

Flex, Ltd. (the "Company") may collect certain biometric data from employees and contractors located in the United States. This policy explains what information the Company may collect, how this information may be used, how it is stored, safeguarded, retained, and disposed of.

The Company may utilize biometric technology for building access, timeclocks and health screenings to ensure accuracy in recording time entries, security, and safety. Pursuant to the possible use of the biometric technology, the Company has instituted the following biometric information privacy policy.

The Company, its vendors, and/or the licensor of the Company's building access, timeclock, and health VFUHHQLQJ VRxZDUH KHUHLQDxHU e%LRPHWULF 6RxZDUHf PD\ FROOHFW VW RI IDFH JHRPHWU\ RU žQJHUSULQW GDWD RU RWKHU ELRPHWULFV GDWD DQG contractors access to the Company's facilities and to its time and attendance system (via scanners), for LGHQWLžFDWLRQ IUDXG SUHYHQWLRQ KHDOWK VFUHHQLQJV DQG SUH HPSOR

7KH &RPSDQ\ LWV YHQGRUV DQG RU WKH OLFHQVRU RI WKH &RPSDQ\cV %LR RU RWKHUZZLVH SURžW IURP HPSOR\HHV RU FRQWUDFWRUVC ELRPHWULF GDWD YHQGRUV DQG WKH OLFHQVRU RI WKH &RPSDQ\cV %LRPHWULF 6RxZDUH PD\ E the Company that utilize such biometric data.

3.1. Employees and contractors located in the United States.

e%LRPHWULF GDWDf PHDQV SHUVRQDO LQIRUPDWLRQ VWRUHG E\ WKH &RPSDQ FKDUDFWHULVWLFV WKDW FDQ EH XVHG WR LGHQWLI\ D SHUVRQ VXFK DV žQ RI KDQG RU IDFH JHRPHWU\ DQG DV GHžQH E\ DSSOLFDEOH 6WDWH DQG ORF eELRPHWULF LGHQWLžHUVf DQG eELRPHWULF LQIRUPDWLRQf DQG DV GHžQH

f%LRPHWULF LGHQWLžHUf PHDQV D UHWLQD RU LULV VFDQ žQJHUSULQW YRL DQG DV GHžQH E\ DSSOLFDEOH 6WDWH DQG ORFDO ODZV %LRPHWULF LGHQ

ZULWWHQ VLJQDWXUHV SKRWRJUDSKV KXPdq ELRORJLFDO VDPsoHV XVHG I demographic data, tattoo descriptions, or physical descriptions such as height, weight, hair color, or eye color.

%LRPHWULF LGHQWLŽHUV GR QRW LQFOXGH LQIRUPDWLRQ FDSWXUHg IURP D information collected, used, or stored for health care treatment, payment, or operations under the federal Health Insurance Portability and Accountability Act of 1996.

f%LRPHWULF LQIRUPDWLRQf PHDQV DQ\ LQIRUPDWLRQ UHJDUGOHVV RI KRZ L VKDUHG EDVHG RQ DQ LQGLYLGXDOcV ELRPHWULF LGHQWLŽHU XVHG WR LGHQ DQG ORFDO ODZV %LRPHWULF LQIRUPDWLRQ GRHV QRW LQFOXGH LQIRUPDW H[FOXGHg XQGHU WKH GHŽQLWLRQ RI ELRPHWULF LGHQWLŽHUV

7R WKH H[WHQW WKDW WKH &RPSDQ\ LWV YHQGRUV DQG RU WKH OLFHQVRU collect, capture, or otherwise obtain biometric data relating to an employee or contractor, the Company PXVW ŽUVW

1. Inform the employee or contractor in writing that the Company, its vendors, and/or the licensor of WKH &RPSDQ\cV %LRPHWULF 6RxZDUH DUH FROOHFWLQJ FDSWXULQJ RU F contractor's biometric data, and that the Company is providing such biometric data to its vendors and WKH OLFHQVRU RI WKH &RPSDQ\cV %LRPHWULF 6RxZDUH
2. ,QIRUP WKH HPSOR\HH RU FRQWUDFWRU LQ ZULWLQJ RI WKH VSHFLŽF SXU HPSOR\HH RU FRQWUDFWRUcV ELRPHWULF GDWD LV EHLQJ FROOHFWHG VV
3. Receive a written release signed by the employee or contractor (or his or her legally authorized repre VHQWDWLYH DXWKRUL]LQJ WKH &RPSDQ\ LWV YHQGRUV DQG RU WKH OLF ZDUH WR FROOHFW VWRUH DQG XVH WKH HPSOR\HH RU FRQWUDFWRUcV E disclosed by the Company, and for the Company to provide such biometric data to its vendors and the OLFHQVRU RI WKH &RPSDQ\cV %LRPHWULF 6RxZDUH 7KH HPSOR\HH RU FR ELRPHWULF LGHQWLŽHUV DQG ELRPHWULF LQIRUPDWLRQ ZLWKRXX DQ\ DG if they consent, later may revoke this consent at any time by notifying the Company in writing.

#### Disclosure

The Company stores all biometric data in accordance with applicable standards and laws. The Company ZLOO QRW VHOO OHDVH WUDGH RU RWKHUZLVH SURŽW IURP DQ HPSOR\HH F

The Company will not disclose or disseminate any biometric data to anyone other than its vendors and WKH OLFHQVRU RI WKH &RPSDQ\cV %LRPHWULF 6RxZDUH SURYLGLQJ SURGXFW ZLWKRXX XQOHVV

1. First obtaining written employee or contractor consent to such disclosure or dissemination (See Attached Acknowledgment Form)

2. 7KH GLVFORVHG GDWD FRPSOHWHV D ŽQDQFLDO WUDQVDFWLRQ UHTXHVWHV or contractor

3. 'LVFORVXUH LV UHTXLUHG E\ VWDWH RU IHGHUDO ODZ RU PXQLFLSDO RUG

4. 'LVFORVXUH LV UHTXLUHG SXUVXDQW WR D YDOLG ZDUUDQW RU VXESRHQD jurisdiction

Retention Schedule

7KH &RPSDQ\ VKDOO UHWDLQ ELRPHWULF GDWD RQO\ XQWLO DQG VKDOO UHT &RPSDQ\cV %LRPHWULF 6RxZDUH SHUPDQHQWO\ GHVWUR\ VXFK GDWD ZKHQ V

1. 7KH LQLWLDO SXUSR VH IRU FROOHFWLQJRU REWDLQLQJ VXFK ELRPHWULF WHUPLQDWLRQ RI WKH HPSOR\HH RU FRQWUDFWRUcV UHODWLRQVKLS ZLW

2. Within 3 years of the employee or contractor's last interaction with the Company. (Flex's goal is to de VWUR\ VXFK GDWD ZLWKLQ GD\ RI ODVW LQWHUDFWLRQ XQOHVV RWKH

%LRPHWULF GDWD ZLOO EH GHOHWHG IURP WKH &RPSDQ\cV %LRPHWULF 6RxZ contractor's relationship with the Company ceases.

,Q QR VLWXDWLRQ ZLOO ELRPHWULF GDWD EH UHWDLQHG IRU PRUH WKDQ WK ODVW LQWHUDFWLRQ ZLWK WKH &RPSDQ\ XQOHVV RWKHUZLVH UHTXLUHG E\

Data Storage

%LRPHWULF GDWD ZLOO EH VWRUHG WUDQVPLWWHG DQG SURWHFWHG XVLQ Company's industry, in a manner that is the same as or that exceeds the standards of care used to protect RWKHU FRQŽGHQWLDO LQIRUPDWLRQ KHOG E\ WKH &RPSDQ\ 7KLV LQFOXGHV to biometric data to authorized Company employees or vendors who have a business need to access the information, and using reasonable technological means to prevent unauthorized access to the information. Such storage, transmission, and protection from disclosure shall be performed in a manner that is the same as or more protective than the manner in which the Company stores, transmits and protects from disclosure RWKHU FRQŽGHQWLDO DQG VHQVLWLYH LQIRUPDWLRQ LQFOXGLQJ SHUVRQDO identify an individual or an individual's account or property, such as genetic markers, genetic testing information, account numbers, PINs, driver's license numbers and social security numbers.

(Note: This section is Mandatory if this Policy/Process/or Procedure is related to or leads to the generation of records.)

A copy of this policy will be made publicly available at ZZZ ĚH[ FRP.

The Company will update this policy if it begins collecting biometric data for any other purposes. The Company reserves the right to amend this policy at any time.

FLEX, LTD. BIOMETRIC INFORMATION PRIVACY POLICY ACKNOWLEDGMENT AND CONSENT

The employee or contractor named below has been advised and understands that the Company, its YHQGRUV DQG RU WKH OLFHQVRU RI WKH &RPSDQ\cV %LRPHWULF 6RxZDUH P data for the purpose of building access, timeclocks and health screenings to ensure security, safety, and DFFXUDF\ LQ UHFRUGLQJ WLPH HQWULHV %LRPHWULF 6RxZDUH LV D FRPSXW HPSOR\HH RU FRQWUDFWRUcV IDFLDO JHRPHWU\ RU ŹQJHUSULQW IRU SXUSRV PD\ H[WUDFW XQLTXH GDWD SRLQWV DQG FUHDWH D XQLTXH PDWKHPDWLFDO employee or contractor’s identity, for example, when the employee or contractor arrives at or departs from the workplace.

SSOLFDEOH 6WDWH DQG ORFDO ODZV UHJXODWH WKH FROOHFWLRQ VWRUDJ DQG ELRPHWULF LQIRUPDWLRQ %LRPHWULF LGHQWLŹHU PHDQV D UHWLQD RU RI KDQG RU IDFH JHRPHWU\ %LRPHWULF LQIRUPDWLRQ PHDQV DQ\ LQIRUPDW FRQYHUWHG VWRUHG RU VKDUHG EDVHG RQ DQ LQGLYLGXDOcV ELRPHWULF

7KH HPSOR\HH RU FRQWUDFWRU XQGHUVDQG WKDW KH RU VKH LV IUHH WR ELRPHWULF LQIRUPDWLRQ WR WKH &RPSDQ\ LWV YHQGRUV DQG RU WKH OLF without any adverse action. The employee or contractor may revoke this consent at any time by notifying the Company in writing.

The undersigned employee or contractor acknowledges that he/she has received the attached %LRPHWULF Information Privacy Policy , and that he/she voluntarily consents to the Company, its vendors’, and/or the OLFHQVRU RI WKH &RPSDQ\cV %LRPHWULF 6RxZDUHcV FROOHFWLRQ VWRUDJH %LRPHWULF 6RxZDUH LQFOXGLQJ WR WKH H[WHQW WKDW LW XWLOL]HV WKH LGHQWLŹHUV RU ELRPHWULF LQIRUPDWLRQ DV GHŹQH G LQ DSSOLFDEOH 6WDWH to the Company providing such biometric data to its vendors, and/or the licensor of the Company’s %LRPHWULF 6RxZDUH

\_\_\_\_\_  
Signature Date

\_\_\_\_\_  
Name (print)