

FOR CALIFORNIA RESIDENTS

CALIFORNIA JOB APPLICANT PRIVACY NOTICE

Effective: Jan. 2023
Last Updated: Sept. 2023

This notice describes the categories of personal information collected by Jabil Inc. (“Company” or “Jabil”) and the purposes for which such information may be collected and used. It also provides information concerning Jabil’s record retention practices and rights you may have under the California Consumer Privacy Act, as amended (“CCPA”). For more complete information about Jabil’s Privacy Policy and California CCPA Privacy Policy, please visit www.jabil.com/about-us/the-jabil-code/privacy.html.

Categories of Personal Information Collected
<p><u>Identifiers and Contact information.</u> This category includes real name, alias, address, telephone number, mobile number, email address, date of birth, signature, IP address, and other similar contact information and identifiers.</p>
<p><u>Protected classification information.</u> This category includes information that may reveal characteristics of protected classifications under California or federal law.</p>
<p><u>Internet or other electronic network activity information.</u> This category includes without limitation:</p> <ul style="list-style-type: none">• all activity on the Company’s information systems, such as internet browsing history, search history, email communications, usernames and passwords, and• all activity on communications systems including phone calls, call logs, voice mails, text messages, chat logs, and app use.
<p><u>Geolocation data.</u> This category includes GPS location data from the Company’s information systems including company-issued mobile devices and laptop computers.</p>
<p><u>Audio, electronic, visual, thermal, olfactory, or similar information.</u> This category includes, for example, information collected from cameras, thermometers, microphones, and similar devices.</p>
<p><u>Professional and employment-related information.</u> This category includes without limitation:</p> <ul style="list-style-type: none">• data submitted with employment applications including employment history, recommendations, etc.,• background check and criminal history,• work schedule needs and preferences,• work authorization, and• fitness for duty data and reports.
<p><u>Education information.</u> This category includes education history.</p>
<p><u>Limited medical information.</u> This category includes without limitation:</p> <ul style="list-style-type: none">• symptoms, test results, and other indicators of exposure to the coronavirus (COVID-19) and related vaccination status information• fitness for duty data and reports,• leave of absence information including physical and mental health data concerning employee and his or her family members, and

- travel information and information regarding close contacts.

Sensitive Personal Information. This category includes sensitive information such as:

- social security, driver’s license, state identification card, or passport numbers,
- account log-in information, account names, or bank account information,
- precise geolocation,
- racial or ethnic origin, religious or philosophical beliefs, or union membership,
- Medical, genetic, or biometric information, and
- information concerning health and sex life or sexual orientation.

Inferences. This category includes inferences drawn from any of these categories of information.

Purposes for Use of Personal Information (Including Sensitive Personal Information)

- Collecting and processing employment applications, including confirming eligibility and qualifications for employment, background and related checks, as necessary.
- Evaluating an individual’s appropriateness for a particular position at the Company, or promotion to a new position.
- Communicating with you about your application.
- Maintaining personnel records and record retention requirements.
- Complying with applicable state and federal labor, employment, equal employment opportunity, and related laws.
- Preventing unauthorized access to or use of the Company’s property, including the Company’s information systems, electronic devices, network, and data.
- Investigating complaints, grievances, and suspected violations of Company policy.
- Protecting the legal rights, privacy, safety or property of Company or its employees, agents, contractors, customers or the public.
- Protecting against fraud or other illegal activity or for risk management purposes.
- Enforcing the Company’s website’s terms of use.
- Designing, implementing, and promoting the Company’s diversity and inclusion programs.
- Improving safety of our facilities for employees, customers, and the public with regard to use of Company property and equipment.
- Facilitating other business administrative functions and strategic activities, such as risk management, information technology and communications, financial management and reporting, workforce and succession planning, and mergers and acquisition activities, and maintenance of licenses, permits, and authorization applicable to Company operations.

Sources and Disclosures of Personal Information

To carry out the purposes outlined above, Jabil may disclose information with third parties or service providers, such as background check vendors, third-party staffing vendors and information technology vendors, outside legal counsel, and state or federal governmental agencies.

Jabil does not sell or share, as those terms are defined under applicable law, the above categories of Personal Information. We also do not use or disclose your sensitive personal information for purposes that, with limited exceptions, are not necessary to process your application as reasonably expected by an average job applicant.

For detailed information on the sources of personal information we collect and the categories of third parties to whom we may disclose personal information, please see Jabil's Privacy Policy and California CCPA Privacy Policy: www.jabil.com/about-us/the-jabil-code/privacy.html.

The Company may add to the categories of personal information it collects and the purposes it uses personal information. In that case, the Company will inform you.

Because there are numerous types of personal information in each category, and various uses for each type, actual retention periods vary. Except as otherwise permitted or required by applicable law, regulation, or other legal obligation, the Company will retain your personal information only for as long as necessary to fulfill the purposes it is collected for, in line with the Company's data retention policy. Under some circumstances, the Company may aggregate and/or anonymize your personal information so that it can no longer be associated with you. The Company reserves the right to use such anonymous and de-identified data for any legitimate business purpose without further notice to you or your consent.

You may have certain rights under the CCPA, including the rights to request information about the collection of your personal information, to access your personal information in a portable format, and to correct or delete your personal information. To learn more about these rights and how to exercise them, please see Jabil's California CCPA Privacy Policy: www.jabil.com/about-us/the-jabil-code/privacy.html. Jabil will not discriminate or retaliate against candidates for exercising their rights under the CCPA.

The Company reserves the right to amend this Notice at any time without advance notice.

If you have questions about this notice, you may call **1-888-705-3044** or email privacy@jabil.com.