



FLEX PRIVACY STATEMENT

EXTERNAL CANDIDATE'S CONSENT

Flex International USA, Inc. of 6201 America Center, San Jose, CA, USA, and all other Flex group companies (hereafter Flex) takes its obligations to protect privacy and personal information very seriously and is committed to complying with all applicable data protection laws.

Collection and processing of personal data

When you apply for employment, Flex collects and processes personal information that you submit to us through our Flex Careers website or in job interviews as well as information of other sources (e.g. headhunters), if applicable and admissible according to local law.

For submitting your application via our Flex Careers website, you can either create a user account by entering a user ID and password or you can simply fill in your data in the application forms. If you choose to create a user account, you will be able to monitor the current status of your application at Flex.

During the recruiting process Flex may collect and process personal information such as:

- Data that you enter through our Flex Careers website (e.g. in application forms, in the course of creating a user account or by linking your LinkedIn account);
- Data that you submit in the CV or in other documents;
- Data about you that is generated by recruiters in the recruitment process;
- Data about your education, work experience, or other data revealed during background screenings as per the local law requirements;
- Sensitive data about your health or disability where the data is relevant for your ability to work or about your race / ethnicity / religion / gender/ veteran status where it is required by government for reporting purposes and is admissible according to local law. Flex has stricter rules that apply for collecting and processing sensitive data which are in accordance with the Data Privacy laws and legislation in relation to it.

If data fields are marked optional, you can freely choose if you would like to fill them. You can always add any information you would like to submit via your CV or other documents you attach.

Purposes of processing

The personal information collected is used only in the recruitment process in order to assess your suitability for the job for which you are applying.

We will also use your personal information to assess your suitability for other open positions within Flex that you may be interested in and to notify you about these.

If you are offered a job or become employed at Flex, your personal data will be processed for HR management and other employment related purposes in compliance with local law.

Disclosures of Personal Data

Your Personal Data may be shared internally with authorized employees of Flex group companies who are involved in the hiring process and have a legitimate need to access and process your data for the purpose of evaluating your qualifications for the job requisition you applied to or other current or future job openings. Because of the multinational matrix organization of Flex, your personal data might be accessed by employees of various Flex companies internationally.



Your personal data will only be disclosed to third parties or external Data Processors where the disclosure is necessary in connection with recruiting and HR management, corporate governance, legal or regulatory requirements and is compliant with local law.

When we use external Data Processors to process your personal data we make sure they have implemented appropriate technical and organisational safeguards for processing and we conclude contractual arrangements regarding data privacy, including rules to confidentiality.

International transfer of personal data

Flex has implemented internal Data Privacy Standards and policies to safeguard intercompany data transfers consistently with the European Union's rules for data processing. These so called Binding Corporate Rules make sure your personal data are protected adequately when transferred between Flex companies nationally or internationally.

In case we transfer your personal data in a country where applicable data protection and privacy laws provide less protection than our internal rules, our internal rules apply. However, if your country's applicable data protection and privacy laws provide a higher protection, we will ensure that we will comply with the higher standard.

If we disclose your personal data to third parties or external data processors as described above that are located in a country outside the European Union, we will take appropriate measures to ensure an adequate level of data protection (e.g. by conducting EU Standard Contractual Clauses).

Your personal data will be stored in an application hosted by an external cloud provider. Flex has conducted EU Standard Contractual Clauses with the provider to safeguard your data appropriately.

Data Retention

Flex will store your personal data as long as necessary for the purpose of evaluating your qualifications and suitability for the job requisition you applied to or other current or future job openings as well as for compliance with applicable laws.

If you want to revoke your consent to the processing of your personal data and want to withdraw your application and/or you don't want to be considered for possible future job openings, you can request deletion of your personal data at any time by contacting **GermanyRecruitingFlex@flex.com**; we will delete your data as soon as possible in accordance with local legal requirements.

If you become employed at Flex, your personal data will become part of your personnel file and will be processed and stored in compliance with local law.

Data Security

We have put in place technical and organizational security measures to prevent the loss or unauthorized access of your personal information. We train our employees in the proper handling of personal information. However, while we've used our best efforts to ensure the security of your data, please be aware that we cannot guarantee the security of information transmitted over the Internet. If you have reason to believe that your interaction with us is no longer secure, please immediately notify us of the problem by contacting us as set out below.



Your Rights

You have the right to access, update or correct any information relating to you as required by applicable laws.

If you wish to receive further information about Flex Privacy Policies or wish to obtain a copy of your personal data or to correct it if you believe it's inaccurate, you may contact Flex at:

Global Data Privacy Officer:

Email: privacyoffice@flextronics.com

Phone: +1 408 576 7000

Global Business Services:

Email: dataprivacy@flextronics.com

If you want to revoke your consent to the processing of your personal data and want to withdraw your application and/or you don't want to be considered for possible future job openings, you can request deletion of your personal data as described above under "Data Retention" by contacting GermanyRecruitingFlex@flex.com.