flex

FLEX RECRUITMENT NOTICE

PROCESSING OF PERSONAL DATA

Flex International USA, Inc. of 12455G Research Blvd., Austin, Texas 78759 USA, and all other Flex group companies (hereafter "Flex") take their obligations to protect privacy and personal data very seriously.

Contact details: Your personal data is collected by Flex ("we"/"us"/"our"). If you have any questions or complaints in relation to the use of your personal data or this Recruitment Notice, you can contact our Data Privacy Officer at dataprotection@flex.com or by mail at the following address:

Flex International USA, Inc.

6201 America Center, San Jose, CA, USA

To the attention of Flex Data Privacy Officer

Personal Data Collected: We collect the information below about you during the recruitment process. If you fail to provide certain information when requested, we will not be able to progress your application.

- Information provided in your curriculum vitae, application form, covering letter and during the interview process including: your name, date of birth, age, gender, home address, personal email address, education, qualification and work experience details, and references.
- Information collected or created by us during the recruitment process including: interview notes, test scores and correspondence between us.
- Information about criminal convictions: we carry out background checks as part of the recruitment process.
- Special categories of personal data including: Racial and ethnic origin information relating to disabilities, religious beliefs or sexual orientation, physical or mental health information and immigration/naturalisation records (if this discloses racial/ethnic origin information), to the extent voluntarily provided or necessary for the positions.

Sources of Information: This information is either (a) provided by you; (b) obtained from third parties through the application and recruitment process; (c) obtained from public sources, such as LinkedIn, or (d) created by us in the course of the recruitment process.

How we use personal data: We use your personal data to progress the recruitment process, to assess and make a decision about your suitability for a role, to

communicate with you, and to carry out reference checks. We will also use your information to comply with applicable legal and regulatory requirements.

Why we use personal data: We will use the information collected from you because:

- it is necessary for us to do so before entering into a contract with you;
- we need to process your personal data in order to comply with a legal or regulatory obligation;
- because we (or a third party acting at our direction and to support our business processes) have a legitimate interest to: (a) ensure the effective administration and management of the recruitment process; (b) ensure we hire a suitable individual for a role; (c) deal with disputes and accidents and take legal or other professional advice; (d) ascertain your fitness to work; ; and (e) if your application is successful, to administer our employment relationship with you; or
- you have consented to your personal data being retained by us for a period of up to twelve (12) months to enable us to consider you for other roles, if your application is unsuccessful.

How we use special category personal data: We will process your special categories of personal data: (1) to consider whether we need to provide appropriate adjustments for any disabilities during the recruitment process; (2) for equality monitoring purposes; or (3) to comply with any legal or regulatory obligation.

Why we use special category personal data: We will use special categories of personal data collected about you because: (1) you have provided your explicit written consent; (2) we need to do so to carry out our legal obligations; (3) it is necessary for the establishment, exercise or defence or legal claims or in relation to court cases; (4) there is a substantial public interest; or (5) it is needed to protect your interests (or someone else's interests) and you are not capable of giving your consent.

Information about criminal convictions: As part of the recruitment process we may carry out criminal background checks, depending on the position you apply for. We use these checks (1) to assess your suitability for a regulated role; (2) to protect your interests, our interests and third party interests; (3) because it is necessary in relation to legal claims. We are allowed to use your personal data in this way where it is necessary to carry out our employment rights and obligations and we will always process your data in accordance with applicable local law.

Automated decision making: We may, as part of the recruitment process, carry out a background check about you. Depending on the results of such background

check, an automated decision may be reached on whether to progress your application or offer you employment. Currently this happens in Ireland.

In Ireland, we use automated decision making because the Irish Aviation law prohibits us from employing individuals who will be involved in manufacturing of avionics if they fail to meet the relevant criteria required by the law. Your application will not be progressed if your background check reveals that you fail to meet that criteria.

We may use AI-assisted tools to support our recruitment team in reviewing and organizing information in job applications, including resume screening. These tools are designed to assist—not replace—human judgment, and no hiring decision is made solely by automated means. In accordance with applicable laws, including the EU Artificial Intelligence Act and similar regulations in other jurisdictions, we provide transparency about the use of AI in our recruitment process. These tools operate under human oversight and are subject to compliance checks to ensure fairness and accuracy. You may request additional information about this processing or ask for a human review at any stage.

If you disagree with the decision, you can contest this by contacting us at: dataprotection@flex.com.

Information that we share: We will only share your personal data with the following third parties for the purposes of processing your application: (1) employment agencies, (2) background check and online test providers, and (3) regulators and competent authorities. We will also share personal data within our group for the purposes of administration, accounting and reporting purposes.

Retention of your information: We will retain your personal data for the duration of the recruitment process and for the length of any applicable limitation period for claims which might be brought against us later. Additionally, if your application is (1) successful we will retain your personal data to administer our employment relationship with you, or (2) unsuccessful and you have consented to your personal data being held by us for a period of up to twelve (12) months to enable us to consider you for other roles, we will retain your personal data for that period.

Where your information will be held: If you are a data subject within the European Economic Area (EEA), we may transfer the personal data we collect about you in the EEA to other Flex entities outside the EEA for the purposes of management and administration of the recruitment process subject to us implementing appropriate safeguards. If you are a data subject within the UK, we may transfer the personal data we collect about you in the UK to other Flex entities outside the UK for the purposes of management and administration of the recruitment process subject to us implementing appropriate safeguards. If you are a data subject within Switzerland, we may transfer the personal data we collect about you in Switzerland

to other Flex entities outside Switzerland for the purpose of management and administration of the recruitment process subject to us implementing appropriate safeguards.

The countries that we transfer data to outside of the EEA, outside the UK and outside Switzerland include: Bermuda, British Virgin Islands, Cayman Islands, China, Costa Rica, Hong Kong, India, Indonesia, Labuan, Malaysia, Mauritius, Mexico, Philippines, Saudi Arabia, Singapore, Taiwan, Ukraine and the USA. We also transfer data outside of the UK and outside of Switzerland to the EEA.

If we need to transfer EEA-derived personal data outside the EEA, or UK-derived personal data outside the UK, or Swiss-derived personal data outside Switzerland, we will take steps to make sure your personal data is protected and safeguarded once it leaves the EEA/UK or Switzerland, in particular the use of Model Clauses approved by the European Commission and permitted under Article 46 of the GDPR (for transfers from the EEA), as approved under UK data protection law (for transfers from the UK) and as approved under Swiss data protection law including a Swiss addendum, as necessary (for transfers from Switzerland).

If you would like to obtain copies of other such safeguards you can request them from us on the contact details above.

Your rights: You have the following rights in connection to your data: if they are applicable to you under local law: the rights of access, correction, erasure, objection, restriction, transfer, and the right to withdraw consent and to complain to a Supervisory Authority.

EU: the list of EU data protection authorities can be consulted here.

United Kingdom: ico.org.uk

Switzerland: www.edoeb.admin.ch

Note : While this global policy is designed to deliver consistent and efficient information to candidates on global basis , all information will always be processed in accordance with applicable local law, and data subject requests regarding personal data will be processed in accordance with applicable local law.