



Sustainability at Flex

Driven by our purpose and values and building on 20 years of investment and experience in sustainability, we apply an accountable, ethical approach to everything we do.

We drive disciplined practices to:

- Address the broader environmental and social challenges of our world
- Cultivate a workplace that enhances experiences and opportunities for our people
- Lead with integrity
- Help accelerate a more sustainable value chain



Through our sustainability strategy and initiatives, we're committed to:



Reducing our environmental impact



Investing in our communities



Advancing a safe, inclusive and respectful work environment



Partnering with our customers and suppliers to help mitigate value chain emissions



Driving ethical and environmental, social and corporate governance (ESG)-compliant practices with transparency



Our framework and 2030 sustainability goals

Continuing our purpose-driven journey, we are focused on our sustainability goals aligned with our strategic framework, which centers on our world, our people and our approach and spans several pillars.



- United Nations Sustainable Development Goals (UN SDGs) Alignment
- #3  Good Health and Well-being
 - #8  Decent Work and Economic Growth
 - #12  Responsible Consumption and Production
 - #13  Climate Action

We focus our commitments, policies, management, goals and initiatives to drive sustainability activities and actions across our framework through specific, measurable goals.



Our world

Environment

- Commit to reduce absolute scope 1 and 2 GHG emissions 50% by 2030 from a 2019 base year.¹
- Achieve zero waste in 50% of our manufacturing and logistics sites by 2025
- Reduce water withdrawn² by 5%, focusing on sites located in water scarce areas, by 2025

Community

- Commit to 100% of our major sites³ partner with a local NGO by 2025
- Commit to provide the tools needed to engage 75% of employees to volunteer by 2025 and 100% by 2030



Our people

Health and safety

- Commit to reducing total case incident rate (TCIR) to 0.2 by 2025
- Commit to certifying all manufacturing sites with 'RBA factory of choice' by 2025

Diversity, equity and inclusion

- Increase female representation at the director level and above globally
- Increase racial and ethnic diverse representation at the director level and above in the U.S.
- Achieve pay parity in the U.S. by 2022

Labor practices

- Ensure 100% of our employees have access to emotional / mental health programs by 2023
- Target an average of 40 hours of training & development annually per employee by 2025



Our approach

Suppliers

- Commit that 50% of our 'Preferred Suppliers' will set their own GHG emissions reduction targets by 2025 and 100% by 2030

Customers

- 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

Ethics

- Be independently evaluated as having a world-class ethics and compliance program by 2025

Governance

- Continue to maintain high (top quartile) governance standards as measured by investors, proxy advisory firms, and governance best practices

A commitment to net zero emissions by 2040

By 2040, we are committed to reaching net-zero greenhouse gas emissions. We joined the Science Based Targets initiative in 2021 and are focused on scope 1, 2 and 3 emissions reduction targets aligned with the Paris Agreement's goal of limiting global temperature rise to 1.5°C above preindustrial levels. We at Flex will continue to take a multi-pronged emissions reduction approach to support our net zero ambition, including investing in site and system efficiencies, procuring and deploying renewable energy and continuing collaboration with our ecosystem of customers and suppliers to develop and implement energy and emissions reduction strategies.

Sustainability is in our DNA

Our aim is to make products that improve the world and enable market-leading brands to maintain a competitive, enduring advantage. 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.

SOURCES

1. The target boundary includes biogenic emissions and removals from bioenergy feedstocks. | 2. per revenue | 3. Sites with more than 1000 employees

Flex (Reg. No. 199002645H) is the manufacturing partner of choice that helps a diverse customer base design and build products that improve the world. Through the collective strength of a global workforce across 30 countries and responsible, sustainable operations, Flex delivers technology innovation, supply chain, and manufacturing solutions to diverse industries and end markets. For more information, visit flex.com.

