

2020 sustainability report

Key accomplishments

As a responsible manufacturing partner, sustainability is in our DNA. At Flex, we make great products for our customers that contribute positively to the world and steward sustainable manufacturing and operations to minimize our environmental impact. As we advance our vision of sustainability, including environmental, social and corporate governance (ESG), we're proud to share a few of our 2019 achievements from our latest sustainability report.

ENVIRONMENTAL

10%
(38 MW)

increase in
renewable energy

We increased our renewable energy capacity by 10% (38 MW) year-over-year, generating the equivalent to powering 5,000 homes for one year.*

These sources are flow-limited and can be harvested with renewable resources, such as solar panels.

A notable 2019 renewable energy project is a newly-constructed 1.56MW rooftop solar system at our San Luis Rio Colorado, Mexico facility.

* Assuming average annual electricity consumption for a U.S. residential utility customer of 10,972 KW

61%

increase in the
equivalent
of homes powered

Nextracker, a Flex company and #1 market share leader for the fifth consecutive year, manufactured enough solar photovoltaic (PV) modules and solar trackers to power 5.3 million homes, a 61% increase from 2018.

This is driven by an increase in demand for solar PV modules and solar trackers, enabling us to indirectly impact global warming by reducing the CO2 emissions that come from non-renewable energy.

+70,500

tonnes of Scope 3
CO₂e emissions
offset

Throughout our global operations, we actively work to offset our Scope 3 greenhouse gas emissions through Certified Emissions Reductions certificates.

Since 2017, we've worked with the Clean Development Mechanism on projects in Brazil, China, Costa Rica and India.

These projects, which offset carbon through the generation of renewable sources of energy, include a hydropower facility, diversion barrage and biomass power plant to name a few and resulted in offsetting +75,000 tonnes of Scope 3 CO₂e emissions in 2019.

SOCIAL

20%

decrease in safety incident rate

We achieved a 20% decrease in our incident rate, making strides toward our zero-accident goals.

Creating a safe workplace is core to our mission, and we've seen a significant reduction in the number of incidents involving a recordable injury or illness per 100 full-time employees, with a total case incident rate of 0.34, down from 0.58 in 2015.

2K+

people with disabilities helped us make great products for customers

We employed more than 2,000 people with disabilities (1% of our total population), including individuals with hearing, speaking, sight, intellectual development and physical impairments, across 67 of our sites.

To foster an inclusive work environment globally, we provided employees with training to improve communication, promote leadership, and gain disability awareness.

93%

of our global sites held community outreach events

Across our global footprint, 93% of our sites participated in local community activities, supported by over 48,000 employee volunteer hours.

Activities included disaster relief efforts, raising environmental awareness, supporting reforestation and advocating for quality education in the communities where we live and work.

42%

of our total workforce were represented by women

Women represented 42% of our total workforce and 30% of our Board of Directors in 2019, making progress toward a more diverse organization.

GOVERNANCE

98%

of new global suppliers were screened using social and environmental criteria

We screened 454 suppliers, or 98% of our new global suppliers, using social and environmental criteria to ensure our suppliers' working conditions are safe and operations are ethical and environmentally responsible.

Managing complex supply chains and with a customer base of ~1,000, we increased this stat from 70% in 2015 to 98% in 2019.

97%

of employees completed code of conduct online training

Our code of business conduct and ethics training is designed to affirm principles that guide the behavior of our employees, Board of Directors, independent contractors, consultants, suppliers and all who do business with us.

After launching a new online module in 2019, 97% of eligible employees completed the training.

For our sustainability initiatives and results, we were recognized with several high rankings from esteemed third-party organizations, including:

FTSE4Good Index Series for the fourth consecutive year in 2019

An A- rating from CDP for climate change and water security

A negligible risk score from Sustainalytics

The highest disclosure and transparency score on ESG factors from Institutional Shareholder Services

An advanced recognition from the United Nations Global Compact Communication on Progress

Named an Industry Mover in the Sustainability Yearbook 2020

