of as much as 65% renewable energy, while in North America, averages range closer to 35%. Asian operations report the lowest mix of renewable energy sources. We look forward to further exploring our opportunities to increase renewable energy sources as part of our continuing sustainability efforts.

Water

Due to the nature of our processes, water consumption has a less significant impact at ATS. Our consumption of water is mainly related to kitchen and hygiene facilities and to a lesser extent, irrigation usages. The greywater produced by our facilities is treated in municipal facilities to meet local standards. In FY20 we measured our global water usage as a company for the first time. Total water consumption across the organization was 33,180,872 m<sup>3</sup>, reflecting well on past years' efforts to decrease water consumption through use of low-flow devices for water usage. Total water consumption is balanced between major regions considering size of operations and total employee base.

Water Geographical Usage (FY20)



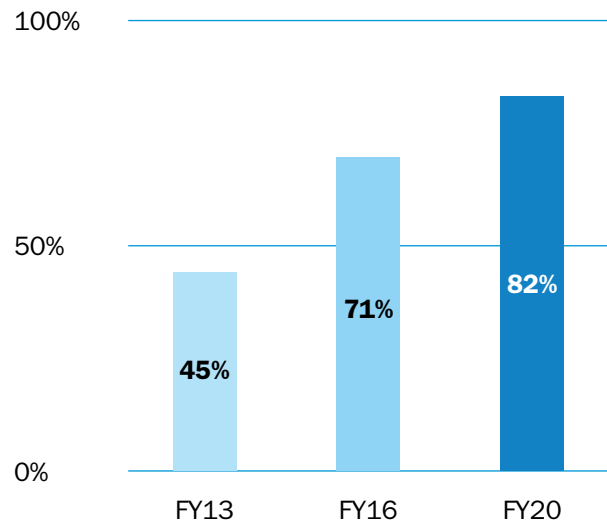
Europe	17,067,110
North America	13,190,938
Asia	2,922,824
<b>Total Water (m<sup>3</sup>)</b>	<b>33,180,872</b>

## Waste

Reduction and diversion of waste has been an area of focus across the ATS organization for several years. Due to the nature of our operations, our generation and disposal of hazardous waste is of minimal quantity. Much of the work done at ATS involves designing and then assembling components and equipment produced elsewhere. Consequently, packaging makes up a large portion of the waste associated with our activities. Our focus has been on understanding, diverting and reducing our generation of non-hazardous waste.

Organization-wide waste audits led us to set a target for diverting at least 80% of the waste we generate. In FY13 we identified that globally we diverted only 45% of our waste away from landfill or incineration. Due to ongoing efforts to separate and recycle our non-hazardous waste, in FY20 we diverted 82% of our waste from landfill or incineration. Going forward, we intend to continue to work with our supply chain partners to identify new methods to reduce packaging. Waste generation and disposal is also addressed on a project-by-project basis through our Build Safety Risk Assessment (BSRA) process. As part of project launch planning, each capital project is required to be assessed by the local operations team to determine, among other items, the anticipated waste streams of the project, opportunities for reduction of waste and diversion planning for each stream wherever possible.

**Waste Diversion Rate from Landfill/Incineration**

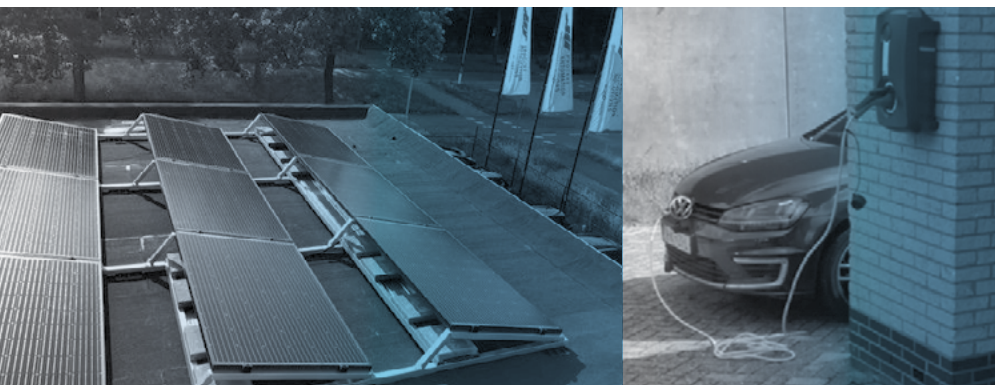


## Climate Change

ATS recognizes both the long-term challenge posed by climate change and our obligation to contribute to a solution. We track emissions across our operations and publicly disclose our results. In prior years our results have been disclosed through our participation in the Carbon Disclosure Project's Climate Change Survey. This year we have elected to disclose our results as part of our first sustainability report. Our participation in carbon emission disclosures reflects a company-wide commitment to identifying and mitigating climate-related risks, reducing emissions and improving our energy performance.

With respect to climate change, ATS has implemented several risk identification and evaluation measures to identify, quantify and control business risk. This process allows for the identification of risk specific to climate change threats. Risk management processes are implemented across all business units, with process responsibility residing in the corporate office. Through our risk management process, based on the nature of our business we have not identified any climate change risks that are material to the Company.

We have identified that growth of the electric vehicle market presents a business opportunity to ATS, as consumers demonstrate an increasing interest in the purchase of emission-free vehicles. As OEMs continue to expand and refine their product offerings, we continue to see opportunity in the electric battery market. We also see opportunity in the solar and nuclear markets as we continue to enable customers to develop and manufacture cleaner sources of energy production.



Employees and offices throughout ATS are doing what they can to reduce our environmental footprint and make our operations more sustainable. In 2020, our Process Automation Solutions (PA) Netherlands facility put in several electric vehicle charging systems, available to employees and guests. They also installed a photovoltaic system on their roof, which harnessed solar power to generate 4,528 kWh for use at the facility.

All business segments of our Company have participated in data reporting for the calculation of our carbon emissions reporting. Specifically, Scope 1 (direct emissions) and Scope 2 (indirect emissions) data has been reported, with Scope 3 data limited to emissions attributed to employee commuting and business travel (comprised of air travel, hotel stays and commuting during travel).

All data is reported in accordance with the timeline of our fiscal year 2020, specifically April 1, 2019 to March 31, 2020.

	Base Year 2010	FY20
Scope 1 emissions (metric tons CO <sub>2</sub> e)	10,439.78	<b>6,223.93</b>
Scope 2 emissions (metric tons CO <sub>2</sub> e)	6,814.14	<b>29,978.66</b>
Scope 3 emissions (metric tons CO <sub>2</sub> e)		
Employee commuting	24,364.45	<b>33,616.63</b>
Business travel	6,743.41	<b>7,302.45</b>
Scope 1 and 2 intensity figure – Revenue	0.000027	<b>0.000025</b>
Scope 1 and 2 intensity figure – Full-time equivalent employees	7.73	<b>8.23</b>
Natural gas (MWh)	Not Calculated	<b>22,921.0</b>
Heating oil (MWh)	Not Calculated	<b>1,351.49</b>
Consumption of purchased or acquired electricity (MWh)	20,331.0	<b>18,275.91</b>
Scope 1 emissions by greenhouse gas type		
CO <sub>2</sub> (metric tons of CO <sub>2</sub> e)	2,720.0	<b>1,600.63</b>
CH <sub>4</sub> (metric tons of CO <sub>2</sub> e)	4.68	<b>7.13</b>
N <sub>2</sub> O (metric tons of CO <sub>2</sub> e)	1.45	<b>2.67</b>
HFCs (metric tons of CO <sub>2</sub> e)	7,713.0	<b>3.06</b>

**Emissions Breakdown by Country**

Country	Scope 1 Emissions (metric tons CO <sub>2</sub> e)	Scope 2 Emissions (metric tons CO <sub>2</sub> e)
Canada	871.47	1,230.01
United States of America	354.72	25,285.83
Germany	3,974.64	2,045.68
Switzerland	13.81	0.26
Poland	141.21	22.60
Slovakia	14.19	15.20
Czechia	52.64	54.95
Italy	364.83	489.82
Austria	79.10	7.89
Belgium	92.15	125.04
England	7.25	47.42
Ireland	3.75	0.50
Sweden	15.73	0.21
The Netherlands	103.27	19.46
China	32.20	500.58
Singapore	0.00	8.37
Thailand	112.96	124.84

Data not included for countries where a physical office is not present.

Review of our FY20 against the baseline highlights the growth and evolution of ATS over the last decade. With the acquisition of sortimat, PA, IWK, Comecer and most recently MARCO, we have seen an expansion of the list of countries where we operate facilities and an increased need for global travel. The advent of the global pandemic has provided us new opportunities to explore remote support of customers through digital solutions, which we anticipate will continue into the future. In reviewing our Scope 1 emissions, it is clear that our shift to an expanded employee base in Europe has contributed positively to our reduction of Scope 1 emissions, where the use of cleaner burning fuels in energy efficient technology is prevalent. We also note the impact of hotter than seasonal weather driving higher electrical consumption for cooling. Through our sustainability commitment, we look forward to working with our employees and leaders to identify new strategies to reduce our carbon emissions and presenting them in future sustainability reports. Future reporting will include additional intensity figures around consumption of specific energy sources for further tracking and analysis

“Our employees and other stakeholders want to be associated with a company that sets and meets high sustainability standards. Our commitment to sustainability is further reflected in our shared purpose statement: Creating solutions that positively impact lives around the world.”

Andrew Hider, CEO



## **ATS Automation**

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