



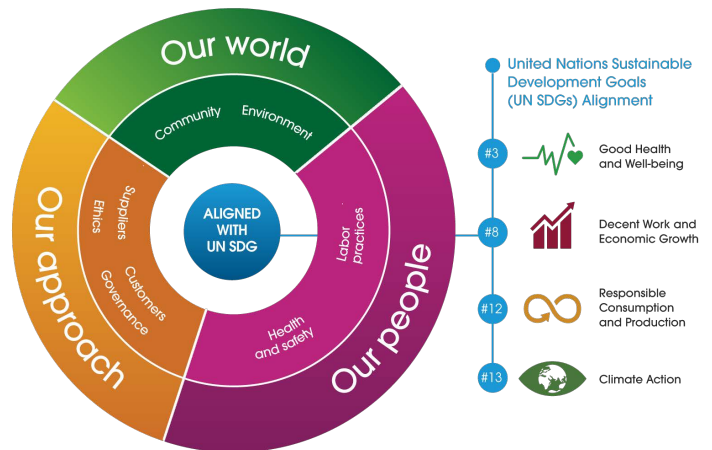
# Our 2025 sustainability report fact sheet

Our sustainability strategy drives actions within and beyond our organization, aiming for a better future while delivering value as a global manufacturing partner.

We continue to work toward our [2030 sustainability strategy and goals](#), including reaching net zero greenhouse gas emissions by 2040, focusing on mitigating our environmental impact; creating a safe and respectful working environment; investing in our communities; and driving ethical and sustainable practices with transparency.

Our world, our people, and our approach are the pillars of our sustainability strategic framework.

This year’s report theme is “transforming manufacturing, driving sustainability,” representing that sustainability remains vital to our role as a global manufacturing partner. Our report details our progress in 2024 against our 2030 sustainability strategy and goals. We’re proud to share some of the key highlights along our journey.



# Our world

Stewarding sustainable manufacturing practices that contribute to a healthier planet and give back to our communities

## 43%

decrease in absolute scope 1 and 2 greenhouse gas emissions from our 2019 base year<sup>1</sup>

## 32%

of our electricity usage was powered by renewable energy<sup>2</sup>

## 47%

of our sites within scope<sup>3</sup> validated as zero waste

Flex recognizes its role as a leading manufacturing partner in promoting sustainable practices and reducing emissions, targeting net zero greenhouse gas emissions by 2040. In 2024, we continued to build on over a decade of energy management efforts to minimize our operational emissions. To meet our operational emission reduction goal, we employ a three-pronged strategy: enhancing energy efficiency, utilizing renewable energy resources, and purchasing renewable energy.

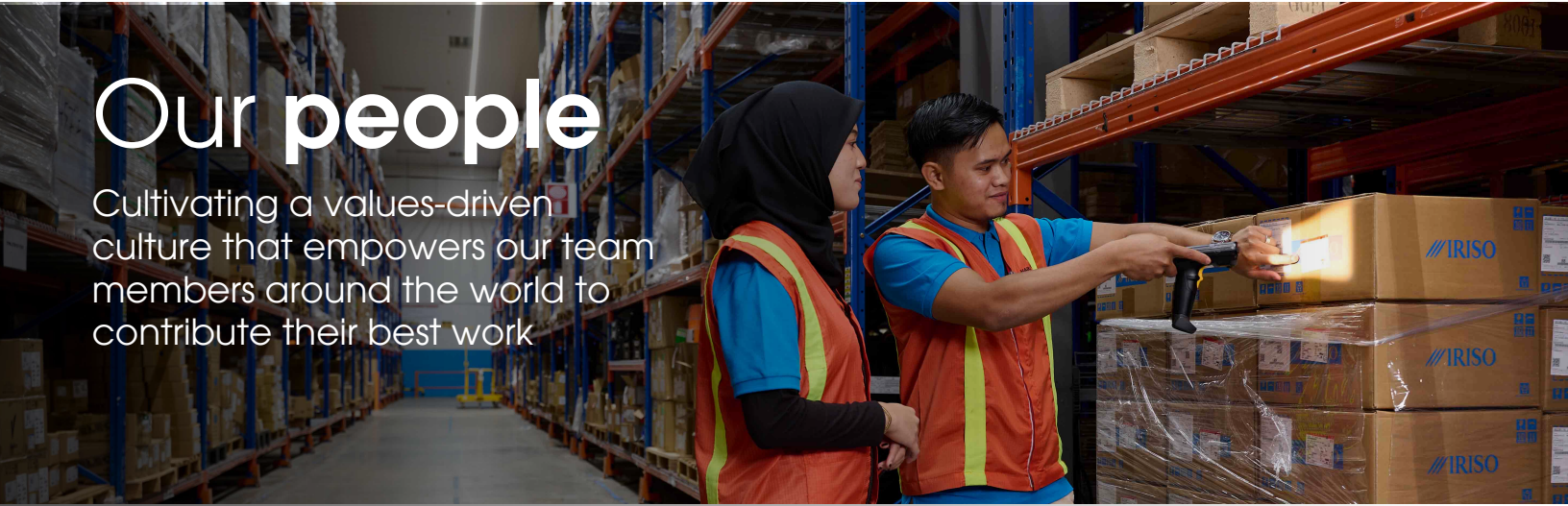
Accelerating the adoption of renewable energy is crucial for advancing our environmental commitments and ensuring long-term business success. In 2024, we maintained our investment in strengthening our energy strategy, including in solar. In 2024, Flex increased its onsite photovoltaic solar farm capacity to 40.71 MW, resulting in a reduction of over 15,000 tons of CO<sub>2</sub>e.

Our commitment to achieving zero waste focuses on adopting circular practices and seeking innovative solutions to reduce waste in our operations, which by extension supports our customers' sustainability journeys. In 2024, we made notable progress with 47 percent of our targeted sites successfully reaching zero waste to landfill.

1. The target boundary includes biogenic emissions and removals from bioenergy feedstocks. Absolute Scope 1 and 2 market-based emissions.  
 2. Percent of renewable energy is considering purchased and on-site generation divided by the total of electricity used for tracking sites.  
 3. Our 2024 progress puts us 95% towards our 2025 goal of achieving zero waste in 50% of our manufacturing and logistics sites.

# Our people

Cultivating a values-driven culture that empowers our team members around the world to contribute their best work



## 10%

decrease in total case incident rate year over year

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Our health and safety strategy focuses on employee engagement and upholding high safety standards to reduce our global total case incident rate (TCIR). Flex is actively progressing toward our goal of achieving a TCIR of 0.2 or lower by 2025, with the ultimate aim of creating a zero-injury workplace. In 2024, we continued to invest in the ongoing enhancement of our programs, policies, and initiatives to reduce risks and improve employee well-being, including advancements in machinery safety, co-bot training, and more.

## 37.2

average hours of training per employee

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At Flex, we prioritize integrating training into daily workflows, ensuring that learning is accessible and aligned with both business objectives and employee needs. Flex provides a dedicated platform that curates on-demand training content, along with technical upskilling and global mentoring programs, to enhance our world-class talent's knowledge base.

## 100%

of employees had access to emotional/mental health programs

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Our global workforce is our greatest asset, and we continue to prioritize employee wellness by fostering a culture of physical and mental well-being and maintaining that 100 percent of our employees had access to emotional/mental health programs. Our wellness initiatives offer comprehensive support worldwide. In 2024, we improved the viability and accessibility of our Employee Assistance Programs (EAP) by launching a centralized internal portal that showcases all available local wellness benefits.

# Our approach

Demonstrating a commitment to strong corporate governance, ethical practices, and integrity throughout our business and across the value chain

## 58%

preferred suppliers<sup>4</sup> commit to greenhouse gas emission reduction targets, progressing us toward our 2025 goal

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Collaborating with partners to address value chain emissions is essential to fulfilling our commitment to net zero greenhouse gas emissions by 2040. In 2024, 58 percent of our preferred suppliers set greenhouse gas emission reduction targets, progressing us toward our 2025 commitment. Flex commits to 100 percent of preferred suppliers to do the same by 2030.

## 100%

of specified customers<sup>5</sup> had science-based targets

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By adopting an ecosystem approach to tackle value chain emissions, we share and enhance best practices to advance our sustainability journeys with customers. Additionally, our reverse logistics and circular economy services, along with our design, supply chain, manufacturing, and post-production offerings, empower customers to meet their sustainability commitments, comply with regulations, and maximize product value.

**3<sup>rd</sup> year in a row being independently evaluated as having a world class ethics and compliance program**

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For the third consecutive year, Flex has been recognized as one of the World's Most Ethical Companies<sup>®</sup> by Ethisphere in 2025 for our ethical business practices in 2024. This ongoing recognition and our involvement in the Business Ethics Leadership Alliance (BELA) solidifies our reputation as a company committed to fostering a culture of integrity and sustainability, upholding the highest ethical standards.

4. Flex commits that 50% of our 'Preferred Suppliers' will set their own GHG emissions reduction targets by 2025 and 100% by 2030.

5. Progress based on our commitment that 70% of our customers by emissions covering purchased goods and services, capital goods, and use of sold products will have science-based targets by 2025, which was baselined in calendar year 2019. Top customer by emissions selection was updated based on the 2023 data. Although 20% of our top customers by emissions do not have an official SBTi target, their strategies and targets are aligned with science-based principles.

# Our sustainability recognition and ratings



2025 World's Most Ethical Companies® honoree by Ethisphere



CDP's A-List for Climate Change for fifth consecutive year



Supplier Pledge Award from HP Hope Recycling Futures



Excellence in ESG award from Cisco



**ERICSSON**

Ericsson Supplier Sustainability Award



Times and Statista included Flex on the World's Best Companies list for the second consecutive year in 2024

Explore our full [2025 sustainability report](#).