

2025 SUSTAINABILITY
SUMMARY REPORT

Innovating for a **Better Tomorrow**



Introduction

About ATS

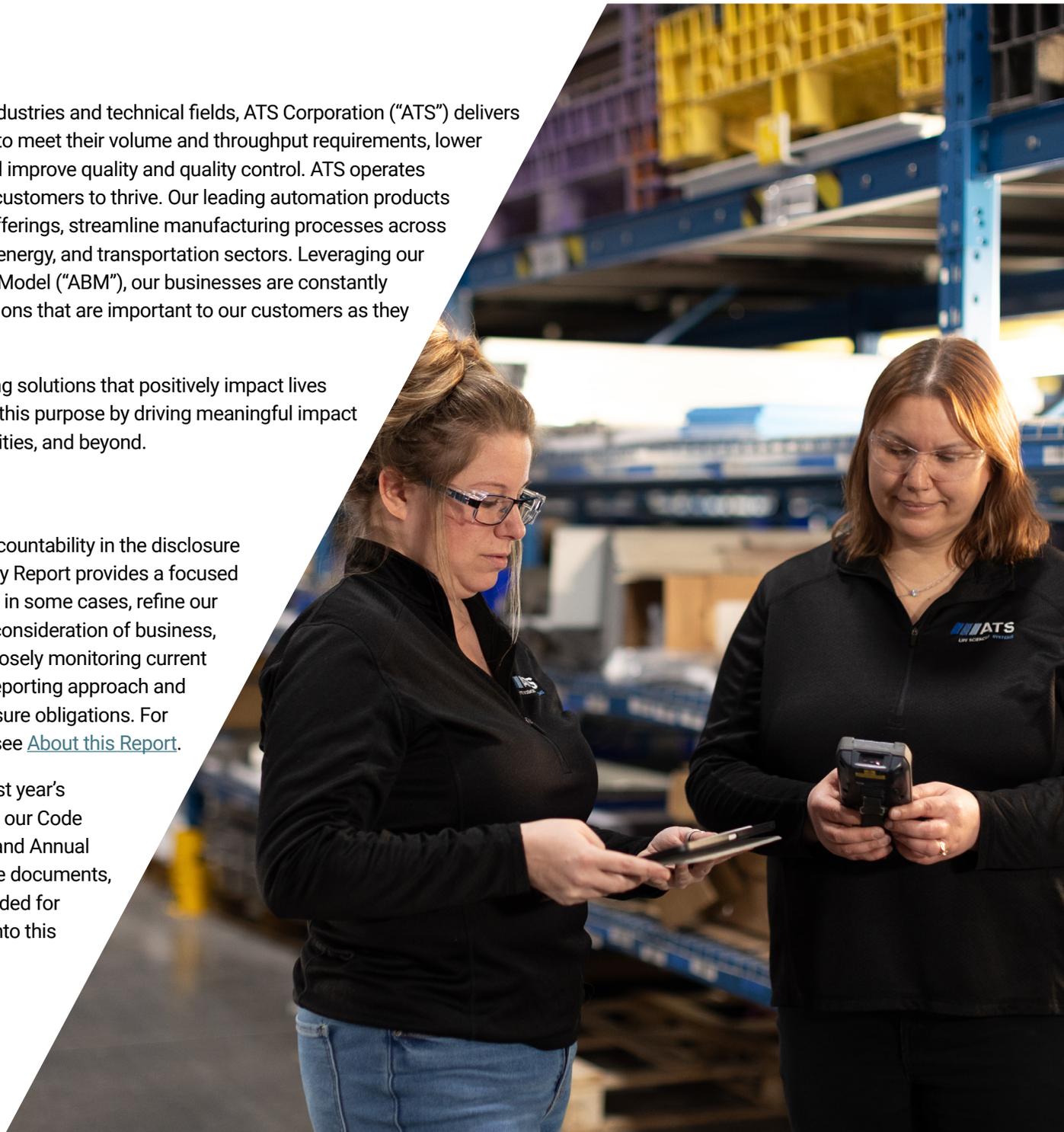
With broad and in-depth knowledge across multiple industries and technical fields, ATS Corporation (“ATS”) delivers custom automation solutions to customers designed to meet their volume and throughput requirements, lower their production costs, accelerate product delivery, and improve quality and quality control. ATS operates behind the scenes, creating solutions that enable our customers to thrive. Our leading automation products and integration services, alongside advanced digital offerings, streamline manufacturing processes across life sciences, food and beverage, consumer products, energy, and transportation sectors. Leveraging our continuous improvement playbook, the ATS Business Model (“ABM”), our businesses are constantly innovating and looking ahead to develop leading solutions that are important to our customers as they bring their products to market.

We remain motivated by our shared purpose of creating solutions that positively impact lives around the world, and every day, we seek to deliver on this purpose by driving meaningful impact for our customers, employees, shareholders, communities, and beyond.

Our 2025 Report

ATS is committed to maintaining transparency and accountability in the disclosure of our sustainability performance. This year’s Summary Report provides a focused update on key sustainability metrics as we review and, in some cases, refine our approach to our sustainability strategy and targets in consideration of business, market, and legal developments. In addition, we are closely monitoring current and emerging regulatory requirements to inform our reporting approach and to advance towards alignment with anticipated disclosure obligations. For details on the reporting standards referenced, please see [About this Report](#).

For further background and context, please refer to last year’s [Sustainability Report](#). Additional disclosures, including our Code of Business Conduct, Modern Slavery Act Statement, and Annual Information Form, can be found on our [website](#). These documents, and the information available on our website, are provided for reference only and are not incorporated by reference into this report, unless expressly stated otherwise.



Environmental, Social, and Governance (ESG) Data

Description		F2025	F2024	F2023
Social				
Social Responsibility	% communities impacted by charitable activity where ATS is located	80%	62%	48%
People				
Voluntary turnover rate	% of employee population voluntarily resigned	5.20%	4.59%	6.30%
Country Demographics ¹	Region of employment contract (number of employees):	3,364	<i>Not previously disclosed</i>	<i>Not previously disclosed</i>
	North America			
	Europe	3,671	<i>Not previously disclosed</i>	<i>Not previously disclosed</i>
	Rest of the World	339	<i>Not previously disclosed</i>	<i>Not previously disclosed</i>
Gender Demographics ²	Gender groups (number of employees) by:	5,980	<i>Not previously disclosed</i>	<i>Not previously disclosed</i>
	Male			
	Female	1,616	<i>Not previously disclosed</i>	<i>Not previously disclosed</i>
	Other	3	<i>Not previously disclosed</i>	<i>Not previously disclosed</i>
	Not reported	45	<i>Not previously disclosed</i>	<i>Not previously disclosed</i>
Leadership by gender ³	Female-to-male ratio at Management (F:M)	1:4.77	<i>Not previously disclosed</i>	<i>Not previously disclosed</i>
Governance				
Ethics and compliance training ⁴	% of employee population (management and non-management) completing annual training	98.88%	98.60%	99.00%
Training				
Average annual total training hours per employee ⁵	Hours	14.30	<i>Not previously disclosed</i>	<i>Not previously disclosed</i>
Average annual HSE training hours per employee ⁶	Hours	4.63	8.50	5.03
Safety				
Total recordable injury frequency rate (TRIFR)	# recordable injuries / total working hours x 200,000	0.87	0.88	0.98
Total number of recordable incidents	# recordable incidents	67	<i>Not previously disclosed</i>	<i>Not previously disclosed</i>
Lost time severity rate	# lost days (excluding commuting) / total working hours x 200,000	4.41	8.25	4.74

CO ₂ Emissions*				
Scope 1 ⁷	tCO ₂ e	13,955	7,964	9,747
Scope 2 (Location - Based) ⁷	tCO ₂ e	7,898	9,972	8,696
Scope 3 ⁸	tCO ₂ e	34,886	48,577	43,954
Scope 1, 2 & 3	tCO ₂ e	56,739	66,513	62,398
Scope 1, 2 & 3 - Intensity by adjusted revenue	'000s tCO ₂ e/adjusted revenue in MCAD	21.17	21.93	24.21
Scope 1, 2 & 3 - Intensity by headcount	'000s tCO ₂ e/headcount	7.56	9.50	9.59

Energy Management - Electricity Consumption*				
Electricity Consumption - Renewable ⁹	MWh	22,051	<i>Not previously disclosed</i>	<i>Not previously disclosed</i>
Electricity Consumption - Non Renewable	MWh	19,088	<i>Not previously disclosed</i>	<i>Not previously disclosed</i>
Total Electricity Consumption	MWh	41,139	40,681	31,787
Electricity Consumption - Intensity by adjusted revenue ¹⁰	MWh/adjusted revenue in MCAD	15.35	13.41	12.33
Electricity Consumption - Intensity by headcount ¹⁰	MWh/headcount	5.48	5.81	4.89

Energy Management - Fuel Consumption*				
Fuel consumption - Renewable	MWh	0	<i>Not previously disclosed</i>	<i>Not previously disclosed</i>
Fuel Consumption - Non-Renewable	MWh	67,071	<i>Not previously disclosed</i>	<i>Not previously disclosed</i>
Total Fuel Consumption	MWh	67,071	65,298	51,379
Natural Gas Consumption - Intensity by adjusted revenue ¹¹	MWh/adjusted revenue in MCAD	19.16	6.71	7.56
Natural Gas Consumption - Intensity by headcount ¹¹	MWh/headcount	6.84	2.91	2.99

Energy Management - Total Energy Consumption*				
Total Energy Consumption	MWh	108,210	<i>Not previously disclosed</i>	<i>Not previously disclosed</i>
Total Renewable Energy Consumption	MWh	22,051	<i>Not previously disclosed</i>	<i>Not previously disclosed</i>
Total Non-renewable Energy Consumption	MWh	86,159	<i>Not previously disclosed</i>	<i>Not previously disclosed</i>

Energy Management - Green Energy*				
Renewable Energy Mix	Percent renewable energy (grid)	Europe - 58%	Europe - 65%	Europe - 65%
		North America - 42%	North America - 35%	North America - 35%
		Asia - 11%	Asia - 0%	Asia - 0%

Waste generation*				
Non-hazardous waste diversion from landfill ¹²	Percent of non-hazardous waste diverted from landfill or incineration	65%	64%	86%
Hazardous waste generated	Tons	454	501	396
Non-hazardous waste generated	Tons	3,755	3,928	6,601
Water Consumption*				
Water consumption -Total	m ³	84,508	91,234	88,897
Intensity by adjusted revenue	m ³ /adjusted revenue in MCAD	31.53	30.08	34.49
Water consumed in processes	m ³	3,475	7,626	4,509

¹ Calculated as employee headcount as of March 31st 2025. Country of employment contract refers to the country of the legal employer.

² Calculated as employee headcount as of March 31st 2025.

³ Management level is defined as those in supervisor positions and above.

⁴ In F2023, 1% of employees were inactive. In FY2024, 1.4% of employees were inactive. In FY2025, 1.12% were inactive. Employees are expected to complete annual ethics training upon return to work.

⁵ Total training hours covers both Health, Safety and Environment (HSE) training and non-HSE training which includes skills development, management developing, ethics and IT security.

⁶ HSE training hours per employee fluctuate year-over-year due to the cyclical nature of annual and bi-annual training.

⁷ Calculated in alignment with the GHG Protocol, following the operational control approach. Scope 1 emissions were impacted by higher natural gas consumption rates in North America and full reporting integration of the past year's acquisitions.

⁸ Scope 3 emissions include Category 6: Business travel and Category 7: Employee commuting. We are in the process of calculating additional Scope 3 categories including Category 9: Downstream Transportation and Distribution and Category 5: Waste. Scope 3 emissions from our subsidiary, Avidity Sciences' US operations are excluded due to data availability limitations, but are not expected to have a significant impact on the total.

⁹ As defined under SASB.

¹⁰ The units for these metrics in the 2024 Sustainability Report were inaccurately presented and have been corrected.

¹¹ These datapoints have been converted and restated from m³ to MWh.

¹² Waste diversion rates in North America lag European facility performance. Identifying suitable waste diversion opportunities in North America is a continued area of focus.

* Paxiom Group and Heidolph Scientific Products GmbH were acquired by ATS in FY2025. Integration of these businesses into our reporting processes is ongoing. This year, Paxiom operations in USA and Canada, and Heidolph operations in USA and South Korea have been excluded from environmental data points.

Sustainability Accounting Standards Board (SASB) Table - Industrial Machinery and Goods

Accounting Metric		Code	F2025	F2024	F2023
Energy Management	Total Energy Consumed		41,139 MWh	40,681 MWh	31,787 MWh
	Percentage grid electricity		Europe - 42%	Europe - 35%	Europe - 35%
			North America - 58%	North America - 65%	North America - 65%
		RT-IG-130a.1	Asia - 89%	Asia - 100%	Asia - 100%
			Europe - 58%	Europe - 65%	Europe - 65%
			North America - 42%	North America - 35%	North America - 35%
Percentage renewable		Asia - 11%	Asia - 0%	Asia - 0%	
Employee Health and Safety¹	Total Recordable Incident Rate (TRIR)		0.87	0.88	0.98
	Fatality Rate	RT-IG-320a.1	0.00	0.00	0.00
	Near-miss frequency rate		3.58	4.00	1.44
Fuel Economy & Emissions In-Use Phase	Sales-weighted fleet fuel efficiency for medium and heavy duty vehicles	RT-IG-410a.1	<i>Not applicable</i>	<i>Not applicable</i>	<i>Not applicable</i>
	Sales-weighted fuel efficiency for nonroad equipment	RT-IG-410.a.2	<i>Not applicable</i>	<i>Not applicable</i>	<i>Not applicable</i>
	Sales-weighted fuel efficiency for stationary generators	RT-IG-410.a.3	<i>Not applicable</i>	<i>Not applicable</i>	<i>Not applicable</i>
	Sales-weighted emissions of:				
	(1) nitrogen oxides (NO ₂) and				
	(2) particulate matter (PM) for:				
(a) marine diesel engines,	RT-IG-410.a.4	<i>Not applicable</i>	<i>Not applicable</i>	<i>Not applicable</i>	
(b) locomotive diesel engines,					
(c) on-road medium and heavy duty engines, and					
(d) other nonroad diesel engines					
Materials Sourcing	Description of the management of risks associated with the use of critical materials	RT-IG-440a.1	ATS supports suppliers in making environmental upgrades so that all products are compliant with the Directive on the Restriction of Hazardous Substances (RoHS), the Directive on Waste Electrical and Electronic Equipment (WEEE), and the Registration, Evaluation, Authorisation and Restriction of Chemicals (REACH) and that they are free of conflict minerals.	Qualitative response on p. 32 of F2024 Report	Qualitative response on p. 25 of F2023 Report
Remanufacturing Design & Services	Revenue from remanufactured products and remanufacturing services	RT-IG-440b.1	\$242.5M	\$196M	\$155M
Activity Metrics					
Number of Units Produced by Product Category		RT-IG-000.A	ATS deployed over 850 systems (contracts valued over \$250,000)	ATS deployed over 800 systems (contracts valued over \$250,000)	ATS deployed 800 systems (contracts valued over \$250,000)
Number of Employees		RT-IG-000.B	>7500	>7,000	>6,500

¹ Calculated as (statistic count x 200,000)/hours worked

About this report

SCOPE OF THIS REPORT

References to “we,” “our,” “us,” “the Company,” and “ATS” mean ATS Corporation, and its subsidiaries and divisions. In fiscal 2025, we acquired Paxiom Group (“Paxiom”) and Heidolph Instruments GmbH & Co. KG and Hans Heidolph GmbH (“Heidolph”). Integration of these businesses into our reporting processes is ongoing.

The report relates to our fiscal year 2025, from April 1, 2024 to March 31, 2025. Unless otherwise noted: (i) all information in this report is presented as at, and for the fiscal year ended, March 31, 2025, and (ii) the data and analysis relate to ATS and not its distribution partners, suppliers, or customers.

This report has been reviewed by the Sustainability Committee of ATS’ Board of Directors and has been reviewed and approved by the ATS Board of Directors as of March 9, 2026.

CURRENCY

Amounts are expressed in Canadian dollars, unless noted otherwise.

MATERIALITY

The sustainability data points disclosed in this report are in relation to the sustainability topics most important to our internal and external stakeholders, as determined through a materiality assessment performed in 2022, and reviewed and updated in 2024. Materiality in this report reflects significant environmental, social and governance topics on value creation and the environment and society, and should not be interpreted and applied to correspond with concepts of materiality in financial reporting. References to materiality in this report are made solely within the context of sustainability reporting and do not imply materiality for the purposes of securities laws.

REPORTING STANDARDS

This year, we initiated efforts to enhance our voluntary sustainability reporting in preparation for future regulatory reporting requirements. This included particular focus on the Voluntary Sustainability Reporting Standard (VSME), which is a simplified framework developed by the European Financial Reporting Advisory Group (EFRAG) for non-listed small and medium-sized enterprises to report on sustainability performance. Consistent with the prior year, we have also taken into consideration the Sustainability Accounting Standards Board (SASB) Standards for Industrial Machinery and Goods for certain of the metrics that we report, and submitted a response to CDP’s climate change, water, plastics and biodiversity questionnaire.

DATA LIMITATIONS

The sustainability data and progress information presented in this report are based on the best available information in our possession at the time of publication. As estimates, assumptions, measurement methodologies and data availability continue to evolve, we review our approaches to

align with leading practice. Accordingly, all sustainability-related disclosures may be updated, revised, or restated in future reporting periods to reflect these changes. External assurance has not been obtained for data presented in this report, and we continue to strengthen our sustainability-related data governance processes and controls to ensure accurate reporting.

FORWARD LOOKING STATEMENTS

This report contains certain statements that may constitute forward-looking information and forward-looking statements within the meaning of applicable Canadian and United States securities laws (“forward-looking statements”). All such statements are made pursuant to the “safe harbour” provisions of Canadian provincial and territorial securities laws and the U.S. Private Securities Litigation Reform Act of 1995. 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.

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 impact of regional or global conflicts; general market performance including capital market conditions and availability and cost of credit; the uncertainty and potential impact on the Company’s business and operations due to the current macroeconomic environment including the impacts of inflation, uncertainty caused by the supply chain dynamics, interest rate changes, international trade disputes sparked by tariffs and retaliatory tariffs or other non-tariff measures, geo-political issues, and regional conflicts; 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; interest rate changes; foreign currency and exchange risk; the relative weakness of the Canadian dollar; risks related to customer concentration; risks related to a recession, slowdown, and/or sustained downturn in the economy; impact of factors such as increased pricing pressure, increased cost of energy and supplies, and delays in relation thereto, and possible margin compression; developments or changes in the local, national, or international regulatory and tax environment; the emergence of new infectious diseases or any epidemic or pandemic outbreak or resurgence, and collateral consequences thereof, including the disruption of economic activity, volatility in capital and credit markets, and legislative and regulatory responses; energy shortages and global prices increases; that the ABM is not effective in accomplishing its goals; 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, 2025, which are available on the System for Electronic Data Analysis and Retrieval+ (SEDAR+) at www.sedarplus.com and on the U.S. Securities Exchange Commission’s Electronic Data Gathering,

Analysis and Retrieval System (EDGAR) at www.sec.gov. 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; the ability of ATS to execute on its business objectives; the effectiveness of ABM in accomplishing its goals; the Company's ability to adapt and develop solutions that keep pace with continuing changes in technology and customer needs; and general economic and political conditions, and global events, including any epidemic or pandemic outbreak or resurgence.

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.

Non-IFRS and Other Financial Measures

This report refers to the terms "adjusted revenues" and to "adjusted EBITDA" which are non-IFRS financial measures and do not have any standardized meaning prescribed within IFRS and therefore may not be comparable to similar measures presented by other companies. Adjusted revenues are defined as revenues before any adjustment items. Adjusted EBITDA is defined as adjusted earnings from operations excluding depreciation and amortization. Adjusted revenues and adjusted EBITDA are used by the Company to evaluate the performance of its operations. Management believes that adjusted revenues and adjusted EBITDA are important indicators of the Company's ability to generate operating cash flows to fund continued investment in its operations. Management also believes that adjusted revenues and adjusted EBITDA are important measures to increase comparability of performance between periods. The adjustment items used by management to arrive at adjusted revenue and adjusted EBITDA are not considered to be indicative of the business' ongoing operating performance. For a reconciliation of adjusted revenue and adjusted EBITDA to net income, the most directly comparable financial measure disclosed in the Company's financial statements, please refer to the Company's Management Discussion & Analysis for the fiscal year ended March 31, 2025, which is available on SEDAR+ at www.sedarplus.com.



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