

Privacy Notice

This Privacy Notice describes Flex's and its group companies' practices regarding information we collect, use and disclose through EthicsPoint, the external system that allows you to report suspected violations of laws or regulations, our Code of Business Conduct and Ethics or company policies, or ask questions about Corporate Compliance.

If you do not wish to use this channel, you can contact your supervisor, local management or a representative of the Human Resources, Legal or Corporate Compliance Departments to report the respective matter or ask your question about Corporate Compliance.

You may contact Flex with any questions relating to this Notice or EthicsPoint as follows:

Flex Global Data Privacy Officer at dataprotection@flex.com

Flex Compliance Group at compliance.counts@flex.com

What Personal Information and information is collected and processed?

EthicsPoint captures the following Personal Information and information that you provide when you make a report or ask a question: (i) your name and contact details (unless you report or ask a question anonymously) and whether you are employed by Flex; (ii) the name and other Personal Information of the persons you name in your report or question if you provide such information (i.e.: description of functions and contact details); and (iii) a description of the alleged misconduct as well as a description of the circumstances of the incident or question. Note that depending upon the laws of the country in which you are residing, the report or question may not be made anonymously; however, your personal information will be treated confidentially and will only be disclosed as set out below.

How we collect Personal Information?

Personal Information is collected in EthicsPoint through the reporting/ask a question form, or by the call center operators, both channels are supported by our service provider Navex Global Inc. (Service Provider).

What is the purpose of the collection of Personal Information?

We collect your Personal Information for the sole purpose of registering and investigating your complaint and/or to respond to your compliance question.

How will Personal Information and other information be processed and who may access it?

The Personal Information and other information you provide will be stored in a database which is located on servers hosted and operated by our Service Provider in the United States. We have concluded contractual agreements with the Service Provider to secure the information you provide in accordance with applicable law.

For the purpose of processing and investigating your report and/or to respond to your compliance question and subject to the provisions of local law, the Personal Information and other information you provide may be accessed, processed and used by the relevant personnel of Flex, including Human Resources, Finance, Internal Audit, Legal, Corporate Compliance, management, external advisors (e.g. legal advisors), the police and/or other enforcement or regulatory authorities, or, in limited circumstances, by technical staff of our Service Provider. Those individuals may be located in the United States or elsewhere.

Security

We have implemented reasonable technical, organizational and administrative measures to protect Personal Information and share it only as needed and only with authorized individuals.

How long will the Personal Information be kept?

The Personal Information you provide will be kept as long as necessary to process your report and/or to respond to your compliance question, or, if applicable, as long as necessary to initiate sanctions or to meet our legal or financial needs.

Please refer to our Privacy Policy for more details on how we process Personal Information. If you are an employee, please refer to Flex Employee Privacy Notice published on company's intranet.