

# IN OUR HANDS

## SUSTAINABILITY COMMITMENTS

## SUSTAINABILITY STRATEGY

Our company's purpose is realized through three Sustainability Pillars defined in partnership with our stakeholders.

Jabil's sustainability strategy is built on a solid foundation.

### OUR PURPOSE

To **MAKE A DIFFERENCE**, creating a better world with how we treat each other; extend innovative solutions; give back to our local communities; and respect the environment.

### OUR VISION

To be the most technologically advanced and trusted manufacturing solutions provider.

At Jabil, Sustainability is the integration of environmental health, social equity, governance, and economic growth designed to create thriving, healthy, diverse and resilient business operations for our employees and the communities in which we live and work... for this generation and generations to come.

## JOURNEY TO 2026

We have set bold five-year goals and clear key performance indicators (KPIs) to help evaluate and communicate performance against our strategic objectives. Unless otherwise noted, our goals listed below are ones we aim to achieve by FY26.

### OUR PEOPLE & COMMUNITIES

Focusing on the health, well-being and safety of our employees and the areas in which we work.

- **25%** of leadership positions held by women
- **40+** established programs for persons with disabilities
- **Five** established well-being programs at every manufacturing site
- **90%** of managers trained on mental health resiliency
- Maintain annual global site average RBA score that equates to a **silver status** rating
- **One Million** volunteer hours in calendar 2022

### OUR OPERATIONS & RESOURCES

Ensuring we operate and manage resources in our sites as efficiently as possible.

- **25%** reduction in scope 1 and 2 greenhouse gas (GHG) emissions by FY25 compared to FY19 baseline
- **77+** target EHS index score
- **6%** average global reduction of our acquired or purchased water
- **20%** of applicable sites globally achieve **90%** or more landfill diversion

### OUR INNOVATIVE SOLUTIONS

Creating unmatched solutions from design and engineering all the way to product end of life.

- **Six** total circular economy partnership projects engaged
- **8+** achievement of annual average cybersecurity score



## AIMING FOR ZERO

In 2020, we launched our first Climate Action Plan, committing to reduce our scope 1 and 2 greenhouse gas (GHG) emissions in line with the scientific community's recommendations for limiting global warming to 1.5 degrees Celsius.

### FY25

-25% GHG emissions reduction goal compared to FY19

### FY30

-50% GHG emissions reduction goal compared to FY19

## IMPACT AREAS

We are a global manufacturing solutions provider relied on by over 300 of the world's leading product brands for our end-market experience, technical and design capabilities, manufacturing know how, supply chain insights and global product management expertise.

Jabil's sustainability initiatives contribute to the achievement of 11 UN Sustainable Development Goals selected for the most impact and influence we have.

### ENVIRONMENT



### SOCIAL



### GOVERNANCE



## SUSTAINABILITY RECOGNITIONS

Ranked No. 6 on *Forbes'* first-ever Green Growth 50 List

Ranked No. 86 from 2,000+ public companies on *Newsweek America's* 2021 Most Responsible Companies

"Best Place to Work for Disability Inclusion" by Disability:IN, receiving a score of 100 on the 2021 Disability Equality Index

Named to *Forbes'* third annual list of America's Best-in-State Employers, ranking No. 8 for the state of Florida

2021 Sustainable MedTech Company of the Year Finalist

Jabil's packaging division is a signatory to the Ellen MacArthur Foundations' New Plastics Economy Global Commitment

## SUSTAINABILITY IN ACTION



Implementing a partial or full shutdown of power over the weekend, Jabil Shanghai is realizing a 6-8% electricity savings each year.



Jabil Kwidzyn altered a chemical cleaning process to reduce waste by 13 tons and water consumption by 9,000 liters each month.



Jabil Dominican Republic is collaborating with the global DEI team to develop a playbook for creating a welcoming work environment for employees with disabilities after implementing their own successful program.



**For more details on our sustainability performance, please see our 2021 Sustainability Report at: [jabil.com/sustainability](http://jabil.com/sustainability)**

## RESPONSIBLE BUSINESS ALLIANCE (RBA)

Jabil wholeheartedly endorses the collective effort of the RBA and seeks to continuously improve the living, working and environmental conditions under which we operate. As a Silver Status member, our responsible manufacturing processes and practices are in accordance with RBA Code of Conduct, and spans suppliers and subcontractors under Jabil's direct sourcing and engineering control.

## ABOUT JABIL

**1966**  
FOUNDED IN MICHIGAN, USA

**50+**  
MILLION SQUARE FEET OF MANUFACTURING SPACE

**100+**  
SITES STRATEGICALLY LOCATED AROUND THE WORLD

**230K**  
DEDICATED EMPLOYEES

  
TENURED MANAGEMENT TEAM

**\$29.3**  
BILLION REVENUE IN FY21