



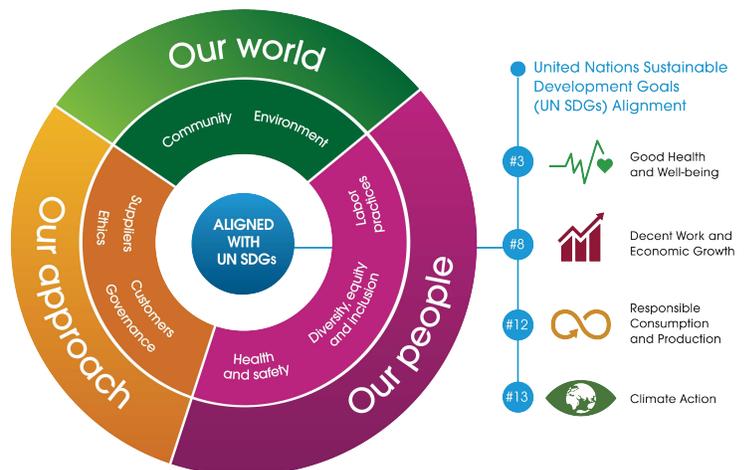
Our 2023 sustainability report key accomplishments

Sustainability remains key to realizing our vision of becoming the most trusted global technology, supply chain, and manufacturing solutions partner to improve the world.

Building on more than 20 years of sustainability investment, our disciplined practices stand strong to help address broader environmental and social challenges, cultivate a workplace that empowers every team member to thrive, lead with integrity, and accelerate a more sustainable value chain.

We strive to drive a tangible, measurable difference within and beyond our operations, and for all stakeholders – customers, suppliers, employees, and investors – to proudly partner with us on the journey to a more sustainable future.

In alignment with our long-term sustainability strategy and goals, our 2023 sustainability report details our progress, performance, and achievements from calendar year 2022. We're proud to share some of our progress driven across our sustainability framework, spanning our world, our people, and our approach to business practices.



Our world

Our commitments to contributing to a healthier, cleaner world and investing in our communities



27%

decrease in absolute scope 1 and 2 greenhouse gas emissions from our 2019 baseline¹

We continue to take a multi-pronged emissions reduction approach to support our commitment to reach net zero greenhouse gas emissions by 2040. Our operational emissions reduction and energy savings strategy includes seeking out opportunities to reduce our need for energy consumption, leveraging system efficiencies as a mitigation tactic, and increasing the percentage of renewable energy resources in our portfolio.

94%

of waste diverted from landfill

We're focused on achieving zero waste at 50% of manufacturing and logistics sites by 2025. To succeed in our waste management goals, each of our sites uses an internal scorecard to monitor waste KPIs including waste generation, recycling, diversion rates, and the types and amounts of disposed materials. Additionally, we embrace circular economy practices to recycle and repurpose materials across our operations.

100%

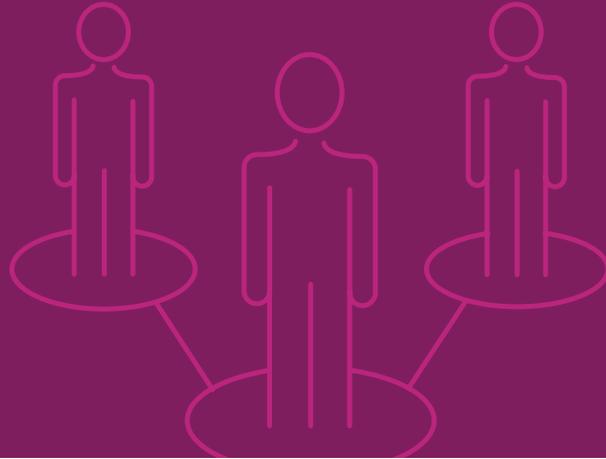
of our major sites² partnered with a local non-governmental organization (NGO)

We strategically invest in and support the communities that enable us to thrive globally. Many of our employees donated their time and talents in 2022 and helped us reach our goal of 100% of our major sites partnering with a local NGO by 2025—three years early.

¹ The target boundary includes biogenic emissions and removals from bioenergy feedstocks. Absolute Scope 1 and 2 market-based emissions.
² Sites with 1,000 or more employees.

Our people

Our commitments to cultivating a safe, inclusive workplace for our people to be their best selves and reach their full potential



17%

reduction in total case incident rate year-over-year

Our dedication to team member health and safety is of supreme importance to providing a workplace where everyone can thrive. In 2022, we continued to reduce our incident rate by maintaining robust safety management systems including our Culture of Safety Maturity Assessment, Safety Gembas, and employee engagement programming and meetings.

100%

of our employees had access to emotional/mental health programs

We maintained our goal of providing 100% of employees access to mental health programs and expanded some region and country-specific offerings in 2022. In Asia, for example, we launched a program that offers a range of well-being services with a focus on smarter lifestyles, social wellness, and workplace wellbeing. The program spans nutrition, finance, fitness, communication and influencing skills, parenting, job satisfaction, and motivation.

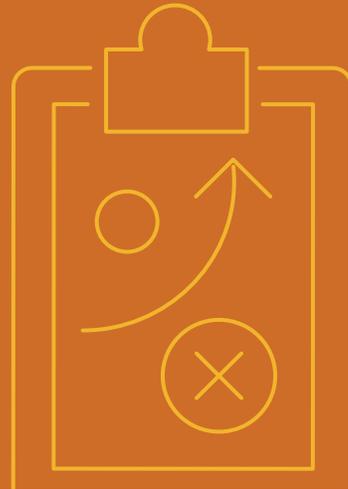
32.5

achieved an average of 32.5 hours of training per employee

Employee development at Flex integrates learning into workflows, ensuring accessibility and aligning training and learning with business goals and employee needs. For example, the Flex Learn platform helps further upskill and engage our employees through career-tailored and company-specific modules, including our Ways of Working, Diversity, Equity, and Inclusion topics, and the launch of Leadership Competencies in 2022.

Our approach

Our commitments to a transparent, ethical approach to business practices and helping accelerate a more sustainable value chain with customers and suppliers



Highest overall Institutional Shareholder Services (ISS) governance quality score rating

Our governance scores continue to recognize us as an industry leader. During 2022, ISS continued to award Flex its highest overall governance quality score rating.

35%

of our preferred suppliers had emissions reduction targets

Ongoing collaboration with our value chain partners is critical to our commitment to reach net-zero by 2040. Our goal is to have 50% of our preferred suppliers set emissions reduction targets by 2025 and 100% of our preferred suppliers by 2030.

Through our award-winning Supplier Greenhouse Gas Emissions Reduction Program, we share our knowledge, experience, and best practices to help preferred suppliers deepen their understanding of how to measure emissions and set reduction targets.

64%

of specified customers had science-based targets

Developing and implementing energy and emissions reduction strategies with customers is part of our net zero approach. We commit that 70% of our customers as measured by emissions covering purchased goods and services, capital goods, and use of sold products will have science-based targets by 2025.

Our sustainability recognition and ratings from calendar year 2022



A 2023 World's Most Ethical Company by Ethisphere



Manufacturing Leadership Awards recipient for fifth consecutive year



Business Intelligence Group's Initiative of the Year award for the Flex Supplier Greenhouse Gas Emissions Reduction Program



Environment + Energy Leader Award for Flex ECO₂TM, our circular economy impact calculator



Cisco's Excellence in Sustainability Award



Asia-Pacific Climate Leader



CDP's Supplier Engagement Leaderboard for the second consecutive year



CDP's A-List for Water Security for the third consecutive year



Inclusion in the S&P's Sustainability Yearbook for fourth consecutive year



Maintained AA rating from Morgan Stanley Capital International for second consecutive year



FTSE4GOOD Index Series for the seventh consecutive year

Explore our full [2023 sustainability report](#) for more details about our sustainability performance.