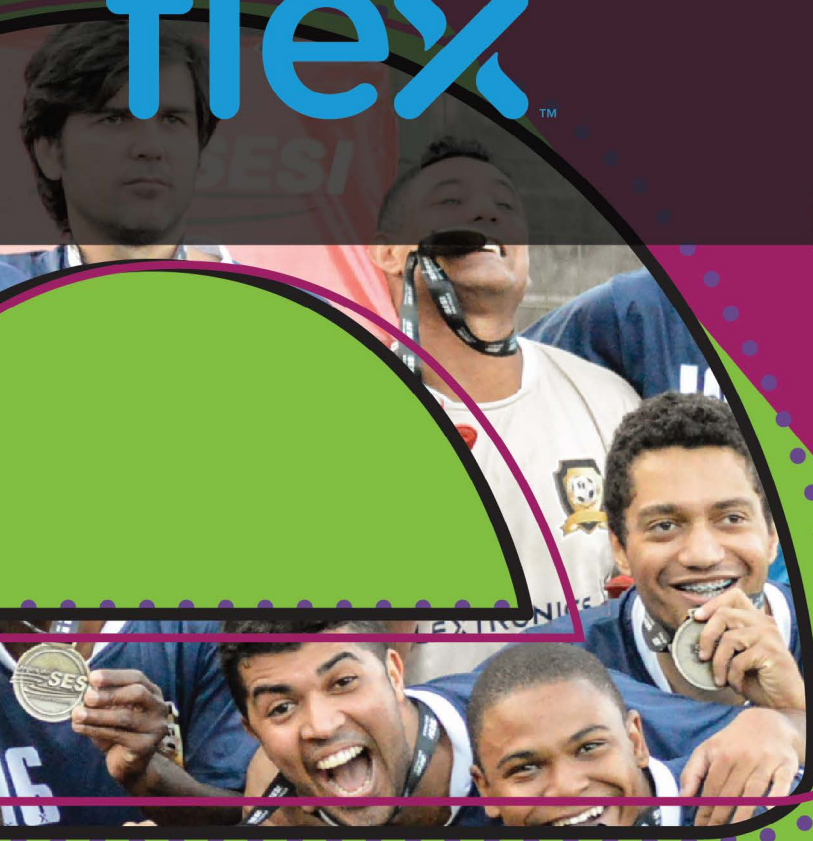


flex™

2015
Global Citizenship Report



GLOBAL CITIZENSHIP REPORT 2015

Flex is leading the way in the age of intelligence. Our sketch-to-scale solutions help our customers gain competitive advantage. We cultivate and accelerate innovation, developing new product concepts, identifying and leveraging technologies across industries to speed time-to-market. We create the smart components that enable intelligence, and build and scale products into the market with visibility and velocity. We have the opportunity to create a better life, by building a smarter, more connected world.



Ethics & Compliance

We operate ethically and lead with integrity.

11



Our People

Every day, we set out to lift the human spirit. We advance the cause of human rights around the world, and push for equality in every endeavor.

12



Environment

We are committed to safeguarding the environment—through resource conservation, recycling, and pollution prevention—so future generations can prosper. And we work across our value chain to help our partners do the same.

13



Community Partnership

We partner with the communities in which we operate, providing financial aid, scholarships, disaster relief, and volunteer efforts to improve health, education and housing.

14



Supply Chain

We are transforming our value chain to enable organizations in all industries to move toward responsible sourcing.

15



**At Flex we see unparalleled
opportunity to create a better life and
a more sustainable future by building
a smarter, more connected world.**

flex
LIVE SMARTER™

Letter from Mike McNamara



To us, it's not just the right thing to do it's the smart thing to do, for the environment, for people and for the communities in which we live and work.

Welcome to the Flex Global Citizenship Report covering the 2014 calendar year. At Flex, we are committed to the notion that excellence in corporate, social and environmental responsibility (CSER) is fundamental to the competitiveness, longevity and overall success of our company. Having a foundation of good corporate citizenship bolsters the relationship we have with our customers, investors, stakeholders and employees across the globe. This report highlights the progress we have made over the last year towards our goal of running an ethical, responsible and sustainable business.

Flex enables our customers to deliver solutions to better understand our world, optimize our behavior and ultimately live smarter. Climate change, biodiversity loss, energy shortages and natural resource depletion are some examples of global challenges we believe can be reversed through the advancement of technology and exchange of real-time information. Throughout this report, we highlight some of the key targets, objectives, challenges and opportunities we have prioritized over the last calendar year to achieve this end.

We have taken a data-driven approach by continuing to develop and refine our CSER strategy to focus on the most material issues to our business. Our CSER metrics system enables us to track, monitor and report our performance in order to achieve our targets:

- Ensure our integrated CSER management system, The Flex Pledge, is current with environmental, health, safety, labor and human rights standards worldwide;

- Build a strong and vibrant CSER culture, increasing employees' awareness and knowledge of sustainability, safety and citizenship concepts;
- Reduce CO₂ emissions per revenue dollar by 15% by the end of CY2015 (baseline CY2009);
- Reduce water consumption per revenue dollar by 10% by the end of CY2015 (baseline CY2012);
- Reduce waste generation per revenue dollar by 10% by the end of CY2015 (baseline CY2012); and
- Achieve injury and occupational disease and lost time cases rates equal to 0 or a 15% reduction year over year by the end of CY2015 (baseline CY2012).

Flex has received numerous CSER awards from our valued customers, both at the corporate level and for our efforts at our sites around the world, including three CSER Awards from Microsoft®. Here are some of our key achievements for this year:

- Injury and Occupational Diseases Rate decreased by 10% (2014 vs 2012).
- Lost Time Cases Rate decreased by 13.6% (2014 vs 2012).
- As of December 31, 2014, 41% of our sites had more than 100 days without accidents.

- Eleven sites across the world had zero injuries and occupational diseases during CY2014.
- EMEA and Asia decreased their lost time rate by 14% (2014 vs 2013).
- Americas and Asia decreased their Injury and Occupational Diseases Rate by 17 and 27% respectively (2014 vs 2012).
- Zero work-related fatalities.

We feel confident that by recognizing both our opportunities and the progress we have made, we are equipped to make the most tangible benefit to society and the environment, while maintaining the interests of our shareholders. Going forward, we are seeking to become more transparent through public disclosure using the GRI™, SASB™, RAFI and others, and will verify key sustainability data to ensure valid results using external assurance providers.

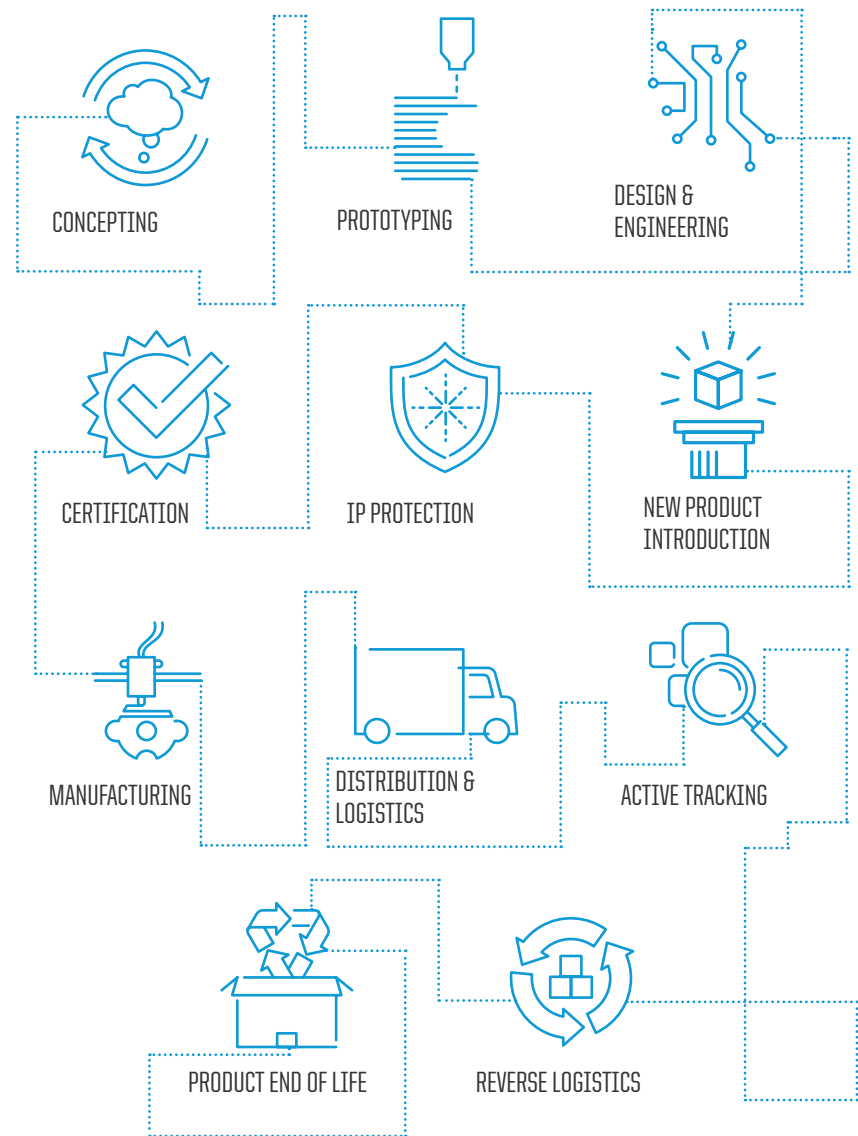
Thank you for your interest in Flex's CSER program. We look forward to engaging with you in the future.

Mike McNamara,
Chief Executive Officer

About Flex

Flex is a leading sketch-to-scale™ solutions company that designs and builds intelligent products for a connected world. With nearly 200,000 professionals across 30 countries and a promise to help make the world [Live smarter™](#), Flex provides innovative design, engineering, manufacturing, real-time supply chain insight and logistics services to companies of all sizes in various industries and end-markets. For more information, visit www.flextronics.com or follow us on [Twitter @Flextronics](#).

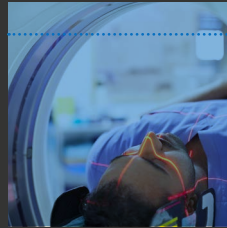
What we do



Industry Expertise

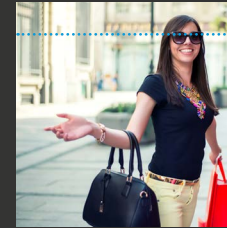
Flex provides our customers with the comprehensive vision to seize opportunities others cannot. With deep industry expertise, Flex translates cutting-edge innovations into competitive advantages, providing superior concept and design services, manufacturing excellence, after-market capabilities and more for our customers.

At Flex we see unparalleled opportunity to create a better life and a more sustainable future by building a smarter, more connected world.



MEDICAL

- Medical devices
- Pharmaceuticals and drug delivery
- Diagnostics and equipment
- Implantable device systems



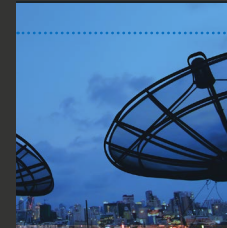
FASHION, BEAUTY, APPAREL & RETAIL

- Apparel and accessories
- Retail tracking



ENERGY

- Generation, transmission, and distribution
- Consumption
- Alternative energy
- Energy storage



COMMUNICATIONS INFRASTRUCTURE & ENTERPRISE COMPUTING

- Telecommunications
- Networking
- Servers, storage and beyond



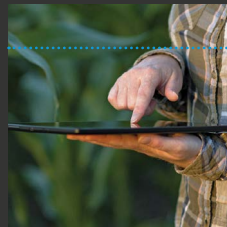
TRANSPORTATION

- Smart electronics
- Clean technologies
- Lighting
- Supply chain services



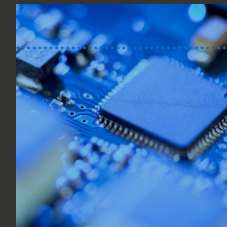
AEROSPACE & DEFENSE

- Commercial aerospace
- Defense
- Security



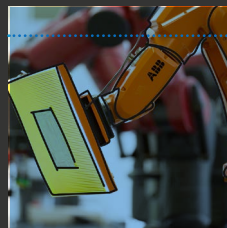
AGRICULTURE

- Smart equipment
- Real-time insights
- Emerging technologies



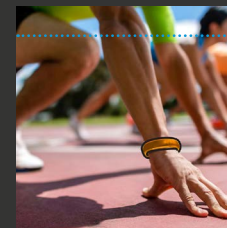
COMPONENTS

- Printed circuit boards
- Specialty materials
- Electronic components



INDUSTRIAL & AUTOMATION

- Light equipment
- Heavy equipment



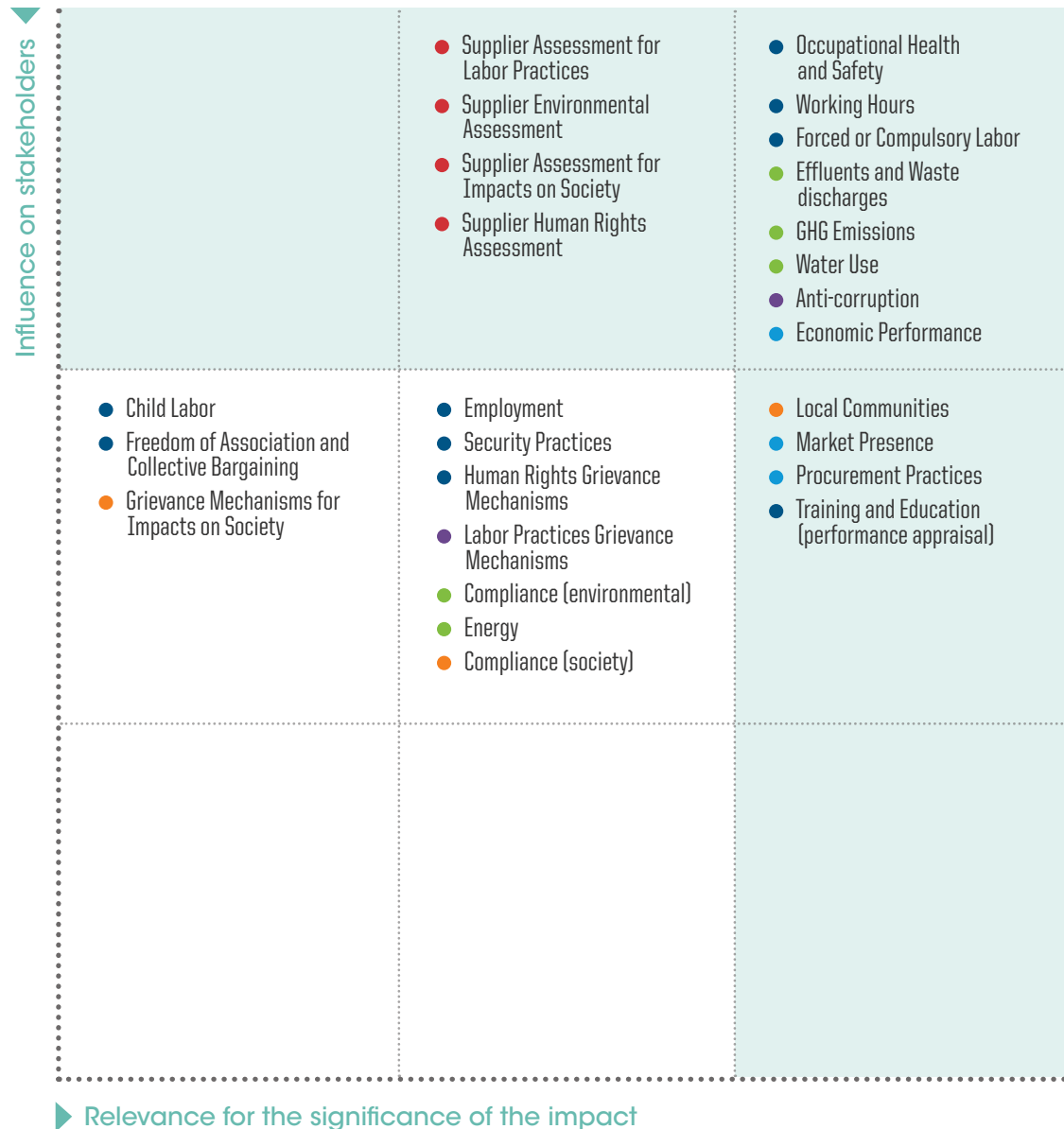
CONSUMER & LIFESTYLE

- Consumer electronics
- Connected home
- Emerging technologies

Materiality Assessment

The following matrix shows the classification of Flex and GRI™ Aspects according to the final relevancy assessment done by each functional area. All evaluations were conducted on a daily engagement with internal and external stakeholders.

Flex Materiality Assessment 2014



Legend

- Our People ●
- Environment ●
- Community Partnership ●
- Economic Performance ●
- Ethics and Governance ●
- Supply Chain ●

Notes: 1) Materiality is used herein as defined by the Global Reporting Initiative's G4 Guidelines; 2) Chart shows relevance to our stakeholders, does not indicate performance.

Flex Pledge: Our CSER Global Program

Flex's corporate citizenship program is focused on global human rights, global environmental conditions, business ethics and the health and safety of all stakeholders. We have controlled business processes in place to ensure our business is conducted in a manner that goes beyond compliance.

Adhering to the robust Flex CoBCE, we implement programs that focus on driving continuous improvements in social, ethical and environmental compliance throughout the world.

As a guide to achieve this end, Flex has incorporated the relevant policies and standards stated in the EICC's Code of Conduct, which is a code of best practices adopted and implemented by some of the world's major electronics brands and their suppliers, of which Flex is a founding member.

CSER Policies

Flex has long been committed to practices that serve the best interests of our people, business, environment and

stakeholders. That is why we created two CSER policies that represent the core of our management system:

- Ⓢ Environmental, Health and Safety Policy. Issued in 2002 and last revised in 2013.
- Ⓢ Labor and Human Rights Policy. Issued in 2011 and last revised in December, 2013.

Both policies cover all Flex entities and were approved by our Chief Executive Officer, Mike McNamara.

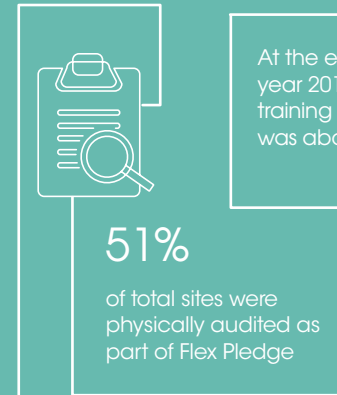
Flex Pledge Program



Flex Pledge

Adhering to a robust Flex Code of Business Conduct and Ethics (CoBCE), we implement programs that focus on driving continuous improvements in social, ethical, and environmental compliance throughout the world. Flex Integrated CSER Management System consolidates several management systems into one.

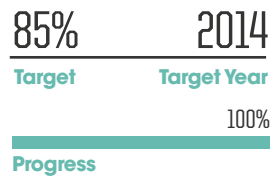
Key Highlights



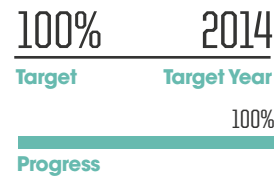
* It does not include sites acquired in CY2014.

Goals & Progress

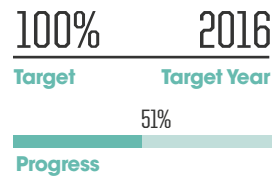
Goal
Keep Flex Pledge Training at the 85%+ target level.



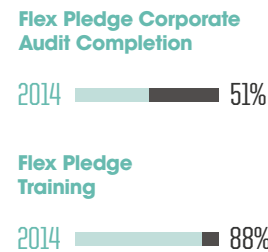
Goal
Implement Flex CSER Management System 2.0 in all manufacturing and logistics sites.



Goal
Audit CSER Management System implementation in all manufacturing and logistics sites.



Key Performance Indicators (KPIs)



Awards



Corporate Social Responsibility Recognition

Recipient: Flex Tczew.
Awarded by: President of Tczew.



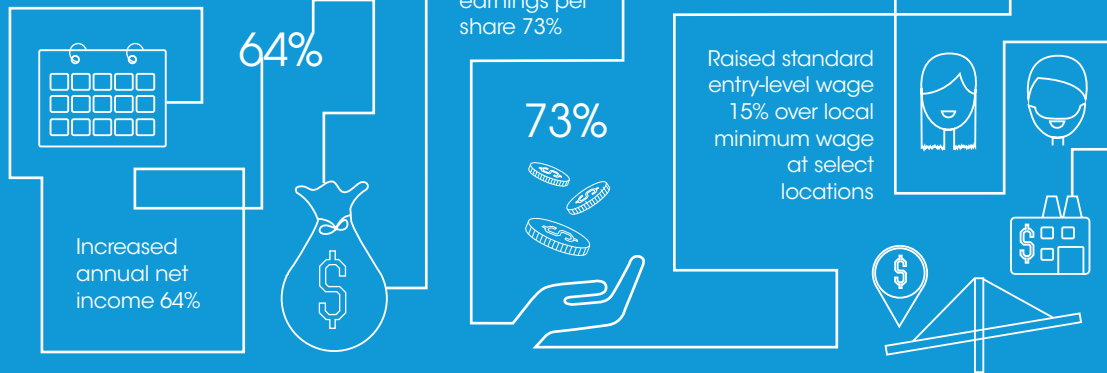
CSER Microsoft® Awards

Recipient: Flex Zhuhai.
Awarded by: Microsoft®.

Economic Performance

The objective of our business model is to allow us to be flexible and redeploy and reposition our assets and resources as necessary to meet specific customer's supply chain solutions needs across all of the markets we serve and earn a return on our invested capital above the weighted average cost of that capital.

Key Highlights



Awards



Top Treasury Team/Top Treasurer of the Year

Recipient: Flex Asia treasury center.
Awarded by: EuroFinance.



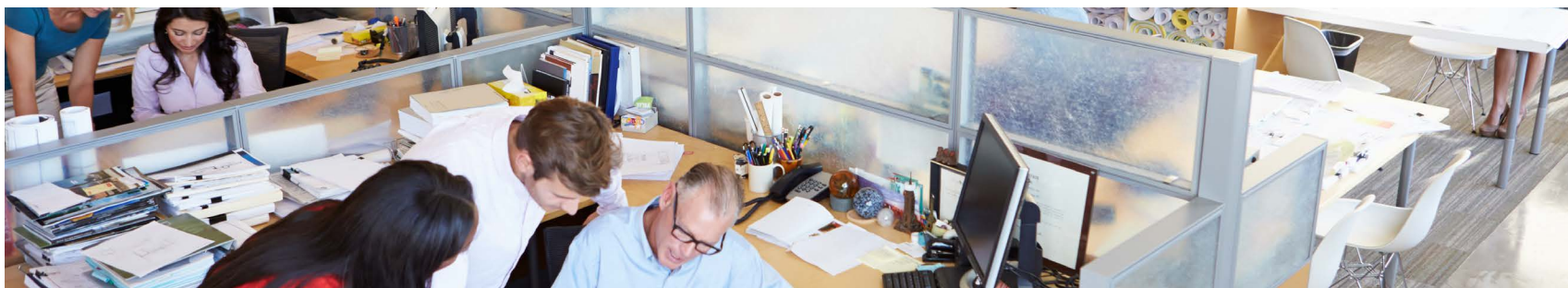
National Top of Companies 2014

Recipient: Flex Timisoara.
Awarded by: Chamber of Commerce and Industry of Romania.

Key Performance Indicators (KPIs)

Net Sales (USD, in thousands)

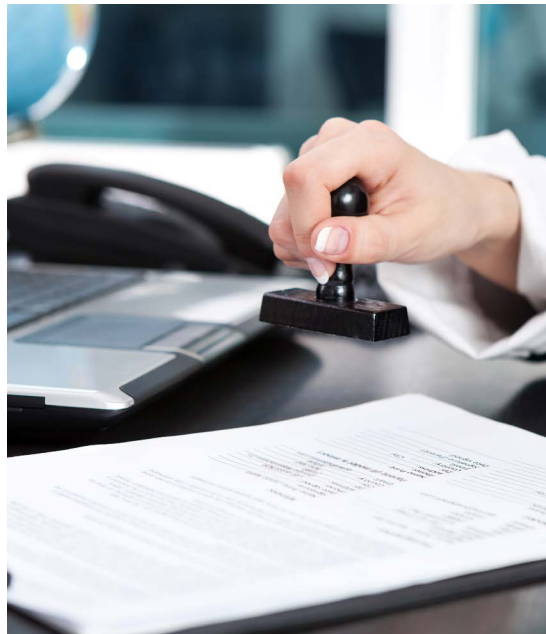
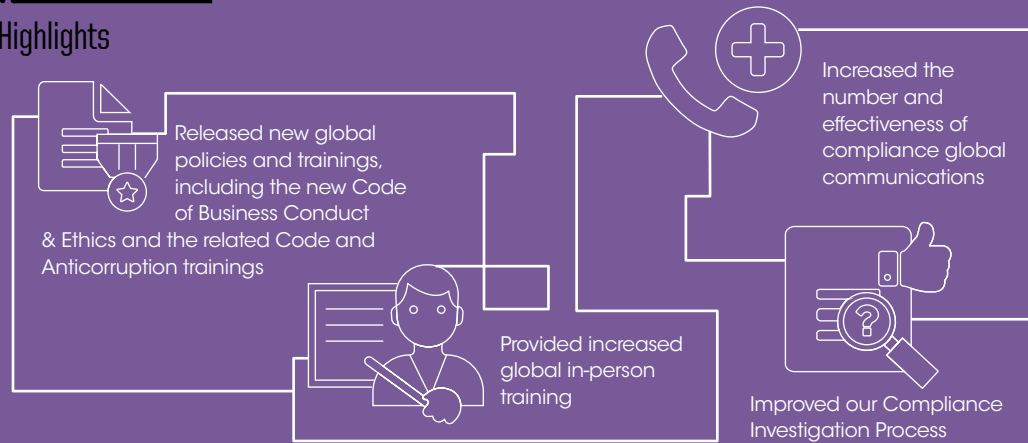
Net Income (USD, in thousands)



Ethics & Compliance

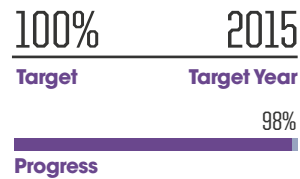
Our commitment to the highest standard of ethics and integrity helps us earn the continued confidence of our employees, customers, investors, vendors and communities. Our CoBCE weaves that commitment into principles, standards and responsibilities that help guide our behavior and decision making processes. These principles include: Business Integrity, Non-Retaliation, Privacy, Responsible Sourcing of Minerals, Protection of Identity, Fair Business, Advertising and Competition, Intellectual Property, Disclosure of Information and No Improper Advantage.

Key Highlights



Goals & Progress

Goal
New Code of Business Conduct training to be completed by all eligible employees.



Key Performance Indicators (KPIs)

Code of Business Conduct and Ethics Training Completion



* Our new Code of Business Conduct & Ethics was released in February 2014.

Awards



Ethics Seal of Approval

Recipient: Flex Althofen.
Awarded by: WEISS Institute.

Our People

One of the company's main focus areas in 2014 was talent development. Our mission is to achieve organization efficiency and effectiveness that enables us to empower talented people and deliver on our strategic vectors. We are committed to providing our employees with a healthy, safe and secure workplace. Our goal is to instill robust safety measures at every level of the organization. We are committed to respecting the Labor and Human Rights of all our employees through the following principles which are clearly spelled out in our CoBCE.

Key Highlights



Launched new service delivery model to a majority of our employees and launched the Flex Leadership Development Program

Decreased Injury and Occupational Diseases Rate by 10% (2014 vs 2012)

10%



Launched new Labor and Human Rights Metrics Center in the Americas to track EICC® working hours and rest day compliance

Decreased Lost Time Cases Rate by 13.6% (2014 vs 2012)

13.6%



62% Received 62% favorability of HR support with 62% of employees saying their HR support was "Good" or "Excellent" overall

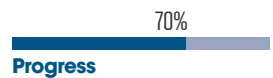


Goals & Progress

Goal

Achieve Injury and Occupational Disease rate reduction equal to 15%.

15% **2015**
Target Target Year



Goal

Achieve Lost Time Cases rate reduction equal to 15%.

15% **2015**
Target Target Year



Awards



Top 100 Great Places to Work

Recipient: Flex Institute of Technology, Brazil.

Awarded by: Great Place to Work®.

Key Performance Indicators (KPIs)

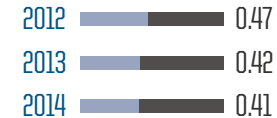
% of Indirect Labor Employees Receiving Regular Performance and Career Development Reviews (average)



Injury and Occupational Diseases Rate



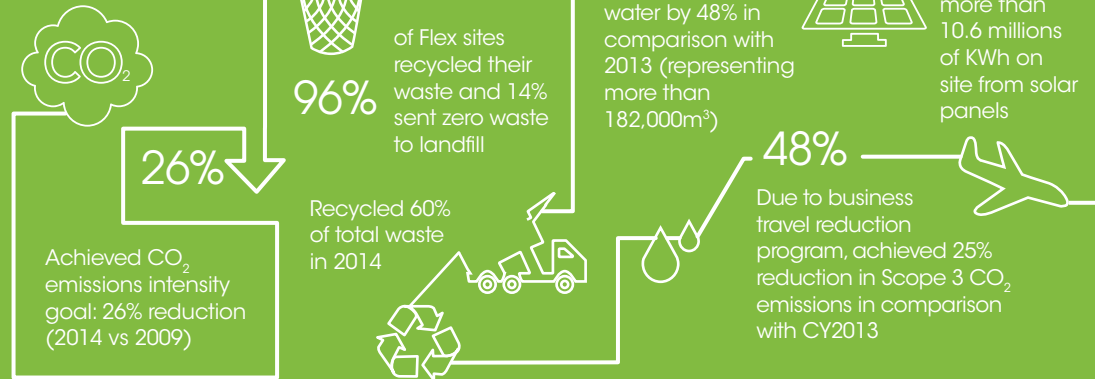
Lost Time Cases Rate



Environment

Environmental responsibility is an integral part of our production of world class products. In manufacturing operations, adverse effects on the community, environment and natural resources are to be minimized.

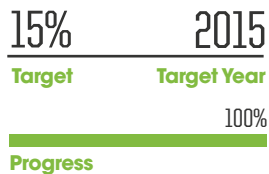
Key Highlights



Goals & Progress

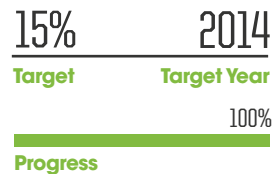
Goal

Reduce CO₂ emissions per revenue dollar by 15% by the end of CY2015 (Baseline CY2009).



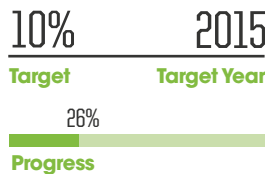
Goal

Reduce absolute CO₂ emissions by 15% by the end of CY2014 (Baseline CY2009).



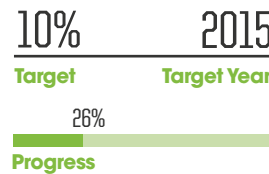
Goal

Reduce water consumption per revenue dollar by 10% by the end of CY2015 (Baseline CY2012).



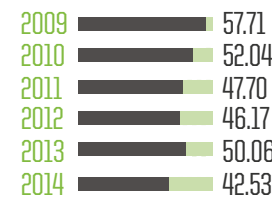
Goal

Reduce waste generation per revenue dollar by 10% by the end of CY2015 (Baseline CY2012).

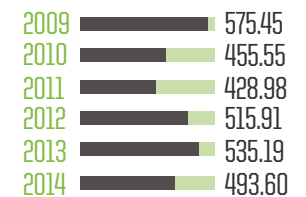


Key Performance Indicators (KPIs)

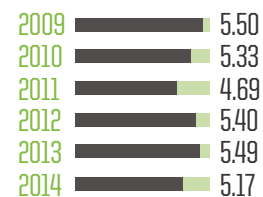
CO₂ Emissions Intensity (Tonnes/US \$M of revenue)



Water Withdrawn Intensity (m³/US \$M of revenue)



Waste Intensity (Tonnes/US \$M of revenue)



Awards



Leadership in Energy & Environmental Design™ (LEED®) Certification

Recipient: Flex Corporate Headquarters in San Jose, California.

Awarded by: Gold by Leadership in Energy & Environmental Design™ (LEED®).



R2 Certification: Responsible Electronics Recycler

Recipient: Flex Aguascalientes, Mexico.

Awarded by: Orion Registrar Inc., recycling certifying company.

Community Partnership

We believe that global citizenship begins at the local level. Using our time, technology, expertise and resources, we strive to effect change in the communities in which we operate globally. We focus on helping nonprofits provide underprivileged students access to education, implement programs that benefit children and improve the lives of people in developing regions of the world.

Key Highlights



Implemented local community engagement activities at 86% of our manufacturing and logistics sites in 2014



Awarded 38 grants globally through the Flex Foundation

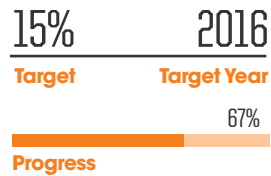
38 grants



Focused 65% of our community involvement activities in 2014 on Education, Health and Well-Being

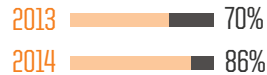
Goals & Progress

Goal
Increase the number of volunteers to 15% of the total employees population.



Key Performance Indicators (KPIs)

Percentage of operations with implemented local community engagement activities



Total of volunteers



Total of local community engagement activities



Total of volunteer hours



Total of local community engagement activities that supported vulnerable groups



Awards



Excellence in Education

Recipient: Flex Tczew.
Awarded by: Ministry of Economy in Tczew.



Local Community Support Award

Recipient: Flex Tczew.
Awarded by: President of Tczew.

Awarded 38 grants globally through the Flex Foundation, providing:

Therapy workshops to 24 hearing impaired students in Aguascalientes, Mexico.

Therapy 24

Medical Equipment 100,000

Medical equipment enabling 100,000 school children to receive hearing screening in Timisoara, Romania.

Training for 72 teachers and 2,653 students to use computers in six schools.

Training 72

Food bank 50,000

A truck to a food bank in Tczew, Poland enabling 50,000 people access to food.

A head start in Algebra to 1,287 underprivileged students in Silicon Valley.

Students 1,287

Supply Chain

Flex is committed to continuously monitoring and driving compliance to Flex's CSER requirements throughout its entire supply chain. These CSER requirements are included in Flex CSER training, which aligns with EICC® requirements and addresses labor practice issues such as: freely chosen employment, humane treatment, working hours, forced labor, wages and benefits, human rights issues such as child labor, discrimination and freedom of association, health and safety, environmental and other issues, including conflict minerals and ethical conduct.

Key Highlights



Trained more than 1469 supplier personnel on CSER (EICC®) awareness and requirements



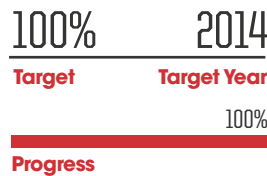
On May 29, 2015 Flex filed our second Form SD and Conflict Mineral Report with the U.S. Securities and Exchange Commission (SEC™)

Completed CSER assessment for 314 Flex controlled suppliers

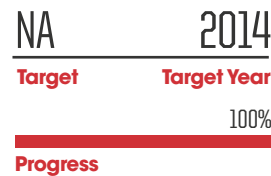


Goals & Progress

Goal
Duplicating supplier CSER training at manufacturing sites and developing more auditors.



Goal
Including CSER requirements in our standard Global Business Agreement.



Recognition



Flex listed as one of the Best Supply Chains in Asia Pacific*

Recognized by: Gartner®.

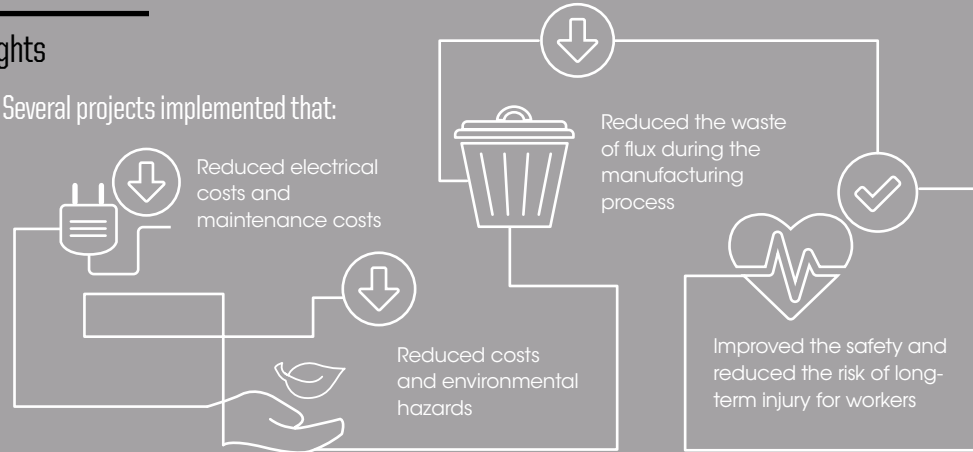
* Gartner®, Press Release Ten of the Best Supply Chains in Asia Pacific, September 4, 2014, <http://www.gartner.com/newsroom/id/2838817>.

Technology Innovation and Sustainability

The Advanced Engineering Group (AEG) of Flex provides technologically focused innovative solutions that improve the reliability and quality of a product in a sustainable ergonomic healthy environment. AEG continues its strong dedication to Flex Corporate, Social and Environmental Responsibility (CSER) by developing new ways to improve processes through engineering disciplines while reducing waste. In addition to our commitment to CSER in our manufacturing processes, we support local communities through technological demonstrations to inspire the next generation of engineers.

Key Highlights

Several projects implemented that:



Awards



IPC® Distinguished Committee Service Award

Recipient: Flex Advanced Engineering Group.

Awarded by: IPC®.

AEG, was honored with an IPC® Distinguished Committee Service Award for its efforts in helping to establish standards for solar photovoltaic (PV) assembly.



About this Report pg.18 Recognition pg.17 Technology Innovation pg.16 Supply Chain pg.15 Community pg.14 Environment pg.13 Our People pg.12 Ethics pg.11 Economic pg.10 Flex Pledge pg.08 Materiality pg.07 Industry Expertise pg.06 About Flex pg.05

Sustainability Recognition around the Globe

CSER Conformance & Community Partnership



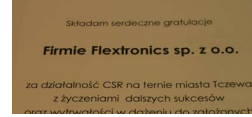
CSER Microsoft® Awards

Recipient: Flex Zhuhai.
Awarded by: Microsoft®.



Excellence in Education

Recipient: Flex Tczew.
Awarded by: Ministry of Economy in Tczew.



Local Community Support Award

Recipient: Flex Tczew.
Awarded by: President of Tczew.

Environment



R2 Certification: Responsible Electronics Recycler

Recipient: Flex Aguascalientes, Mexico.
Awarded by: Orion Registrar Inc., recycling certifying company.



Leadership in Energy & Environmental Design™ (LEED®) Certification

Recipient: Flex Corporate Headquarters in San Jose, California.
Awarded by: Gold by Leadership in Energy & Environmental Design™ (LEED®).

Flex Business and Operations



Fortune Magazine's Most Admired Companies
Recipient: Flex.
Awarded by: Fortune Magazine.



Product Innovation Award
Recipient: Flex Lighting Solutions Business Division.
Awarded by: Architectural SSL Magazine.



Manufacturing Partner of the Year Award
Recipient: Flex.
Awarded by: Enphase Energy®.



Excellence in Project Management Award
Recipient: Flex Automotive Business Division.
Awarded by: Samvardhana Motherson Reflectec (SMR).



Supply Chain Excellence Award
Recipient: Flex Hungary (Sarvar, Tab and Zalaegerszeg).
Awarded by: Central and Eastern European (CEE).



Council of Supply Chain Management Professionals (CSCMP) 2014 Supply Chain Innovation Award™
Recipient: Flex Milpitas.
Awarded by: CSCMP.

Ethics



Ethics Seal of Approval
Recipient: Flex Althofen.
Awarded by: WEISS Institute.

Economic Performance



Top Treasury Team/Top Treasurer of the Year
Recipient: Flex Asia treasury center.
Awarded by: EuroFinance.



National Top of Companies 2014
Recipient: Flex Timisoara.
Awarded by: Chamber of Commerce and Industry of Romania.

Technology



IPC® Distinguished Committee Service Award
Recipient: Flex Advanced Engineering Group.
Awarded by: IPC®.

Supply Chain



Flex listed as one of the Best Supply Chains in Asia Pacific*
Recognized by: Gartner®.

Our People

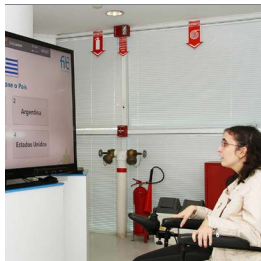


Top 100 Great Places to Work
Recipient: Flex Institute of Technology, Brazil.
Awarded by: Great Place to Work®.

* Gartner®, Press Release Ten of the Best Supply Chains in Asia Pacific, September 4, 2014, <http://www.gartner.com/newsroom/id/2838817>.

About this Report

This Global Citizenship Report summarizes the activities, performance and results in calendar year 2014.



FEEDBACK

We welcome your feedback on our activities and performance. If you would like to share your thoughts, please contact the Global Citizenship team at Flex: global.citizenship@flextronics.com

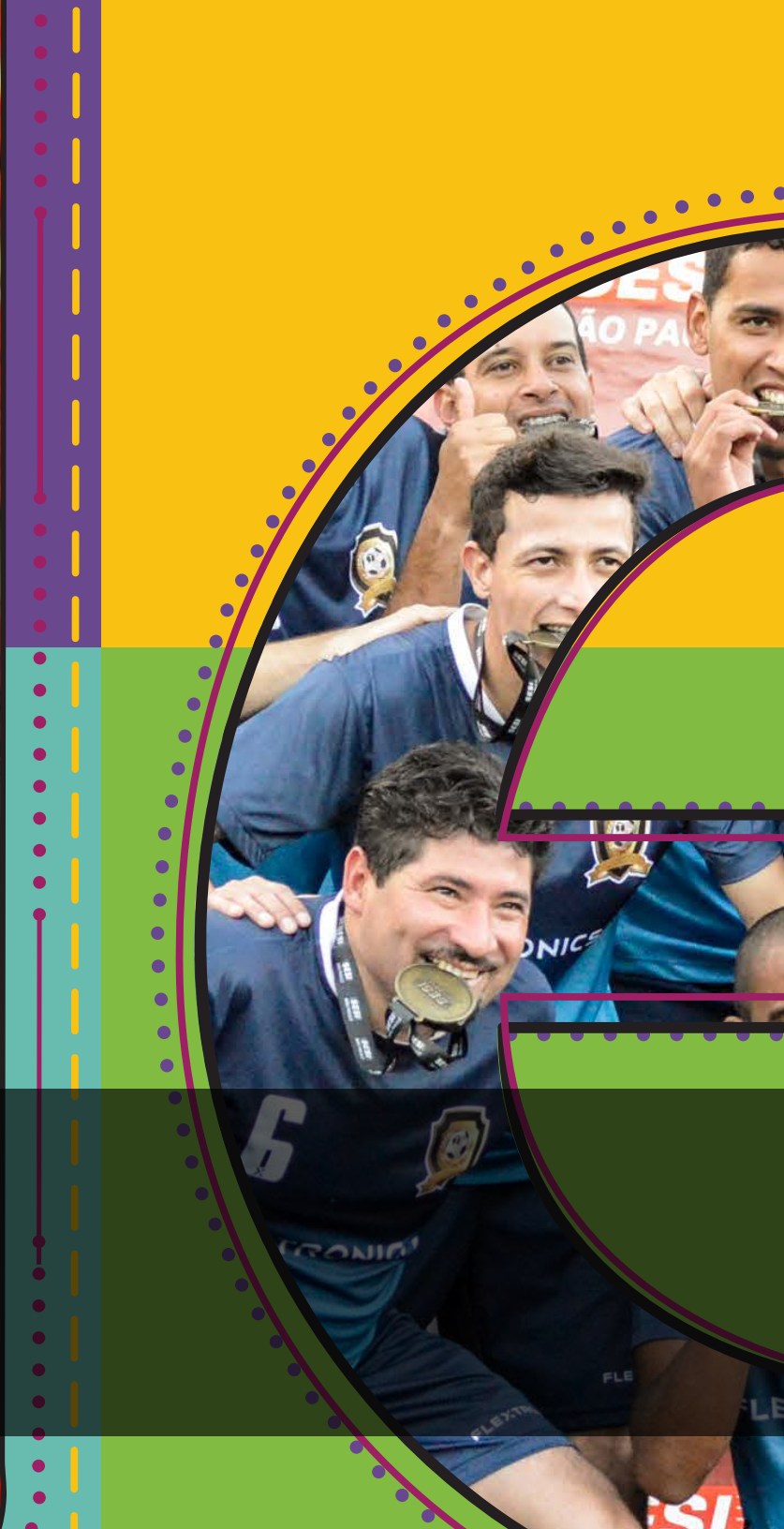
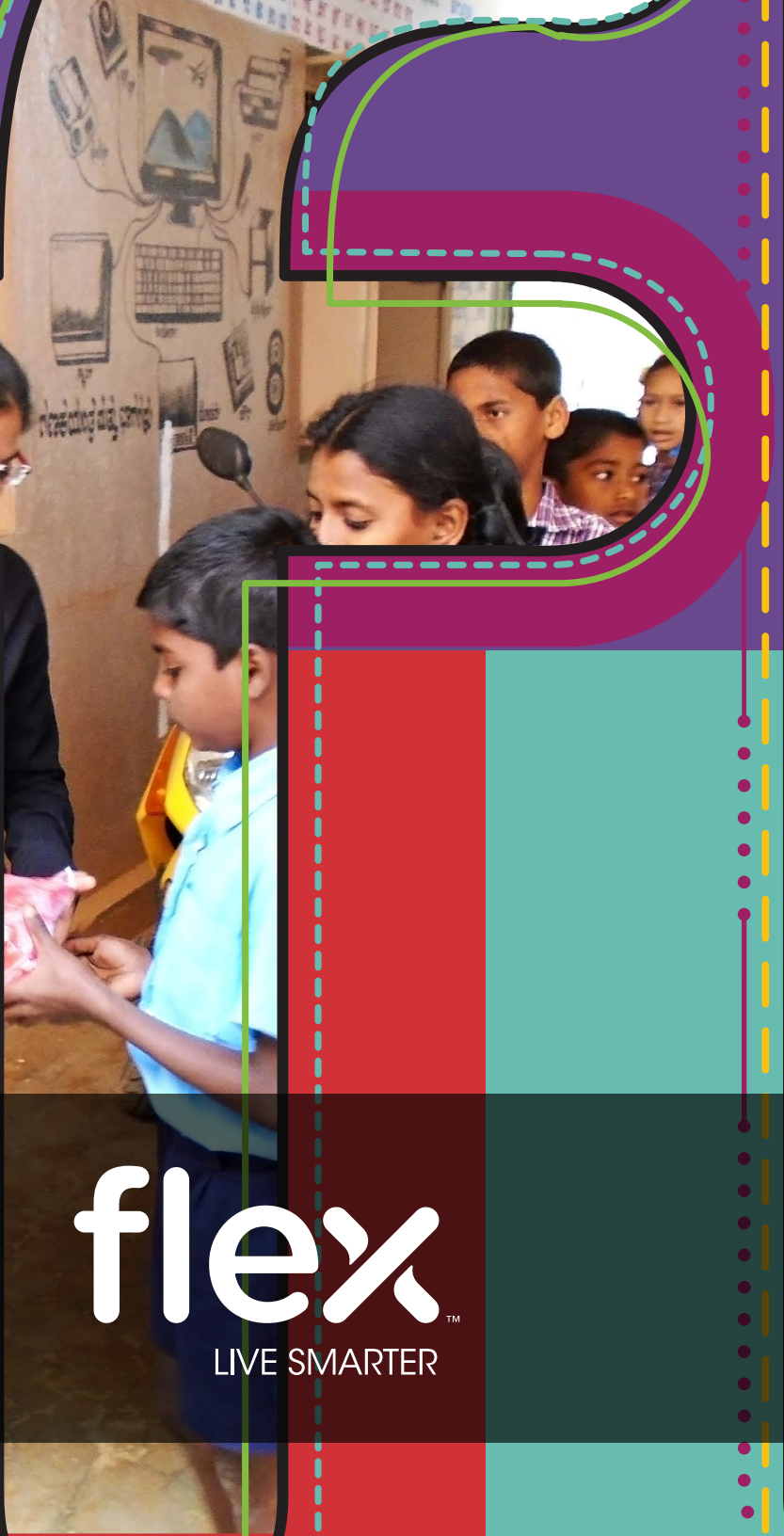


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