



Political Engagement Policy

JABIL

VIOLATIONS OF OUR STANDARDS
CAN BE REPORTED AT JABIL'S
INTEGRITY HOTLINE

CALL CENTER
1-888-424-3219

Confidential.
Available 24 hours a day,
seven days a week.

MOBILE FORM



WEB PORTAL

www.jabilglobalcompliance.com

Overview

This policy sets out our expectations and approach to managing political activities and underscores our commitment to responsible business practices to protect our people and our company.

Who does this apply to?

This Policy applies to all employees, directors, and officers.

Our Commitment

- 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).
 - Jabil is a member of select industry groups and trade associations to maintain awareness of industry trends and to advance common interest in Jabil's industries through advocacy. Jabil's dues for these industry groups and trade associations are not authorized for use for political or election-related contributions.
 - Jabil monitors the activities of these organizations to ensure alignment with Jabil's perspectives and objectives, including this standard.
- Jabil does not permit requests of an employee, customer, or business partner to contribute to, support, or oppose any political candidate or party.
 - Jabil does not permit the use of Jabil funds to support any political candidate, and/or cause. We only allow deviations from the requirements of this policy in exceptional circumstances with prior approval from the Chief Compliance office, and, under all circumstances in compliance with applicable laws.
 - Lobbying engagements in the spirit of pursuing the legislative process for legitimate business objectives and in compliance with applicable laws and must be approved by the Chief Compliance Officer.

Speak Up – We're Listening

We are each responsible for ensuring that we meet our commitments. Jabil expects its employees and partners to speak openly and raise concerns about possible breaches of the Code of Conduct and this policy with their manager, supervisor or via other available reporting channels.

Our global compliance reporting platform is available to employees and partners. Jabil takes concerns seriously and handles them promptly.

Jabil has zero tolerance for retaliation against anyone who speaks openly about conduct they believe is unethical, illegal or not in line with our Code of Conduct and policies, even if the concern isn't substantiated, as long as they have not knowingly made a false report.

Consequences

Jabil takes breaches of our Code of Conduct and policies seriously. Violations of either may be grounds for immediate discharge or other disciplinary action depending on the severity of the issue and the candor of those involved. In some cases, violations may also result in civil and/or criminal liability.

Key Terms

Lobbying | The practice of attempting to influence decisions made by government officials, typically legislators or regulatory agencies, in favor of specific interests or goals. This influence can be exerted through various means, including direct communication with lawmakers, organizing events or campaigns to raise awareness about certain issues, providing information and research, and sometimes offering financial support through campaign contributions.

Political Action Committee | An organization formed to raise and spend money to elect or defeat political candidates. PACs are typically established by corporations, labor unions, trade associations, or other interest groups to pool contributions from members and use those funds to support candidates who align with their interests or policy objectives. PACs are subject to regulations and disclosure requirements set by campaign finance laws in the jurisdictions where they operate.



ADDITIONAL RESOURCES

[Charitable Donations Policy](#)

“ At Jabil, caring for our people, communities, and customers is foundational to everything we do. ”

MIKE DASTOOR

CEO

ISSUED BY Jabil Legal Compliance

ISSUED ON February 17, 2025

LAST REVIEWED February 17, 2025

VERSION A

This policy has been approved by the CEO.

Jabil Inc.
10800 Roosevelt Blvd. N
St. Petersburg, Florida 33716
USA

Tel +1 727-577-9749

Web jabil.com