

Retiree Privacy Notice – California Residents

Last updated: January 1, 2023

Pursuant to Section 1798.100(a) and Section 1798.145(m)(3) – (4) of the California Civil Code, if you are a California resident and a retiree of Flex International USA, Inc. or any of the Flex group companies (collectively, “Flex”/“we”/“us”/“our”), then you have a right to know certain information about the data collected by or on behalf of Flex and your rights regarding those data practices.

For any questions or comments about this Notice, please email our Data Privacy Officer at dataprotection@flex.com, using the subject line “CCPA/ CPRA Rights”

We reserve the right to change this Notice without prior notice to you. We will update this page when we do so; updates to this Notice shall be effective upon posting unless otherwise communicated to you. You should check this site (<https://flex.com/other/our-policies>) regularly to see recent changes.

Categories of Information Collected and Purposes for Which Such Information Will Be Used

We collect the information listed in the tables below from the following sources of information: directly from you, using technologies on the website, or from third parties.

	What we collect The categories of information we collect about you includes:	How we use it We use this information for certain activities, including:	Why we use it We use this information for the following reasons:
1	Personal details such as name, gender, date of birth, home address, national tax ID, social security number, driver's licence number, passport number and personal email address, copies of official ID documents (where required by applicable law)	To operate the business and administer the employment relationship Payroll administration Administration of employee compensation and benefits arrangements and employee care services Administration of personnel records (for example, in relation to leave, absences, pay and benefits) Business travel Maintaining directories and facilitating and recording communications Authorisation controls and data security	Performing our obligations, or exercising our rights, under our employment contract with you or in order to enter into an employment contract with you; for compliance with any contractual, legal or regulatory obligations to which Flex is subject; we have a legitimate business interest, such as: <ul style="list-style-type: none">• for facilitating Human Resources (HR) management functions• for backup purposes to facilitate business continuity

	What we collect The categories of information we collect about you includes:	How we use it We use this information for certain activities, including:	Why we use it We use this information for the following reasons:
		Backup and business continuity Compliance with contractual, legal and regulatory obligations and dealing with legal claims and disputes Protecting intellectual property, confidential information and our assets Management forecasts and planning changes in group structure	
2	Education and training details such as CV, qualifications, academic records, schools, training record and professional expertise	Training Career and professional development and talent management Performance management and appraisals	Performing our obligations, or exercising our rights, under our employment contract with you or in order to enter into an employment contract with you; we have a legitimate business interest, such as: <ul style="list-style-type: none"> • for facilitating Human Resources (HR) management functions
3	Details of previous employment	To operate the business and administer the employment relationship	Performing our obligations, or exercising our rights, under our employment contract with you or in order to enter into an employment contract with you;
4	Immigration status and details and copy of your work permit (where applicable)	Compliance with contractual, legal, and regulatory obligations	Performing our obligations, or exercising our rights, under our employment contract with you or in order to enter into an employment contract with you; For compliance with any contractual, legal or regulatory obligations to which Flex is subject;
5	Information on criminal offences and sentences, subject to applicable law	Compliance with contractual, legal and regulatory obligations and dealing with legal claims and disputes	Performing our obligations, or exercising our rights, under our employment contract with you or in order to enter into an employment contract with you;

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			For compliance with any contractual, legal or regulatory obligations to which Flex is subject;
6	Employment details such as employment status, job role, hire date, work location, termination date, status, appraisal details and organisational details such as company employed by, office address, work phone number, individual photo, department and supervisors, cost centre, employee type and whether full time or part time, work email address, intranet user log in, supervisor details, HR adviser details, other email addresses, job description, codes and employee ID and goods and services details including details of trades or products sold by employees	To operate the business and administer the employment relationship Payroll administration Administration of employee compensation and benefits arrangements and employee care services Stock administration Administration of personnel records (for example, in relation to leave, absences, pay and benefits) Business travel Maintaining directories and facilitating and recording communications Authorisation controls and data security Backup and business continuity Monitoring performance, for example sales performance	Performing our obligations, or exercising our rights, under our employment contract with you or in order to enter into an employment contract with you; We have a legitimate business interest, such as: <ul style="list-style-type: none"> • for facilitating Human Resources (HR) management functions • for backup purposes to facilitate business continuity • for staff administration and operational purposes (for example, in relation to absences, pay, benefits and personnel records);
7	Financial details such as benefit details, stock ownership, pay, expenses, pay cheque information, bank account information, bonus targets and pensions information	To operate the business and administer the employment relationship Payroll administration Administration of employee compensation and benefits	Performing our obligations, or exercising our rights, under our employment contract with you or in order to enter into an employment contract with you; For compliance with any contractual, legal or regulatory obligations to which Flex is subject;

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		arrangements and employee care services Stock administration	We have a legitimate business interest, such as: <ul style="list-style-type: none"> • for facilitating Human Resources (HR) management functions • for staff administration and operational purposes (for example, in relation to absences, pay, benefits and personnel records)
8	Details of training, appraisals, recruitment and leaving information, grievances, disciplinary investigations and outcomes (including alleged or actual breaches of policies and procedures and whistle-blower reports), sickness, absence and health and safety records	To operate the business and administer the employment relationship Administration of personnel records (for example, in relation to leave, absences, pay and benefits) Training Career and professional development and talent management Performance management and appraisals Disciplinary and grievance proceedings	Performing our obligations, or exercising our rights, under our employment contract with you or in order to enter into an employment contract with you; For compliance with any contractual, legal or regulatory obligations to which Flex is subject; We have a legitimate business interest, such as: <ul style="list-style-type: none"> • for facilitating Human Resources (HR) management functions
9	Driver's licence if you travel in connection with your employment;	To operate the business and administer the employment relationship Business travel	Performing our obligations, or exercising our rights, under our employment contract with you or in order to enter into an employment contract with you; For compliance with any contractual, legal or regulatory obligations to which Flex is subject;
10	Trade union membership but only with consent or if otherwise authorised under applicable law	To operate the business and administer the employment relationship	Performing our obligations, or exercising our rights, under our employment contract with you or in order to enter into an employment contract with you

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			For compliance with any contractual, legal or regulatory obligations to which Flex is subject;
11	<p>Other Special Category Data, including diversity data, such as:</p> <ul style="list-style-type: none"> • Racial and ethnic origin • Religious beliefs or other beliefs of a similar nature • Sexual orientation • Physical or mental health or condition (e.g. disabilities, health records, accidents at work information, information obtained from your doctor) 	<p>To operate the business and administer the employment relationship</p> <p>For equal opportunities management subject to applicable local law</p>	<p>Performing our obligations, or exercising our rights, under our employment contract with you or in order to enter into an employment contract with you;</p> <p>For compliance with any contractual, legal or regulatory obligations to which Flex is subject;</p> <p>We have obtained your consent to collect your data at the point at which you provide it. You can withdraw this consent at any time by contacting the HR team</p>
12	<p>Information relating to your family including:</p> <p>Family or other contact details (for emergency contact purposes)</p> <p>Number and identity of dependents and spouse or partner (if any)</p> <p>Beneficiary information, including name and contact details of beneficiaries of benefits for</p>	<p>To operate the business and administer the employment relationship</p> <p>Administration of employee compensation and benefits arrangements and employee care services</p> <p>Contact with next of kin</p>	<p>Performing our obligations, or exercising our rights, under our employment contract with you or in order to enter into an employment contract with you;</p> <p>We have a legitimate business interest to:</p> <ul style="list-style-type: none"> • ensure we can on-board you onto the benefit packages you are entitled to; • ensure we are able to contact your next of kin/ family/ dependants in an emergency.

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	employees and their families; hobbies		
13	Information relating to your use of our IT: including monitoring your use of IT systems (subject to applicable law) including email, internet systems, computers, telephone systems and mobile devices by IT staff and automated systems, including use of private messaging systems	<p>To operate the business and administer the employment relationship</p> <p>Maintaining directories and facilitating and recording communications</p> <p>To verify compliance with Flex's policies and procedures and detection of inappropriate behaviour including prevention of fraud or theft and risk management;</p> <p>Protecting intellectual property, confidential information and our assets</p>	<p>For compliance with any contractual, legal or regulatory obligations to which Flex is subject;</p> <p>We have a legitimate business interest, such as:</p> <ul style="list-style-type: none"> • detection or prevention of any inappropriate behaviour or breach of Flex policies; • monitoring your use of electronic communications and information technology systems including access to the internet, email and use of telephone systems which may include access to the content of those communications; • ensuring only authorised users have access to our premises or IT systems;
14	Image in CCTV video footage	Video surveillance by CCTV for protecting the business assets and personnel safety in the workplace	<p>For compliance with any contractual, legal or regulatory obligations to which Flex is subject;</p> <p>We have a legitimate business interest to:</p> <ul style="list-style-type: none"> • protect intellectual property, confidential information and our assets
15	Communications in the workplace and other information relating to your employment with us: including emails, telephone calls and letters	<p>To operate the business and administer the employment relationship</p> <p>Maintaining directories and facilitating and recording communications</p>	<p>Performing our obligations, or exercising our rights, under our employment contract with you or in order to enter into an employment contract with you;</p> <p>For compliance with any contractual, legal or regulatory obligations to which Flex is subject;</p>

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			<p>We have a legitimate business interest, such as</p> <ul style="list-style-type: none"> business management and other legitimate business purposes
16	<p>Categories of personal information outlined in Section 1798.80(e) (such as name, signature, social security number, physical characteristics or description, address, telephone number, passport number, driver's license or state identification card number, insurance policy number, education, employment, employment history, bank account number, credit card number, debit card number, medical information, or health insurance information)</p>	<p>To operate the business and administer the employment relationship</p> <p>Payroll administration</p> <p>Administration of employee compensation and benefits arrangements and employee care services</p> <p>Administration of personnel records (for example, in relation to leave, absences, pay and benefits)</p> <p>Business travel</p> <p>Maintaining directories and facilitating and recording communications</p> <p>Authorisation controls and data security</p> <p>Backup and business continuity</p> <p>Compliance with contractual, legal and regulatory obligations and dealing with legal claims and disputes</p>	<p>Performing our obligations, or exercising our rights, under our employment contract with you or in order to enter into an employment contract with you;</p> <p>for compliance with any contractual, legal or regulatory obligations to which Flex is subject;</p> <p>we have a legitimate business interest, such as:</p> <ul style="list-style-type: none"> for facilitating Human Resources (HR) management functions <p>for backup purposes to facilitate business continuity</p>
17	<p>Characteristics of protected classifications under California or federal law (such as age (40 years or older), race, color, ancestry,</p>	<p>To analyze workforce diversity and in connection with our diversity policies</p>	<p>Performing our obligations, or exercising our rights, under our employment contract with you or in order to enter into an employment contract with you;</p>

	What we collect The categories of information we collect about you includes:	How we use it We use this information for certain activities, including:	Why we use it We use this information for the following reasons:
	national origin, citizenship, religion or creed, marital status, medical status, medical condition, physical or mental disability, sex (including gender, gender identity, gender expression, pregnancy or childbirth, and related medical conditions), sexual orientation, veteran or military status, genetic information (including familial genetic information))		for compliance with any contractual, legal or regulatory obligations to which Flex is subject; we have a legitimate business interest, such as: <ul style="list-style-type: none"> • for facilitating Human Resources (HR) management function • for backup purposes to facilitate business continuity

We collect the sensitive personal information listed in rows 4, 7, 9, 10, 11, 14, 15, 16, and 17 in the table above for the purposes outlined in the corresponding columns. The sources of the information are found below under "Sources of Your Information."

Sources of Your Information

We collect personal information from a variety of sources but much of the information comes directly from current and former employees, applicants and contractors by telephone and email. Where personal information has not been collected from current and former employees, applicants and contractors directly, the source of the information may be derived from the following sources:

- Recruiters and agencies
- Recruitment vetting processes
- Social media sites and other public internet sites

We also collect information from other sources such as credit reference agencies and insurance information bureaus, government or financial institutions or from public sources such as telephone directories, newspapers, internet sites, commercially available marketing lists, registries or public records

How We Share Your Information

Flex may disclose Retiree Personal Data to Flex group companies or third parties where the disclosure is for specific legitimate business interests or as required by law or regulation including to:

- Current, past or prospective employers;
- Education, training and examining bodies;
- Payroll and stock administrators;
- Suppliers and contractors who support Flex operations including who administer personnel records, employee benefits, recruitment or training;
- Other suppliers and customers and/or providers of goods and services;
- Employment and recruitment agencies;
- Other members of the Flex Group including staff in HR, IT, business managers and HR Global Business Services;
- Intermediaries and business partners;
- Financial organisations and advisors;
- Credit reference agencies;
- Pension fund administrators;
- Professional advisers such as accountants and lawyers;
- Government and law enforcement bodies as required by law; and
- Potential acquirers or purchasers in relation to disposals of any of Flex's business or assets.

Data Retention

We will retain your personal information covered by this Notice for as long as required to perform the purposes for which the data was collected, depending on the legal basis on which that data was obtained and/or whether additional legal/regulatory obligations mandate that we retain the personal information. In general terms, this will mean that personal information will be kept for the period required by tax, company and financial services laws and regulations and as long as it is legally permitted for individuals to be able to bring a claim against us and for us to be able to defend ourselves against any legal claims. This will generally be the length of the employment relationship plus the length of any applicable statutory limitation period under local law.

Your CCPA/CPRA Rights

Beginning January 1, 2023, if you are a California resident, then you also have certain rights, pursuant to the California Consumer Rights Act of 2018, as amended by the California Privacy Rights Act ("CCPA/CPRA"). These CCPA/CPRA rights may only apply in certain circumstances and are subject

to certain exemptions. Please see the table below for a summary of your rights. You can exercise these rights using the contact details below.

If you would like to submit a verifiable request, you can do so using any of the following designated request methods: by calling HR Global Business Services at 1-866-772-7470 or email dataprotection@flex.com using the subject line "CCPA/CPRA Rights." You can also make updates to your data by logging into your account.

We may ask for certain information to verify a request in accordance with applicable law.

We did not disclose or sell any personal information to third parties for their business or commercial purposes during the last 12 months. We do not knowingly collect any personal information from anyone under 18 years of age. We do not knowingly sell personal information, including information of individuals under 16 years of age. We did not disclose or sell any sensitive personal information, as defined by CCPA/CPRA, to third parties for their business or commercial purposes during the last 12 months. We do not use or disclose any sensitive personal information, as defined by CCPA/CPRA, for purposes other than the purposes specified in Cal. Civ. Code Section 1798.140(e) and allowed by regulations promulgated pursuant to Cal. Civ. Code Section 1798.185(a)(11).

If you would like to print a copy of this Privacy Policy, please select the "Print" button in your web browser.

Right to Know	As a California resident, you have the right to request that we disclose what categories of personal information we collect, use, disclose and/or sell; the categories of sources from which the personal information is collected; the business or commercial purpose for collecting, selling, or sharing personal information; the categories of third parties to whom we disclose personal information; and specific pieces of personal information we have collected about you. To enable us to fulfill that request, we will need to verify your identity. We may ask for certain information to verify the request in accordance with applicable law. If we use a service provider for such verification, then that service provider will not retain such information provided for verification purposes.
Right to Request Deletion	As a California resident, you have the right to request the deletion of your personal information collected or maintained by us. To enable us to fulfill that request, we will need to verify your identity. We may ask for certain information to verify the request in accordance with applicable law. If we use a service provider for such verification, then that service provider will not retain such information provided for verification purposes.
Right to Correct	As a California resident, you have the right to request that we correct your inaccurate personal information collected or maintained by us. To enable us to fulfill that request, we will need to verify your identity. We may ask for certain information to verify the request in accordance with applicable law. If we

use a service provider for such verification, then that service provider will not retain such information provided for verification purposes.

Right to No Retaliation

As a California resident, you have a right not to receive discriminatory treatment by us for the exercise of any of your rights.

Authorized Agent

As a California resident, you can exercise your rights, or you can designate an authorized agent to make a request on your behalf. We may require that you provide the authorized agent written permission to submit a request on your behalf and that the authorized agent verifies their own identity directly with us.

Contact Us for More Information

For any questions or comments about this Notice, please email our Data Protection Officer at dataprotection@flex.com.using the subject line "CCPA/ CPRA rights".