



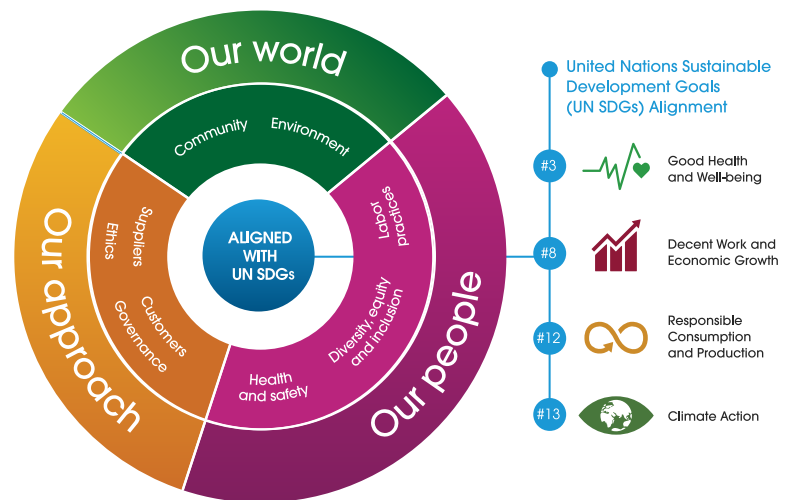
Our 2024 sustainability report highlights

Sustainability is a cornerstone to our vision of becoming the most trusted global technology, supply chain, and manufacturing solutions partner to improve the world.

Building on over 20 years of sustainability experience, we continue to embed sustainability into how we operate as an advanced end-to-end manufacturing partner. Our 2030 sustainability strategy and goals address the priorities of our stakeholders, including reducing our environmental impact, creating a safe, inclusive, and respectful working environment, investing in our communities, and driving ethical practices with transparency.

Through a multi-pronged emission-reduction approach we remain committed to reach net zero greenhouse gas emissions by 2040.

Our 2024 sustainability report, with the theme "cultivating a better future," details our progress, performance, and achievements from calendar year 2023. We're proud to share some of our key achievements 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

33%

decrease in absolute Scope 1 and 2 greenhouse gas emissions (GHG) from our 2019 baseline¹

Our strategy to reach net zero greenhouse gas emissions by 2040 prioritizes reducing emissions for Flex (scope 1 and 2) and our value chain partners (scope 3). Our operational emissions reduction and energy savings strategy includes reducing energy, leveraging system efficiencies, and investing in renewable energy.

11%

reduction in water withdrawn, focusing on sites located in water scarce areas

Integral to our environmental efforts is the responsible and sustainable management of our world's water resources. We're committed to reduce water withdrawn by five percent by 2025, focusing on sites located in water scarce areas through water monitoring and reduction efforts.

100%

of our major sites² continued to partner with a local non-governmental organization (NGO)

We strategically invest in and support the global communities where we operate. In 2023, our team members continued to share their time and talents to help us maintain our goal that 100 percent of our major sites partner with a local NGO.

1. The target boundary includes biogenic emissions and removals from bioenergy feedstocks.
2. Sites with more than 1,000 employees.

Our people

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

20%

reduction in safety incident rate year-over-year

The health and safety of our employees requires a continuous commitment to evolving our programming, policies, and initiatives to design risk out of our manufacturing processes. In 2023, we continued to reduce our incident rate by maintaining robust safety management systems focused on prevention and incident management, ensuring accountability through programs, operating procedures, and frequent reporting.

100%

of our employees continued to have access to emotional / mental health programs

We've prioritized promoting and improving workplace safety from all angles and have integrated employee physical and mental well-being into our sustainability strategy, [maintaining our commitment](#) to 100 percent of our employees having access to emotional / mental health programs.

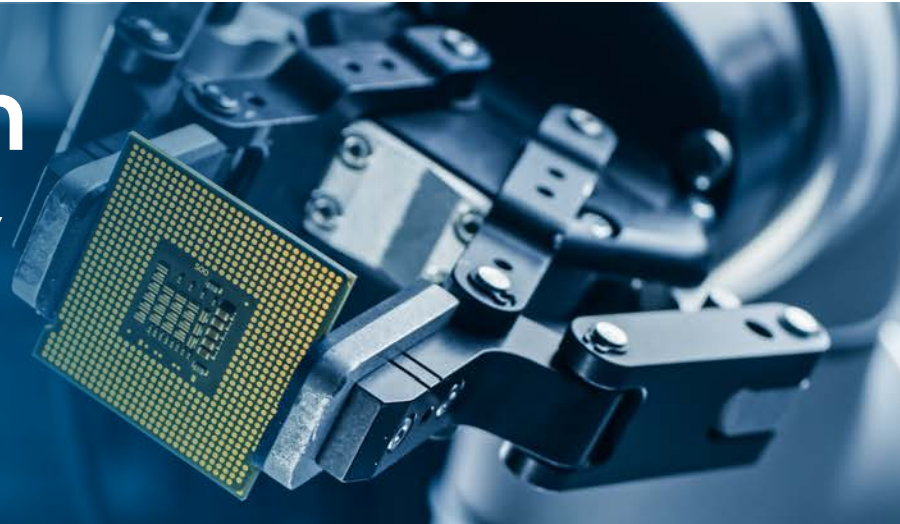
41.9

average hours of training per employee achieved

Our approach to employee development aims to make learning opportunities accessible and integrated in our team members' day to day, aligning to business goals and learner needs. In 2023, we progressed towards our goal by continuing to embrace assessment tools and platforms enabled by technologies like AI to serve our employees and provide insights that improve our learner experiences.

Our approach

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



51%

of our preferred suppliers had emission reduction targets

We recognize that our ambition to reach net zero greenhouse gas emissions by 2040 and other emission reduction goals are dependent on our engagement with value chain partners.

Our goal is to have 50% of our preferred suppliers set emissions reduction targets by 2025 and 100% of our preferred suppliers by 2030. As of 2023, we progressed towards our 2025 goal, with 51 percent of our preferred suppliers setting greenhouse gas emission reduction targets through our award-winning [Supplier Greenhouse Gas Emission Reduction Program](#).

80%

of specified customers³ had science-based targets

We've progressed towards our commitment 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. Flex invites a segment of customers based on emissions to partner to navigate the complexities of setting emission reduction targets.

Based on our governance scores, we continue to be recognized as a leader among our industry peers.

Our continuous commitment to ethics and compliance helps us earn and retain stakeholder trust while fostering a culture rooted in integrity, respect, and accountability. During 2023, ISS continued to award Flex its highest overall governance quality score rating. We continue to see the benefit of engaging with our shareholders on our governance program.

Flex was recognized as a [World's Most Ethical Company®](#) by Ethisphere for the second year in a row, reflecting our unwavering commitment to ethical business practices.

3. Progress based on our commitment 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, which was baselined in calendar year 2019.

Our sustainability recognition and ratings



2024 World's Most Ethical Company® by Ethisphere



2023 Manufacturer of the Year and Manufacturing Leadership Awards (MLA) recipient for sixth consecutive year



Environment + Energy Top Project of the Year for our Supplier Greenhouse Gas Emission Reduction Program



Sustainability Environmental Achievement and Leadership (SEAL) award in the sustainable service category



Asia-Pacific Climate Leader 2023



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



CDP's A-List for Climate Change for fourth consecutive year



FTSE4Good

FTSE4GOOD Index Series for the eighth consecutive year

Explore our full [2024 sustainability report](#) for more details about our sustainability performance.