

Sustainability Strategy & Goals



Jabil's comprehensive sustainability strategy aligns with the United Nations' Sustainable Development Goals (SDGs). Our own sustainability goals are grouped under three foundational pillars: **People & Communities**, **Operations & Resources**, and **Innovative Solutions**.

For each goal, we set measurable key performance indicators (KPIs) and monitor their progress using data-driven dashboards. Unless otherwise stated, we strive to meet or exceed these goals by the end of Jabil's fiscal year 2026.

Jabil's Vision

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

How Jabil Defines Sustainability

At Jabil, sustainability is the integration of environmental health, social responsibility, governance and economic growth. Through Jabil's sustainability strategy, we aim to create thriving, healthy, and resilient business operations for our employees and the communities in which we live and work – **for this generation and for generations to come.**

We understand our responsibility to be good stewards of natural resources and positively contribute to global environmental and social challenges. We listened to our stakeholders and developed our strategy and goals in alignment with the social and environmental challenges they care about most, and the areas we believe we can make the biggest impact.



Our People & Communities

Focusing on the health, wellbeing and safety of our people and the communities in which we operate

Respect & Inclusivity

25% of Leadership Positions (Defined as Director Level or Above) Held by Women

40+ Established Programs for Persons with Disabilities

Human Rights

≥160 Annual Average RBA Score of Sites Audited (Equates to a Silver status recognition for each site achieving over 160 in an RBA VAP Audit)

Community Volunteerism

500k Volunteer Hours Each Calendar Year



Our Operations & Resources

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

Climate Action

25% Reduction in Operational* Greenhouse Gas (GHG) Emissions by Close of FY25

Healthy Environment & Safe Operations

80+ Target EHS Index Score

Resource Efficiency

6% Average Global Reduction of our Acquired or Purchased Water

20% of Applicable Sites Globally Achieving 90% or More Landfill Diversion (3P Assured)



Our Innovative Solutions

Delivering sustainable innovations throughout the product lifecycle

Circular Economy

10 Total Circular Economy Projects Partnerships Engaged

Cybersecurity

8+ Annual Average Cybersecurity Score

** Jabil's climate action targets pertain to Jabil's Scope 1 and Scope 2 Market-Based GHG emissions. Jabil also has longer-term climate ambitions, including a 50% reduction in operational emissions by FY30 and operational carbon neutrality by 2045, all from a FY19 baseline.*



For more details on our sustainability strategy and performance, please see our Fiscal Year 2025 Sustainability Progress Report at jabil.com/sustainability

Impact Areas

Jabil's sustainability initiatives contribute to the achievement of **13 UN Sustainable Development Goals** selected for the most impact and influence we have.



Our Awards & Partnerships

- | America's Greenest Companies 2025 – *Newsweek*
- | America's Climate Leaders 2025 – *USA Today*
- | America's Most Responsible Companies 2025 – *Newsweek*
- | EcoVadis Gold Rating – *EcoVadis*
- | Sustainability Leadership Award, DQS Sustainability Leadership Summit – *DQS*

Responsible Business Alliance (RBA)

Jabil is a founding member of the RBA which was established in 2004 to promote social, ethical, and environmental responsibility in the global electronics supply chain. Jabil fully supports the RBA Vision and Mission. As RBA members, we adopt the RBA Code of Conduct which addresses labor, health and safety, environment, ethics, and management systems and commit to responsible business practices throughout the Jabil organization and our supply chain.

About Jabil

At Jabil (NYSE: JBL), we are proud to be a trusted partner for the world's top brands, offering comprehensive engineering, supply chain, and manufacturing solutions. With 60 years of experience across industries and a vast network of over 100 sites worldwide, Jabil combines global reach with local expertise to deliver both scalable and customized solutions. Our commitment extends beyond business success as we strive to build sustainable processes that minimize environmental impact and foster vibrant and diverse communities around the globe. Discover more at www.jabil.com.

