



JABIL



2024
Sustainability
PROGRESS REPORT



Report Publication Date: February 28, 2025

Forward-Looking Statements. This Report contains certain forward-looking statements based on Jabil management’s current assumptions and expectations, including statements regarding our ESG targets, goals, commitments, and programs and other business plans, initiatives, and objectives. These statements are typically accompanied by the words “aim,” “hope,” “believe,” “estimate,” “plan,” “expect,” “aspire,” “goal,” “commit,” or similar words. Many of the numbers and percentages used in this Report are estimates or approximations and may be based on assumptions. All such statements are intended to enjoy the protection of the safe harbor for forward-looking statements within the meaning of Section 21E of the Securities Exchange Act of 1934, as amended. Our actual future results, including the achievement of our targets, goals, or commitments, could differ materially from our projected results as the result of changes in circumstances, assumptions not being realized or other risks, uncertainties, and factors. Such risks, uncertainties, and factors include the risk factors discussed in Item 1A of our most recent annual report on Form 10-K and in our subsequent quarterly reports on Form 10-Q filed with the Securities and Exchange Commission. We urge you to consider all of the risks, uncertainties, and factors identified above or discussed in such reports carefully in evaluating the forward-looking statements in this Report. Jabil cannot assure you that the results reflected or implied by any forward-looking statement will be realized or, even if substantially realized, that those results will have the forecasted or expected consequences and effects. The forward-looking statements in this Report are made as of the date of this Report, which is February 28, 2025, unless otherwise indicated, and we undertake no obligation to update these forward-looking statements to reflect subsequent events or circumstances.



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As we continue to navigate ongoing global challenges – ranging from climate change and supply chain disruptions to shifting regulatory and compliance requirements – we remain unwavering in our pledge to “do the right thing, in the right way.” With a robust sustainability strategy in place, Jabil is proactively addressing these issues while planning for the needs of future generations.

In fiscal year 2024, we divested our Mobility business to provide opportunities for further investment in electric vehicles, renewable energy, healthcare, AI cloud data centers, and other end-markets. This shift strengthens our resilience across these key markets while maintaining support for our environmental objectives.

In line with these efforts, we are undertaking a review of our existing strategy and may adjust our comprehensive five-year goals as appropriate. This ensures that we remain aligned with global standards and provide stakeholders with reliable, meaningful insights into our performance.

We have made significant strides toward the achievement of Jabil’s enterprise-wide sustainability objectives in fiscal year 2024. Notable accomplishments include:

- | 46% reduction in our operational (Scope 1 and 2) greenhouse gas emissions since fiscal year 2019
- | Expanded Scope 3 greenhouse gas emissions analysis to gain a more complete understanding of our total carbon footprint
- | Nearly 590,000 volunteer hours contributed by employees worldwide

In addition, we are proactively aligning with a variety of global and regional regulations, including the Corporate Sustainability Reporting Directive (CSRD), U.S. SEC requirements, and applicable state-level rules. Our focus for the next fiscal year is on ensuring comprehensive reporting and accountability within the evolving CSRD framework, while simultaneously meeting the standards set by other regulatory bodies.

This sustainability progress report, which covers the period from September 1, 2023, to August 31, 2024, highlights our achievements, evolving five-year goals, and close collaboration with customers to meet shared sustainability ambitions. Looking ahead, we hope, Jabil’s healthy, diverse, and resilient culture will continue driving transparent, impactful progress toward a more sustainable world.

Sincerely,


Mike Dastoor
Chief Executive Officer



Jabil's Pillars of Sustainability and Top ESG Priorities

Our comprehensive 5-year sustainability strategy supports the United Nations' Sustainable Development Goals (SDGs) (visit sdgs.un.org/goals) and is developed to address the social and environmental challenges affecting our employees, customers, suppliers, and other global stakeholders. Our sustainability goals are grouped under three foundational pillars: Our People and Communities, Our Operations and Resources, and Our Innovative Solutions.



SUSTAINABILITY PILLAR	FOCUS AREAS	UN SDG CONNECTION
 <h2>Our People and Communities</h2> <p>Focusing on the health, wellbeing, and safety of our people and the communities in which we operate</p>	<p>Employee Health and Wellbeing</p> <p>Human Rights</p> <p>Community Volunteerism</p> <p>Respect and Inclusivity</p>	        
 <h2>Our Operations and Resources</h2> <p>Ensuring we operate and manage resources in our sites as efficiently as possible</p>	<p>Climate Action</p> <p>Healthy Environment and Safe Operations</p> <p>Resource Efficiency</p>	     
 <h2>Our Innovative Solutions</h2> <p>Delivering sustainable innovations throughout the product lifecycle</p>	<p>Circular Economy</p> <p>Cybersecurity</p>	   



Our FY26 ESG Goals & Progress

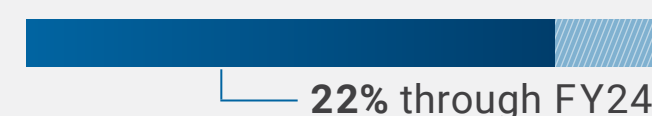
In 2021, Jabil conducted a stakeholder engagement study to better understand the social and environmental matters our employees, customers, suppliers, and other stakeholders care about the most – and used the outcomes to create our five-year Environmental, Social and Governance (ESG) strategy.

Our comprehensive strategy also aims to align our sustainability ambitions with those of our customers, many of whom are globally recognized brands. This collaborative arrangement allows for greater opportunities to contribute positively to broader sustainability efforts. Additionally, it creates new paths for responsible economic growth, value creation, and long-term business resilience.

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.

Our People & Communities

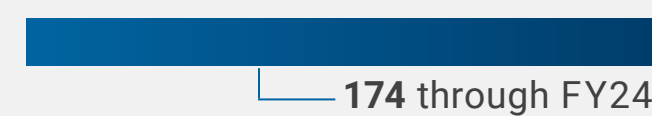
FY24 PROGRESS



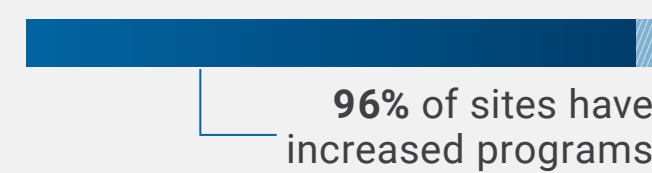
22% through FY24



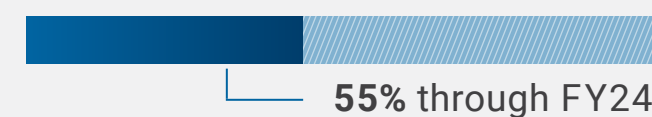
25 through FY24



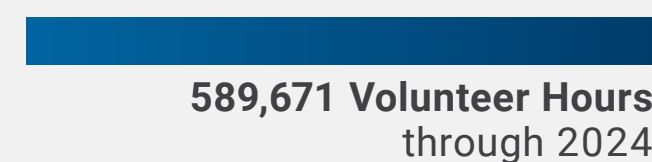
174 through FY24



96% of sites have increased programs



55% through FY24



589,671 Volunteer Hours through 2024

FY26 GOALS

Respect and 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 Rating)

Employee Health and Wellbeing

Increase the Number of Site-Level Health and Wellbeing Programs

90% of Managers Trained on Mental Health Resiliency

Community Volunteerism

500k Volunteer Hours for Calendar Year 2024

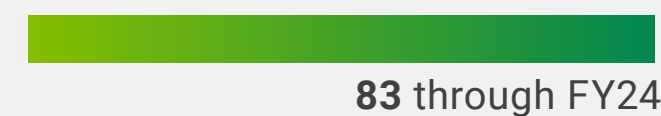
Our Operations & Resources

FY24 PROGRESS

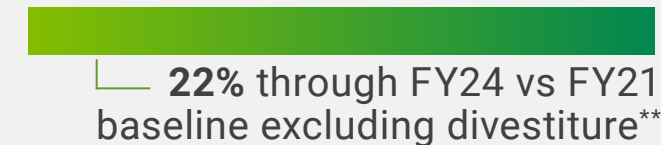


46% Reduction through FY24

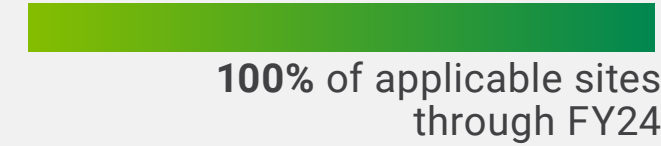
2045 Carbon Neutrality Target Date



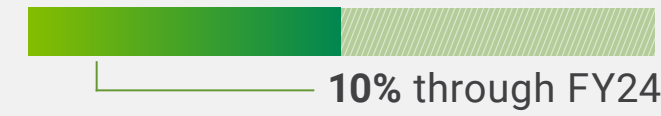
83 through FY24



22% through FY24 vs FY21 baseline excluding divestiture**



100% of applicable sites through FY24



10% through FY24

FY26 GOALS

Climate Action

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

Environment, Health, and Safety

80+ Target EHS Index Score

Resource Efficiency

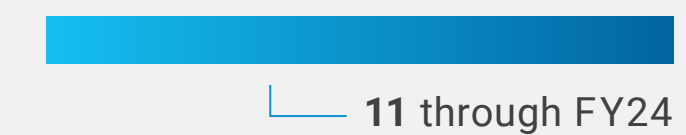
6% Average Global Reduction of our Acquired or Purchased Water Intensity

Sites with Management-Approved Water Conservation Plans

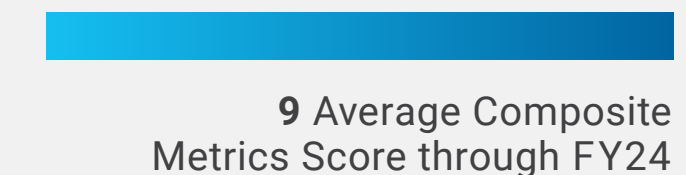
20% of Applicable Sites Globally Achieving 90% or More Landfill Diversion (3P Assured)

Our Innovative Solutions

FY24 PROGRESS



11 through FY24



9 Average Composite Metrics Score through FY24

FY26 GOALS

Circular Economy

10 Total Circular Economy Projects Partnerships Engaged***

Cybersecurity

8+ Achievement of Annual Average Cybersecurity Score

*Scope 1 and 2 GHG Emissions.

**Including the divestiture of Jabil’s mobility business, Jabil experienced a 59% reduction in acquired water intensity through FY24 vs. FY21 baseline.

***Jabil increased its circular economy goal from 6 to 10 partnerships.

Note: Percentages are rounded to the nearest whole number.



Recent Awards and Recognition

The World’s Best Companies 2024

TIME | STATISTA

America's Climate Leaders 2024

USA TODAY | STATISTA

2024 Most Admired Companies

FORTUNE

2024 Most Responsible Companies

NEWSWEEK | STATISTA

2024 America's Greenest Companies

NEWSWEEK

Industry Award 2024 Excellence in Sustainability (Malaysia)

INSTITUTE OF ELECTRICAL & ELECTRONICS ENGINEERS MALAYSIA

Best Place to Work for Disability Inclusion

DISABILITY:IN

2024 Top Disability-Friendly Companies

DIVERSITYCOMM

500 Most Important Companies in Mexico

EXPANSIÓN

Best Places to Work for LGBTQ+ (Mexico)

HRC / EQUIDAD MX

America’s Best Large Employers 2024

FORBES | STATISTA

America’s Most Innovative Companies 2024

FORTUNE

America’s Greatest Workplaces for Job Starters 2024

NEWSWEEK | PLANT-A

Best Companies to Work For

U.S. NEWS

Shingo Silver Medallion for Operational Excellence

SHINGO INSTITUTE

Shingo Prize (2023) – Shanghai

SHINGO INSTITUTE

Top Workplaces 2024

TAMPA BAY TIMES

Excellence Award in Corporate Social Responsibility (CSR) 2024 (Malaysia)

MY AMCHAM CARES

2024 Fortune Sector Leaders - Technology

FORTUNE

2024 Green Business of Ho Chi Minh City Award (Vietnam)

HCMC UNION OF BUSINESSES ASSOCIATION

2024 Supply Chain Visibility Award

E2OPEN



Our People and Communities

The sustained success of our business depends on the wellbeing of our employees and communities. We are committed to creating a respectful and inclusive workplace through a range of impactful programs, while also enriching the communities where we operate through meaningful engagement and initiatives.

- Jabil Cares Foundation
- Volunteering
- Earth Day / World Environment Day
- Jabil Cares
- Employee Survey
- Partnerships
- Inclusion
- Leadership
- Women Empowerment



“ Our success stems from a culture that prioritizes empowering our employees and uplifting the communities we serve. Through targeted development programs and meaningful community partnerships, we strive to create growth and opportunity in the communities we live and work. ”



GARY SCHICK
Senior Vice President,
Chief Human Resources Officer



JABIL CARES FOUNDATION

The Power of Giving

Jabil employees are driven by a common purpose: to make a positive impact on each other, our communities, and our environment. In a demonstration of these values, the company announced the formation of the Jabil Cares Foundation in early 2023.

Dedicated to promoting education, empowering communities, and conserving the environment, the Jabil Cares Foundation is a certified 501(c)(3) entity providing structure and oversight of Jabil's philanthropic efforts. It also provides aid for Jabil employees impacted by qualified disasters, including those declared by federal, state, or local government. The power of empathy and giving is fundamental to the Foundation's mission.

The Jabil Cares Foundation is governed by its board and committee members, who come from various business areas, as well as Jabil's board of directors. The team meets bi-monthly to review and approve grants for public charities focused on **education**, **empowerment**, and **environment**.





VOLUNTEERING

Jabil Exceeds 2024 Goal of 500,000 Volunteer Hours

Jabil continues to make a positive impact in the communities around the world where its employees live and work.

In 2022 and 2023, Jabil made and surpassed a commitment to give back one million volunteer hours to local communities. The divestiture of our Mobility business in 2024 significantly reduced the number of employees in Jabil’s workforce, and as a result, we adjusted our commitment to **500,000 volunteer hours**.

We have again outperformed our goal as Jabil employees from across the world organized hundreds of volunteer opportunities showcasing the collective power of our workforce to inspire change and address pressing social issues. **Between January 1 and December 31, 2024, Jabil logged 589,671 employee volunteer hours.**

JABIL CARES IS OUR PLATFORM FOR DRIVING MEANINGFUL IMPACT

Grounded in the pillars of Education, Empowerment, and the Environment, Jabil Cares is Jabil’s philanthropic and volunteerism platform and the heart of our collective community outreach activities.

PATHWAYS TO VOLUNTEERISM

Jabil’s 500,000-hour goal for 2024 was achieved through five key pathways, each offering employees with unique opportunities to contribute:

SITE-SPONSORED VOLUNTEER EVENTS

157,509 HOURS

Volunteer opportunities were organized at the site level with local charitable organizations. These events provided a platform for departments to connect through team-building activities while addressing the needs of their communities.

YOUR DAY, YOUR CAUSE

200,447 HOURS

Eligible employees utilized their Community Service PTO Day (8 hours) to volunteer at charitable organizations of their choice while receiving paid time off. This initiative empowered employees to support causes that were personally meaningful.

ANNUAL GIVING CAMPAIGNS

159,380 HOURS

Jabil’s Annual Giving Campaigns bring employees together through site events that support donation drives for local communities. These initiatives reflect our commitment to making a meaningful impact by providing essential resources to those in need.

PERSONAL VOLUNTEER HOURS

33,923 HOURS

Employees also volunteered their personal time to make a difference in their local communities. These self-directed efforts elevate Jabil’s purpose-driven workplace by promoting empathy, kindness, and gratitude.

GLOBAL VOLUNTEER DAYS

38,412 HOURS

Jabil hosted four large-scale Global Volunteer Days in 2024, aligning with International Women’s Day, Earth Day, World Environment Day, and World Food Day. These events brought employees together across the organization to focus on shared causes and create a sense of global unity.



EARTH DAY / WORLD ENVIRONMENT DAY

Jabil's Biodiversity Conservation

As part of Jabil's ongoing commitment to protect the environment in the communities in which we live and work, we conducted a biodiversity risk assessment across our manufacturing sites. The screening evaluated the proximity of our manufacturing sites to Key Biodiversity Areas (KBAs) and considered factors such as the areas' water stress status, the amount of water usage at the site, environmental permits required, and the protective measures in place.

As part of the risk screening, Jabil sites within 50 kilometers of a KBA as recognized by the International Union for Conservation of Nature were identified, and the WRI Aqueduct Tool was used to understand the level of water stress in the area – an analysis that is updated annually. The goal was to perform preliminary evaluations on the potential risks posed to local ecosystems.

The evaluation included several key inputs: environmental impact assessments, a review of the types of permits sites held, monitoring and compliance records, a description of the physical areas surrounding the sites, and efforts beyond legal requirements to protect or enhance the environment. The study also included site managements' own observations around environmental impacts and identified if any significant environmental incidents had been submitted by the site over the past five years.

Our sites continue to monitor their environmental impacts, ensure legal compliance, and implement nature-based solutions that support biodiversity initiatives within Jabil communities.

With an eye to the future, Jabil employees across the globe continue to invest their time and energy with ongoing biodiversity protection efforts that protect and enhance their local environments.



Story continues on the next page >



EARTH DAY / WORLD ENVIRONMENT DAY

Shoring up Biodiversity in our Communities



St. Petersburg



Strengthening Coastal Ecosystems

Oysters are natural water purifiers keeping estuaries clean by removing pollutants while also creating reefs which stabilize coastlines and provide habitat for other key aquatic species. Taken together, the oyster's support of Florida's biodiversity is manifold.

To combat recent declines in oyster populations, **Jabil employees volunteered as part of a living shoreline installation** with the organization **Tampa Bay Watch**. As part of their Shells for Shorelines program, Jabil's team placed "reef balls" in a local estuary that serve as habitats for oysters that have been impacted by shoreline erosion.



Gotemba



Fostering Environmental Stewardship

As part of a clean water promotion event and in collaboration with the Gotemba City Water Conservation Council, Jabil employees joined with a local kindergarten class to **release native fish species into a local river**. The event helped restore aquatic biodiversity in the community while also educating the schoolchildren on the importance of environmental protection.



JABIL CARES

Thinking Globally, Acting Locally

In a time of escalating climate challenges and the urgent need for sustainable solutions, globally recognized environmental observances such as **Earth Day** and **World Environment Day** have become more vital than ever. These days not only raise awareness of pressing ecological issues but also inspire collective action toward a healthier planet.

Jabil's community engagement platform, Jabil Cares, plays a pivotal role in mobilizing employees to take action. Each year, the platform helps organize hundreds of volunteer opportunities by partnering with local community leaders, nonprofit organizations, and government entities to address the most pressing social challenges.

Through the Jabil Cares **Global Volunteer Days** initiative, Jabil locations around the globe celebrated Earth Day and World Environment Day by participating in a range of impactful activities, including community clean-up events, tree-planting drives, and educational workshops. These activities brought together thousands of employees contributing to Jabil's efforts to reduce its environmental footprint, restore local ecosystems, and enhance the health and well-being of their communities.

By fostering a culture of local action with global reach, Jabil Cares continues to make a meaningful contribution to environmental sustainability and community health worldwide.



Beach Cleanup at Playa Linda

To celebrate International Earth Day, Jabil's site in the **Dominican Republic** brought nearly **180 employees together to beautify a nearby beach**, Playa Linda, located within the industrial park that houses Jabil's two local manufacturing sites.

The cleanup efforts were coordinated with the NGO and global collaboration network **Parley for the Oceans**, with impressive results from the Jabil team, removing 3,000 pounds (1,360 kg) of waste from the coastal area.

3,000 LBS
(1,360 KG) WASTE REMOVED FROM COASTAL AREA



Story continues on the next page >



JABIL CARES

Jabil's Low Carbon Week

The Jabil energy team in Asia hosted a sustainability initiative across multiple sites, engaging thousands of employees in a week-long series of events aimed at increasing energy awareness and environmental responsibility. Employees from sites in **China, India, Japan, Malaysia, and Vietnam** participated in activities ranging from learning campaigns to hands-on projects.



Employees from **ProcureAbility**, a Jabil company, shared tips on how consumers can make more sustainable choices and demonstrated their environmental leadership by collecting trash from park trails and sensitive environments. They also greened public spaces with a total of 995 new plantings across the United States.

995 NEW PLANTINGS ACROSS THE U.S.



Story continues on the next page >



JABIL CARES

Earth Day and World Environment Day Highlights



Volunteers from Jabil's St. Petersburg headquarters removed over 2,000 pounds of trash from the local mangrove coastline.



Waterford



With bumblebees experiencing population decline due to habitat loss, employees at Jabil's Waterford site assisted in helping to **clean up and paint the local Bumblebee Gardens**, providing the species with a safe space to feed and reproduce.



Huangpu



Jabil's site in Huangpu sponsors a forest at nearby Guangzhou University as part of a long term, multiyear reforestation project. This year, **50 more saplings were planted** which brings the combined total, including earlier year plantings, to **more than 500 trees**.

Chihuahua



St. Petersburg

Inspired by the official 2024 World Environment Day theme of land restoration, stopping desertification, and building drought resilience, **employees took part in reforestation efforts** at various sites, including Chihuahua and Pune.

Pune





EMPLOYEE SURVEY

Pulse Check on Employee Engagement

At Jabil, our talented employees and their forward-thinking mindset are integral to our mission of becoming the world’s most technologically advanced and trusted manufacturing solutions provider. Our commitment to respectful and inclusive employee engagement is foundational to achieving this goal.

To ensure that our employees feel heard and valued, we are fully dedicated to programs that prioritize their safety, well-being, and career success. One of the key platforms supporting this initiative is Jabil’s “Your Voice Matters” survey; a confidential, transparent tool that facilitates the exchange of opinions and feedback from our workforce. This platform is essential for maintaining a high-performance culture and providing our leaders with the insights needed to develop localized action plans tailored to the specific needs of our employees.

In 2024, Jabil conducted a short, global **employee “Pulse” survey**, designed to measure the impact of the actions implemented following feedback from the 2023 “Your Voice Matters” survey. The response rates for the Pulse survey remained strong, matching the high participation levels seen in the previous year’s survey.

2024 PULSE SURVEY HIGHLIGHTS

30,000+ COMMENTS RECEIVED	89% ORGANIZATION PARTICIPATION RATE	+4PTS HIGHER THAN EMPLOYEE ENGAGEMENT GLOBAL MANUFACTURING BENCHMARK
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PARTNERSHIPS


Developing a Future-Ready Workforce with a Strong Talent Pipeline

Jabil actively partners with organizations that support underrepresented groups seeking employment opportunities, allowing us to connect with exceptional talent, foster an inclusive culture, and create career paths for individuals from all backgrounds. Together, these partnerships are creating a Jabil where talent can thrive, innovate, and feel valued. It's the different experiences, backgrounds, and skills of our team members that enhance Jabil's strength, agility, and innovation every day.


Expanding Representation Through Strategic Partnerships



We believe everyone deserves a workplace that prioritizes accessibility and inclusion. Disability:IN equips us with resources, training, and best practices for recruiting and supporting employees with disabilities.



Jabil is proud to support those who have served in the armed forces by partnering with Hiring Our Heroes, a U.S. Chamber of Commerce Foundation program. This collaboration connects us with veterans and military spouses, whose dedication, skills, and leadership experience make them invaluable additions to our team.



Our partnership with myGwork, a leading LGBTQ+ business community, ensures Jabil is a place where everyone can bring their true self to work. Through myGwork's events and training, we access valuable insights and recruitment channels that connect us with LGBTQ+ professionals and allies around the world.



PROUD PARTNER OF FAIRYGODBOSS + THE MUSE

In 2024, Jabil expanded its talent pipeline network by partnering with Fairygodboss and The Muse. Fairygodboss, the largest online career community for women, helps us attract and engage talented women, while The Muse, known for its values-based job search platform, expands our reach to a diverse talent pool.

These partnerships provide Jabil with dedicated profile pages on both platforms, featuring job listings, employee testimonials, multimedia content, and active community engagement. This collaboration offers additional resources and support for our female employees, promoting their professional growth and enhancing Jabil's reputation as an inclusive and supportive employer.

CREATING OPPORTUNITY IN STEM

We're also building diverse talent pipelines by working with organizations that promote inclusivity in STEM. These partnerships give us direct access to diverse talent, as well as global networks that enhance our approach to recruitment, mentorship, and professional growth. Engaging with these organizations allows Jabil to build relationships with individuals whose perspectives enrich our company culture and help us make meaningful strides toward greater diversity in engineering roles.

Our Professional STEM Society Partners





INCLUSION

Embracing Disability Inclusion

At Jabil, we recognize that our greatest strength lies in our people and the perspectives each individual brings to the table. Simply put, our differences enhance our collective capabilities and drive innovation.

Through experience, we know that the most creative and productive work environments are those that are inclusive and supportive. Employees excel in their roles and contribute their best ideas when they feel empowered to be their authentic selves, knowing their unique qualities are valued.

Our commitment to inclusion is fundamental to our values. As part of our five-year sustainability strategy, we have made these principles a core goal. A key initiative within this framework is to **establish more than 40 programs supporting persons with disabilities** by the close of Jabil's fiscal year 2026.

Our disability inclusion efforts focus on several critical areas: hiring and retention, professional development, infrastructure (both physical and digital), and education. To date, we have **successfully launched 25 programs across our global operations**, furthering our commitment to creating a workplace where every employee can thrive.

In the Community

In fiscal year 2024, we partnered with organizations around the world that support and embrace people with disabilities, including **Special Olympics Florida** and **Special Olympics Minnesota**, **Learning Independence for Tomorrow (LiFT)**, and **Southeastern Guide Dogs** at its St. Petersburg, headquarters. We also proudly sponsored the **Tampa Bay Lightning's second annual Neurodiversity Night**, which focuses on creating awareness, breaking down barriers, and advocating for inclusivity.



Story continues on the next page >



INCLUSION

Embracing Disability Inclusion Across the Globe

Hiring and Retention

Our Defense and Aerospace Site (JDAS) in St. Petersburg partnered with Access Interpreting to employ and retain individuals in the deaf community. This year, we hired two full-time interpreters to ensure seamless communication and help our team members succeed without barriers.

Our Chihuahua site was recognized by the State Human Rights Commission. This award highlights our efforts to hire more individuals with disabilities and provide Mexican sign language courses to improve communication with deaf or hard of hearing colleagues.

Professional Development

Our Huangpu site established a resource group for employees with disabilities, offering various skill-building activities to support their professional and personal growth. The site launched the Light Up Small Wish program to help employees integrate into the Jabil family and create opportunities for learning and promotion.

This year, the facility started the second phase of this program, expanding it to include psychological counseling and mental health support.

Physical and Digital Infrastructure

Our Baja plant launched a hiring program focused on neurodiversity, cognitive, and physical disabilities. Supported by leaders and a dedicated cross-functional team, this initiative aims to raise awareness, improve accessibility, and hire individuals with disabilities.

Key efforts of this initiative involved assessing the current state of the facility and promoting workplace accommodations and best practices. The site also partnered with local organizations, such as Dominican Access, to support the continued development of our employees.



Education, Awareness, and Inclusion

Our Bajos de Haina site launched an American Sign Language (ASL) Club, which is now in its fourth round of sign language courses.

Our Guadalajara site offers ongoing training to promote disability inclusion and provides sign language interpreters.

Jabil was recognized as a "Best Place to Work for Disability Inclusion" by Disability:IN. For the fourth consecutive year, our inclusion efforts were publicly recognized when Jabil earned the top score on the Disability Equality Index®. This index is the world's most comprehensive benchmarking tool for Fortune 1000-scope companies to understand how organizational policies and practices are creating a more inclusive workplace for employees with disabilities, while assessing performance across industry sectors. By receiving a 100 score, Jabil has also been recognized as a 2024 Best Place to Work for Disability Inclusion.



LEADERSHIP

Cultivating Talent and Leadership for the Workforce of Tomorrow

At Jabil, one of our priorities is to ensure that we have the right talent, at the right time, in the right positions to achieve our strategic goals and objectives. One way Jabil achieves this objective is by investing in comprehensive development programs tailored to enhance the skills of our current and future leaders.

By focusing on the continuous improvement of our leadership capabilities, we ensure that our leaders possess the requisite skills to inspire their teams, drive innovation, and align the company's strategic objectives with the workforce's capabilities. Developing and promoting talent and leaders from within the company further amplifies these benefits.

This approach not only empowers employees but also strengthens our talent pipeline by fostering a culture of continuous learning and development. At Jabil, we believe that nurturing our talent from within is a strategic imperative that yields sustainable success. They are well-versed in Jabil's culture, ensuring seamless transition into roles with greater responsibility. Our commitment to development programs is evident with enhanced and expanded offerings launched in fiscal year 2024 to address skill gaps and promote internal talent development.

LINKEDIN LEARNING, an award-winning industry leader in online, self-paced training, offers a digital library of over 20,000 expertly produced courses covering a wide range of business, technical, software, and creative topics across several different languages. Over the past year, Jabil continued to support the development of Jabil's employees by providing complimentary access to LinkedIn Learning for all Jabil professionals, managers, and executives. In fiscal year 2024, over 10,000 employees across the organization activated their LinkedIn Learning license.

+10,000
ACTIVATED LINKEDIN LEARNING LICENSES

JABIL EMERGING TALENT (JET) is our new Employee Resource Group (ERG) dedicated to enhance the skills, knowledge, and career trajectories of early-career employees at our headquarters in St. Petersburg. JET provides comprehensive onboarding support, insightful and relatable guidance from Jabil peers, and valuable networking opportunities to build long-term connections. Through knowledge sharing, members gain exposure to diverse perspectives, enriching their professional growth.

50 JET MENTOR PARTICIPANTS

JET also offers a mentorship program, providing motivated and ambitious individuals with mentorship and guidance from experienced professionals. This program is designed to support high-potential employees in navigating their career paths and achieving their professional goals. In fiscal year 2024, approximately 50 employees participated in the JET mentorship program.



ROTATIONAL LEADERSHIP PROGRAM provides operational development opportunities for the next generation of leaders, including job rotations, mentorship, project development, and training. This hands-on rotational work experience is designed to enhance technical skills and develop impactful interactions with the management team.

20 LEADERSHIP PARTICIPANTS

Throughout the program, participants gain valuable hands-on experience across various functions such as manufacturing, materials, quality, planning, and engineering. In fiscal year 2024, there were approximately 20 active program participants.

Story continues on the next page >



LEADERSHIP

Cultivating Talent and Leadership for the Workforce of Tomorrow

The **SUPERVISORY BASICS PROGRAM** at Jabil is designed to equip employees with the essential skills needed for successful team supervision. This comprehensive training program focuses on developing foundational skills related to culture, people management, and key supervisory knowledge. At the end of fiscal year 2024, globally over 1,900 participants were actively enrolled in the program and 662 participants completed the program.

+1,900
ENROLLED EMPLOYEES
GLOBALLY

662
PARTICIPANTS
COMPLETED IN FY24

MBA PROGRAM Jabil partnered with the University of Massachusetts' MBA Program at the Manning School of Business. This accredited program holds recognition from the Association to Advance Collegiate Schools of Business (AACSB) International, a distinction earned by fewer than five percent of global business schools. 13 participants, sponsored by Jabil, graduated in fiscal year 2024.

13 SPONSORED
GRADUATES

LEADERSHIP EDGE

is a nomination-based program designed to drive improved performance. Leaders are equipped with the skills necessary to navigate complex organizational dynamics. In fiscal year 2024, over 100 participants across five regions, completed the program.

+100 LEADERS IN
FIVE REGIONS





WOMEN EMPOWERMENT

Empowering Women in Our Workforce and Communities

Both inside Jabil’s walls, as well as the broader communities where we operate, Jabil supports initiatives that are empowering to women, including programs promoting gender equality, career advancement, and overall health and wellbeing. Jabil’s commitment to an inclusive workplace is built upon the bedrock of a fair and just culture where everyone feels respected and provided equal access to the resources needed for their success.

“WOMEN IN...” LEADERSHIP EVENT SERIES

The “Women in...” event series is an enterprise-wide virtual event that creates the opportunity for women leaders across our functional teams to share their experiences and advice through a panel discussion in an open forum to all employees. This fiscal year featured women from finance and supply chain with topics focused on managing conflict, advocating for yourself and teams, communication, and influence. While these sessions are geared toward women, all employees at all levels at Jabil are welcome to participate, as they provide an opportunity to enhance both professional and personal development.



International Women’s Day

Jabil celebrated women’s empowerment in 2024 with impactful initiatives tied to International Women’s Day (IWD). Over 20 sites participated in the 2024 #InspireInclusion campaign, which featured on-site events, seminars, webinars, and community activities like food drives. These efforts honored women’s achievements, challenged stereotypes, and aimed to create a more equitable future for all.

In Penang, the celebration reached new heights as the site hosted Jabil Cares’ Global Volunteer Day alongside IWD. Highlights included the “Walk for All” walkathon, women’s empowerment sessions on fitness, nutrition, and personal branding, and a virtual health talk on hormonal imbalance. Additionally, the site continued its support of the Women in Zcience (WIZ), in collaboration with Penang Women’s Development Corporation (PWDC). The program’s goal is to encourage young women to pursue STEM careers. Jabil hosted 40 female students, providing them with valuable insights on the value of a STEM background for pursuing careers in manufacturing.

Story continues on the next page >



WOMEN EMPOWERMENT

Empowering Women in Our Workforce and Communities



Baja

Food Deliveries for Displaced Women and Children

Jabil's Baja sites supported the **Puerta de Esperanza** program, which provides shelter and care for women and their children who have faced deportation or homelessness. The program offers access to education and job opportunities, empowering participants to rebuild their lives and work towards a brighter future. Local Jabil **employees contributed by collecting, donating, and delivering hygiene products and food** to those in need.

Mezzovico



Celebrating Resilience of Migrant Women

A group of Mezzovico employees presented inspiring stories of women who bravely left their home countries to achieve new goals. This initiative aimed to challenge and overcome stereotypes related to migration, which is often perceived as a predominantly male experience. Through these presentations, they highlighted the courage and achievements of migrant women.



Our Operations and Resources

We are committed to sustainability through smart resource management, innovative waste reduction, and groundbreaking solutions that minimize our environmental footprint. This unwavering dedication drives our vision to be the world's most advanced and trusted manufacturing solutions provider.

- Recycling Program
- Circular Economy
- Beyond the Target
- Water Stewardship



“At Jabil, we focus on delivering world-class operational execution with a focus on the health, safety, and sustainability of the communities we call home, while being global citizens in our judicious management of resources.”



FRED MCCOY
Executive Vice President,
Global Operations



RECYCLING PROGRAM

Rethinking Blister Packaging

Precision healthcare products manufactured at Jabil’s European-based sites require extra care during transport. To meet regional directives, Jabil’s Mezzovico site uses blister packaging for transporting these delicate products.

A blister is a plastic device made of “cells” which protect and hold products securely during transportation. It has been common practice, per existing regional directives, to discard these blister devices after just a single use.

To address this packaging waste stream, the Mezzovico team started by asking fundamental questions about the process. For instance, why couldn’t the blister be reused? And what changes would enable reuse?

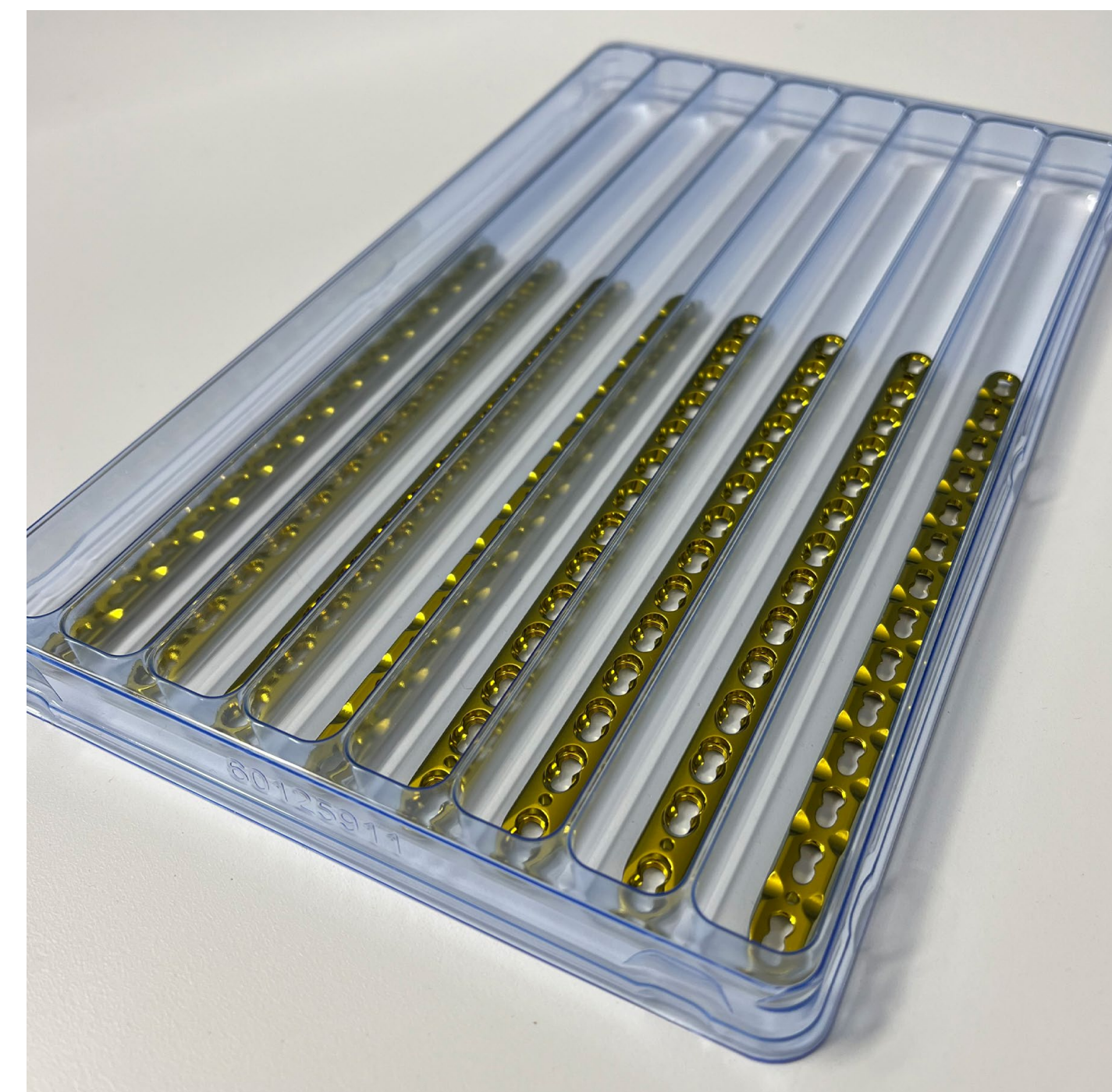
Answering these questions began with Gemba walks, a lean manufacturing practice where teams observe work where it happens. A core team of site supervisors, manufacturing engineers, a microbiologist, and a clean room team leader investigated blister usage across all process steps.

Their assessment of 14 different blister types revealed that clean cells within blisters could be reused within the same compartment, and some blisters could be safely cleaned with compressed air or a 70% isopropyl alcohol solution.

The Result

Based on these findings, Jabil updated its process directives and saw immediate results. In just the first 10 months of 2024, the new blister recycling process reduced overall new blister demand at the site from more than 30,000 units in 2023 to less than 18,000.

This shift from single-use to reuse is projected to significantly reduce plastic waste and save on cost – all achieved through process improvements that required no additional investment.





CIRCULAR ECONOMY

Dramatic Progress in Circular Plastics Packaging

Since 2019, Jabil’s packaging sites have proudly participated in the **Ellen MacArthur Foundation’s Global Commitment**, an initiative that unites businesses, governments, NGOs, and investors in the shared mission to eliminate plastic waste and pollution.

As a committed signatory, Jabil Packaging Solutions (JPS) has set ambitious goals for fiscal year 2025:



Eliminate unnecessary plastics



Maximize the use of recycled materials



Ensure packaging is reusable, recyclable, or compostable

A Year of Progress

In 2024, Jabil made significant progress toward more sustainable packaging. According to the **Ellen MacArthur Foundation’s Global Commitment Report**, the percentage of recyclable plastic in JPS’s portfolio jumped from 0.4% in 2023 to 65.8% in 2024.

Advances in recycling technology and the foundation’s reclassification of the “Polypropylene (PP) other rigids” category as recyclable drove this drastic improvement, as did:

- Simplifying recycling infrastructure and processes
- Transitioning from multi-material to single-material packaging components
- Incorporating recycled resins into eligible projects



Renewing Excellence with ISCC Plus Re-Certification

In 2024, Jabil’s Tortosa and Nagyigmánd sites successfully renewed their ISCC Plus Certification for the fourth consecutive year. The International Sustainability and Carbon Certification (ISCC) is a globally recognized framework that verifies adherence to rigorous environmental, social, and economic sustainability standards.

This certification renewal supports the mass balance approach – a method used to track and help increase the amount and sustainability characteristics of circular and/or bio-based material in our supply chain. At Jabil’s Tortosa site, 8.02% of the plastic processed in fiscal year 2024 was ISCC Plus Mass Balance certified as chemically recycled PP sourced from mixed waste – a significant increase compared to prior years.





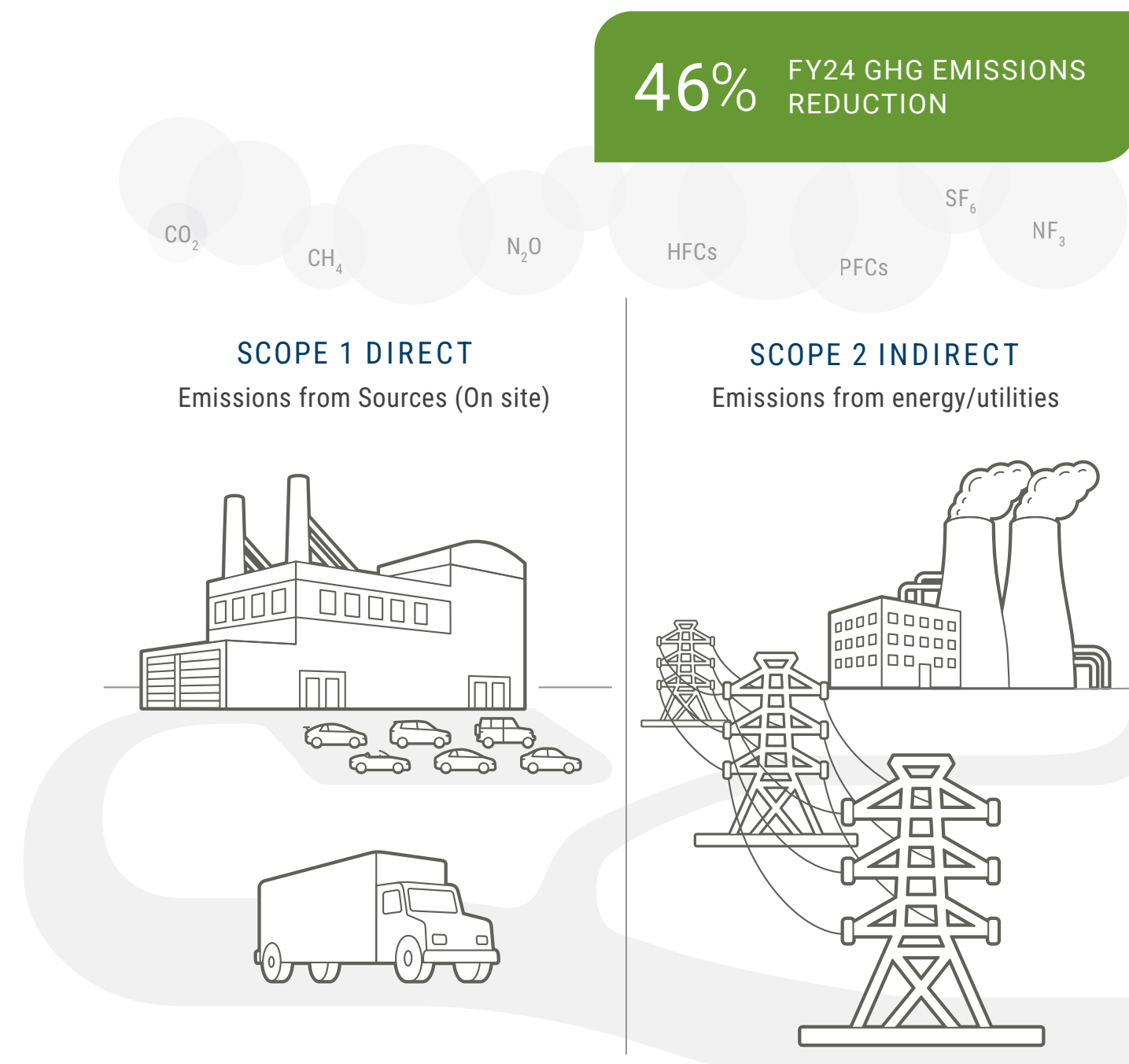
BEYOND THE TARGET

Jabil's Continuing Journey to Tackle Carbon Emissions

With the analysis of results from Jabil's comprehensive ESG materiality assessment performed in 2021, energy and GHG emerged among our top ESG priorities. By that time, Jabil had already proactively measured its operational emissions (i.e. Scope 1 and 2 emissions), set reduction goals, and formulated a strategy for improvement.

In 2020, Jabil launched its first formal, global Climate Action plan, aiming to reduce operational GHG emissions in line with the scientific community's recommendations for limiting global warming to 1.5 degrees Celsius. The goal was to reach a 25% reduction of Scope 1 and 2 (market-based) emissions from a fiscal year 2019 baseline by fiscal year 2025, as well as a longer-term goal of a 50% reduction by 2030. **Having achieved a 29% reduction by the close of fiscal year 2023—two years ahead of schedule—Jabil remains on track to reach a 50% reduction by 2030.** At the close of fiscal year 2024, Jabil reached a 46% reduction due to a combination of factors. Here are some stories highlighting the initiatives at our sites to reduce Scope 1 and 2 emissions.

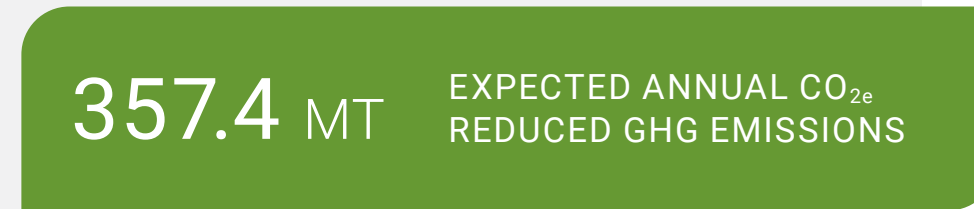
In fiscal year 2024, Jabil also made significant strides in inventorying our material Scope 3 emissions. Collaborating with a leading consultant, we identified that Scope 3 categories 1 through 8 are relevant to our business. We inventoried these emissions for fiscal years 2022, 2023 and 2024 using a standardized, science-based targets-aligned approach, utilizing primary data where available. Identifying our relevant scope 3 emissions provides us with a more complete picture of our total carbon footprint, and enables us to further support our customers with their understanding of their value chain emissions. We have engaged numerous customers on their greenhouse gas ambitions and have ongoing strategy discussions. These figures were third-party assured and can be found in the GRI section of this report.



New Solar Panel System in Singapore Supports 20% of Site's Total Energy Consumption

Jabil's site in Singapore recently activated its first solar panel system as part of a commitment to reducing its carbon footprint and using renewable resources. The installation will generate approximately **965.2 MWh of electricity annually, accounting for 20%** of the site's total energy consumption. The upgrade to harnessing solar at the

site is expected to produce a significant reduction in greenhouse gas emissions, amounting to approximately **357.4 MT CO_{2e} each year**. Additionally, since February 2024, the Singapore site has been sourcing the **remainder of its energy needs from 100% renewables** as part of a partnership with a local renewable energy provider.





WATER STEWARDSHIP

Driving Conservation Through Innovation

Water is integral to various manufacturing processes at Jabil, including cleaning, cooling, and chemical treatment. In electronics manufacturing, some traditional water usage practices can result in significant consumption. As one of the world’s leading manufacturing solutions providers, Jabil is committed to responsible, safe, and efficient water management as a key aspect of our sustainability objectives.

Here is a standout example of Jabil's water conservation innovation in action:

Advancing Rainwater Utilization

In fiscal year 2023 our site in Guadalajara implemented a rainwater collection system projected to turn rainfall into a sustainable water source. In fiscal year 2024, this project exceeded expectations saving 17,000 m³ of water, reducing the site’s consumption by 32%. To further improve their water footprint, all water from the site is discharged to treatment plants that process the water to be used for irrigation.

17,000m³
REDUCTION IN WATER CONSUMPTION PER YEAR

Rinse and Recover: Water Savings in Mezzovico

Jabil’s Mezzovico site has implemented an innovative project aimed at **conserving water by recycling the water used to rinse parts in the final sanitation process**, eliminating the need for fresh, new water to be expended unnecessarily. After rinsing, the process water is directed to on-site treatment tanks where chemicals and waste are filtered out. The treated process water is then recycled back into operations and continuously used to rinse products. This initiative has led to a **significant water savings of approximately 14% compared to the previous year.**

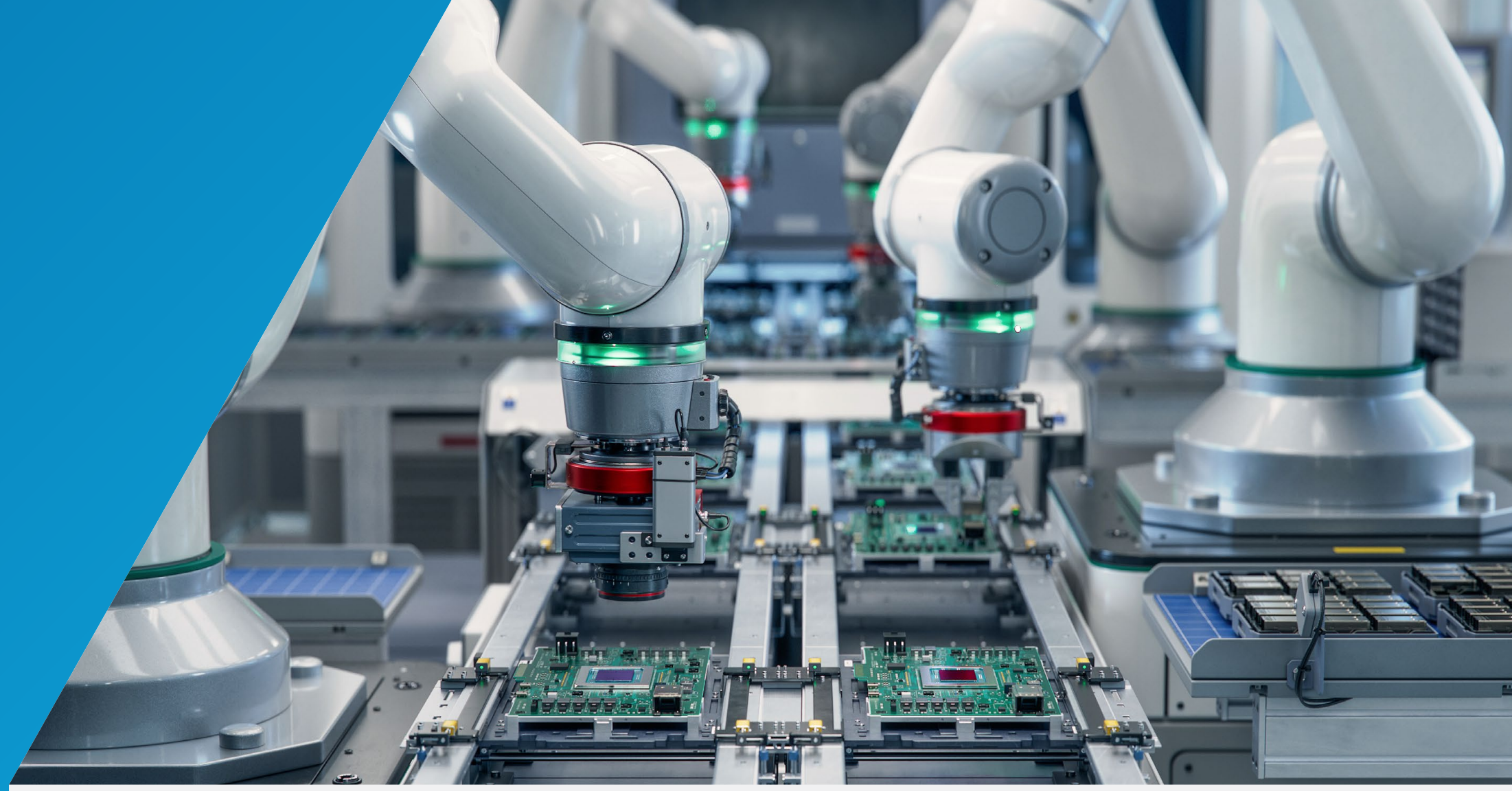
14%
WATER SAVINGS COMPARED TO 2023



Our Innovative Solutions

At Jabil, we build things, and we do it really well. By weaving sustainability into our cutting-edge solutions, we innovate with purpose. We are committed to advancing technology that not only meets the needs of today but also ensures a healthier planet for tomorrow.

- SoC Optical Inspection Solution
- Revolutionizing CPG
- Thermal Management Solutions
- Circular Electronics
- Plastic Management
- Electronic Waste Reduction



“The IT team is partnering across Jabil to achieve enterprise environmental and social sustainability goals. From data-driven decision-making solutions to energy-efficient hardware and infrastructure, we are optimizing resources to provide long-term, innovative, and responsible solutions that benefit both our business and the planet.”



MAY YAP
Senior Vice President,
Chief Information Officer



SYSTEM-ON-CHIP (SoC) VISUAL INSPECTION SOLUTION

Jabil's AI-Enabled Optical Inspection Solutions Set Its Sights on Sustainable Manufacturing

As manufacturing industries grapple with rising costs, increasing consumer demand, and heightened environmental scrutiny, there is growing pressure to improve operational efficiency while embracing sustainable practices. Jabil's integration of cutting-edge IT capabilities into AI-enabled optical inspection solutions offer a transformative approach that addresses these challenges.

By enabling real-time analysis, these solutions eliminate bottlenecks in production, optimize resources, improve quality, enhance employee safety through proper use of Personal Protective Equipment (PPE), and minimize waste. These innovations drive both productivity and eco-conscious practices, aligning with stakeholder expectations and supporting a more sustainable future for manufacturing.

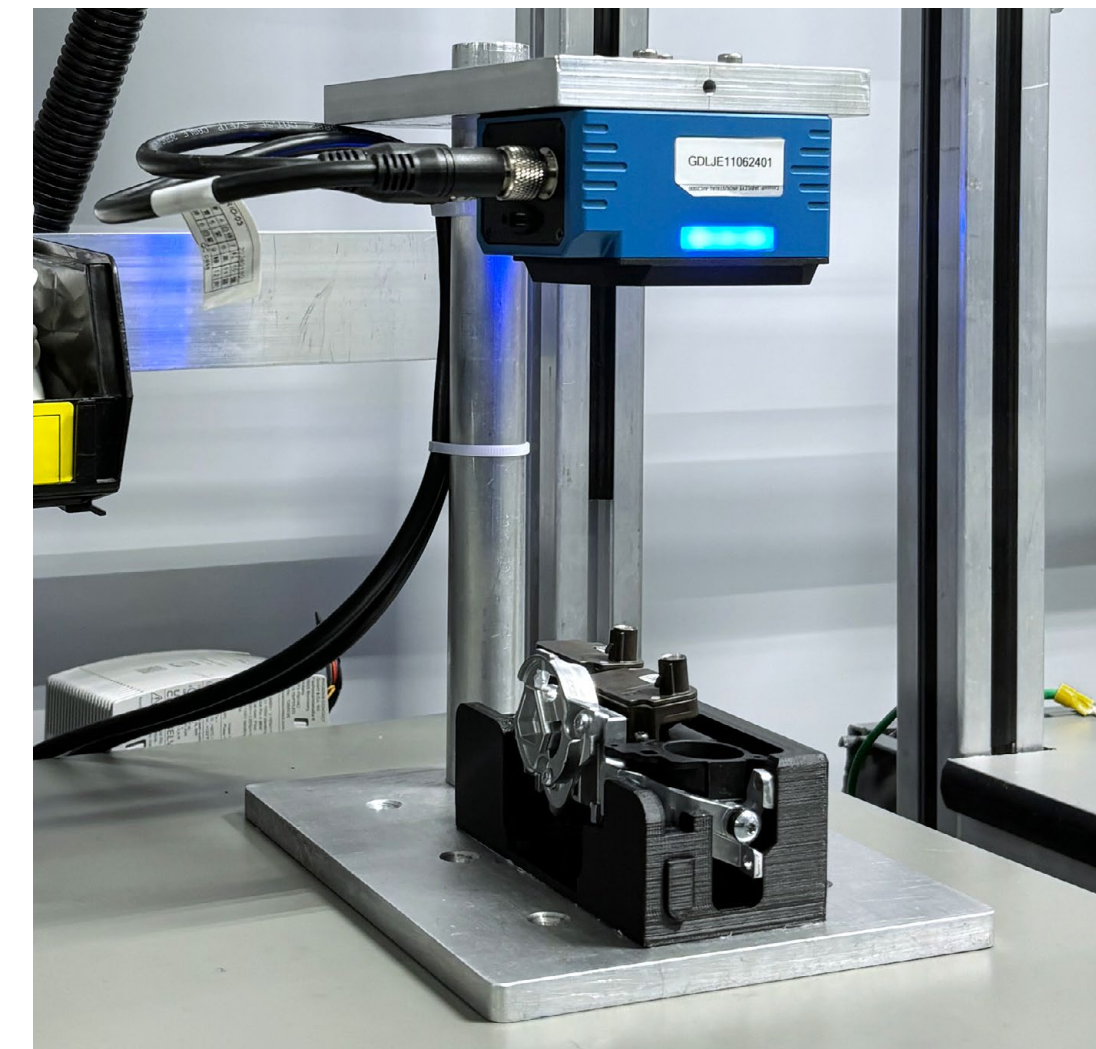
HOW DOES JABIL MEET THE CHALLENGE?

Jabil meets the evolving demands of modern manufacturing by deploying advanced IT solutions that support business, operational, and sustainability objectives. A prime example is Jabil's proprietary smart camera technology, which integrates a vision sensor, compute module, vision algorithm, and edge AI capabilities to enhance operational efficiency and workplace safety.

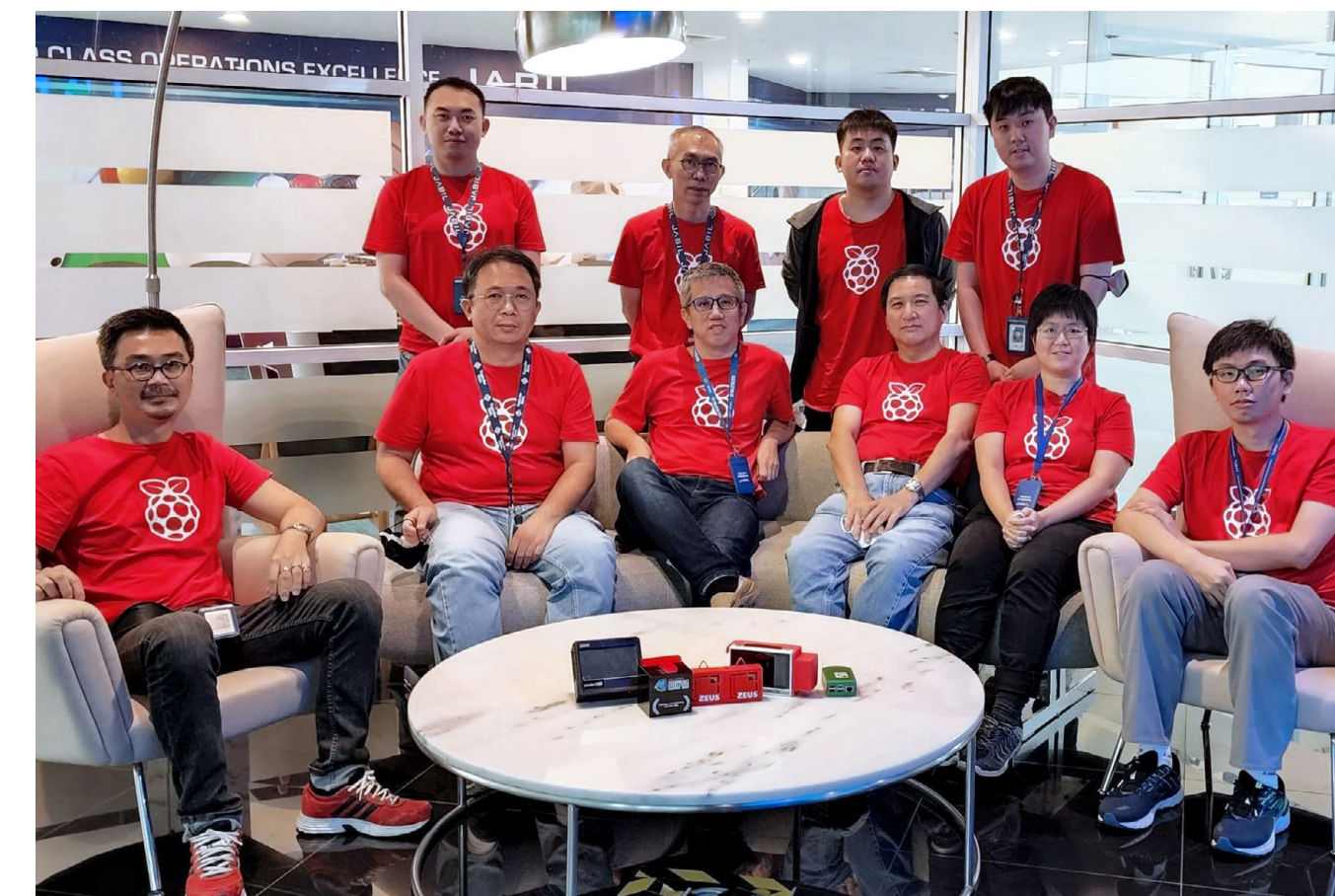
This state-of-the-art AI-enabled optical inspection solution system forms a critical part of Jabil's expanding portfolio of vision-based capabilities. The system uses real time, optical analysis to monitor manufacturing lines, ensuring materials are correctly placed, labels and codes are read accurately, items are counted and sorted, and PPE is being properly worn. By serving as a "smart pair of eyes," the system prevents material damage, eliminates rework, and promotes a safer, more efficient, and sustainable production process.

ON-DEVICE AI PROCESSING FOR ENHANCED SPEED AND SECURITY

Jabil's AI-enabled optical inspection solution incorporates on-device AI processing, leveraging the computing power of a system-on-chip (SoC). This enables data processing and analysis directly on the device and hosts the web-based UI application, eliminating the need for complex software installation by the user. The setup is streamlined, requiring only a few sample images for edge AI training. By processing data locally, the solution eliminates cloud communication delays, ensuring rapid response times with millisecond-level decision-making. This approach also enhances data security and reduces reliance on network stability, as all processing is done independently on the device.



Jabil meets the evolving demands of modern manufacturing by deploying advanced IT solutions that support business, operational, and sustainability objectives.



Story continues on the next page >



SYSTEM-ON-CHIP (SoC) VISUAL INSPECTION SOLUTION

Jabil's AI-Enabled Optical Inspection Solutions Set Its Sights on Sustainable Manufacturing

EDGE COMPUTING AND REDUCING CARBON FOOTPRINT

In 2019, Jabil's IT team introduced the award-winning AI-enabled optical inspection solution in Penang to address growing demands for operational cost efficiency, reduced hardware dependencies, and lower carbon emissions. The system's edge learning capabilities are fundamental to its sustainable design. By using local computing power, the system consumes only 3 to 4 watts of power, compared to traditional vision systems, which typically require 40 to 100 watts. This significant reduction in energy consumption contributes to minimizing the environmental impact of manufacturing operations.

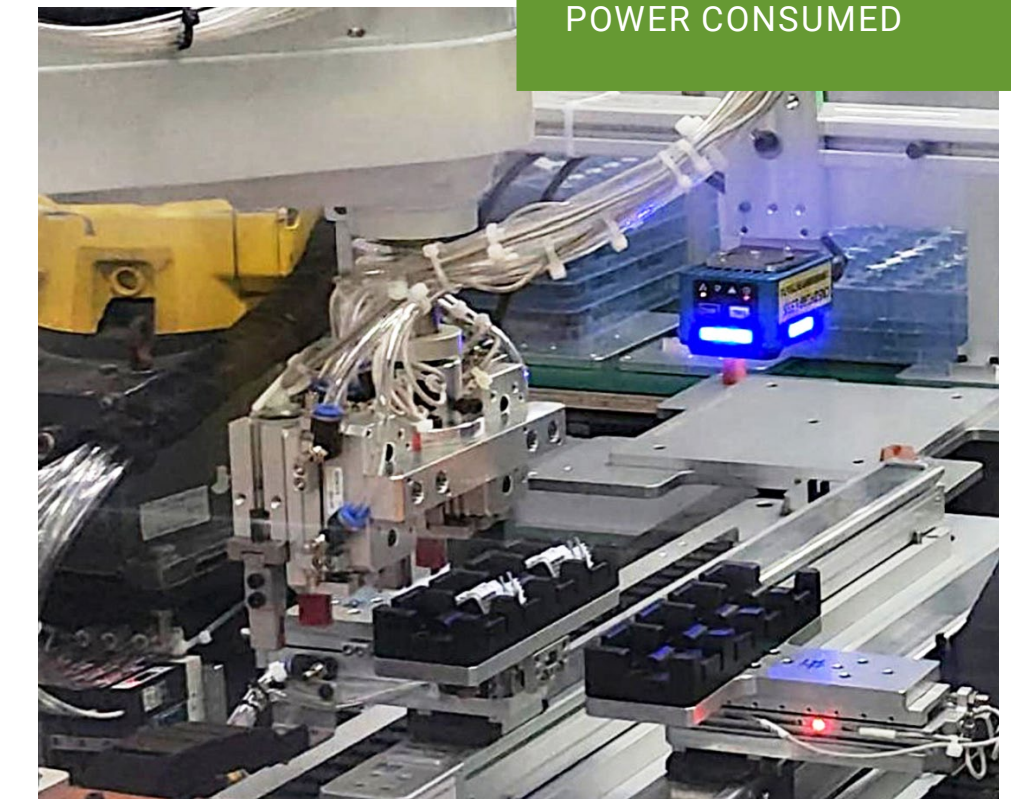
REUSE AND REPURPOSE: MODULAR HARDWARE DESIGN OFFERS FLEXIBILITY

The modular hardware design of Jabil's AI-enabled optical inspection devices further promotes sustainability. This flexible approach allows the devices to be reused and repurposed for various applications on the shop floor once their original task is complete, reducing electronic waste. The affordability and simplicity of the hardware also encourage a "repair and reuse" mindset, empowering users to maintain upgraded devices instead of discarding them, thereby extending their lifecycle and reducing environmental impact.

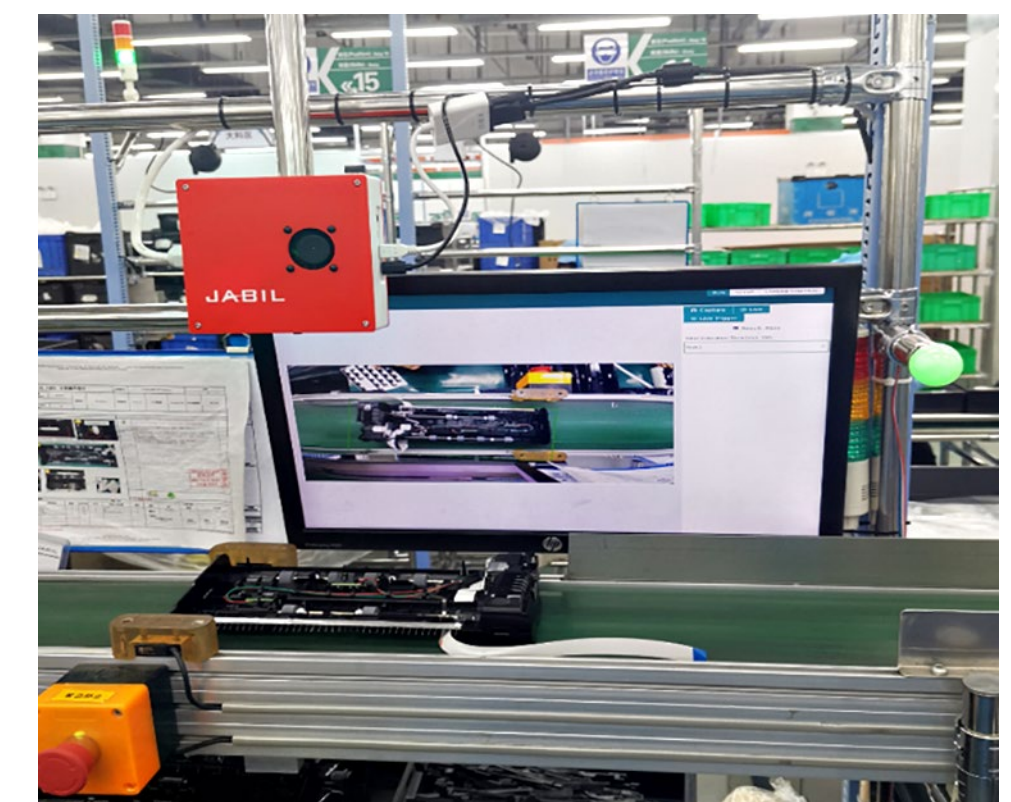
SCALING IMPACTFUL SUCCESS ACROSS THE ORGANIZATION

As Jabil continues to innovate and expand its operations, the integration of IT capabilities ensures the successful deployment, standardization, and replication of AI-enabled optical inspection solutions across the organization. The accelerated adoption of these solutions has a snowball effect, resulting in reduction in waste and energy consumption. As a result, Jabil's overall carbon footprint is reduced, creating a broader, positive impact on global sustainability efforts.

Through these innovations, Jabil is not only driving operational efficiency, but also contributing to a more sustainable manufacturing future, benefiting both business operations and the environment.



90-97% LESS
POWER CONSUMED





REVOLUTIONIZING CPG

Empowering Smarter Operations Through IT Solutions and Connected Devices

The consumer packaged goods (CPG) sector is one of the most competitive within the manufacturing industry. Companies face numerous challenges, including high market saturation, changing consumer preferences, supply chain disruptions, and growing demand for more sustainable practices. Jabil’s Connected Solutions, in collaboration with its advanced IT capabilities, are empowering CPG companies to improve operational efficiencies, enhance product offerings, and achieve sustainability goals through the power of connected devices.

ADDRESSING MARKET CHALLENGES WITH CONNECTED DEVICES

As consumer demand for smarter, more sustainable products continue to rise, CPG companies must find ways to differentiate their offerings. Consumers increasingly seek products that align with their values and expectations. Moreover, global supply chain disruptions and pricing volatility have made it more difficult for businesses to maintain stability. Jabil’s connected devices, such as Cyclops and Atlas, are designed to mitigate these challenges by providing real-time insights into product usage and supply chain operations.

Cyclops and Atlas are equipped with sensors and software to monitor and measure product quality and quantities in real-time. These connected devices enable automatic replenishment—when products like detergent, baby formula, coffee, or pet food are running low, they will automatically reorder based on sensor data from the device in the consumer’s home. This eliminates the need for manual inventory checks and order placements, offering a more convenient shopping experience for consumers while improving sales predictability

for CPG companies. The ability to track product usage patterns in real-time delivers substantial value to CPG companies. Enhanced inventory management leads to:

-  **Optimized Supply Chains**
-  **Better Customer Service**
-  **Improved Product Availability**
-  **Reduction in Out-of-Stock Occurrences**



Story continues on the next page >



REVOLUTIONIZING CPG

Empowering Smarter Operations Through IT Solutions and Connected Devices

ENABLING CONNECTIVITY THROUGH IT SOLUTIONS

Jabil's IT solutions play a crucial role in seamlessly integrating connected packaging solutions into the broader CPG ecosystem. By leveraging the Internet of Things (IoT), sensors, edge processing, and advanced analytics, Jabil's IT team ensures that connected devices operate efficiently and communicate data effectively. This integration allows for the delivery of actionable insights that drive smarter decision-making and operational improvements.

INNOVATING FOR A SUSTAINABLE FUTURE

Jabil's connected technology not only helps businesses overcome market challenges but also advances their sustainability goals. By providing real-time insights into inventory, demand, and supply chain performance, Jabil's solutions enable CPG companies to reduce waste and optimize resource use. Efficient inventory management minimizes overproduction and excess stock, while optimized supply chains reduce transportation requirements, thereby lowering fuel consumption and emissions.

Furthermore, auto-replenishment systems ensure products are restocked based on actual consumer usage, reducing surplus and waste compared to subscription models that often result in unnecessary purchases. This approach aligns with evolving consumer preferences for responsible, sustainable purchasing.

Jabil's connected packaging solutions also encourage reuse and recycling. The durable containers used in products like Cyclops and Atlas can be refilled with lightweight consumable packages and recycled once emptied, further reducing environmental impact.

As global consumers increasingly demand responsible, efficient, and innovative products, Jabil's commitment to connected solutions helps CPG companies meet these expectations while simultaneously reducing their environmental footprint.





THERMAL MANAGEMENT SOLUTIONS

Jabil Acquires Leader in Energy Efficient Liquid Cooling Solutions

With the rise of high-performance computing and artificial intelligence, there is a significant need for high-power CPUs and GPUs. These chips generate high levels of heat and the traditional method of cooling with air is insufficient. Liquid cooling chips and electronics have become a more effective and energy-efficient alternative to air cooling in many applications. To help meet this demand, Jabil has acquired Mikros Technologies, a leader in engineering and manufacturing of custom liquid cooling solutions for thermal management.

Based in New Hampshire, USA, Mikros Technologies' innovative microchannel cold plate designs extend the life of electronics, optimize system performance, and significantly reduces energy usage by managing heat loads of over 1,000 watts. This acquisition equips Jabil with essential capabilities to help customers address the intense thermal demands of their current and future products, while prioritizing sustainability and cost efficiency.

Mikros Technologies' unique capabilities and expertise will complement Jabil's extensive portfolio of lifecycle solutions for data center infrastructure, semiconductor testing equipment, and networking and communications hardware.





CIRCULAR ELECTRONICS

Jabil Joins the Circular Electronics Partnership (CEP)

In fiscal year 2024, Jabil officially joined the **Circular Electronics Partnership (CEP)**, a coalition of 20+ leading technology companies working towards achieving a circular electronics industry.

Collaboration with other industry leaders provides a unique opportunity for developing impactful circular economy solutions. Being part of these collaborations will also help Jabil identify more effective and sustainable practices that ultimately benefit its customers and suppliers through improved efficiency, a smaller environmental footprint, and potentially reduced cost.

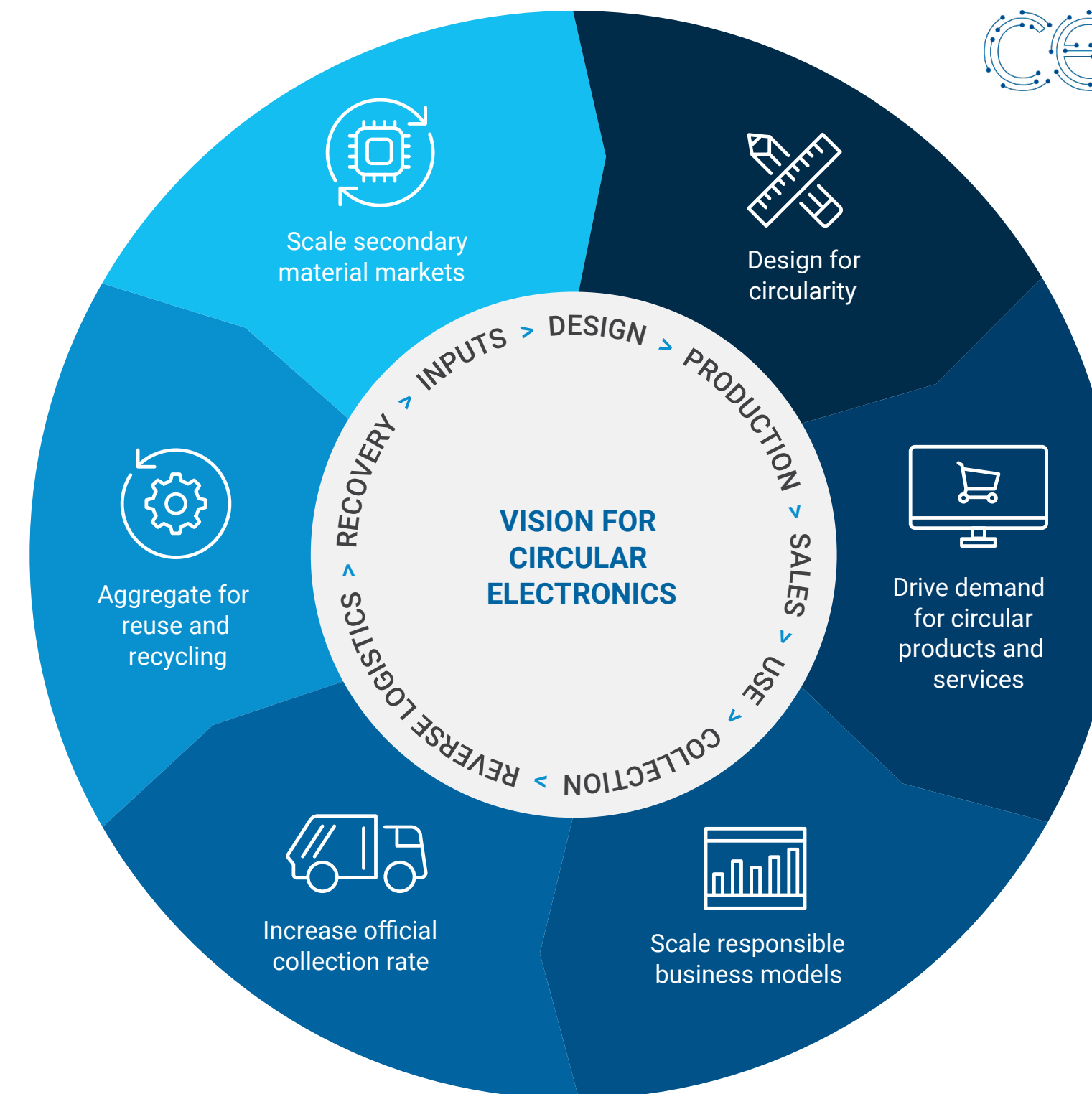
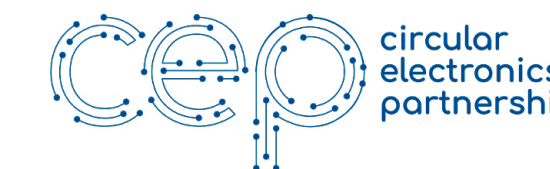
Working Together for a Greener Future

As the modern world's reliance on electronic products grows, their production, use, and end-of-life treatment create significant environmental and social challenges.

The CEP aims to extend the value of electronic products and materials using a lifecycle management approach, from initial design through to end-of-life. This approach ensures every step in the electronics value chain contributes to the achievement of industry's transition to circularity.

Joining the Circular Electronics Partnership highlights Jabil's commitment to lead in circularity, strategically positioning us to foster sustainable manufacturing practices and innovative product designs for a greener future.

THOMAS CETTA
Chief Compliance Officer, Jabil



Source: Circular Electronics Partnership






PLASTIC MANAGEMENT

Reuse of Operational Plastic Waste in Production Lines

Jabil's packaging facility in Tortosa now recycles and converts operational waste into EN15343-certified post-industrial recycled (PIR) plastic for reuse in its production lines.

What's the Impact?

TORTOSA'S PIR PLASTIC MANAGEMENT PROGRAM:

 RECYCLES 397 MT of plastic per year	 REDUCES the site's reliance on virgin plastic	 CONTRIBUTES to creating more sustainable products
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How Did They Do It?

Tortosa employees receive waste separation training to ensure effective recycling practices that align with the newly installed grinders on the site's production lines. This process helps transform manufacturing scrap into PIR plastic for reintegration into Jabil's customers' products. Waste that cannot be integrated into production is further separated and processed into PIR resins, which can be sold to other plastic manufacturers across the industry.

397 MT
PLASTIC RECYCLED
ANNUALLY



Left: Grinders are in-line to reprocess clean parts rejected by quality controls for dimensional issues. **Top-Right:** Scrap that cannot be recycled in-line is able to be converted into certified Post Industrial Recycled (PIR) pellets. **Bottom-Right:** Recycled PIR pellets created from our scrap by a certified recycling company are used to create new products made with 50% to 70% PIR.



ELECTRONIC WASTE REDUCTION

Turning Waste into Treasure

End-of-Life Testing Tools Get a Rebirth

The Electronics team at Jabil's site in Wuxi has developed a new way to analyze existing processes to identify ways to reduce unnecessary waste.

The employees realized that the in-circuit testing (ICT) fixtures used to hold printed circuit boards (PCBs) during the testing stages of their manufacturing process did not always need to be discarded after use. Previously, the ICT fixtures were destined to be sent out for disposal by incineration, which is not typically an environmentally friendly option.

Instead of using new ICT fixtures for each board, the team now reuses available space in two types of old ICT fixtures. These fixtures were previously marked for disposal after use but are now being integrated back into production.

This new approach eliminates unnecessary scraping and incineration, minimizing environmental impact, while also reducing waste through reuse.

Making the Most of Solder Paste

In the fast-paced world of electronics manufacturing, solder paste is a central ingredient that holds everything together. This unassuming, yet essential material is crucial for attaching electronic components to Printed Circuit Boards (PCBs), ensuring the seamless functioning of countless devices we use every day. However, the very scale of its usage in manufacturing also brings an unavoidable challenge: waste. As with many resources in industrial processes, a significant portion of solder paste often ends up as scrap.

Recognizing an opportunity for process improvement, the team at Jabil's Belo Horizonte site embarked on a mission to rethink their approach to solder paste management. The goal was simple, yet ambitious: reclaim and recycle 100% of the solder paste and solder dross generated throughout their manufacturing operations.

ICT FIXTURE REUSE & REDUCTION | 100% RECLAIM & RECYCLE SOLDER PASTE



By carefully analyzing their processes and implementing reverse logistics, the team developed a strategy to collect, process, and sell the reclaimed solder paste back to the supplier. This not only diverted waste from landfill but also closed the loop in the materials supply chain. The supplier, in turn, could reuse or properly dispose of the recycled solder, ensuring a more sustainable and circular approach to manufacturing.

In just one year, Jabil's Belo Horizonte site achieved its goal of recycling 100% of its solder paste. This achievement doesn't just reduce environmental impact, it sets a new standard for how large-scale electronics manufacturing can be both innovative and sustainable.



GRI & SASB Standards Index

“The rapidly changing legal and regulatory landscape is driving businesses to reassess what and how to report on sustainability matters. While this presents new challenges in collecting and communicating sustainability data, we recognize the opportunities it creates for integrated sustainability initiatives, backed by data-driven strategies, which encourage operational efficiency and innovation. For global markets, these developments highlight the importance of consistent practices across regions, enabling companies to not only adapt to compliance requirements but also contribute to meaningful environmental and social progress.”



THOMAS CETTA
Senior Vice President,
Chief Compliance Officer



The Organization and Its Reporting Practices

GRI 2-1 Organizational Details

Jabil Inc. is a leading, worldwide manufacturing services and solutions provider that delivers comprehensive design, manufacturing, supply chain and product management services, all under the Jabil brand. As a public company, our common stock trades on the New York Stock Exchange under the symbol "JBL."

SASB 000.A Number of manufacturing facilities

The company headquarters are located at 10800 Roosevelt Blvd N., St. Petersburg, Florida 33716

SASB 000.B Area of manufacturing facilities

We conduct our operations in facilities that are located worldwide, including but not limited to China, Mexico, Singapore, and the United States. Please visit our website for additional information on our locations: jabil.com/contact/locations

GLOBAL FACILITIES FOOTPRINT (SF):

REGION	APPROX. SQ FT* (IN MILLIONS)
Asia	21
Americas	13
Europe	4
Total	38

For more information, please see our [2024 Form 10-K Annual Report](#), pages 2 and 28.

Note: Approximately 8% of our total square footage* is not currently used in business operations. The total consists of 13 million square feet in facilities that we own, with the remaining 25 million square feet in leased facilities. All figures are as of August 31, 2024.

*Excluding dormitories, land, and parking.

GRI 2-2 Entities included in the organization's sustainability reporting

This report covers all entities included in our financial statements. This includes all wholly owned facilities, and joint ventures in which we have operational control. A list of our global entities can be found on our website: jabil.com/contact/locations/list-of-global-entities.html

GRI 2-3 Reporting period, frequency and contact point

This is Jabil's 10th annual sustainability report, which covers our global social and environmental performance data for our fiscal year 2024, from September 1, 2023, through August 31, 2024. Our previous

report was released in February 2024, covering fiscal year 2023: September 1, 2022 through August 31, 2023. We intend to continue to release our sustainability progress reports on an annual basis.

For questions about this report, please contact: **Timur Aydin**, Senior Director of Enterprise Marketing and Communications, timur_aydin@jabil.com

GRI 2-4 Restatements of information

Any performance tables that have been corrected are noted in the footnotes beneath those particular sets of data with the specific reasons as to why the data may have been updated.

GRI 2-5 External assurance

We did not seek external assurance for our full report. The fiscal year 2024 metrics that were third party assured are listed in our third-party [Assurance Statement](#), as well as our [Scope 3 Assurance Statement](#).

In fiscal year 2024, Jabil recalculated key Scope 3 categories for fiscal years 2022 and 2023 to align with an updated methodology and Scope 3 materiality assessment. The emissions for these years

have been third-party assured, as documented in our [Fiscal Year 2022 Scope 3 Assurance Statement](#) and [Fiscal Year 2023 Scope 3 Assurance Statement](#).

The scope of the assurance included evaluation of quality, accuracy and reliability of specified performance information, including KPI Data Point Descriptions (reporting criteria) and KPI Verified Data 2024 (disclosures) as detailed below.

This assurance has been conducted at a limited level according to ISAE3000 (Revised), Assurance Engagements Other than Audits or Reviews of Historical Financial Information and according to the Société Générale de Surveillance (SGS) ESG & Sustainability Report Assurance protocols, including the Principles contained within the Global Reporting Initiative Sustainability Reporting Standards (GRI Standards) 1: Foundation 2021 for report quality.



Activities and Workers

GRI 2-6

Activities, value chain, and other business relationships

SASB 440a.1

Description of the management of risks associated with the use of critical materials

We are one of the leading providers of manufacturing and supply chain management services and solutions. We provide comprehensive electronics design, production and product management services to companies in various industries and end markets. Our services enable our customers to reduce manufacturing costs, improve supply chain management, reduce inventory obsolescence, lower transportation costs and reduce product fulfillment time. Our manufacturing and supply chain management services and solutions include innovation, design, planning, fabrication and assembly, delivery and managing the flow of resources and products. In fiscal year 2024, we had two reporting segments: Electronics Manufacturing Services (“EMS”) and Diversified Manufacturing Services (“DMS”). For more information, please see [Industries We Serve](#).

Leveraging the power of diverse, talented and dedicated employees across approximately 100 locations in more than 30 countries, our vision is to be the most technologically advanced and trusted manufacturing solutions provider.

We depend, and expect to continue to depend, upon a relatively small number of customers for a significant percentage of our net revenue, which in turn depends upon their growth, viability and financial stability. Please see our [2024 Form 10-K Annual Report](#) for additional information on our largest customers based on net revenue, for the fiscal year ended August 31, 2024. For the fiscal year ended August 31, 2024, we had net revenues of \$28.9 billion and net income attributable to Jabil Inc. of \$1.4 billion.

We serve our customers primarily through dedicated business units that combine highly automated, continuous flow manufacturing with advanced electronic design and design for manufacturability.

Most of our business units are dedicated to serve one customer each and are empowered to formulate strategies tailored to individual customer’s needs. Our business units generally have dedicated production lines consisting of equipment, production workers, supervisors, buyers, planners and engineers. Under certain circumstances, a production line may serve more than one business unit to maximize resource utilization.

Business units have direct responsibility for manufacturing results and time-to-volume production, thereby promoting a sense of individual commitment and ownership. The business unit approach is modular and enables us to grow incrementally without disrupting the operations of other business units. Business unit management reviews the customer financial information to assess whether the business units are meeting their designated responsibilities and to ensure that the daily execution of manufacturing activities is being effectively managed. We procure components from a broad group of suppliers, determined on an assembly-by-assembly basis. Some of the products we manufacture contain one or more components that are only available from a single source. Our top original component manufacturers (by revenue) from which Jabil purchases include LG Display, Samsung, Western Digital, Intel, and Texas Instruments.

Jabil is committed to sourcing materials responsibly and bringing greater transparency across the supply chain to help address our industry’s increasingly complex sourcing challenges. Our commitment is built on a foundation of transparency, governance, ethics and respect for human rights – creating value for our investors, customers and the communities we serve.

Persistent and widespread disruptions associated with tightly connected and global supply chains have increased in recent years, highlighting the critical importance of our proactive due diligence model. Gathering and analyzing vast amounts of information is at the center of our responsible sourcing strategy to make informed, data-driven decisions. In addition, our approach is underpinned by the Responsible Business Alliance (RBA), the UN Guiding Principles on Business and Human Rights, and Organization for Economic Development (OECD) Due Diligence Guidance for Responsible Business Conduct.

Our Partner Lifecycle process includes risk assessments and due diligence efforts and is specifically designed to proactively screen suppliers to increase transparency. Our process allows us to collaborate with our supply chain partners to address critical risk, including remediation activities where necessary.

GRI 2-6 (Cont.)
Activities, value chain, and other business relationships

SASB 440a.1
Description of the management of risks associated with the use of critical materials

We continuously educate our vendors regarding our expectations for them to remain viable partners with Jabil. Setting clear expectations has successfully changed our supply base's behavior because they know they are being evaluated.

Risks in our supply chain derive from several different areas, including:

- Sustainability
- Human rights
- Security
- Assurance of supply
- Disaster preparedness
- IT and cybersecurity
- Materials compliance
- Regulatory changes

During fiscal year 2024, our Partner Lifecycle processes continued to mature, achieving significant results, including:

- Over 66% of active suppliers, and over 99% of suppliers completing assessments in Partner Portal provided Jabil with a commitment to operate according to [Jabil's Supplier Code of Conduct](#) and the [RBA Code of Conduct](#).
- Our new Partner Portal is in use to automate, simplify and streamline the onboarding process for new suppliers and standardize the evaluation and mitigation of risks to Jabil and our customers. We are currently handling 85% of all new vendor and extension cases that go through Master Data Governance (MDG) within the portal.
- Our extensive franchise distributor review process resulted in 73 rejected cases due to non-compliance with Jabil's Supplier Code of Conduct and the RBA Code of Conduct, remediation actions were taken.

As part of our commitment to supply chain transparency and responsible sourcing, we publish an annual [Conflict Minerals Report](#) which includes a comprehensive analysis of the 3TG (tin, tantalum, tungsten, and gold) and the associated smelters used within our supply chain. In addition, we actively collaborate with customers and suppliers to further map and execute additional due diligence on other unregulated rare earth minerals, including cobalt, mica, and lithium.

Supply Chain



- [Supplier Information Security Requirements](#)
- [Anti-Bribery Anti-Corruption Policy](#)
- [Jabil's Commitment to SER](#)
- [Jabil Code of Conduct](#)
- [Conflict Minerals Policy](#)
- [Conflict Minerals Annual Report](#)
- [Human Rights Policy](#)
- [RBA Commitment Policy](#)
- [Quality Policy](#)
- [Slavery and Human Trafficking Avoidance Policy Statement](#)
- [Supplier Code of Conduct](#)

For more information, please see our [2024 Form 10-K Annual Report](#), page 2. For significant changes to the organization and its supply chain, please see pages 87 and 88.

	GLOBAL WORKFORCE	FY19	FY20	FY21	FY22	FY23	FY24
GRI 2-7 Employees	Total Employees (#)	190,630	218,224	234,154	228,409	227,365	170,064
	Direct labor	72%	76%	78%	75%	74%	69%
	Indirect labor	28%	24%	22%	25%	26%	31%
GRI 2-8 Workers who are not employees	Americas (#)	38,347	40,407	39,549	45,993	52,305	48,928
	Direct labor	52%	53%	55%	56%	56%	55%
	Indirect labor	48%	47%	45%	44%	44%	45%
	Europe (#)	15,092	16,726	17,225	17,566	17,561	15,830
	Direct labor	55%	53%	54%	53%	53%	50%
	Indirect labor	45%	47%	46%	47%	47%	50%
	Asia (#)	137,146	161,091	177,380	164,850	157,499	105,306
	Direct labor	80%	84%	85%	83%	82%	78%
	Indirect labor	20%	16%	15%	17%	18%	22%
	Africa (#)	45	n/a	n/a	n/a	n/a	n/a
	Direct labor	2%	n/a	n/a	n/a	n/a	n/a
	Indirect labor	98%	n/a	n/a	n/a	n/a	n/a
	Women	42%	40%	41%	41%	41%	42%
	Direct labor	46%	44%	44%	44%	45%	47%
	Indirect labor	30%	29%	29%	29%	30%	31%
	New Hires	36%	33%	35%	33%	38%	34%
	Americas	44%	44%	43%	45%	46%	46%
	Europe	45%	41%	40%	40%	39%	40%
	Asia	41%	40%	40%	40%	40%	40%
	Africa	31%	n/a	n/a	n/a	n/a	n/a

	FY24	AMERICAS	ASIA	EUROPE
Permanent Employees		45,675	67,600	14,318
Women		22,436	27,053	6,086
Men		23,166	40,543	8,191
Not Disclosed		73	4	41
Temporary Employees		3,251	37,706	1,514
Women		303	15,203	247
Men		544	16,288	326
Not Disclosed		2,404	6,215	941
Full-Time Employees		48,379	105,291	15,281
Women		22,576	42,255	6,040
Men		23,422	56,823	8,334
Not Disclosed		2,381	6,213	907
Part-Time Employees		548	15	550
Women		161	2	292
Men		283	8	80
Not Disclosed		104	5	178

In fiscal year 2024, Jabil had 170,064 employees worldwide. Please note that Jabil's employee numbers fluctuate during the fiscal year depending on business needs and seasonality. Employees who are listed as "Direct Labor" are involved in the hands-on manufacturing of products, whereas those listed as "Indirect Labor" are all the other employees who are not. Jabil calculates its total number of employees for the fiscal year by averaging the monthly employee counts. This figure excludes the digital worker category of contingent labor. Please note that this number may differ slightly from the employee count reported in Jabil's Annual 10-K Report, which reflects the total number of employees as of the last day of the fiscal year, rather than the average throughout the year. Jabil's Human Resources department includes the following categories in its definition of contingent labor: dispatched labor in Asia, independent contractors, contract services, outsourced operations and outsourced support.



Governance

<p>GRI 2-9 Governance structure and composition</p> <p>GRI 2-10 Nomination and selection of the highest governance body</p> <p>GRI 2-11 Chair of the highest governance body</p>	<p>We are a corporation governed by a Board of Directors. The Board has the following standing committees:</p> <ul style="list-style-type: none"> • Audit • Compensation • Nominating and Corporate Governance – has responsibility for Environmental, Social, Governance (ESG) matters including climate change unless otherwise specified. • Cybersecurity 	<p>Mr. Mark Mondello, former Chief Executive Officer of the Company, remains on our Board as Chairman and has continuing executive responsibilities related to acquisitions and other strategic matters. Mr. Steve Raymund is Lead Independent Director. In that role, Mr. Raymund presides at meetings of the Board when Mr. Mondello is not present (including executive sessions of the independent directors), approves the agenda and schedule for Board meetings and has authority to call executive sessions of the independent directors. Mr. Raymund may also act as a liaison between the Chairman and the independent directors.</p>	<p>For more information, please see the governance documents located on our website, as well as our 2024 Proxy Statement, pages 2, 6–15.</p> <p>For information on our board processes and policies, please see our Nominating & Corporate Governance Charter as well as our Corporate Governance Guidelines.</p>
<p>GRI 2-12 Role of the highest governance body in overseeing the management of impacts</p>	<p>Senior leadership develops approves and updates the purpose, values and strategy with oversight by the Board. The SVP Chief Compliance Officer oversees Social & Environmental Responsibility risk management and regularly communicates these risks and opportunities to the Board of Directors’ Nominating & Corporate Governance Committee and leadership team. Jabil’s CEO, a member of the Board, is also a member of our Enterprise Sustainability Leadership Council, which advises on management of sustainability impacts.</p>	<p>Please see our 2024 Proxy Statement, page 2, for corporate governance highlights.</p> <p>Stockholders and other interested parties may contact the Board about corporate governance or matters related to the Board. Communications directed to any director, or any group of directors, must be in writing and mailed to:</p>	<p>Jabil Inc. Office of the Corporate Secretary 10800 Roosevelt Blvd. N. St. Petersburg, Florida 33716 USA</p>
<p>GRI 2-13 Delegation of responsibility for managing impacts</p> <p>GRI 2-14 Role of the highest governance body in sustainability reporting</p>	<p>The Board provides oversight for the management of the Company’s ESG program.</p> <p>The SVP Chief Compliance Officer in the Legal department creates Jabil’s Sustainability policy and oversees Jabil’s Sustainability approach and performance globally. In addition to upholding policies and implementing programs designed to create a positive impact, this leader is responsible for due diligence as we make decisions that</p>	<p>affect our business. This position is responsible for Social and Environmental Responsibility risk management and communicating these risks and opportunities regularly to the Board of Directors Nominating & Corporate Governance Committee and members of the leadership team. This position is also the chairperson for the Enterprise Sustainability Leadership Council, who reviews the organization’s material topics. See page 72 for more information on the Council.</p>	<p>Within the company, in fiscal year 2024 our structure consisted of the following for high-level accountability for sustainability topics:</p> <ul style="list-style-type: none"> • The SVP – Legal Department – Chief Compliance Officer, Assistant Corporate Secretary reporting to the General Counsel.



GRI 2-15
Conflicts of interest

The [Jabil Code of Conduct](#) applies to the entire organization. Information can also be found in our [Corporate Governance Guidelines](#).

GRI 2-16
Communication of critical concerns

Matters that are determined to rise to the level of a critical concern are reported to the Audit Committee of Jabil’s Board of Directors. Critical concerns are handled by the Global Ethics and Compliance Team at the direction and under the supervision of Jabil’s Chief Compliance Officer who reports to the Chairman of the Audit Committee.

Outside Council and external forensic consultants may be used to assist on critical matters.

GRI 2-17
Collective knowledge of the highest governance body

Director orientation – Our robust orientation program familiarizes new directors with Jabil’s businesses, strategies, and policies, and assists new directors in developing company and industry knowledge to optimize their service on the Board.

Continuing education – Regular continuing education programs enhance the skills and knowledge directors use to perform their responsibilities. These programs may include internally developed materials and presentations, programs presented by third parties, and financial and administrative support to attend academic or other independent programs.

GRI 2-18
Evaluation of the performance of the highest governance body

The Board of Directors annually evaluates the performance of the Board and its members. The Nominating & Corporate Governance Committee reviews the results, which are then reported to and discussed with the Board.

Please see our [2024 Proxy Statement](#), pages 11–13, for information on risk oversight.

GRI 2-19
Remuneration policies

GRI 2-20
Process to determine remuneration

For information on our remuneration practices, please see our [2024 Proxy Statement](#), pages 23–39.

GRI 2-21
Annual total compensation ratio

The fiscal 2024 annual total compensation of Mr. Dastoor, our CEO at fiscal year end, was \$5,249,282, as set forth in the Summary Compensation Table. The ratio of our CEO’s annual total compensation to our median associate’s annual total compensation was 515:1.

To provide some context for the above CEO pay ratio, as a large global manufacturing company, our business operations rely significantly on employees outside the United States. Of the approximate 103,954 associates included in our analysis, more than 89% are located outside the United States. The majority of the associates outside of the United States work in Mexico (30%) and China (24%). The compensation elements and pay levels of our employees differ from country to country based on market trends as well as fluctuations in currency exchange rates. We annually conduct competitive market pay analysis in all of the countries we operate in to help ensure we are competitive with local market practices.

For information on our remuneration practices, please see our [2024 Proxy Statement](#), page 45.



Strategy, Policies and Practices

GRI 2-22

Statement on sustainable development strategy

For a [letter from Mike Dastoor](#), our CEO, please see page 3.

GRI 2-23

Policy commitments

Jabil is committed to conducting our business with uncompromising integrity and in compliance with all laws and regulations in the locations where we do business. In all interactions, we are accountable to our employees, customers, suppliers, and shareholders. To ensure Jabil policies are followed, we provide ongoing training to employees and methods for individuals to confidentially request guidance and report ethical concerns.

GRI 2-24

Embedding policy commitments

The Jabil Code of Conduct (Code) provides guiding principles on how we interact with each other, our customers and suppliers, and the world in which we operate. The Code is translated into 22 languages, and employees are required to acknowledge receipt of and adherence to the Code as part of annual compliance training and new employee onboarding.

SASB 320a.2

Percentage of (1) entity's facilities audited in the RBA Validated Audit Process (VAP) or equivalent, by (a) all facilities and (b) high-risk facilities

Jabil also adheres to the Responsible Business Alliance's (RBA) Code of Conduct (RBA Code). RBA is the world's largest industry coalition dedicated to corporate social responsibility in global supply chains. The RBA Code is derived from respected, internationally recognized standards including the OECD Guidelines for Multinational Enterprises; UN Guiding Principles on Business and Human Rights; ILO Declaration on Fundamental Principles and Rights at Work; and the UN Universal Declaration of Human Rights.

Jabil continues to look for ways to improve respect for human rights throughout its organization and supply chain. , including, in this fiscal year, by enhancing our social compliance management system in response to new regulatory requirements. [Jabil's Human Rights Policy](#) underpins our approach to human rights and responsible business practices across our global business. We are committed to the following internationally recognized principles:

- Employment should be a free choice. Forced, bonded or indentured labor, involuntary prison labor, slavery or trafficking of persons is never acceptable.

- Child labor must never be used in any stage of manufacturing.
- Working hours should not be more than 60 hours per week, including overtime, except in emergency or unusual situations as defined by RBA. Workers should be allowed at least one day off every seven days.
- Wages and benefits must comply with all applicable wage laws, including those relating to minimum wages, overtime hours and legally mandated benefits.
- Harsh and inhumane treatment including sexual harassment, sexual abuse, corporal punishment, mental or physical coercion or verbal abuse is prohibited; nor should workers be subjected to threats of such treatment.
- The workplace should be free of harassment and unlawful discrimination.
- The right of all workers to form and join trade unions, to bargain collectively and to engage in peaceful assembly as well as the right of workers to refrain from such activities, must be respected.

Operations assessed for human rights (# RBA risk-based assessment)	78
Operations audited for human rights*(# RBA VAP Audits)	17
High-risk (# of high-risk facilities)	2

*Independent, external audits were conducted through the Responsible Business Alliance's Validated Assessment Program

This year, we are pleased to have further enhanced our human rights program and management system in line with developing regulatory standards. These latest reported metrics reflect the progress we have made towards assessing, mitigating, and managing human rights risk across our global organization. This approach enables comparable data going forward as we adapt our reporting to new compliance requirements.

As a full member of RBA, we participate in the RBA VAP Audit program to rigorously assess labor rights, as well as environmental, health and safety,

ethics and supply chain matters. The RBA requires a risk-based approach to audits which involves initial assessment of every site and a VAP Audit on high-risk sites. In addition, Jabil conducts additional VAP Audits on some facilities as part of its internal risk management program. Where non-conformances are identified by any audit, we follow a strict and RBA-aligned corrective action process to ensure they are resolved."

The precautionary principle is inherent in Jabil's operational planning as follows:

- Groups contributing to enterprise risk management are required to track and align to emerging areas of interest; regulatory, customer requirements, government policy changes, etc. These groups are expected to stay ahead of changes in their respective fields, assuring the company is well-positioned to respond to stakeholder's expectations.
- Company culture and values place a high value on employee, community and environmental well-being. Our culture drives executive management to evaluate the impact of business decisions on employees, community, and environment, including when dealing with plant closings and remediation of pre-existing pollution acquired.
- Our Global Management System drives insight and governance over environmental and social impacts to reduce uncertainty, promote operational efficiency, address and mitigate any potential impact of our business on human rights and the environment, and manage legal and commercial risk.
- We have adopted preventative engineering solutions to reduce total insurable value of Jabil assets. For example, site selection that considers flood risk and required engineering to mitigate or eliminate flood risk.
- Environmental, Health and Safety and Social Compliance due diligence is undertaken during M&A, including a robust process to identify, quantify and make decisions based on identified risks associated with acquisitions.



GRI 2-22 (Cont.)
[Statement on sustainable development strategy](#)

For additional details and links to policy commitments, please see [section GRI 2-6](#) on page 44.

GRI 2-23
[Policy commitments](#)

LEED Certifications:
Mezzovico, Switzerland; and Raron, Switzerland

GRI 2-24
[Embedding policy commitments](#)

FDA registrations in the following cities:

- Albuquerque, New Mexico
- Balsthal, Switzerland
- Bettlach, Switzerland
- Brandywine, Pennsylvania
- Cayey, Puerto Rico
- Chicago, Illinois
- Clinton, Massachusetts
- Elmira, New York
- Grenchen, Switzerland
- Hägendorf, Switzerland
- Le Locle, Switzerland
- Kwidzyn, Poland
- Maple Grove, Minnesota
- Mezzovico, Switzerland
- Monterrey, Mexico
- Monument, Colorado
- Nagygmand, Hungary
- Raron, Switzerland
- Shanghai, China
- Shenzhen, China
- Torres, Mexico
- Tuttlingen, Germany

Certifications:

- ISO 9001
- ISO 14001
- ISO 45001
- ISO 50001
- International Sustainability and Carbon Certification (ISCC)
- UL2799 Zero Waste to Landfill

Most of our manufacturing facilities are certified to the ISO 9001:2015 Quality Management System standard, or ISO 13485 Medical Devices (Healthcare sites as applicable), and approximately 55% are also certified to ISO 14001:2015 environmental standards.

The ISO 9001-certified Quality Management System is the criteria for establishing and demonstrating the ability to consistently provide products and services that meet customer and regulatory requirements, following lean six sigma methodologies.

The ISO 14001-certified Jabil Environmental Management System provides the foundation for an environmentally sustainable business, EHS legal compliance, and the preservation of natural resources.

Initiatives:

- Sedex® (SMETA)
- New Plastics Economy Global Commitment (Ellen MacArthur Foundation Global Commitment)
- Responsible Business Alliance (Full Member)
- United Nations Guiding Principles on Business and Human Rights

It is a framework of standards, procedures and internationally recognized best practices which provide an effective, repeatable approach to establishing strategic priorities, proactively managing EHS risks and continuously improving our processes.

In accordance with these requirements, Jabil sites use a standardized risk assessment process to identify and prioritize EHS risks, employ operational controls to mitigate risks, audit to internal and external requirements, report incidents and analyze trends, and employ a corrective action process to correct nonconformities and ensure continuous improvement.

GRI 2-25
[Processes to remediate negative impacts](#)

To develop Jabil’s five-year sustainability strategy, we conducted a stakeholder engagement study to identify the social and environmental challenges most important to our employees, customers, suppliers, and other stakeholders. Through interviews with key stakeholders, we consolidated the results into a matrix that highlights the frequency and impact of stakeholder priorities. This materiality analysis enabled us to pinpoint areas where Jabil has the greatest impact and formulate commitments to address these areas.

Our entire sustainability strategy is built on stakeholder priorities, and we track its effectiveness through ongoing engagements with these stakeholders. The success of Jabil’s strategy is measured by our ability to meet customer requirements and industry standards for sustainability. Additionally, stakeholder engagements allow us

to identify opportunities for improvement, such as the increasing demand for Scope 3 emissions reporting. In fiscal year 2024, we collaborated with an external consultant to inventory our material Scope 3 emissions.

Jabil continuously engages with customers and employees to refine and execute our global sustainability strategy. We have meetings with customers to collaborate on sustainability initiatives and share updates on our progress. Jabil reports to external sustainability raters, allowing customers to track and follow up on our scores.

For instance, we report our sustainability strategy and progress on Ecovadis, which includes a Corrective Actions tool for customers to request improvements and monitor their progress.

Internally, Jabil maintains a Global Sustainability inbox for employees to ask questions, request support on customer sustainability inquiries, or provide feedback on our global sustainability strategy. Our internal Sustainability Dashboard, updated monthly, tracks, evaluates, and showcases performance against our enterprise sustainability goals. Accessible to all employees, this dashboard enhances transparency and accountability across the organization.

As a full member of RBA, we participate in the RBA VAP Audit program to rigorously assess labor rights, as well as environmental, health and safety, ethics and supply chain matters. The RBA requires a risk-based approach to audits which involves initial assessment of every site and a VAP Audit on high-risk sites. Where non-conformances are identified by any audit, we follow a strict and RBA-aligned corrective action process to ensure they are resolved.



GRI 2-26
Mechanisms for seeking advice and raising concerns

Jabil provides multiple options to obtain advice on ethical behavior, and to report concerns of possible violations of the Code, Jabil policy and law.

These options include:

- Utilizing Jabil’s Open-Door Policy by discussing questions or concerns with management, HR or the Legal Department;
- Emailing the Jabil’s Global Ethics and Compliance Team at Global_Compliance@Jabil.com; or
- Contacting the publicly available [Jabil Integrity Hotline](#) to submit confidential questions or concerns online or by phone. The Jabil

Integrity Hotline is available 24 hours a day, 7 days a week, and it is staffed by an independent third party and provides translation services in all languages.

- Jabil maintains employee escalation protections and communication mechanisms to enable employees to report and escalate suspected violations of the Jabil policy and protects against retaliation.

Jabil’s Integrity Hotline reporting mechanisms are communicated to employees in the Code and Jabil policy and in compliance training, communication, and posters.

The Integrity Hotline is communicated to Jabil suppliers through the Supplier Code of Conduct (Supplier Code), which encourages suppliers to contact the Hotline in relation to any potential wrongdoing, unethical or illegal behavior, or non-compliance with the Supplier Code. Jabil also requires its suppliers to provide an anonymous complaints mechanism for its employees, agents, and subcontractors to report grievances.

We maintain an active reporting system for engaging with requests for advice and reports of concerns about ethics and workplace issues. All submissions are triaged by Jabil’s Global Ethics and Compliance Team to determine appropriate next steps for review and disposition.

GRI 2-27
Compliance with laws and regulations

Jabil reports on material matters when and as required by the rules of the Securities and Exchange Commission.

GRI 2-28
Membership associations

- Center for Automotive Diversity, Inclusion and Advancement
- Disability:IN
- Ellen MacArthur Foundation
- Equality Means Business
- Hiring Our Heroes

- IPC Sustainability Council
- myGwork
- Responsible Business Alliance (RBA) founding and full member
- Society of Women Engineers

- Sustainable Packaging Coalition
- The Association of Plastic Recyclers
- World Sustainability Leaders
- Circular Electronics Partnership

Stakeholder Engagement

GRI 2-29
Approach to stakeholder engagement

Our key stakeholders include: customers, employees and other workers, local communities, suppliers, shareholders and other investors, governments, NGOs/nonprofits, and vulnerable groups.

GRI 2-30
Collective bargaining agreements

Jabil engages with a wide array of these stakeholders to understand the issues most important to our business." Jabil’s culture is intended to reinforce two-way communications between our direct labor employees and management.

Jabil follows local regulations, laws and policies as they relate to freedom of association and collective bargaining agreements. In some international locations, such as Europe, China, and Mexico, Jabil employees are covered by work councils and labor unions. U.S. employees are not covered by labor unions. As detailed in the

RBA Code, Jabil Human Rights Policy and the Jabil Code of Conduct, Jabil supports freedom of association rights for all our employees, including the right to choose freely whether or not to join a union.



Disclosures on Material Topics

GRI 3-1

Process to determine material topics

In 2021, we conducted a stakeholder engagement initiative, interviewing employees, customers, suppliers, and other stakeholders to identify their most pressing challenges. These material topics informed the development of our global Sustainability Strategy. Our entire strategy is built on stakeholder priorities, and we continuously track its effectiveness through ongoing engagements with these stakeholders.

We continually evaluate materiality through our engagement with the Responsible Business Alliance (RBA), stakeholder engagements, and customer requests for information.

In addition to leveraging industry consortiums that conduct assessments relevant to our business, we referenced the recommended relevant issues/material topics provided from the Sustainable Accounting Standards Board (SASB). While we used the guidance provided for the Electronic Manufacturing Services &

Original Design Manufacturing (TC-ES) industry within the Technology & Communications (TC) sector, a few of the material topics did not apply to Jabil. We also reference the United Nations Sustainable Development Goals, the Global Reporting Initiative, the World Benchmarking Alliance, subject matter experts, and internal risk assessments.

Unless otherwise noted, all data are derived from facilities and operations which we own or have operational control over.

GRI 3-2

List of material topics

Jabil's material topics reported in the GRI include the following:

Energy and Greenhouse Gas

- GRI 302 – Energy
- GRI 305 - Emissions

Water and Wastewater Management

- GRI 303 – Water and Effluents

Waste & Hazardous Materials Management

- GRI 306 – Waste

Supply Chain Compliance and Transparency

- GRI 308 – Supplier Environmental Assessment
- GRI 414 – Supplier Social Assessment

Labor Practices

- GRI 402 – Labor and Management Relations

Employee Health & Safety

- GRI 403 – Occupational Health & Safety

Respect and Inclusivity

- GRI 405 – Diversity and Equal Opportunity

GRI 3-3

Management of material topics

The nature of Jabil's operations creates the potential for environmental impact. Our reliance on energy and water for our manufacturing processes means that our use of these resources affects the environment. Additionally, our operations generate waste, making waste management another area of environmental impact.

Jabil also has an impact on our workers. Due to Jabil's global presence, our labor practices, health and safety initiatives, and inclusion efforts affect many people. We positively impact our employees by enforcing fair labor practices in line with the RBA Code of Conduct and local regulations, implementing a global health and

safety management system that meets and often exceeds ISO 45001 standards, implementing a social compliance management system in line with RBA standards and fostering an inclusive environment with programs for underrepresented groups. The success of these systems plays a crucial role in maintaining a positive impact on our workers.

Our extensive supplier network means these potential environmental and social impacts extend throughout our supply chain. We are always looking for ways to enhance our supplier due diligence practices to identify, manage, and minimize these risks.

To manage these material topics, Jabil's Sustainability Strategy sets specific targets. Environmental and health and safety topics are addressed within the "Our Operations and Resources" and "Our Innovative Solutions" pillars. Our commitment to fair labor practices is covered within the "Our People and Communities" pillar. Details on these commitments and our progress can be found on [page 5](#). We track these commitments internally on our Sustainability Dashboards and report progress externally in this report, with further exploration in the GRI sections listed in [GRI 3-2](#).



Economic Performance

<p>GRI 201-1 Direct economic value generated and distributed</p>	<p>In fiscal year 2024, our five largest customers accounted for approximately 36% of our net revenue and 88 customers accounted for approximately 90% of our net revenue.</p>	<p>For more information on our financials, please see our 2024 Form 10-K Annual Report, page 6.</p>
<p>GRI 201-2 Financial implications and other risks and opportunities due to climate change</p>	<p>Certain components that we use in our manufacturing activities are petroleum-based. In addition, we, along with our suppliers and customers, rely on various energy sources (including oil) in our facilities and transportation activities. An increase in energy prices, which have been volatile historically, could cause an increase in our raw material costs and transportation costs.</p> <p>In addition, increased transportation costs of certain of our suppliers and customers could be passed along to us. We may not be able to increase our product prices enough to offset these increased costs. In addition, any increase in our product prices may reduce our future customer orders and profitability.</p> <p>Our operations and those of our customers and suppliers have been and may again be subject to natural disasters, climate change-related events, pandemics, or other business disruptions, which could seriously harm our results of operation and increase our costs and expenses. We are susceptible to losses and interruptions caused by hurricanes (including in Florida, where our headquarters are located), earthquakes, power shortages, telecommunications failures, water or other natural resource shortages, tsunamis, floods, typhoons, drought, fire, extreme weather conditions, rising sea level, geopolitical events such as direct</p>	<p>or indirect terrorist acts or acts of war, other natural or man-made disasters, boycotts and sanctions, or widespread criminal activities. Such events could make it difficult or impossible to manufacture or to deliver products to our customers, receive production materials from our suppliers, or perform critical functions, which could adversely affect our business globally or in certain regions.</p> <p>While we maintain similar manufacturing capacities at different locations and coordinate multi-source supplier programs on many of our materials, which we believe better enables us to respond to these types of events, we cannot be sure that our plans will fully protect us from all such disruptions. Our insurance coverage with respect to natural disasters is limited and is subject to deductibles and coverage limits. Such coverage may not be adequate or may not continue to be available at commercially reasonable rates and terms.</p> <p>While we manufacture our products in a large number of diversified facilities and maintain insurance covering our facilities, including business interruption insurance, a catastrophic loss of the use of all or a portion of one of our key manufacturing facilities due to accident, labor issues, weather conditions, natural disaster or otherwise, whether short- or long-term, could have a material adverse effect on us.</p> <p>Finally, many governments, regulators, investors, employees, customers and other stakeholders are increasingly focused on environmental, social and governance considerations relating to businesses, including climate change and greenhouse gas emissions, human and civil rights. In addition, we make statements about our environmental, social, and governance goals and initiatives through our sustainability report. Responding to these environmental, social, and governance considerations and implementation of these goals and initiatives involves risks and uncertainties and requires investment. We cannot guarantee that we will achieve our goals and initiatives. Any failure, or perceived failure, to achieve our goals, further our initiatives, adhere to our public statements, comply with the constantly developing federal, state, or international environmental, social, and governance laws and regulations, or meet evolving and varied shareholder expectations and standards, could result in legal and regulatory proceedings against us and materially adversely affect our business, reputation, results of operations, financial condition, and stock price.</p> <p>Information on natural disasters, climate change and global events can be found in our 2024 Form 10-K Annual Report page 25.</p>
<p>GRI 201-3 Defined benefit plan obligations and other retirement plans</p>	<p>In the United States, we offer self-insured, fully insured and voluntary plans, but currently there are no retiree benefits or pension plans. Financial and actuarial oversight is provided by our brokers, Marsh & McLennan Agency (MMA) and Milliman, Inc. Plan utilization and</p>	<p>costs are monitored monthly and reported back to Jabil via monthly financial monitoring reports (FMR). Annually, MMA and Milliman provides an "All Lines Gross Net" report including employer and employee contributions.</p> <p>Jabil's benefit plans are competitive with those of other companies and coverage varies in accordance with the laws of the countries in which we operate.</p>
<p>GRI 201-4 Financial assistance received from government</p>	<p>No financial assistance that is material for disclosure for the U.S. Securities and Exchange Commission reporting purposes.</p>	



Anti-Corruption

GRI 205-1 Operations assessed for risks related to corruption

Jabil's Global Ethics and Compliance Team (GECT) continuously assesses the organization's risk by considering a variety of factors. These factors include Jabil's geographic footprint and industry sectors, tracked and trended Jabil Integrity Hotline data, compliance audits and investigations findings, and Jabil's engagement with suppliers and vendors. To address and mitigate identified risk, GECT developed and implemented the Jabil Code of Conduct, Anti-Bribery and Anti-Corruption Policy, Conflicts of Interest Policy,

Anti-Commercial Bribery Guidelines, other compliance policies, and targeted and tailored compliance communication and training.

GECT also works with Jabil's Supply Chain team to manage supplier and vendor risk and oversight through the Partner Lifecycle program. This program defines Jabil's third-party requirements, which are communicated to our suppliers and vendors via our Supplier Code of Conduct, Supplier Requirements Manual, and supplier contracts and associated documents.

All potential suppliers and vendors are assessed against these requirements prior to engagement. We also conduct ongoing monitoring and assessment of active suppliers and vendors for non-compliance and evolving risk. Remediation measures are defined and implemented to address any identified areas of non-compliance and/or risk. When identified, higher risk suppliers and vendors are subject to enhanced due diligence, and to additional more prescriptive contract terms and conditions (e.g., audit clause, anticorruption certifications).

GRI 205-2 Communications and training on anti-corruption

For our employees, Jabil has a risk-based strategy to target and tailor compliance communication and training to help facilitate the integration of our policies and procedures further into the organization. As to communication, Jabil executives publish "Tone-at-the-Top" compliance videos and messaging that align to our vision and purpose statements, and reinforce the guidance provided in the Jabil [Code of Conduct](#) and Jabil policies in their regular team communications and meetings.

As to training, we issue annual Jabil Code of Conduct training to all existing and new employees. This addresses numerous

compliance-related risk areas, and is assigned as required training in Jabil's LMS/HRIS Workday and in new employee onboarding. Anti-corruption was a topic of focus in this year's Code of Conduct training. Also, we provide in-person and virtual training to managers and individuals in control or high-risk functions. These training sessions are tailored to address high risk topics and highlight key control responsibilities. Anti-corruption, Conflicts of Interest and the Jabil value of integrity are key topics in our employee compliance communication and trainings. Our Anti-Bribery & Anti-Corruption Policy training course is regularly assigned as required training to

all employees. We also host in-person integrity festivals in higher-risk locations across the world, where Jabil's value of Integrity is celebrated and employees are reminded of our heightened expectations around anti-corruption compliance.

For our suppliers and vendors, Jabil's Supply Chain team communicates the organization's requirements through our Supplier Code of Conduct, Supplier Requirements Manual, contracts and associated documents. Access to this guidance is made available through [Jabil's Supplier Portal](#).



Anti-Competitive Behavior

GRI 206-1 Anti-competitive behavior

Jabil believes in free and open competition. We gain our competitive advantages through the quality of our products, rather than through unethical or illegal business practices.

The Jabil [Code of Conduct](#) provides guidance to employees to ensure our relationships with competitors, suppliers, distributors and customers are in compliance with fair competition laws in all jurisdictions in which Jabil operates.

Tax

GRI 207-1 Approach to tax

For information on our approach to taxes, please see our [2024 Form 10-K Annual Report](#), page 34.

GRI 207-2 Tax governance, control, and risk management



Energy

	ENERGY USE (MWh)^{1, 2, 3}	FY19	FY20	FY21	FY22	FY23	FY24
GRI 302-1 Energy consumption within the organization (Scopes 1 + 2)	Scope 1 – on site fuel combustion	181,689	193,482	244,882	240,926	240,391	117,255
	Fuel (Natural Gas)	147,913	175,957	225,345	212,158	219,440	97,770
	Other Fuels ⁴	33,776	17,525	19,537	28,768	20,951	19,485
GRI 302-3 Energy intensity	Scope 2 – on site usage of electricity and steam	2,498,990	2,742,207	3,141,164	3,072,153	3,164,836	2,159,114
	Electricity (renewable and non-renewable)	2,282,069	2,524,138	2,937,814	2,969,760	3,060,682	2,092,139
	Electricity (renewable)	1,201,015	1,181,930	1,920,041	1,958,504	2,113,075	1,260,529
	Electricity (non-renewable)	1,081,054	1,342,208	1,017,773	1,011,256	947,607	831,610
	Steam	216,921	218,069	203,350	102,393	104,154	66,975
GRI 302-4 Energy reductions	TOTAL^{3,4}	2,680,679	2,935,689	3,386,036	3,313,079	3,405,227	2,276,369
	Change from previous year	5%	10%	15%	-2%	3%	-33%
	Revenue (in millions)	\$25,282	\$27,266	\$29,285	\$33,478	\$34,702	\$28,883
	Square footage (in millions)	53	54	55	50	52	38
	Energy Intensity (MWh/\$1M of revenue)	106.78	116.54	116.54	99.77	98.84	78.81
	Energy intensity (kWh/square foot)	51.10	62.05	62.05	66.80	65.96	59.90

Note: Based on 106 sites reporting.

¹ Due to data corrections after report publication, some figures may differ from a previous year.

² Fiscal year 2019-2020 data was assured by TRANSREG LLC, fiscal year 2021 data was assured by ERM-CVS, and fiscal year 2022, 2023 and 2024 data was assured by SGS.

³ Energy use reductions in fiscal year 2024 can be attributed in part to the divestiture of our mobility business.

⁴ Other fuels used may include gasoline/petrol, diesel, liquefied petroleum gas, jet fuel or refrigerants.

Water

Management approach

Water management has been determined to be a significant environmental aspect for many sites, using a standardized risk assessment process approach. The way the organization interacts with water, including how or where water is withdrawn, utilized, and discharged if applicable can vary based on site location and its activities. Site level risk assessments are used to determine appropriate water related goals and targets.

use water for domestic and/or manufacturing processes, generate wastewater during manufacturing processes, treat wastewater, discharge water to streams or treatment systems, or have storm water drainage systems.

including through the use of site self-assessments, corporate EHS assessment teams, and government inspections.

GRI 303-1

Interactions with water as a shared resource

A Jabil global EHS Standard for Water Management has been established and applies to all sites owned or leased by Jabil that

The Standard sets forth the minimum company requirements for drinking water management, wastewater characterization, wastewater treatment operational control and inspection, monitoring, reporting, storm water pollution prevention, inspections, emergency response, and applicable training requirements. The requirements are monitored;

Nonconformances to permits or company requirements identified, such as through routine monitoring, internal audits or external evaluations, are documented in Jabil’s incident tracking system, investigated as appropriate and reviewed by company management to evaluate and respond to potentially significant issues and emerging trends.

GRI 303-2

Management of water discharge-related impacts

GRI 303-3

Water withdrawal

The right to water is a fundamental human right. As part of our water conservation commitment, we established a water use baseline fiscal year 2021 for our acquired water intensity reduction goal.

In fiscal year 2024, we have 25 general locations located in regions experiencing high to very-high water-stress based on research using the World Resources Institute (WRI) online tool. In fiscal year 2024,

locations in low-risk areas developed water conservation plans, following the previous years’ efforts where sites in low-medium, medium-high, high, and extremely high water risk areas had already established their plans.

SASB 140a.1

(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress

GLOBAL WATER USE (M3) ^{1,2}	FY19	FY20	FY21	FY22	FY23	FY24
Water acquired ^{3,4}	13,170,345	15,483,333	17,531,824	14,922,089	16,874,167	7,101,341
Water discharged	5,955,248	6,183,886	7,594,396	6,247,679	7,352,368	3,945,015
Water consumption (acquired-discharge)	7,215,097	9,299,447	9,937,428	8,674,410	9,521,799	3,156,326
Revenue (in millions)	\$25,282	\$27,266	\$29,285	\$33,478	\$34,702	\$28,883
Acquired water intensity (m ³ /\$1M of revenue)	520.94	567.86	598.66	445.73	486.26	245.87

¹ Due to data corrections after report publication, some figures may differ from those reported in previous years. Significant or material changes are highlighted, where appropriate.

² Water use values experienced a significant decrease in fiscal year 2024 due in large part to the divestiture of Jabil’s mobility business.

³ Fiscal year 2022, 2023 and 2024 water acquired data was third-party assured by SGS, fiscal year 2021 was assured by ERM-CVS, and fiscal year 2020 was assured by Transreg LLC

⁴ Jabil uses the term “acquired,” rather than “withdrawn” when it pertains to our water use. Our sites currently only report their purchased water, rather than other sources of water intake such as rainwater, well water, etc.

GRI 303-4

Water discharge

GRI 303-5

Water consumption

WATER USE IN AREAS OF HIGH WATER STRESS (m ³) ^{1,2}	FY19	FY20	FY21	FY22	FY23	FY24
Water acquired ⁴	3,188,433	4,809,714	3,923,328	3,208,185	12,738,544	2,500,848
Water discharged	2,373,649	2,966,149	2,801,440	2,629,705	5,230,377	1,453,197
Water consumption (acquired-discharge)	814,784	1,843,565	1,121,888	578,480	7,508,167	1,047,651

Note: Data based on 106 sites reporting. In the table above, 16 general locations were classified as high or extremely high water stress in fiscal years 2021 and 2022. This number increased to 22 in fiscal year 2023 and 25 in fiscal year 2024. A high-water consuming site, previously in a lower stress category, was reclassified to a high stress category in fiscal year 2023, contributing to the increase in water acquisition in high water stress locations that year. This site was part of the mobility divestiture in fiscal year 2024, leading to a subsequent decrease in water values for fiscal year 2024.



Biodiversity

GRI 304-1

Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas

GRI 304-2

Significant impacts of activities, products and services on biodiversity

In fiscal year 2024, Jabil conducted a refreshed scenario analysis of our global facilities to identify sites in water stress areas, using the World Resources Institute (WRI) Aqueduct tool. We also analyzed which sites are within 50km of Key Biodiversity Areas, according to the Integrated Biodiversity Assessment Tool (IBAT). These assessments help Jabil maintain up-to-date visibility on environmental conditions and prioritize where to allocate efforts related to biodiversity and conservation.

Additionally, in fiscal year 2023, all Jabil sites were surveyed to assess potential impacts on local biodiversity and identify opportunities

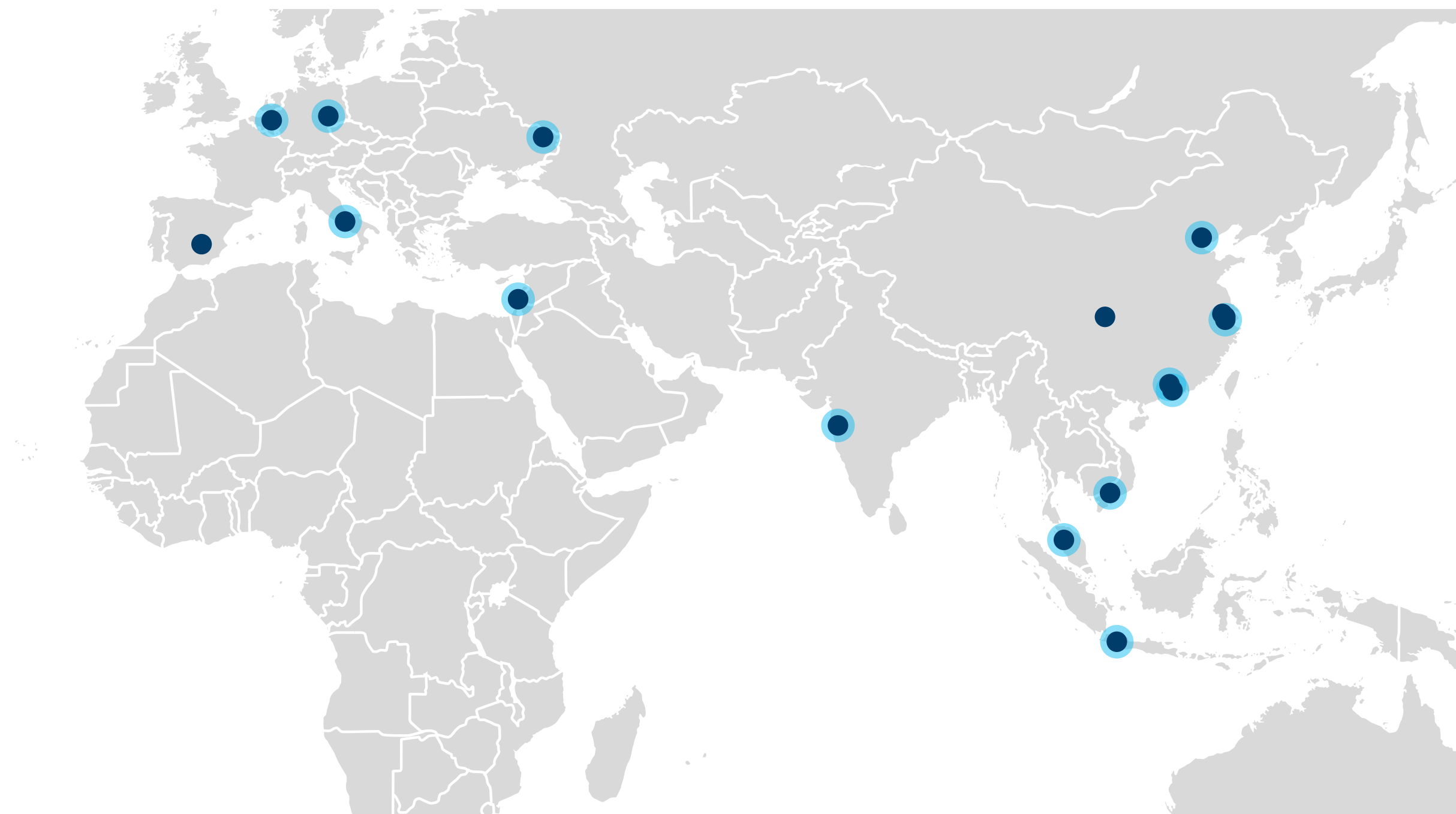
for improvement. This survey reviewed environmental impact assessments, environmental permits held by each site, protective measures taken, and any EHS incidents reported over the past five years. To create a more sustainable system, Jabil implemented a Compliance Calendar tool in fiscal year 2024. This tool helps manage environmental permits and renewal deadlines across the company, providing assurance and visibility into permit management at our manufacturing sites. It serves as an extra step to ensure Jabil remains compliant and protects the environment around our sites.

The following map shows Jabil general locations in dark blue that either:

- Classify as areas of “high” or “extremely high” water stress in accordance with the World Resources Institute (WRI) Aqueduct Water Risk Assessment tool
- Contain a Top 10 Water Consumer Jabil site

These locations are circled in light blue if they are within 50km of one or more Key Biodiversity Area according to the Integrated Biodiversity Assessment Tool (IBAT).

SITES OF BIODIVERSITY IMPORTANCE



Emissions

GRI 305-1 Direct GHG emissions (Scope 1)

- Methodology used:
- Accounting and Reporting: Greenhouse Gas Protocol (GHGPP)
 - External Verification: ISO-14064 and ISO-14065

GRI 305-2 Indirect GHG emissions (Scope 2)

- Renewable Energy: RE100 Technical Criteria
- Assurance Engagement: ISAE3000 (Revised)

GRI 305-3 Other indirect GHG emissions (Scope 3)

In fiscal year 2024, Jabil made significant strides in inventorying our material Scope 3 emissions. Collaborating with a leading consultant, we identified that Scope 3 categories 1 through 8 are relevant to our business. We inventoried these emissions using a standardized, science-based targets-aligned approach, utilizing primary data where available.

GRI 305-4 GHG emissions intensity

In addition to calculating these emissions for fiscal year 2024, we also recalculated the material Scope 3 categories for fiscal years 2022 and 2023. This Scope 3 work marks our first major sustainability strategy update following the divestiture of Jabil's mobility business in early fiscal year 2024. To align with greenhouse gas reduction reporting standards, we decided to report the divested sites separately from the Scope 3 inventories, ensuring more consistent measurement and tracking of our progress that does not take into account the significant divestitures.

Scope 3, Category 1, which encompasses upstream emissions from purchased goods and services, constitutes 87% of Jabil's Scope 3 greenhouse gas inventory. To obtain the most accurate data for fiscal year 2022 and 2023 inventories, we surveyed 90% of our global suppliers based on spend, gathering high-quality information on Category 1 emissions and resource use throughout the value chain. Jabil supplemented this data with publicly available sustainability reports, revealing that 24% of Scope 3, Category 1 emissions originate from supplier-specific sources. This process has not yet been repeated for fiscal year 2024 data due to the unavailability of supplier data in time for this report's publication.

SCOPE 1 AND 2 GHG EMISSIONS (MT CO _{2e}) ^{1,2}	FY19	FY20	FY21	FY22	FY23	FY24 ⁵
Scope 1 ³	38,759	47,547	53,865	53,174	55,192	28,996
Refrigerants (HFC)				4,348	5,564	3,985
Refrigerants (H)CFC				1,078	2,017	1,363
Scope 2 ⁴ Location Based	1,572,629	1,730,850	1,992,711	1,735,145	1,784,818	1,091,677
Scope 2 ⁴ Market Based	759,881	946,435	752,285	558,405	513,483	401,219
Total Location Based	1,611,388	1,778,397	2,046,576	1,788,319	1,840,010	1,120,673
Total Market Based	798,640	993,982	806,150	611,579	568,675	430,215
Revenue (in millions)	\$25,282	\$27,266	\$29,285	\$33,478	\$34,702	\$28,883
Location GHG Intensity - Scope 1 & 2 (MT/\$1M of revenue)	63.74	65.22	69.88	53.42	53.02	38.80
Market GHG Intensity - Scope 1 & 2 (MT/\$1M of revenue)	31.59	36.45	27.53	18.27	16.39	14.90
GHG emissions avoided through renewable energy use/ Scope 2 Location-Based	52%	45%	62%	68%	71%	62%

Note: Based on 106 sites reporting

¹Due to data corrections after report publication, some figures may differ from those reported last year. Significant or material changes are highlighted, where appropriate.

²Fiscal year 2022, 2023 and 2024 GHG emissions and intensity data was third-party assured by SGS, fiscal year 2021 was assured by ERM-CVS, fiscal years 2019 and 2020 Scope 1 and 2 emissions only were assured by Transreg LLC.

³Scope 1 – Direct emissions from owned or controlled sources (stationary and mobile combustions)

⁴Scope 2 – Indirect emissions from purchased electricity and steam (market based)

⁵In fiscal year 2024, a portion of our greenhouse gas emission reductions can be attributed to the divestiture of our mobility business. However, since all divested sites had been on 100% renewable energy contracts for electricity since before our baseline year of fiscal year 2019, the impact on our market-based emissions goal is limited. Only Scope 1 emissions and purchased steam use were affected.

GRI 305-1 (Cont.)

Direct GHG emissions (Scope 1)

GRI 305-2

Indirect GHG emissions (Scope 2)

GRI 305-3

Other indirect GHG emissions (Scope 3)

GRI 305-4

GHG emissions intensity

GRI 305-5

Reduction of GHG emissions

	SCOPE 3 GHG EMISSIONS (MT CO_{2e})^{1,2}	FY22 EXCLUDING DIVESTITURE	FY22 DIVESTITURE	FY23 EXCLUDING DIVESTITURE	FY23 DIVESTITURE	FY24 EXCLUDING DIVESTITURE	FY24 DIVESTITURE
Scope 3 Category 1 - Purchased goods and services ^{3,4}		5,824,501	664,202	5,748,741	632,450	4,949,025	54,071
Scope 3 Category 2 - Capital goods		242,691	99,439	156,156	82,872	195,025	54,841
Scope 3 Category 3 - Fuel and energy related activities		178,979	5,966	172,219	6,213	101,004	500
Scope 3 Category 4 - Transportation & distribution upstream ^{5,6}		419,902	40,037	418,894	21,288	374,801	6,516
Scope 3 Category 5 - Waste generated in operations		14,116	1,140	13,189	192	5,476	183
Scope 3 Category 6 - Business travel		9,037	0	14,044	0	23,038	0
Scope 3 Category 7 - Employee commuting		93,332	35,919	87,074	35,255	80,899	36,896
Scope 3 Category 8 - Leased assets		3,542	0	5,600	0	5,978	0
Total		6,786,100	846,703	6,615,918	778,270	5,735,246	153,007

Note: Based on 106 sites reporting

¹Due to data corrections after report publication, Scope 3 figures differ from those reported last year.

²Fiscal year 2022, 2023 and 2024 scope 3 GHG emissions were verified by SGS. The values are rounded to the nearest whole number, therefore some totals may not add up exactly.

³For fiscal year 2024, a spend-based approach was used for Category 1 emissions due to the unavailability of supplier data at the time of this report's publication. The reduction in emissions is attributable to an update in the emission factors in the USEEIO model, from version 1.0 to version 1.2.

⁴For fiscal years 2022 and 2023, Category 1 emissions were calculated using a hybrid approach with primary data from suppliers when available and spend-based data for the remainder.

⁵For fiscal years 2022 and 2023, Category 4 emissions were calculated using a distance-based approach.

⁶For fiscal year 2024, Category 4 emissions were calculated using a hybrid approach with primary data from vendors when available and distance-based data for the remainder.



Effluents & Waste

GRI 306-1

Waste generation and significant waste-related impacts

Waste management has been determined to be a significant environmental aspect for many sites, using a standardized risk assessment process approach.

through the use of site self-assessments, corporate EHS assessment teams, and government inspections.

its proper processing, including following strict handling procedures and working with qualified vendors for proper disposal. Any storage on site is contained in specified hazardous waste areas and facilities.

GRI 306-2

Management of significant waste-related impacts

A Jabil global EHS Standard for Solid Waste has been established and applies to all sites owned or leased by Jabil, that generate wastes that are hazardous, non-hazardous, biological, radioactive, pharmaceutical, universal, and electronic scrap.

Nonconformances identified, such as through internal audits or external evaluations, are documented in Jabil's incident tracking system, investigated as appropriate, and reviewed by company management to evaluate and respond to potentially significant issues and emerging trends.

Through Jabil's waste stewardship initiative, sites around the globe have initiated processes at their facilities and in their communities to divert waste from landfills, incineration and the environment through methods like reuse and recycling. Taking these steps will move us toward our goal of achieving an assured 90% or more landfill diversion at 20% of our sites by the end of fiscal year 2026. In fiscal year 2024, five more Jabil sites obtained zero waste to landfill certification.

The Standard sets forth the minimum company requirements for waste stream characterization, handling, storage, disposal, monitoring, use of approved vendors, emergency response, reporting, and applicable training. The requirements are monitored, including

Managing potentially hazardous or flammable manufacturing waste is a challenge that Jabil addresses through rigorous risk management and by ensuring appropriate handling and disposal. Once waste is defined as hazardous, we comply with all global regulations regarding

GRI 306-3

Waste generated

In fiscal year 2023, Jabil revamped its waste data collection protocol and platform to align with the UL2799 standard, which is used to certify sites for Landfill Waste Diversion Claim validations. This overhaul included training our workforce to ensure compliance.

The new protocol enhances standardization and provides more detailed insights into our waste data, aiding our efforts to minimize landfill waste. The change was implemented in January of fiscal year 2023, so waste data from fiscal year 2023 September to December

was collected using the original protocol, as shown in the first table below. Data from January to August 2023, as well as all data for fiscal year 2024, is reported in a new table on the next page.

GRI 306-4

Waste diverted from disposal

GRI 306-5

Waste directed to disposal

SASB 150a.1

Amount of hazardous waste from manufacturing, percentage recycled

WASTE & SPILLS (MT) ¹	FY19	FY20	FY21	FY22	FY23 SEPT-DEC
E-scrap/E-waste	3,496	3,245	2,457	1,584	884
Hazardous waste	21,219	29,528	44,636	33,319	17,507
Incinerated/destroyed waste	1,475	2,033	12,467	12,885	6,144
Landfilled waste	14,510	16,836	26,598	26,823	6,101
Recycled waste	44,530	63,027	75,256	108,760	36,180
Other wastes	1,742	1,903	1,310	1,109	613
Total	86,972	116,572	162,724	184,480	67,429²
Revenue (in millions)	\$25,282	\$27,266	\$29,285	\$33,478	\$34,702
Waste intensity (MT/\$1M of revenue)	3.44	4.28	5.56	5.51	See below
# of spills	0	0	0	0	0
Volume of spills (gallons/liters)	n/a	n/a	n/a	n/a	n/a

¹Estimated, based on site self-reporting (not third-party verified.)

²Fiscal year 2023 intensity figure includes data from table below

**GRI 306-3 (Cont.)****Waste generated****GRI 306-4****Waste diverted from disposal****GRI 306-5****Waste directed to disposal****SASB 150a.1****Amount of hazardous waste from manufacturing, percentage recycled****WASTE & SPILLS (MT)¹****FY23 JAN-AUG****FY24³**

	FY23 JAN-AUG	FY24³
Hazardous Waste	31,918	24,787
Anaerobic Digestion with Energy Recovery	1,007	2
Composting	0	0
Landfill	975	399
Recover	1,249	1,164
Recycle	20,336	17,855
Reduce	4,096	2,240
Reuse	109	31
Thermally Process with Energy Recovery (Waste to Energy)	2,208	2,004
Thermally Process without Energy Recovery (Waste to Ash)	1,938	1,092
Non-Hazardous Waste	106,174	111,255
Anaerobic Digestion with Energy Recovery	16	114
Composting	1,036	1,356
Landfill	17,496	9,333
Recover	832	839
Recycle	66,041	70,709
Reduce	73	100
Reuse	8,803	7,040
Thermally Process with Energy Recovery (Waste to Energy)	11,301	20,606
Thermally Process without Energy Recovery (Waste to Ash)	576	1,158
Total	138,092²	136,042
Revenue (in millions)	\$34,702	\$28,883
Waste intensity (MT/\$1M of revenue)	5.92	4.713
# of spills	0	0
Volume of spills (gallons/liters)	n/a	n/a

Note: Based on 106 sites reporting. n/a: Not applicable.

¹Estimated, based on site-reporting (not third-party verified)²Fiscal year 2023 waste intensity value includes data from both waste tables.³Fiscal year 2024 waste intensity decreases are due in part to the divestiture of Jabil's mobility business.



Supplier Environmental Assessment

Management approach

For information on our approach to our supply chain, please see [GRI 2-6](#) on page 44.

Jabil regards the RBA Code as a total supply chain initiative and therefore requires its suppliers to acknowledge and implement the RBA Code and Jabil's Supplier Code of Conduct. The Supplier Code of Conduct requires compliance with environmental standards and requires suppliers to adopt or establish a system to manage

the elements of the RBA Code and the law, identify and mitigate operational risks, and facilitate continuous improvement. It also requires suppliers to provide an anonymous complaints mechanism for its employees, agents, and subcontractors to report grievances. If any unethical or illegal behavior is suspected, including non-compliance with the Supplier Code, the Supplier can notify the Jabil Integrity Hotline.

Jabil undertakes an onboarding process for all suppliers which includes screening for any risk relating to environmental and social issues. If there are any incidents identified in relation to a supplier, Jabil is notified for further investigation.

GRI 308-1

New suppliers that were screened using environmental criteria

New suppliers are evaluated, and if accepted, onboarded following the Jabil Partner Lifecycle process. Onboarded suppliers are subject to additional evaluations following the RBA Code of Conduct.

Please refer to the [GRI 2-6](#) section for additional information.

GRI 308-2

Negative environmental impacts in the supply chain and actions taken

SUPPLIER SCREENING

	FY19	FY20	FY21	FY22	FY23	FY24
Suppliers screened using environmental criteria (%)	0.65%	0.85%	1.18%	1.81%	1.23%	1.74%
Suppliers assessed for environmental impact (#)	139	143	185	347	290	404
Suppliers with significant actual and potential environmental impacts	10	10	5	5	3	0
Suppliers with actual/potential negative impacts (%) (with which improvements were agreed upon as a result of assessment)	70%	100%	100%	100%	100%	n/a
Suppliers terminated as the result of the assessment for actual/potential negative impacts (%)	0	0	0	0	0	n/a

For more information, please see [GRI 2-6](#) on page 44 for information on our supply chain.



Employment

GRI 401-1 New employee hires and turnover	TURNOVER & HIRING							TURNOVER & HIRING	TURNOVER & HIRING						
		FY19	FY20	FY21	FY22	FY23	FY24			FY19	FY20	FY21	FY22	FY23	FY24
New Employee Hires	316,104	403,367	389,491	397,274	285,668	132,853	Total Number & Rate of Employee Turnover by: ²	147%	176%	172%	158%	116 %	122%		
Americas	11%	5%	6%	15%	17%	18%	Americas	61%	48%	42%	45%	51%	46%		
Europe	2%	2%	2%	2%	2%	2%	Europe	40%	27%	26%	27%	24%	23%		
Asia	88%	93%	92%	83%	81%	80%	Asia	183%	224%	214%	203%	148%	173%		
Africa	0%	0%	0%	0%	0%	0%	Africa	7%	n/a	n/a	n/a	n/a	n/a		
Age (<30) ³	73%	61%	59%	60%	54%	53%	Age (<30)	201%	262%	233%	216%	164%	164%		
Age (30-50) ³	27%	38%	41%	39%	37%	32%	Age (30-50)	94%	125%	136%	127%	91%	105%		
Age (>50) ³	0.9%	0.5%	0.6%	1%	9%	2%	Age (>50)	24%	21%	21%	22%	23%	29%		
Men ¹	61%	64%	62%	63%	58%	54%	Men	161%	205%	195%	179%	127%	133%		
Women ¹	36%	33%	35%	33%	35%	34%	Women	127%	140%	146%	135%	100%	104%		

Beginning in 2019, the company began using Workday globally, which enabled documentation and reporting on all dimensions.

¹Men and women percentages may not add up to 100% due to some employees choosing to not disclose gender.

²Turnover rate includes short-term employee contracts.

³The age group distribution may not add up to 100% because some workers may not have maintained their date of birth. For example, we don't collect date of birth for contingent workers across all countries.

GRI 401-2 Benefits provided to full-time employees (United States)

Our Welfare Benefit Plan offers a range of benefits to eligible employees and their eligible dependent(s). Employees are generally eligible for coverage under the Plan if they work a minimum average of thirty (30) hours per week.

Newly hired full-time employees scheduled to work 30 hours or more per week are eligible for benefits on the first day of the month following 30 days of employment. Employee contributions are required for plans outside of core company paid plans.

SUMMARY OF BENEFITS:

- Medical Plan
- Prescription Drug Plan
- Dental Plan
- Vision Plan
- Short-term Disability
- Long-term Disability
- Basic Life and Accidental Death & Dismemberment (AD&D) Plan
- Supplemental Life
- Tax Advantaged Accounts: (Flexible Spending Accounts, Health Reimbursement Account, Health Savings Account)
- Employee Assistance Plan (EAP)
- Wellness Program
- Voluntary Plans (Accident, Critical Illness, Hospital Indemnity, Identity Protection, Legal, Pet)
- 401k Retirement Plan
- Employee Stock Purchase Plan (ESPP)

Jabil is built on the foundation of empowered employees. Our Employee Stock Purchase Plan (ESPP) allows employees to be a stockholder and share in the success of our global organization. The ESPP allows eligible Jabil employees the option to purchase Jabil stock (JBL on the New York Stock Exchange) at a 15% discount to Fair Market Value (FMV). Employees are eligible to participate starting with the next Offering Period following 90 days of employment (July 1st or January 1st).

Outside the United States, benefits including leaves are provided in line with country and local laws and regulations.

**GRI 401-3**
Parental Leave
(Leave of Absence)

Under the Federal Family and Medical Leave Act (FMLA) in the United States, eligible employees are generally allowed to take up to 12 weeks of unpaid leave for certain family and medical situations and continue their elected coverage during this time. Jabil is required to maintain coverage under the Medical plan for employees while on FMLA leave whenever such coverage was provided before the leave was taken and on the same terms as if they had continued to work.

Employees may take up to 12 weeks of unpaid leave under FMLA in a 12-month period. Group health plan coverage will be maintained by Jabil during an eligible employee's FMLA leave to the extent and under the same circumstances as such coverage ordinarily is furnished.

Eligible employees can take FMLA leave for the following reasons:

- For the birth and care of your newborn child or a child who is placed for adoption or foster care;

- For the care of a spouse, child or parent who has a serious health condition;
- For employees' own serious health conditions;
- For "any qualifying exigency" (a qualifying urgent situation or pressing need) arising out of the fact that the spouse, son, daughter or parent of the employee is on active duty or called to active duty status as a member of the National Guard or Reserves in support of a contingency operation.

The number of weeks of unpaid state leave available for family and medical reasons may vary based on state law requirements.

Eligible full-time employees may apply for medical short-term disability with third-party administrator.

Effective January 1, 2022, Jabil Inc. offers paid parental leave to eligible employees in the U.S. Under the Jabil Paid Parental Leave

policy, eligible U.S. based employees can take (4) consecutive weeks of Paid Parental Leave for the birth of a child, adoption of a child, or foster placement.

- Both full-time and part-time regular employees on Jabil U.S. Payroll at the time of birth or placement are eligible.
- If both parents work for Jabil, each will be eligible to receive the (4) paid weeks within a 12-month period.
- The (4) paid weeks can be taken at the time of birth or placement or within 12-months of birth.
- If the employee is not eligible for FMLA, the Jabil Parental Leave will afford the same job protections.
- Paid Parental Leave does not run concurrent with other leave entitlements, including those provided under federal, state and local law.

PARENTAL LEAVE (U.S. ONLY)

NUMBER OF EMPLOYEES	2019		2020		2021		2022		FY23		FY24	
	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE
Entitled to parental leave, by gender	2,835	5,860	2,984	6,044	3,178	6,301	3,161	6,235	3,284	6,369	3,707	6,881
Took parental leave, by gender	46	46	66	53	66	61	90	126	54	110	78	151
Returned to work after parental leave, by gender	37	37	74	59	45	50	47	114	54	110	75	147

Note: In fiscal year 2023, we updated our calculation method so that parental leave data can be recorded in fiscal year instead of calendar year. It is possible to show a higher number of employees who returned to work after parental leave than number of employees that took parental leave during a year due to differences in the amount of leave time taken.



Labor/Management Relations

Management approach

All employees are entitled to work in a respectful environment, free from harassment and discrimination. Jabil complies with all applicable employment, labor and immigration requirements, and promotes a respectful and inclusive workplace. Jabil is committed to equal employment opportunity and prohibits discrimination or harassment based on race, religion, religious practices, creed, color, national origin, sex, sexual orientation (including gender identity), marital status, age, physical or mental disability, medical condition, genetic information, ancestry, veteran status or any other characteristic protected by law.

Jabil promotes respect for fundamental human rights as an essential element of responsible corporate citizenship. Jabil is also a founding member of the Electronic Industry Citizenship Coalition (EICC), which became the Responsible Business Alliance (RBA) in 2017. Jabil participates in the RBA Validated Assessment Process (VAP), which assesses alignment to RBA Code. Jabil continues to look for ways to improve respect for human rights throughout its organization and supply chain, including, over this fiscal year, by enhancing our social compliance management system in response to new regulatory requirements. Jabil's Human Rights Policy underpins our approach to human rights across our global business.

In particular, we are committed to the following key principles:

- Employment should be a free choice. Forced, bonded or indentured labor, involuntary prison labor, slavery or trafficking of persons is never acceptable.
- Child labor must never be used in any stage of manufacturing.
- Working hours should not be more than 60 hours per week, including overtime, except in emergency or unusual situations. Workers should be allowed at least one day off every seven days.
- Wages and benefits must comply with all applicable wage laws, including those relating to minimum wages, overtime hours and legally mandated benefits.
- Harsh and inhumane treatment including sexual harassment, sexual abuse, corporal punishment, mental or physical coercion or verbal abuse is prohibited; nor should workers be subjected to threats of such treatment.
- The workplace should be free of harassment and unlawful discrimination.

- The right of all workers to form and join trade unions, to bargain collectively and to engage in peaceful assembly as well as the right of workers to refrain from such activities, must be respected.

This year, we are pleased to have further enhanced our human rights program and management system in line with developing regulatory standards. Our latest reported metrics reflect the progress we have made towards assessing, mitigating, and managing human rights risk across our global organization. This approach enables comparable data going forward as we adapt our reporting to new compliance requirements.

As a full member of RBA, we participate in the RBA VAP Audit program to rigorously assess labor rights, as well as environmental, health and safety, ethics and supply chain matters. The RBA requires a risk-based approach to audits which involves initial assessment of every site and a VAP Audit on high-risk sites. In addition, Jabil conducts additional VAP Audits on some sites as part of its internal risk management program. Where non-conformances are identified by any audit, we follow a strict and RBA-aligned corrective action process to ensure they are resolved.

GRI 402-1

Minimum notice periods regarding operational changes

Jabil follows all applicable local laws and agreements regarding notice of operational changes to our employees.



Occupational Health & Safety

GRI 403-1 Occupational health and safety management system

Jabil has established a health and safety management system that meets and often exceeds the requirements of the ISO 45001 Health and Safety international standard. Approximately 33% of Jabil manufacturing sites have obtained external certification on their health and safety management system.

Jabil has a comprehensive occupational safety program in place that includes a health and safety management system, global health and safety standards, and utilization of both a triennial assessment process and annual site self-assessments to evaluate conformance status and to drive improvements. Jabil uses an environmental health and safety index, which is a composite of leading and lagging indicators as an internal Key Performance Indicator (KPI), and the metrics are reviewed regularly by company leaders.

Jabil's global health and safety standards include:

Management System Standards

- EHS Risk Assessment
- EHS Change Management
- Incident Management
- Contractor EHS Requirements
- Emergency Preparedness and Response
- EHS Leadership
- Jabil Employees Working Off-site
- EHS Personnel Core Competency

Safety Standards

- Control of Hazardous Energy
- Electrical Safety
- Machinery Safety
- Confined Space Safety
- Walking and Working Surfaces
- Elevated Work and Fall Prevention
- Warehouse, Loading Dock and Material Handling Safety
- Powered Industrial Trucks (PIT) & Automated Guided Vehicles (AGV)
- Cryogenic Liquid Safety
- Hazardous Materials Management (HMM)
- Dangerous Goods/Hazardous Material and Security Requirements
- Hot Work Safety
- Combustible Dust
- Crane, Hoist, and Lifting Equipment Safety
- Pressure Vessels and Piping Safety
- Personal Protective Equipment (PPE)
- Laser Safety
- Battery & Energy Storage Safety
- Safe Use and Handling of Oxygen Deficiency Hazards (ODH)

Industrial Hygiene/Occupational Health Standards

- Industrial/Occupational Hygiene
- Occupational Health
- Ventilation Systems for Employee Exposure Control
- Respiratory Protection
- Direct Reading Instruments (DRI) for the Detection of Gases & Vapors
- Food Safety
- Bloodborne Pathogens
- Communicable Disease Prevention & Control
- Heat Stress Management



GRI 403-1 (Cont.)
Occupational health and safety management system

The Jabil EHS Leadership global standard outlines the importance of every supervisor and manager in providing leadership to their respective organizations in the implementation of the EHS Management System. This standard defines each level of management’s responsibility, accountability and authority in regards to EHS.

The occupational health and safety program includes chemical and other hazardous materials safety. The objective of the global Hazardous Materials Management standard is to:

- Eliminate, or reduce, to an acceptable level, the risk of injury and/ or illness, property damage, environmental impact and regulatory violations through a process that controls acquisition, use and disposition of hazardous material in a Jabil facility;
- Eliminate, or reduce the hazards associated with hazardous materials by establishing processes for evaluating, approving, handling, using, storing, disposing and shipping hazardous material;
- Substitute fewer hazardous materials when possible;
- Meet all the Global Harmonized System criteria requirements for Hazard Communication guidelines, which includes communication of potential health implications; Provide awareness training for all employees; and provide specialized training for employees who handle hazardous materials

Training on general awareness on hazardous materials is mandatory for all employees and contractors upon initial assignment, upon change in the process, or when new hazardous materials are introduced into the workplace, along with an annual refresher. All specialized roles in the hazardous material management process undertake job specific training annually, or more frequently if specified by local regulation.

Hazardous materials training includes training on:

- The global Hazardous Materials Management standard;
- The process for the acquisition, review and approval of hazardous materials, including materials listed on the Jabil EHS Banned and Restricted Substances (BaRS) list;
- Hazardous material management, including hazardous material inventory and Safety Data Sheets (SDS), container labeling, proper containers and storage, bonding & grounding for dispensing and appropriate emergency response plan and equipment.

The global Hazardous Materials Management standard includes requirements for engineering controls and personal protective equipment. In addition, the following global standards are in place for protection of workers exposed to hazardous substances:

- Personal Protective Equipment (PPE) standard
- Ventilation Systems for Employee Exposure Control

The objective of the Dangerous Goods/Hazardous Materials and Security Requirements standard is to mitigate the risks associated with dangerous goods/hazardous materials and requires the application of safety precautions during their transport, use, storage and disposal.

Additionally, in fiscal year 2024, Jabil launched a global initiative to assess the use and potential exposure to per- and polyfluoroalkyl substances (PFAS) at all our sites. We developed an IT tool to screen substances used at our sites, identifying where PFAS is or has been used. Furthermore, we created a plan of action to replace PFAS-containing substances where feasible and developed a road map to respond to customer inquiries about PFAS in their products.

Another focus in fiscal year 2024 was the enhancement of Jabil’s machinery safety program with several key initiatives. Building on our existing Machinery Safety standard, we developed the Machinery Safety Expert training program in partnership with Pilz, a leader in automation technology and safety. This program equips our experts with the latest knowledge and skills to uphold the highest safety standards. Participants have rated the program very highly, and the benefits and changes are clearly visible and applied in practice. Following the success of this program, additional groups will be trained in calendar year 2025.

We implemented stringent acquisition and purchasing controls, requiring cross-functional risk evaluations before EHS approval for all purchased machinery. This ensures that every new piece of equipment meets our safety criteria before integration into our operations. We also incorporated safety baselines into our Global Machinery & Automation Operations Standards, which serve as foundational safety requirements for all machinery and automation operations.

Additionally, we established a Machinery Safety Community, connecting Machinery Subject Matter Experts (SMEs) with EHS and Machinery Safety SMEs. This community facilitates the exchange of best practices, lessons learned, and innovative solutions.



GRI 403-2
Hazard identification, risk assessment, and incident investigation

SASB 310a.1
(1) Number of work stoppages and
(2) total days idle

Jabil has developed a comprehensive approach to hazard identification and risk assessment & management, including:

- A task-based Risk Assessment Standard;
- A Management of Change Standard that requires risk assessment & management for all affected changes;
- Machinery lifecycle risk assessment & management processes;
- Environmental risk assessment & management;
- Risk assessment for emergency situations with control procedures required for each identified potential emergency risk scenario

Hazard identification and risk assessment & management are also covered in topic specific standards such as Laser Safety, Combustible Dust Safety, and various Occupational Health standards. All sites must adopt these standards and proactively assess and manage risks to prevent incidents, injuries and illnesses.

When incidents do occur, Jabil requires an incident investigation and root cause analysis. Our Incident Reporting and Analysis Standard Incident Management Standard outlines the requirements for preparing for, responding to, reporting and investigating incidents.

All safety incidents, no matter how minor, are required to be reported into the company's enterprise incident management software-EHSIP. This allows Jabil to track incidents and resulting corrective and preventive actions, as well as thoroughly analyze incident-related data to identify trends and prevent recurrence.

There were no work stoppages, or days idle, due to strikes or lockouts in fiscal year 2024.

GRI 403-3
Occupational Health Services

At the forefront of Jabil's occupational health services are the doctors and nurses that are either directly employed or contracted by Jabil. To help enable higher levels of operational and sustainable performance, Jabil is in the process of globally implementing Cority, a global enterprise EHS software provider. Through this tool, Jabil is capable of assessing the potential risk to our employees in every situation and implementing controls to consistently provide a safe and healthy workplace.

Jabil has two modules in Cority that are being implemented globally; Occupational Health and Industrial Hygiene. The comprehensive Occupational Health solution streamlines the way Jabil manages employee health risks, implements medical surveillance initiatives, optimizes clinic efficiency, monitors and assists injured and ill employees, and manages regulatory requirements. The Industrial

Hygiene module helps Jabil ensure that employees are not being exposed to unnecessary risk, and when risk is unavoidable, ensuring implementation of programs to monitor and mitigate them.

Jabil engaged a third-party data privacy law firm to conduct an extensive data privacy review and approval process for the Cority Software as a Service (SaaS) modules purchased by Jabil. As part of this review/approval process, the third-party data privacy law firm confirmed that Cority and Jabil's use of the SaaS meets data privacy requirements and regulations in all jurisdictions in which we operate. Users of the Cority software receive Data Privacy Training and must adhere to applicable regulations and Jabil's Data Privacy Policy. Users are limited in data that they have access to, ensuring that privacy data is only viewed by those with a verified need to know with appropriate approvals.

Jabil also considers mental health and wellness to be a significant aspect of occupational health. In fiscal year 2022, Jabil developed a new global Health and Wellbeing Program to provide our employees with the proper support, tools, resources and work environment to focus on their health and wellness. This initiative includes mental health resiliency training for leaders and establishing a global network of more than 200 health mentors across all Jabil sites.

Jabil's top priority is employee safety, and these occupational health services help us constantly care for and reduce risk for our employees.



GRI 403-4
Worker participation, consultation, and communication on occupational health and safety

All Jabil workers are trained on occupational health and safety as part of the new employee onboarding process and receive refresher training as appropriate. They are provided with information on the hazards they may encounter at work and how to mitigate the associated risks.

GRI 403-5
Worker training on occupational health and safety

We give all employees the ability to report incidents, hazardous conditions, and other concerns or suggestions into the enterprise incident management software – EHSIP, including anonymously if desired. Our global EHS risk assessment standard requires a

cross-functional team approach to assess and mitigate risks in the areas in which they work. Jabil’s safety culture maturity model, referred to as the AIM program, contains six levels of performance. A specific set of criteria must be achieved by a site to progress to the next level, where they are validated by a corporate team of qualified assessors. The objectives of the AIM program are to:

- Ensure that our Safety-First philosophy is a core business value
- Establish Jabil as a leader in EHS performance and a differentiator from others

- Implement a standardized EHS management system across the organization
- Adopt Lean principles to drive EHS excellence and regulatory compliance
- Infuse our culture with a passion to provide a safe and healthy workplace for all employees coupled with an environmentally responsible mindset that respects and cares for the planet and its inhabitants

GRI 403-6
Promotion of Worker Health

While Jabil continued to focus on workplace health and safety, attention has been expanded to include the whole health and wellbeing of the employee. Jabil offers non-occupational health services to employees at various sites throughout the company, in some locations, these services are extended to employees’ families.

In addition, Jabil recognizes that mental health is essential to overall wellbeing; thus in fiscal year 2024, we continued with the

five-year strategy around promoting mental health and resiliency through our training curriculum.

The Employee Assistance Program (EAP) has been expanded to include the entire organization and includes services to assist with urgent or immediate employee mental health issues. The EAP can also assist with referrals for substance abuse/addiction.

Jabil has a comprehensive privacy policy that ensures medical data is strictly protected in accordance with the laws applicable to each location and has undergone rigorous General Data Protection Regulation (GDPR) assessments. Jabil policy ensures that workers’ personal health information is not used for any favorable or unfavorable treatment.

GRI 403-7
Prevention of occupational health and safety impacts directly linked by business relationships

Jabil has a global EHS Contractor Requirements Standard that establishes a standardized process for assessing and managing potential risks associated with contractor work practices that may affect employee health and safety and/or the environment. It is intended to ensure that the consulting and procurement of contractors does not create additional risk or negative impact to safety, health, and/or environment.

The following elements, at a minimum, are included in the Contractor Safety process:

- Contractor Pre-screening
- Contractor Orientation/Training Requirements
- Contractor Approval and Conflict Resolution
- Contractor EHS Requirements

In addition, the Jabil Health and Safety Policy communicates Jabil’s commitment to ongoing health and safety standards that safeguard employees, contractors and visitors to our facilities against injury and ill health. Jabil’s Master Services Agreement/ contract mandates that contractors adhere to Jabil EHS requirements.

Compliance to contractor safety is audited at least annually as part of site assessment process, every three years through the EHS corporate assessments, and the audit report outcomes are made available to management.



GRI 403-8
Workers covered by an occupational health and safety management system

Jabil’s EHS Management System is mandatory for:

- All manufacturing locations owned or leased by Jabil, and all joint ventures where Jabil has operational control.

- All research and development (R&D) locations that have more than 50% non-administrative activities and more than 60 employees.

- Jabil locations with less than 50% non-administrative activities are required to implement only EHS-critical components of the EHS management system, unless certain high-risk EHS concerns exist, such as explosive materials, high-flammable materials, toxic materials, etc.

GRI 403-9
Work-related injuries

SASB 320a.1
(1) Total recordable incident rate (TRIR), Lost Time Injury Rate (LTIR) and (2) near miss frequency rate (NMFR) for (a) direct employees and (b) contract employees

INJURIES	FY19	FY20	FY21	FY22	FY23	FY24
FOR EMPLOYEES:						
Total Recordable Injury Rate (TRIR)	0.29	0.24	0.16	0.14	0.13	0.18
LTIR	0.21	0.15	0.09	0.08	0.07	0.08
Fatalities (#)	0	0	0	1	0	0
Health and safety-focused audits (#) SAT+CA	156	102	119	109	116	112
OHSAS 18001 / ISO 45001 certifications (# of sites)	14	21	36	36	34	35
High-consequence work-related injuries (# Tier1)	2	6	1	2	4	1
Main types of work-related injury	Slip/Fall	Slip/Fall	Slip/Fall	Slip/Fall	Slip/Fall	Slip/Fall
Number of hours worked	445,322,560	494,868,930	561,496,566	556,156,975	534,391,918	381,987,663

Note: The number of hours work includes all active Jabil sites, as well as those which were closed during that fiscal year.

Jabil does not track temporary/leased employee injuries separately. For EHS reporting purposes, a temporary/leased employee is a non-Jabil employee who is contracted through a temporary agency or employee leasing service or contractor employee who is directly supervised by a Jabil employee on a day-to-day basis. Contractor employees who do not fall into these categories are monitored with separate metrics at the site level.

We do not currently track near-miss frequency rate (NMFR).



Training & Education

GRI 404-1

Average hours of employee training

Jabil views learning and development as a high priority for its employees. We offer a robust learning curriculum that focuses on leadership/professional skills and functional/technical skills. In addition, all employees are required to complete Jabil Code training annual compliance and/or EHS training. Training is offered in both a self-paced eLearning format as well as instructor led.

GRI 404-2

Programs for upgrading employee skills and transition assistance programs

EMPLOYEE WORKDAY TRAINING (AVG HOURS)

	FY19	FY20	FY21	FY22	FY23	FY24
Employee category ¹	56	56	34	51	32	48
Senior executives ²	16	6	6	8	11	9
Mid-level ³	13	17	24	29	39	43
Entry-level ⁴	20	19	12	40	48	48
Direct labor (average hours) ⁵	80	80	80	80	80	80
Indirect labor (average hours)	17	18	22	29	49	39

¹Average training hours by job category and level include all workers (employees and contractors) total.

²Senior Executives refers to employees director level and above.

³Mid-level refers to employees from Professional to Middle Manager level.

⁴Entry-level refers to employees at the Support and Early Professional level.

⁵Direct labor training hours are estimated.

GRI 404-3

Percentage of employees receiving regular performance reviews

PERFORMANCE REVIEWS

	FY19	FY20	FY21	FY22	FY23	FY24
Employees receiving completed annual performance and development reviews from their managers (%)	89%	90%	92%	93%	93%	95%

¹Please note that some figures may differ from those reported previously. In past years, the performance review percentage was calculated based on the percentage of eligible employees who received a year-end review form, regardless of whether it was completed. To enhance the value of this figure, we have updated our methodology. Now, the figure represents the number of employees who received a completed year-end review from their manager compared to the number of forms that were launched. This updated figure provides better insight into the percentage of employees receiving actual manager feedback at the end of the year.



Diversity & Equal Opportunity

GRI 405-1

Diversity of governance bodies and employees

At Jabil, our differences unite us. They give us strength and make us better. And by creating a culture where every employee feels valued and heard, Jabil is able to benefit from everyone's ideas, skills and engagement.

Our diverse workforce involves many different countries, cultures and generations, which contribute to unique experiences and abilities to help drive solutions for today's challenges and create opportunities for tomorrow.

At Jabil, we welcome and encourage everyone to be their true self. In our experience, this enhances our business, workplace, customer relationships, and the communities we work in.

BOARD/EMPLOYEE DIVERSITY

	FY19	FY20	FY21	FY22	FY23	FY24
Total (#)	190,631	218,224	234,154	228,415	227,365	170,064
Men (%)	56%	56%	56%	55%	54%	52%
Women (%)	42%	40%	41%	41%	41%	42%
Age group (<30) (%)	53%	41%	43%	40%	41%	39%
Age group (30–50) (%)	42%	52%	53%	54%	53%	53%
Age group (>50) (%)	5%	6%	5%	6%	6%	7%
Board (#)	10	10	10	10	10	10
Men (%)	70%	70%	70%	70%	80%	80%
Women (%)	30%	30%	30%	30%	20%	20%
Senior Executives¹ (#)	967	1,071	970	1,005	932	897
Men (%)	83%	81%	81%	79%	79%	78%
Women (%)	17%	19%	19%	21%	21%	22%
Age group (<30) (%)	0.4%	0.0%	0.0%	0.0%	0.0%	0.0%
Age group (30–50) (%)	59%	52%	53%	50%	49%	47%
Age group (>50) (%)	41%	48%	47%	50%	51%	53%

¹Senior Executives refers to employees director level and above.

²Mid-level refers to employees from Professional to Middle Manager level.

³Entry-level refers to employees at the Support and Early Professional level.

Some percentages may not add up to 100% because some employees have chosen not to disclose certain information.

BOARD/EMPLOYEE DIVERSITY

	FY19	FY20	FY21	FY22	FY23	FY24
Mid-level² (#)	22,799	25,826	25,448	27,623	27,981	25,336
Men (%)	70%	69%	69%	68%	68%	66%
Women (%)	30%	31%	31%	32%	32%	34%
Age group (<30) (%)	19%	10%	11%	12%	12%	11%
Age group (30–50) (%)	72%	79%	79%	77%	77%	76%
Age group (>50) (%)	9%	11%	10%	11%	11%	13%
Entry-level³ (#)	166,865	110,453	118,341	120,170	131,768	143,831
Men (%)	54%	54%	56%	56%	56%	50%
Women (%)	44%	46%	44%	44%	44%	44%
Choose not to identify	2%	0%	0%	0%	0%	0%
Age group (<30) (%)	58%	35%	38%	36%	37%	39%
Age group (30–50) (%)	38%	57%	55%	56%	55%	53%
Age group (>50) (%)	4%	8%	7%	8%	8%	7%



Freedom of Association & Collective Bargaining

GRI 407-1 Operations and suppliers in which the right to freedom of association may be at risk

We adopt and require suppliers to adopt the Responsible Business Alliance's (RBA) Code of Conduct.

As stated in our Human Rights Policy, Jabil respects the right to associate freely and the right to voluntarily join labor unions and worker councils.

Participants shall respect the right of all workers to form and join trade unions of their own choosing, to bargain collectively, and to engage in peaceful assembly as well as respect the right of workers to refrain

from such activities. Where the right of freedom of association and collective bargaining is restricted by applicable laws and regulations, workers shall be allowed to elect and join alternate lawful forms of worker representations.

In some of Jabil's international locations, such as Europe, China, and Mexico, Jabil employees are covered by work councils and labor unions. U.S. employees are not covered by labor unions. As detailed in the RBA Code, Jabil Human Rights Policy, and the

Jabil Code of Conduct, Jabil supports freedom of association rights for all our employees, including the right to choose freely whether or not to join a union.

For more information on the RBA Code of Conduct, visit their [website](#).

See section GRI 409-1 more information on at-risk operations.

Child Labor

GRI 408-1 Significant risk of child labor in operations and suppliers

We are committed to preventing forced and child labor in our operations. Jabil will not employ anyone under 18 years of age, unless the person is between 15 and 17 years of age and is participating in a Jabil approved vocational, educational, or

apprenticeship program that complies with all applicable laws and regulations. We hold our suppliers to internationally recognized requirements in Jabil's Supplier Code of Conduct, including a minimum employee age of 15, or higher where local law stipulates.

In our operations and supply chain, workers under the age of 18 years of age shall not be required to perform work likely to jeopardize their health, or safety, including night shifts and overtime.

Forced or Compulsory Labor

GRI 409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor

Our Malaysian operations are the main corridor for risk of foreign migrant workers from overseas. We continue to invest in our Malaysian operations with respect to direct engagement and recruitment of foreign workers in resident countries. We manage the deployment of recruited workers through a consolidated agent structure. We monitor risk for compulsory or forced labor in countries where Jabil operates and countries from which we receive foreign workers.

We endorse the Responsible Labor Initiative's expectations for suppliers. These include:

- All work must be voluntary, and workers must be free to leave or terminate employment.
- Treatment of workers must be free from discrimination and harsh or inhumane treatment.
- There should be no unreasonable restrictions on workers' freedom of movement.

- No employer or agency recruitment fees should be paid by workers.
- Recruitment fees already paid by workers should be reimbursed.
- Workers' passports should not be held by employers or agents unless required by law.
- Employment agreements must be written in workers' native languages.
- Working hours and wages must be lawful.
- Additional protections summarized in the RBA Code of Conduct.

Local Communities

GRI 413-1
[Operations with local community engagement, impact assessment, and development programs](#)

An environmental impact assessment (EIA) is a legal requirement in most countries where we operate. Assessing impacts to the environment are a part of our risk assessment process at each Jabil location. Jabil is continually conducting such assessments when there are environmental impacts from changes in operations and any new construction. Jabil respects legally designated protected

areas and commits to avoiding negative impacts on threatened and protected species.

Identifying health- and safety-related impacts are part of the risk assessment at each Jabil location, and they are evaluated and controlled if the risk is higher than a tolerable level.

Jabil defines an activity risk being at a “tolerable level” when the activity may proceed with normal supervision after control measures are implemented, risks are being minimized, and that no other risk reductions are feasibly possible. The risks associated with our activities are reassessed as appropriate.

Supplier Social Assessment

Management approach

Jabil is required as a full member of the RBA to assess the risk of its suppliers in relation to human rights. For any high-risk suppliers, Jabil is required to carry out RBA VAP audits of the relevant supplier facilities.

Jabil regards the RBA Code as a total supply chain initiative and therefore requires its suppliers to acknowledge and implement the RBA Code and Jabil’s Supplier Code of Conduct. The Supplier Code

of Conduct prohibits forced labor and requires suppliers to adopt or establish a system to manage the elements of the RBA Code and the law, identify and mitigate operational risks, and facilitate continuous improvement. It also requires suppliers to provide an anonymous complaints mechanism for its employees, agents, and subcontractors to report grievances. If any unethical or illegal behaviour is suspected, including non-compliance with the Supplier Code, the Supplier can notify the Jabil Integrity Hotline.

Jabil undertakes an onboarding process for all suppliers which includes screening for any risk relating to environmental and social issues. If there are any incidents identified in relation to a supplier, Jabil is notified for further investigation.

GRI 414-1
[New suppliers screened using social criteria](#)

New suppliers are evaluated, and if accepted, onboarded following the Jabil Partner Lifecycle process. Onboarded suppliers are subject to additional evaluations following the RBA Code of Conduct. Please refer to the [GRI 2-6](#) section for additional information.



GRI 414-2
Negative social impacts on society in the supply chain, and actions taken

SASB 320a.3
(1) Non-conformance rate with the RBA Validated Audit Process (VAP) or equivalent and (2) associated corrective action rate for (a) priority non-conformances and (b) other nonconformances, broken down for the entity's Tier 1 supplier facilities

SUPPLIER SCREENING

	FY19	FY20	FY21	FY22	FY23	FY24
Suppliers screened using social criteria (%)	36.98%	0.99%	1.68%	1.96%	1.77%	2.03%
Suppliers assessed for social impact (#)	7,919	167	263	376	319	472
Suppliers with significant actual and potential social impacts	159	21	56	14	19	13
Suppliers with actual/potential negative impacts (with which improvements were agreed upon as a result of assessment) (%)	100%	91%	91%	100%	95%	85%
Suppliers terminated as the result of the assessment for actual/potential negative impacts	6%	2%	5%	0%	5%	0%

GRI 415-1
Political Contributions

Our policy on political contributions is described in the [Jabil Political Engagement Standard](#) and is a topic covered in our Code of Conduct.

- Jabil does not authorize contributions or expenditures, direct or indirect, to support or oppose political candidates, parties, committees, or ballot initiatives.

- Jabil does not authorize payments to political organizations which may influence referendums or the selection, nomination, election, appointment or defeat of political candidates, including but not limited to organizations created under section 527 of the U.S. Internal Revenue Code.

- Jabil does not authorize social welfare organizations to use any funds provided by Jabil for election-related purposes, including but not limited to those created under Section 501(c)(4) of the U.S. Internal Revenue Code.
- Jabil does not have a company-sponsored Political Action Committee (PAC).

GRI 418-1
Substantiated complaints concerning breaches of customer privacy and losses of customer data

No known material breaches or substantiated complaints occurred in fiscal year 2024.

Task Force on Climate-Related Financial Disclosures (TCFD)

Governance

Our Board of Directors provides oversight of climate change action.

The Board is provided with regular updates on the progression of the five-year sustainability strategy, including the status of greenhouse gas reduction goals as well as the development of our Scope 3 greenhouse gas (GHG) identification.

Our senior management develops, approves, assesses, updates and manages climate-related risks and opportunities.

Our Enterprise Sustainability Leadership Council was formed with the objective of advising on sustainable business strategies to provide pathways to responsible, stable, profitable and long-term economic growth. The council, comprised of a cross-functional team of senior leaders, helps ensure the integration of business and sustainability priorities across the company. The team orients the organization toward the inclusion of social and environmental aspects of the company’s sustainability efforts in all areas of the business. Their responsibilities include:

- Reviewing and endorsing global corporate sustainability goals, as well as assisting in the communication and implementation within areas of functional/business responsibility
- Developing and increasing stakeholder awareness of the imperatives and benefits of sustainable behavior
- Conducting reviews on ESG materiality topics
- Initiating and supporting changes and/or continued improvements to sustainability efforts across the company
- Contributing to the development and review of high visibility communication and reports
- Assessing the significant social, ethical and environmental risks that might impact the long-term business or impair Jabil’s objective to be recognized as a leading responsible company
- Supporting employees in understanding and delivering on their personal responsibilities for implementing sustainable practices

In fiscal year 2024, the council membership consisted of:

- Chief Executive Officer (CEO) – Council Sponsor
- SVP/Chief Compliance Officer – Council Chairperson
- Chief Financial Officer
- EVP – Global Business Units
- EVP – Operations
- SVP – General Counsel
- SVP – Supply Chain
- SVP – Human Resources
- VP – Sr. Deputy General Counsel
- SVP – Investor Relations and Communications
- SVP – Information Technology
- Sr. Program Manager Sustainability Engagement – Sustainability Lead/ Council Subject Matter Expert
- Global Governance Specialist – Council Secretary

Strategy

Our organization has set climate-related goals over the short, medium and long term based on identified risks and opportunities.

TERM	FROM (yrs)	TO (yrs)	DESCRIPTION
Short	0	4	Annual site-specific reduction/efficiency improvement goals for energy use vs. previous fiscal year
Medium	5	10	25% reduction of Scope 1 & 2 greenhouse gas emissions vs. 2019 baseline by close of fiscal year 2025 and 50% reduction by close of fiscal year 2030
Long	11	25	Journey to carbon neutrality by 2045



Strategy (Cont.)

We have identified the impact of climate-related risks and opportunities on our business, strategy and financial planning.

We are subject to risks associated with climate change and associated weather phenomena. Our operations and those of our customers and suppliers may be subject to climate change-related events, the severity of which depends on the location, and which could negatively impact the results of operations and increase our costs and expenses. We are susceptible to losses and interruptions caused by hurricanes (including in Florida, where our headquarters are located), earthquakes, power shortages, telecommunications failures, water or other natural resource shortages, tsunamis, floods, typhoons, drought, fire, extreme weather conditions, rising sea level, geopolitical events such as direct or indirect terrorist acts or acts of war, other natural or man-made disasters, boycotts and sanctions, or widespread criminal activities. Such events could make it difficult or impossible to manufacture or to deliver products to our customers, receive production materials from our suppliers, or perform critical functions, which could adversely affect our business globally or in certain regions. We maintain similar manufacturing capacities at different locations and coordinate multi-source supplier programs on many of our materials, which we believe better enables us to respond to these types of events.

In response to the growing demand for more sustainable supply chain practices, Jabil acquired Retronix - a market leader in component recovery, reballing, retrimming, and component authenticity testing services – to advance our customers’ circular economy initiatives. Retronix services bolster Jabil’s efforts to recover, refurbish, and recycle product components and materials to reduce electronic waste.

In addition, Jabil’s development of its Design for Sustainability (DFS) services will create opportunities for further emission reduction strategies across the products Jabil manufactures.

In fiscal year 2022, Jabil issued its first green bond and raised \$500 million in bonds. The green bond confirmed the company’s commitment to environmental sustainability. It also encourages better collaboration internally, promoting greater integration between the finance and sustainability teams. Finally, the financing satisfies the high demand from investors, driven by a desire to invest in sustainable products and to use green bonds as a financing tool.

Jabil’s recent [Annual Green Bond Impact Report](#) covers the cumulative allocation of Jabil’s Green Bond proceeds to eligible expenditures between September 1, 2019 and August 31, 2023 – 2020, 2021, 2022, and 2023 fiscal years. As of August 31, 2023, \$500 million of the \$500 million Use of Proceeds have been allocated to eligible green categories.

Aligned to Jabil’s overarching strategy, a significant portion of the net proceeds were allocated to expenditures related to two of Jabil’s sustainability pillars:

Our Innovative Solutions

The services and solutions Jabil provides enable production of green and sustainable products for customers, including:

- Clean transportation
- Renewable energy infrastructure
- Ecologic-brand recycled packaging products
- Smart infrastructure
- Circular economy
- Sustainable packaging

Our Operations & Resources

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

- Waste and water diversion
- Procurement and production of renewable energy
- Operational improvements to reduce greenhouse gas emissions
- Green buildings and transportation.

A cross-functional Sustainable Finance Committee oversaw the project evaluation and selection process to ensure selected projects complied with the Green Financing Framework’s eligibility criteria and aligned with Jabil’s sustainability strategy. The amount and extent of expenditures on projects meeting the framework’s eligibility criteria was tracked and maintained through an internal management reporting process, and a report was published annually until the net proceeds were fully allocated.

Our processes for identifying, assessing and responding to climate-related risks and opportunities:

Value Chain Stage(s) Covered	Risk Management Process	Frequency of Assessment
Direct operations Upstream Downstream	Integrated into multi-disciplinary company-wide risk management process	More than once a year

Jabil’s vision is to be the most technologically advanced and trusted manufacturing solutions provider. We provide comprehensive electronics design, production and product management services to companies in various industries and end markets.

Jabil is subject to acute and chronic physical risks associated with natural disasters and climate change. We utilize third-party risk assessment experts whose services include identifying and assessing sites’ climate-related risks, providing mitigation, recommendations and providing risk transfer to insure residual risks. Jabil approaches relevant climate-related risks on a risk-by-risk basis. As it relates to our sites, as risks are identified, the risk owners within the business operations are responsible for further evaluating their potential financial, strategic and/or reputational impact as well as the probability for those risks to occur.

Strategy (Cont.)

The physical risks are relevant to different parts of the business. For instance, the risk of increased flooding and extreme weather events impacting the production, logistics and procurement of products from suppliers is monitored by our Supply Chain organization. Securing consistent, resilient and sustainable supply chains for key materials is a strategic priority for the Supply Chain organization. Enterprise-level risks are reviewed by members of our senior leadership team.

Our global Risk Management & Insurance Director oversees the -party risk assessment, proposed mitigation plan issuance and insurance claim management process. Our legal team, in partnership with our sustainability experts, survey climate-related legal risks, which includes evaluating the applicability of upcoming legal ESG disclosure requirements. The Enterprise Sustainability Leadership Council was established in 2021 and is currently

sponsored by the CEO and chaired by Jabil's SVP - Chief Compliance Officer/Legal department.

To set goals that further enhance our water conservation efforts, we conducted a refreshed scenario analysis on our facilities worldwide to understand which sites are in water stress areas in accordance with the World Resources Institute (WRI) Aqueduct Water Risk Assessment tool. In fiscal year 2024, locations in low-risk areas developed water conservation plans, following the previous years' efforts where sites in low-medium, medium-high, high, and extremely high water risk areas had already established their plans.

Water management has been determined to be a significant environmental aspect for many sites, using a standardized risk assessment approach. A Jabil global EHS Standard for Water Management was established and applies to all sites owned or

leased by Jabil that use water for domestic/manufacturing processes, generate wastewater during manufacturing processes, treat wastewater, discharge water to streams or treatment systems, or have storm water drainage systems. The standard sets forth the minimum company requirements for drinking water management, wastewater characterization, wastewater treatment operational control and inspection, monitoring, reporting, storm water pollution prevention, inspections, emergency response, and applicable training requirements. The requirements are monitored, including through the use of site self-assessment teams and government inspections. Nonconformities are identified, such as through internal audits or external evaluations, are documented in Jabil's incident tracking system, investigated as appropriate and reviewed by company management to evaluate and respond to potentially significant issues and emerging trends.

Risk Management

We have processes for identifying and assessing climate-related risks.

To identify and assess Jabil's exposure to both acute and chronic climate-related events, Jabil's Risk Management, Real Estate, Facilities, and Social and Environmental Responsibility teams actively collaborate to identify and assess potential physical climate risks at the site level in all locations where we have operations.

Identifying our company's risk includes site visits from our property insurer. Their specially trained engineers evaluate our facilities based on construction, occupancy, protection, and exposure (COPE). They also examine Jabil's hazard management programs to identify any gaps or processes that could put Jabil's business at risk. Jabil is then provided with a Risk Report that

contains a detailed explanation of the exposures that could cause a property loss at our facility, and we work with the site to put together a thorough, cost-effective loss prevention program that mirrors Jabil's business and risk management objectives.

Jabil's property insurer was concerned that Jabil's plant in eastern Europe could be at-risk of flooding due to climate related risks associated with increasing flood levels at two rivers located near the plant. To mitigate this risk, Jabil hired a consultant to evaluate the risk and prepare 3D models to provide evidence that the plant would not flood in the event of a 1 in 100-year event. The plant also rewrote its flood preparedness and response plan to implement recommendations from the consultant and to include informal daily contact with the local water authority for the duration of any flood alerts at a level II status or above.

Jabil has created Flood Emergency Response Plans (FERP) for many of its locations that include information on:

- A reliable flood-warning method.
- A clearly defined, designated leader with the authority to take action, including shutting down operations in preparation for a flood.
- Plans for safely shutting down production lines and electrical systems.
- Simple actions to reduce the financial impact of the flood, such as relocating high-value equipment and supplies.
- Practical cleanup, temporary operation, and recovery plans.

**Risk Management (Cont.)****Our organization has processes for managing climate-related risks.**

Once a recommendation for improvement is identified at the site level, a remediation owner is assigned. The remediation owner is a Jabil employee at the site that is responsible for:

- Deciding how to act on the recommendation
- Implementing a remediation plan for the recommendation
- Uploading evidence of the remediation once it has been completed
- Collecting and providing evidence to Jabil's property insurer that the remediation is complete

At the corporate level, Risk Management uses its Risk Management Information System to:

- Document recommendations for improvement from Jabil's property insurer
- Track the progress of remediation efforts at the site level
- Track approval of the completed remediation by Jabil's property insurer

Our processes for identifying, assessing and managing climate-related risks are integrated into our company's overall risk management system.

Jabil's global climate action plan follows three core strategies:

- **Reduce:** Reducing site energy usage through strategic investments and innovations in energy efficiency, peer auditing and best practice sharing.
- **Produce:** Producing energy through on-site power purchase agreements (PPA) to minimize GHG emissions and maximize cost savings.
- **Procure:** Procuring green energy where feasible through guarantees of origin (GO), renewable energy credits (RECs), power purchase agreements (PPAs), and virtual power purchase agreements (VPPAs).

Energy and environmental data from each of our global sites is tracked in an enterprise environmental data management software and aggregated to analyze trends and to monitor progress toward target achievement. Energy, acquired water data and other sustainability data undergo a third-party assurance process each year.

Please see [pages 26 and 27](#) for additional details on Jabil's strategy to cut Scope 1 and Scope 2 emissions.

Metrics and targets

As part of its annual comprehensive ESG materiality assessment in 2021, Jabil established a series of five-year sustainability objectives focused on environmental health, social responsibility, and corporate governance. Among these objectives is a Science Based Target Initiative (SBTi) aligned target to reduce Scope 1 and 2 emissions by 25% from the fiscal year 2019 baseline by the close of fiscal year 2025. Having achieved a 29% reduction by the close of fiscal year 2023—two years ahead of schedule—Jabil remains on track to reach a 50% reduction by close of fiscal year 2030. Our long-term goal is Scope 1 and 2 carbon neutrality by fiscal year 2045.

In fiscal year 2023, Jabil explored the actions necessary for setting reduction targets for Scope 3 emissions within two years (in alignment with SBTi). In support of this effort, the company engaged a leading consultancy to identify and quantify relevant Scope 3 categories using a fiscal year 2022 baseline. These results have been verified by a third party and disclosed through CDP.

While Jabil's sustainability reporting has historically been voluntary, evolving legal requirements around ESG materiality are requiring us to reassess our priorities and establish new mandated disclosure protocols in compliance with, the SEC, the European Union's Corporate Sustainability Reporting Directive (CSRD) and Corporate Sustainability Due Diligence Directive (CSDDD). To ensure full legal and regulatory compliance, Jabil will conduct a new materiality assessment. The outcomes of this process may necessitate adjustments to Jabil's five-year sustainability strategy and goals to align with legally mandated standards.

As Jabil works to incorporate these evolving regulatory expectations, it is temporarily focusing on aligning future goals with updated materiality priorities and clarified legal obligations. This alignment process could not be finalized before the SBTi's November 30 deadline, resulting in Jabil's removal from the SBTi commitment list.

Nonetheless, Jabil's commitment to its current SBTi-aligned targets for Scope 1 and 2 emissions remains unchanged, and the company continues to advance a Scope 3 reduction strategy centered on collaboration with both customers and suppliers.

We utilize digital dashboards that are accessible to the organization that show progress towards the achievement of these, and other, sustainability targets. The dashboards are reviewed regularly by leadership teams, and strategy adjustments are made as necessary. The sustainability goals and targets are made publicly available through the company's annual corporate sustainability report.

Purchased electricity is the primary source of our operational emissions and has the greatest opportunity for improvement. Therefore, the initial focus of mitigation will be Scope 2 purchased energy. Jabil's Scope 2 strategy focuses on our highest GHG-emitting sites first to ensure we are aligning investments with the greatest CO_{2e} reduction return. Jabil enhanced its data management system to track usage at the country, segment, site and plug-load levels, deploy energy efficiently and implement renewable energy to achieve large levels of decarbonization. Jabil stakeholders (customers, investors, and the public) have been informed of our efforts, public reporting and engagements showcasing our achievements and progress.

We disclose Scope 1 and Scope 2 and material Scope 3 GHG emissions and the related risks.

For information on our GHG emissions, see [pages 54 and 55](#) of this sustainability report.

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JABIL

**MADE POSSIBLE.
MADE BETTER.**