flex

2025 Task Force on Climate-related Financial Disclosures Report

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Flex Cover Statement

Flex is pleased to provide information on our climate-related financial risks and the measures we have adopted to reduce and adapt to those risks. This report covers the 2025 fiscal year (April 2024 – March 2025). This report includes information on potential climate-related risks and opportunities that may be relevant to Flex; however, their inclusion does not imply their materiality, likelihood, or potential financial impact. These examples are illustrative in nature and are intended to support stakeholder understanding of Flex's approach to climate-related risk management.

This report is aligned with the disclosure recommendations outlined in the Final Report: **Recommendations of the Task Force on Climate-related Financial Disclosures (TCFD), June 2017**. All recommended disclosures from the selected framework have been addressed in accordance with the California Air Resources Board (CARB) minimum disclosure requirements outlined in the "Climate-related Financial Risk Disclosures: Draft Checklist." Where any disclosure recommended by the TCFD has not been made, Flex has provided a brief explanation of the rationale for non-disclosure and our plans for future disclosure.

Governance: Disclose the organization's governance around climate-related risks and opportunities.

TCFD Recommendation	Flex Disclosure	Disclosure Source
a) **Describe the Board's oversight of climate-related risks and opportunities.**	Primary responsibility for overseeing climate-related risks resides with the Nominating, Governance and Public Responsibility Committee (NG&PR Committee) of our Board of Directors. The NG&PR Committee is responsible for shaping and overseeing the application of the Company's corporate governance and sustainability policies and procedures and oversees Flex's sustainability program. The Audit Committee reviews the Company's policies and practices with respect to risk assessment, risk management, disclosures, and select legal and regulatory matters and compliance policies and programs. Since Flex's first TCFD report, published in 2022, Flex's Board, primarily through the NG&PR Committee, has continued to oversee climate-related topics through regular updates and structured reviews. The NG&PR Committee is furnished with regular updates on our sustainability goals, KPIs, and actions, ensuring the Board maintains visibility into the Company's climate-related performance and progress. The Board also receives briefings on external developments. The NG&PR Committee is briefed on ongoing and proposed public policy initiatives impacting the environment, which enables Board members to monitor regulatory changes and understand how evolving environmental policies may influence the Company's strategy and risk exposure. In addition to monitoring the external landscape, the Committee oversees internal progress. The NG&PR Committee reviews sustainability-related goals and progress on metrics and targets. These activities reflect direct Board engagement with climate-related goal setting, performance tracking, and policy alignment. Our sustainability governance structure continues to include active management involvement. With leaders contributing to sustainability reporting and oversight.	Flex TCFD Report Governance Section 2024 CDP Response Question 4.1.2

TCFD Recommendation	Flex Disclosure	Disclosure Source
b) Describe management's role in assessing and managing climate-related risks and opportunities.	Sustainability is a top priority for Flex and has been integrated across management levels. Our Functional Owners have clearly defined performance goals to ensure every pillar of our sustainability program is executed effectively, driving progress toward our Company objectives and sustainability commitments. Our CEO is a member of our Board of Directors, which engages in a review of Flex's sustainability program twice annually, including our sustainability efforts, and participates in an annual sustainability director education session. The Executive Leadership Team (ELT) is the highest management level committee responsible for climate-related risks. The ELT oversees strategic climate and carbon reduction program and reports directly to the CEO. The ELT provides guidance and direction on the integration of sustainability programs, including climate-related matters, across all aspects of our business. Climate-related responsibilities are led by the Sr. Director, Head of Sustainability and Foundation Officer, who chairs the Sustainability Leadership Committee—a cross-functional body that includes leaders from Operations, Supply Chain, HR, Legal, Finance, and Business Units. This committee ensures the design, implementation, and monitoring of our sustainability and climate strategies across the enterprise. At the operational level, the Global Sustainability Team partners with regional leads and site-level sustainability committees to execute these strategies and oversee performance. Complementing this, the Global Resiliency team maintains an ever-evolving and site-specific resiliency plan to ensure a systemic approach to our crisis and emergency response plans, which provide guidance for taking swift action when issues arise. The combination of our global standards and site-specific procedures ensures ongoing compliance and contributes to the continuous improvement of our program. Site-level sustainability matters (including climate-related risks) for our global network of manufacturing and logistics facilities are overseen by site Sustainability Teams.	Flex TCFD Report Governance Section 2024 CDP Response Question 4.3.1

Strategy: Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning where such information is material.

TCFD Recommendation	Flex Disclosure	Disclosure Source
a) **Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.**	Flex evaluates climate-related risks and opportunities across the short-, medium-, and long-term time horizons to understand how different climate impacts may influence operations, supply chains, and overall business. The short-term horizon is the 3-5 year time period, 2025-2027, the medium-term horizon is the 5-10 year period, 2027-2032, and the long-term horizon is the 10-25 year period, 2032-2047. Across all time horizons, Flex considers how climate-related risks could affect resilience, operational continuity, and strategic positioning, recognizing that different risks manifest at different speeds and may compound over time. **Physical risks:** The scenario analysis showed that under all emissions scenarios all 100+ Flex logistics and manufacturing facilities are projected to be exposed to future increases in average and extreme temperatures. The scenario analysis indicated rising temperatures can affect our assets and operations through losses in employee productivity, accelerated HVAC system degradation and increases in cooling needs that may increase cooling costs. Some of our coastal facilities in the Asia-Pacific region are modeled to be exposed to acute storm surge and wind hazards from tropical cyclones. Rising sea levels are projected to increase these facilities' exposure to storm surge hazards over time. Overall, Flex's operations are not water-intensive. However, water is a component of some production processes as well for maintaining consistent temperature and humidity in our facilities and manufacturing equipment, and water supply disruptions could potentially affect critical business functions. The scenario analysis results indicated that some of our facilities are projected to be exposed to drought and water stress hazards. **Transition risks:** Flex's greatest transition risk exposure is via our customers and supply chain. Flex is exposed to the transition risks of its customers – if they fail to adapt to the low-carbon economy. Flex and its suppliers and customers could face resulting procurement challenges and potential revenue and reputation impacts. As customer expectations increasingly center on low-carbon products, transparent emissions data, and alignment with science-based targets, Flex faces additional transition risk if we cannot meet these evolving sustainability-related requirements. This may influence purchasing decisions, supplier selection, and long-term customer relationships.	

TCFD Recommendation	Flex Disclosure	Disclosure Source
a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	**Transition Opportunities:** Flex's climate-related opportunities increase under smoother low-carbon transition pathways, driven by the growing availability of renewable energy, rising demand for low-carbon products and services, and expanding sustainability expectations from customers. By improving energy efficiency and expanding renewable energy procurement across its global operations, including on-site generation and third-party sourcing, Flex can reduce operating costs, lower greenhouse gas emissions, and strengthen customer relationships. In parallel, Flex is leveraging its technological capabilities and circular economy solutions to support customers in measuring, reducing, and managing product-related emissions, enabling access to new markets and revenue streams over the medium to long-term, while reinforcing its position as a partner in the low-carbon transition. Across both the physical and transition climate scenario analyses, Flex's results indicate that climate-related risks tend to increase over the long term as the severity and likelihood of climate impacts increase. Under physical scenarios, the modeled financial impacts rise from the 2030s into the 2050s as acute hazards become more pronounced. These escalating hazard conditions contribute to higher modeled losses in later decades, even when accounting for existing adaptive capacity. Transition-related risks are projected to intensify over longer time horizons as global economies implement more substantial policy, technology and market shifts linked to decarbonization. The long-term horizon also presents the greatest potential opportunity, as widespread transformation of energy systems and supply chains can create expanded demand for low-carbon technologies and manufacturing capabilities. Overall, the scenario analysis results reflect a consistent pattern; as climate change progresses and economic systems evolve in response, both the risks and opportunities relevant to Flex's operations are projected to intensity in the medium- to long-term.	
b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	**Revenues:** The revenues from our energy-related climate change solutions were sizeable in the last fiscal year. Flex is continuing to pursue additional business in this sector with industrial customers, public and private utilities, energy developers, and others. Although our assessment of fiscal year 2026 is not complete, approximately 30-35% of Flex's revenue is tied to low-carbon and energy-transition themes across multiple business units, including CEC (Communications, Enterprise and Cloud), Lifestyle, Consumer Devices, Industrial, Automotive, and Health Solutions. This includes Data center and Power products supporting energy-efficient compute and grid-to-chip electrification (~$6.7B in fiscal year 26), automotive compute and power-electronics systems for EV and hybrid platforms (~$1B), and Industrial/Reliability solutions serving grid modernization, renewables, and energy efficiency (~$1B). Demand growth associated with electrification, renewable energy, and AI-related data-center power infrastructure has contributed to material revenue expansion (e.g., approximately 35% growth in fiscal year 26 Data Center/Power revenue) and improved profitability,	

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b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	reflected in adjusted operating margins exceeding 6%. Climate-related impacts can also create revenue losses because of severe weather events that can impact our manufacturing operations. Losses could include business interruption (both shipments and supplies) as well as physical damage to facilities. These types of weather events have usefully informed our business continuity planning. Policy uncertainty, including tariff changes and revised Inflation Reduction Act incentives, as well as softer renewable-energy capital expenditure, have resulted in low-single-digit declines in certain industrial and renewables segments. Flex also expects structural margin expansion and sustained gross-margin uplift as our portfolio continues to tilt toward higher-value, low-carbon end-markets, supported by multi-year demand for electrification, energy efficiency, and AI-driven power infrastructure. Overall, climate-transition exposure has been accretive to Flex's financial performance since fiscal year 2025, supporting long-term strategic alignment with low-carbon end-markets. **Indirect costs:** Increasing or decreasing temperatures could impact site energy usage and increase operational costs or disrupt production capacity. This risk is being managed through improved efficiencies in energy usage and facilities climate control and through the addition of site power generation capabilities, where appropriate. Flex has also managed indirect impacts such as elevated energy and logistics costs through regionalization and productivity initiatives. There are no significant cost expenditures at this time. We are continuing to invest in LED lighting, onsite solar and procurement of green energy through local utilities, Power Purchase Agreements (PPAs), etc. From a commercial cost standpoint, Flex has not observed a significant increase in indirect product costs directly attributable to electricity pricing. While electricity is a component of overall cost structure, it is not a primary cost driver relative to factors such as minimum labor wages and metal costs. Electricity price changes have also been highly regional, with notable increases in the United States over the past three to four years, while pricing in parts of Europe has remained stable or even declined year-over-year. With respect to power availability, Flex has experienced rising electricity-capacity requirements associated with the expansion of data-center-related operations. From an indirect procurement perspective, this has created growing demand for upgrades to existing electrical infrastructure, although detailed technical assessments are managed by the Facilities team. At this time, these factors have not resulted in material cost increases but continue to inform long-term planning and resiliency measures. **Acquisitions and divestments:** We are looking for growth opportunities in several areas that have the potential to mitigate climate change, including renewable energy, connected home, autonomous vehicles, power solutions, and supply chain optimization. Flex's recent acquisition activity reflects our strategic alignment with climate-related opportunities and the transition toward low-carbon and circular economy markets. In May 2024, Flex acquired FreeFlow, a company serving global secondary markets with asset-disposition services and digital circular-economy tracking and reporting capabilities. FreeFlow's activities are included within the scope of this report and support Flex's broader focus on resource	

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b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.

efficiency, product circularity, and end-of-life value recovery. In November of 2024, Flex also acquired JetCool, a provider of advanced liquid-cooling solutions tailored for the data-center market, and Crown Technical Systems, a leader in fully integrated power-distribution and protection systems used in grid modernization and electrification. These acquisitions position Flex to further capture growth in energy-efficient compute infrastructure, grid resilience, and low-carbon power systems. These acquisitions strengthen Flex's ability to serve climate-aligned end-markets, diversify revenue toward electrification and circularity, and support long-term strategic planning in alignment with the energy transition.

Access to capital:

We anticipate climate-related risks and opportunities may impact our access to capital, and we are working continuously to meet our investors' expectations. Our Sustainability team is monitoring the development of climate-related risks through our **strategy & performance and compliance** functions and feeds any insights back into our strategy. Flex continues to diversify our portfolio with a focus on energy related capabilities. We are growing our differentiated capabilities to continue meeting and anticipating customer and market needs and create value for our existing and new customers. Additionally, we provide companies with new product introduction expertise to support their product development efforts in the areas of climate-related solutions to grow their business from design to full production.

Assets:

Physical climate-related impacts, such as severe weather events have impacted our facilities in China and India, leading to temporary impairment of the business as well as physical damage to structures and other facilities.

In September, Typhoon Ragasa approached Zhuhai, a city located in China, with a forecasted Category 12-15 winds, extreme rainfall, and a citywide typhoon alert. Flex implemented its established emergency preparedness and climate adaptation protocols to safeguard people, operations, and assets. Prior to Typhoon Ragasa, each Business Unit convened its Emergency Response Team to coordinate site-wide actions. Teams reinforced doors, windows, exterior structures, and rooftop equipment to withstand high winds; cleared or secured all movable outdoor items; and conducted full drainage system inspections to mitigate flood and pluvial runoff risks. Emergency supplies such as food, drinking water, sandbags, flashlights, walkie-talkies and PPE were staged in advance, while high-value materials were transferred to protected storage areas. Backup generators were tested to ensure immediate availability and dedicated on-duty emergency staff were positioned across the campus.

When the city implemented its mandatory "five-stop" policy, Flex safely halted production, pausing 3.5 shifts, and maintained continuous communication with employees and customers. Backup power systems were checked, emergency duty teams were assigned, and real-time meteorological updates were integrated into live decision-making throughout the event window. This proactive, coordinated response demonstrates Flex's ability to anticipate and manage intensifying climate-driven weather hazards, while minimizing disruptions and enabling rapid operational recovery.

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b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	We could also experience business interruptions indirectly, as a result of service interruption from utilities, transportation or telecommunications providers. Reduced production due to business interruption can affect our ability to deliver products to our customers on time, or perform critical business functions, which could adversely affect our revenue and require significant recovery time and expenditures to resume operations. Transition climate risks related to carbon pricing policies lead to increased operating costs associated with reporting, disclosure, environmental compliance and management (e.g., taxes, purchase levies, or management costs such as consulting and IT fees). We could also incur costs associated with altering our manufacturing and operations in order to comply with environmental regulations. In addition, our failure to comply with environmental laws and regulations could also limit our ability to expand our facilities.	
c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	Flex's strategy demonstrates resilience across a wide range of future climate conditions, including scenarios consistent with limiting global warming to 2°C or lower, as well as higher-warming pathways evaluated through its climate scenario analysis. Flex incorporates climate considerations into its strategic planning and governance processes, supported by Board-level oversight through the Nominating, Governance & Public Responsibility (NG&PR) Committee. This committee regularly reviews sustainability goals, progress against targets, emerging regulatory developments, and stakeholder expectations, ensuring that relevant climate-related risks remain embedded in strategic decisions. Flex's Board members also possess relevant risk management and sustainability-related competencies, which strengthens leadership capacity to assess risks and adjust strategy over time. Flex's quantitative physical climate scenario analysis, conducted in alignment with TCFD guidance, evaluated exposure across all 100+ logistics and manufacturing facilities under two Representative Concentration Pathway scenarios, RCP4.5 and RCP8.5. Under both scenarios, all sites are projected to face increases in average and extreme temperatures, which may reduce employee productivity, increase cooling demand, and accelerate HVAC system degradation. Some coastal Asia-Pacific facilities are modeled to face heightened exposure to storm surge and wind hazards due to tropical cyclones and sea-level rise, while others may experience increased drought and water stress that could disrupt key production processes or temperature-controlled operations. These findings suggest that climate change will increase Flex's historical exposure to and impacts from severe weather events. Flex has already embedded several measures that enhance resilience under these physical scenarios at our sites. These include backup power and water systems to ensure operational continuity during extreme heat or grid instability; targeted energy-efficiency projects; onsite solar installations and cogeneration systems; water-reduction and water-reuse initiatives at facilities in water-scarce locations; and ongoing efforts such as drainage system upgrades, flood control measures, and battery storage installations.	Flex TCFD Report Governance Section Flex TCFD Report Strategy Section Flex TCFD Report Risk Management Section

TCFD Recommendation	Flex Disclosure	Disclosure Source
c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	Sites periodically assess their risks, including climate risks, using the Flex ERM methodology. Flex complement these risk assessments with site-specific business continuity plans, which include lessons learned from past weather disruptions integrated into preparedness strategies. In addition to physical risks, Flex assessed its strategic resilience under transition scenarios, including the International Energy Agency's Sustainable Development Scenario (SDS), which reflects a pathway consistent with keeping warming "well below 2°C," and the Network for Greening the Financial System (NGFS) Delayed Transition Scenario, which models an abrupt tightening of climate policy after 2030. Under these scenarios, Flex may face constraints on critical minerals used in low-carbon technologies, volatility in clean energy markets, and changing customer expectations related to emissions performance. The Company's largest transition risk exposure occurs via its customers and supply chain; if these stakeholders fail to meet the demands of a low-carbon economy, Flex could experience revenue or reputational impacts. Despite these risks, Flex's strategy shows resilience under a 2°C or lower scenario due to several proactive risk mitigation measures. The Company has strengthened sustainability governance structures, expanded management oversight of climate-related risks, and enhanced reporting processes. Flex also invests in renewable energy procurement, onsite generation, LED lighting retrofits, and efficiency improvements across its operations, which reduce exposure to carbon-related regulatory risks and future energy cost volatility. Strategically, Flex is expanding its business portfolio to include climate-aligned products and services, including energy-efficient technologies, renewable energy solutions, electric vehicle infrastructure, autonomous systems, power solutions, and circular-economy offerings. These sectors benefit from growing market demand under a 2°C scenario and position Flex to capture new opportunities driven by customer decarbonization needs. The Company also generates significant revenue from existing climate-related solutions and continues to support customers through carbon-footprinting tools and design services that enable low-carbon product development. Taken together, these governance practices, scenario findings, operational measures, and strategic investments indicate that Flex's strategy is resilient across a range of climate futures, including a well-below-2°C transition pathway and higher-warming physical-impact scenarios. Flex has adopted a forward-looking approach that incorporates climate change into planning, mitigates risks where feasible, and positions the organization to capture climate-related opportunities that emerge under multiple plausible futures.	Flex TCFD Report Governance Section Flex TCFD Report Strategy Section Flex TCFD Report Risk Management Section

Risk Management: Disclose how the organization identifies, assesses, and manages climate-related risks.

TCFD Recommendation	Flex Disclosure	Disclosure Source
a) **Describe the organization's processes for identifying and assessing climate-related risks.**	Flex employs a structured, multi-layered process to identify and assess climate-related risks across its global operations, incorporating both governance-driven oversight and detailed analytical methodologies. At the governance level, the NG&PR Committee oversees climate-related risks as part of its broader sustainability oversight responsibilities. The committee receives regular updates from management on sustainability goals, KPIs, regulatory developments, and emerging expectations. This oversight helps to ensure that climate-related risks are appropriately identified and elevated to leadership for consideration in strategic planning. Flex's enhanced sustainability governance structure, noted by management as a recent improvement, further strengthens the Company's ability to identify and evaluate climate-related risks across functions. Operationally, Flex integrates climate-related risk identification into its enterprise risk management processes. As discussed in the TCFD report, Flex's company-wide risk identification process includes assessing regulatory developments, customer requirements, supply chain vulnerabilities, energy supply risks, and potential business interruptions arising from extreme weather events. The Global Sustainability team coordinates climate-related risk activities, prioritizes risks for senior leadership, and shares results with the Executive Leadership Team and the Board. Flex also conducts materiality assessments that incorporate stakeholder input to determine which climate-related risks have the greatest potential impact. When it comes to site-level physical risks, Flex conducts detailed resilience assessments across its global manufacturing and logistics facilities. Each site is advised to consider climate risks in their risk assessments and is evaluated against EHS management system criteria, including climate-related controls. Each site is also required to maintain emergency and business continuity plans. Facilities also undergo audits following the Responsible Business Alliance (RBA) protocol, which includes environment -related requirements. Flex supplements these assessments with TCFD-aligned climate scenario analysis, using quantitative modeling to evaluate Flex sites' exposure to acute and chronic climate hazards under multiple warming scenarios. This analysis included evaluation of average annual loss projections for hazards such as extreme heat, coastal flooding, tropical cyclones, river flooding, drought, and water stress. The scenario analysis provided a forward-looking assessment that quantifies how climate hazards may intensify over time, offering an additional layer of climate risk identification that informs long-term strategy and investment planning.	Flex TCFD Report Governance Section Flex TCFD Report Strategy Section Flex TCFD Report Risk Management Section

TCFD Recommendation	Flex Disclosure	Disclosure Source
a) Describe the organization's processes for identifying and assessing climate-related risks.	For transition risks, Flex evaluates exposure using global policy and energy system scenarios developed by the International Energy Agency (IEA) and the Network for Greening the Financial System (NGFS). These scenarios, including the Sustainable Development Scenario (aligned with a well-below-2°C future), the Stated Policies Scenario, and the NGFS Delayed Transition Scenario, allow Flex to assess potential risks related to carbon pricing, clean energy availability, technology shifts, shifting customer expectations, and supply chain dynamics. The Company also reviews country-specific regulatory and market conditions for key geographies that represent Flex's sales or supplier activity, enabling localized identification of transition risks. Across the organization, results from sustainability assessments, regional environmental health and safety (EHS) reviews, supplier evaluations, and risk scorecards are consolidated and reported monthly to the Sr. Director, Head of Global Sustainability and Foundation Officer, with high-priority risks escalated to the Executive Leadership Team and the Board for mitigation and monitoring. Together, these governance, analytical, site-level, and scenario-based processes enable Flex to maintain a comprehensive and forward-looking framework for identifying and assessing climate-related risks across short-, medium-, and long-term time horizons.	Flex TCFD Report Governance Section Flex TCFD Report Strategy Section Flex TCFD Report Risk Management Section
b) Describe the organization's processes for managing climate-related risks.	Flex manages climate-related risks through a combination of governance-led oversight, enterprise-wide risk management systems, operational resilience programs, supplier engagement, and targeted mitigation actions informed by both physical and transition risk analyses. At the governance level, climate-related risks are managed through the oversight of the NG&PR Committee, which receives updates on sustainability performance, climate-related progress, regulatory developments, and emerging expectations on a recurring basis. The committee receives regular reports from senior management and elevates priority risks to the Board of Directors for strategic discussion and action. Flex's sustainability governance structure ensures that climate-related risks are incorporated into key decision-making processes, including strategy development and operational planning. Flex's enterprise risk management (ERM) framework is utilized to track and report climate-related risks. Flex's Enterprise Risk Management (ERM) framework was formally established five years ago to provide a structured approach for identifying, assessing, and mitigating risks across the organization. The ERM process evaluates major exposures across the organization, including strategic, operational, financial, compliance, supply chain, and environmental sustainability risks. Cross-functional teams along with risk owners, review and update risks every six months to ensure alignment and responsiveness to evolving conditions. Climate-related risks that pose a substantive financial or operational impact such as energy disruptions, regulatory changes, extreme weather events, or supply chain instability, are evaluated as part of this effort. Risks with high likelihood and enterprise-wide impact are escalated to the Executive Leadership Team for management direction and reported to the Audit Committee for oversight.	Flex TCFD Report Risk Management Section

TCFD Recommendation	Flex Disclosure	Disclosure Source
b) Describe the organization's processes for managing climate-related risks.	The Global Sustainability Team coordinates cross-functional management activities, ensures alignment on climate priorities, and leads monthly committee meetings to advance mitigation actions across global teams. At the operational level, Flex manages physical climate risks by maintaining business continuity plans, emergency preparedness procedures, and resilience protocols across its global facilities. All sites are required to adhere to the Company's EHS management system, which includes climate-related controls and risk mitigation expectations. Site-level climate resilience assessments help determine whether sites have adequate flood control systems, backup energy and water capacity, and measures in place to withstand rising temperatures, extreme weather, and potential utility outages. The Crisis Management teams at different sites play a critical role in identifying emerging risks and developing mitigation strategies in improving business continuity and crisis recovery capacity. Acute physical climate risks are managed through site-level preparedness and response procedures embedded within each site's Crisis Emergency Management Plan (CEMP). Every site conducts a formal risk assessment to evaluate exposure to extreme weather events, including typhoons, hurricanes, flooding, snowstorms, and other localized hazards, and develops customized response plans based on its specific risk profile. These localized plans include preventive and protective measures such as reinforcing exterior windows and doors, pruning or bracing at-risk trees, clearing loose materials and debris, relocating inventory from flood-prone areas, and maintaining upgraded drainage pathways. In regions exposed to severe winter weather, sites implement snow-removal protocols, including plowing, salting, and sanding of parking areas. Facilities may also temporarily adjust or cancel work shifts or site transportation when weather conditions pose safety or operational risks. While most precautions incur only minor costs, work-shift cancellations or temporary production disruptions may result in lost revenue on a case-by-case basis. These procedures form part of Flex's broader climate-risk management process, enabling sites to anticipate, reduce, and respond to acute physical climate hazards as part of operational continuity planning. Flex also maintains insurance coverage across multiple carriers to support recovery from severe physical impacts. Flex manages risks from water scarcity and water stress by implementing water efficiency projects, installing rainwater collection and recycling systems, and reducing water usage in water-scarce regions. Similarly, Flex mitigates energy-related risks by improving energy efficiency, deploying onsite renewable energy and cogeneration systems, and increasing procurement of renewable energy to reduce exposure to grid instability and future carbon regulation. Flex integrates site-level climate-resilience measures into its overall risk-management process. Recent investments have focused on strengthening site infrastructure against acute and chronic climate hazards. Examples include upgrades to drainage systems, enhanced flood-control measures, and targeted risk assessments at high-exposure locations.	Flex TCFD Report Risk Management Section

TCFD Recommendation	Flex Disclosure	Disclosure Source
b) Describe the organization's processes for managing climate-related risks.	Flex is also evaluating the installation of battery-energy-storage systems at its largest facility in Guadalajara to support continuity during extreme heat or grid instability, and similar systems have already been implemented at sites in China to mitigate the impacts of typhoons. These preparations have proven effective, with no major operational consequences reported during recent climate-related events. Additionally, Flex is undertaking white-roof renovation projects as part of its adaptation toolkit. These renovations reduce heat absorption, improve energy efficiency, and address temperature-related operational risks; in some locations, white roofs are being "tipped" to further reduce reflection and mitigate localized atmospheric effects. These initiatives are supported by broader facility upgrades, including drainage improvements, localized flood protection, and expanded energy-storage capacity, and are incorporated into site-level risk controls within Flex's enterprise risk-management framework. For transition risks associated with policy changes, customer expectations, and technology shifts, Flex manages exposures through proactive engagement with customers, monitoring global regulatory developments, and adjusting its energy sourcing and operational strategies accordingly. The Company is expanding investments in renewable energy, efficiency initiatives, and low-carbon product lines, which reduces exposure to carbon pricing policies and shifting market demands. Supply chain risk management is another core component of Flex's climate risk management practices. Flex engages suppliers through audits, training programs, and education efforts to ensure supplier alignment with climate expectations. The Company requires preferred suppliers to adopt environmental management systems and to measure, report, and reduce their GHG emissions and adding in Renewable Energy targets. Supplier scorecards, self-assessments, and outreach programs help mitigate risks associated with supply chain challenges, energy market disruptions, and climate-related facility vulnerabilities.	Flex TCFD Report Risk Management Section
c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	Climate risks identified through sustainability reviews, scenario analysis, and site-level assessments are fed into the same corporate processes used to evaluate operational, financial, compliance, and strategic risks. These governance mechanisms, operational controls, supplier programs, and risk mitigation investments form a comprehensive process for managing climate-related risks across Flex's value chain and global operations. As previously mentioned, climate-related risks are overseen by both the Audit Committee and the NG&PR Committee. These committees receive recurring updates on sustainability goals, emerging regulations, and key climate-related risks and actions, aimed to ensure that climate considerations are reviewed alongside other enterprise-wide exposures.	Flex TCFD Report Governance Section Flex TCFD Report Strategy Section Flex TCFD Report Risk Management Section

TCFD Recommendation	Flex Disclosure	Disclosure Source
c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	Flex's ERM process includes climate-related risks such as regulatory developments, customer requirements, energy and raw material disruptions, and potential facility impacts from extreme weather events. These risks' likelihood and impact are assessed, and the residual risks with high likelihood and impact are escalated to the Executive Leadership Team and relevant Board committees through the same processes used for other material risks. The Global Sustainability Team plays a central coordinating role, leading cross-functional meetings, synthesizing risk inputs from operations, supply chain, facilities, EHS, HR, legal, finance among other teams, and reporting key findings to senior management. Physical and transition risks identified through the Company's climate scenario analysis are incorporated into business continuity planning, investment decisions, and broader strategic planning. These findings guide mitigation measures such as energy efficiency projects, backup power and water systems, renewable energy procurement, and supplier engagement, all of which are treated as part of Flex's overall risk management response. At Flex, employee safety remains our top priority, especially as climate-related risks and extreme weather events become more frequent and severe. We take a proactive approach to emergency preparedness and response across all manufacturing sites, integrating climate risk considerations into our planning. This includes robust site-level contingency strategies, continuous monitoring of weather forecasts, and clear communication protocols to ensure swift action. Beyond operational continuity, our commitment extends to protecting people living on-site in dormitories, reinforcing our belief that safeguarding employees and communities is fundamental to building resilience in a changing climate. In addition, all facilities are required to implement the Company's EHS management system, undergo RBA-aligned audits, and maintain emergency and business continuity plans, integrating climate-related considerations directly into operational risk management. Supplier audit and assessments review suppliers for sustainability commitment and Supplier Chain Risk Management processes further embed climate-related risks into value-chain risk management. Through these governance, operational, and analytical mechanisms, climate-related risk identification, assessment, and management are not siloed activities. Instead, they are systematically incorporated into Flex's ongoing enterprise risk management processes, ensuring that climate risks are evaluated, escalated, and addressed within the same structures that guide company-wide risk decision-making.	Flex TCFD Report Governance Section Flex TCFD Report Strategy Section Flex TCFD Report Risk Management Section

Metrics and Targets: Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.

TCFD Recommendation	Flex Disclosure	Disclosure Source
a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	Flex tracks and reports multiple climate-related performance indicators, including Scope 1 and Scope 2 greenhouse gas emissions, percentage of renewable energy, water withdrawal in water-scarce areas, waste-to-landfill reduction, and supplier and customer engagement. The Company's emissions data, such as total market-based Scope 1 and 2 CO_2e emissions, are used to evaluate operational climate impacts and to monitor progress toward its long-term emissions reduction targets, including a commitment to reduce absolute Scope 1 and 2 emissions by 50% by 2030[1] and reach net-zero emissions by 2040. In addition to emissions metrics, Flex monitors renewable energy deployment, including onsite solar and green-power procurement, which supports both physical-risk mitigation (e.g., managing grid instability and heat-related demand) and transition risk strategies. Water-related metrics are used to assess exposure to water stress risks identified through scenario analysis. Waste-related metrics, including zero-waste certifications, support broader environmental performance and resource-efficiency goals. Flex also tracks supplier climate performance metrics, including the percentage of preferred suppliers with GHG reduction targets, renewable energy targets and the number of suppliers trained on environmental and climate-related requirements. These indicators help Flex evaluate transition risks linked to its supply chain, including exposure to carbon-intensive materials or suppliers lacking climate preparedness encouraging sourcing to suppliers who prioritize climate related concerns. These metrics provide a structured basis for evaluating climate-related risks and opportunities across the Company's operations, supply chain, and customer base.	Flex TCFD Report Governance Section Flex TCFD Report Strategy Section Flex TCFD Report Risk Management Section Flex TCFD Report Metrics and Targets Section Our sustainability goals and performance

1. The target boundary includes biogenic emissions and removals from bioenergy feedstocks.

TCFD Recommendation	Flex Disclosure	Disclosure Source
b) Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks.	Flex reports its Scope 1 and Scope 2 greenhouse gas emissions annually and ties these disclosures directly to its climate-related risk management. Flex's total Scope 1 and 2 market-based emissions for 2024 were 496,560 metric tons of CO_2e, a 43% reduction from the Company's 2019 baseline. These emissions figures are used to track progress toward Flex's climate targets, including its commitment to reduce absolute Scope 1 and 2 emissions by 50% by 2030[2] and achieve net-zero emissions by 2040. As part of our acceptance into the Science Based Targets initiative (SBTi), we conducted an exhaustive data analysis of each of the 15 categories of Scope 3 emissions. Page 81 of our 2025 Sustainability Report provides a detailed breakdown of Scope 3 emissions across applicable categories. The total Scope 3 emissions for the most recent year are reported in metric tons of CO_2e. The related risks associated with Scope 1 and 2 emissions primarily include exposure to emerging carbon pricing policies, increased energy costs, regulatory compliance requirements, and operational impacts driven by energy demand. Heat-related facility energy loads and grid instability under climate scenarios also showcase the importance of controlling operational emissions and increasing renewable energy sourcing. Flex has identified Scope 3-related transition risks across its value chain, including customer decarbonization expectations, supplier emissions performance, access to critical materials, and exposure to carbon-intensive transport. Flex's targets require 70% of key customers to have science-based targets by 2025 and 100% of preferred suppliers to set GHG reduction targets by 2030. We note in our 2025 Sustainability report that 100% of our customer-related Scope 3 emissions are now associated with customers that have science-based targets, which represents 100% of the progress against the 70% target. Scope 3 related risks include potential supply chain disruptions, changes in the availability and cost of critical minerals, reputational or revenue impacts if customers fail to meet their own climate commitments, and increased transportation emissions costs associated with long-distance shipping.	Flex TCFD Report Metrics and Targets Section Our sustainability goals and performance Flex 2025 Sustainability Report

2. The target boundary includes biogenic emissions and removals from bioenergy feedstocks.

TCFD Recommendation	Flex Disclosure	Disclosure Source
c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	Flex has established a set of science-based, time-bound targets to manage climate-related risks and capitalize on low-carbon opportunities, and these targets guide the Company's strategic planning, operational decisions, and supplier and customer engagement efforts. As described in the TCFD report, Flex's primary climate-related targets are aligned with the Science Based Targets initiative (SBTi) and consistent with limiting global temperature rise to 1.5°C. Flex has committed to reduce absolute Scope 1 and Scope 2 GHG emissions by 50% by 2030[3] and to achieve net-zero emissions across its operations by 2040. These targets help mitigate transition risks such as carbon pricing, energy cost volatility, and tightening regulations, while also supporting physical-risk resilience by reducing reliance on carbon-intensive and grid-sensitive energy sources. Flex also maintains value-chain targets that address Scope 3–related risks and opportunities. Our SBTi-approved commitments include ensuring that 70% of our customers (measured by emissions from purchased goods and services, capital goods, and use of sold products) will have science-based targets by 2025, and that 100% of its preferred suppliers will set GHG emissions reduction targets by 2030. These goals manage exposure to customer and supplier transition risks by encouraging alignment with low-carbon production, material sourcing, and product-use expectations. As stated in our 2025 Sustainability Report, 100% of Flex's specified customers had science-based targets, which represents 100% of the progress against the 70% target. Flex also tracks operational metrics tied to climate-related opportunities, including expansion of onsite renewable energy, increased green-power procurement, energy-efficiency improvements, and water-reduction milestones in water-scarce regions. Alongside our primary decarbonization targets, Flex achieved a 43% reduction in Scope 1 and 2 emissions in 2024 from our 2019 baseline.	Flex TCFD Report Metrics and Targets Section

3. The target boundary includes biogenic emissions and removals from bioenergy feedstocks

About Flex

Flex (Reg. No. 199002645H) is the manufacturing partner of choice that helps leading brands design, build, and manage products that improve the world. With a global footprint spanning 30 countries, Flex delivers advanced manufacturing and supply chain solutions, innovative products and technology, and lifecycle services that support customers from concept to scale. In the AI era, Flex is helping customers accelerate data center deployment by solving power, heat, and scale challenges through cutting-edge power and cooling technology and scalable IT infrastructure solutions. For more information, visit flex.com.