

Sustainability Strategy & Goals



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

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

Jabil's Vision

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

How Jabil Defines Sustainability

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

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



Our People & Communities

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

Diversity, Equity & Inclusion

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 & Wellbeing

5 Established Wellbeing Programs at Each Manufacturing Site
90% of Managers Trained on Mental Health Resiliency

Community Volunteerism

500k Volunteer Hours Each Calendar Year



Our Operations & Resources

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

Climate Action

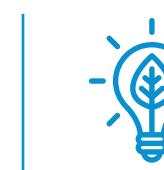
25% Reduction in Operational* Greenhouse Gas (GHG) Emissions by Close of FY25
2045 Carbon Neutrality Target Date

Healthy Environment & Safe Operations

80+ Target EHS Index Score

Resource Efficiency

6% Average Global Reduction of our Acquired or Purchased Water
100% Sites with Management-Approved Water Conservation Plans
20% of Applicable Sites Globally Achieving 90% or More Landfill Diversion (3P Assured)



Our Innovative Solutions

Delivering sustainable innovations throughout the product lifecycle

Circular Economy

10 Total Circular Economy Projects Partnerships Engaged

Cybersecurity

8+ Annual Average Cybersecurity Score

* Scope 1 and 2 GHG emissions



For more details on our sustainability strategy and performance, please see our Fiscal Year 2023 Sustainability Progress Report at jabil.com/sustainability

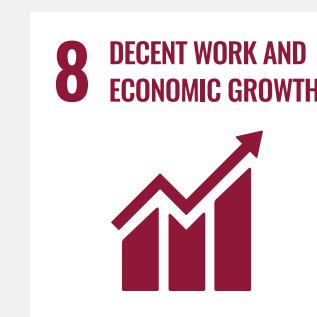
Impact Areas

Jabil's sustainability initiatives contribute to the achievement of **12 UN Sustainable Development Goals** selected for the most impact and influence we have.

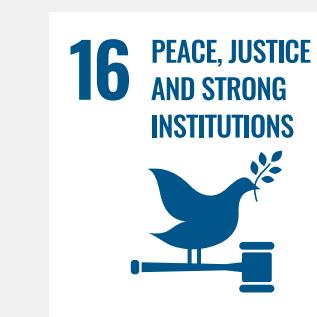
Environment



Social



Governance



Responsible Business Alliance (RBA)

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

About Jabil

At Jabil (NYSE: JBL), we are proud to be a trusted partner for the world's top brands, offering comprehensive engineering, manufacturing, and supply chain solutions. With over 50 years of experience across industries and a vast network of over 100 sites worldwide, Jabil combines global reach with local expertise to deliver both scalable and customized solutions. Our commitment extends beyond business success as we strive to build sustainable processes that minimize environmental impact and foster vibrant and diverse communities around the globe. Discover more at jabil.com.



Our Awards & Partnerships

| TIME and Statista – **World's Best Companies of 2023**

| Investor's Business Daily – **100 Best ESG Companies of 2023**

| 2023 Disability Equality Index – **Best Place to Work for Disability Inclusion** (third consecutive year)

| Financial Times and Statista – **Diversity Leaders 2023** (Europe)

| Newsweek – **America's Most Responsible Companies**

| Signed Commitment Letter with the **Science Based Target Initiative**