



**JABIL**

2025  
**Sustainability**  
PROGRESS REPORT



**Report Publication Date:** February 17, 2026

**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 17, 2026, unless otherwise indicated, and we undertake no obligation to update these forward-looking statements to reflect subsequent events or circumstances.



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**MIKE DASTOOR**  
Chief Executive Officer

## To Our Employees, Customers, Investors and Other Stakeholders,

The world is continuing to navigate a period of profound change, defined by climate volatility, resource constraints, and accelerated technological change. At Jabil, we view these challenges as catalysts for innovation and as a call to continue to integrate sustainability into the decisions that guide our business.

In fiscal year 2025 across our global operations, sustainability was embedded in how we invested in our people and communities, how we managed our operations and resources, and how we designed and delivered innovative solutions for our customers.

This year's Sustainability Progress Report reflects our achievements during year four of our five-year strategy and presents examples of how Jabil employees supported the advancement of our goals.

We continue to move forward – meeting or exceeding key targets, including a 47% reduction in greenhouse gas emissions compared to a FY19 baseline and giving back more than a half a million volunteer hours to our communities each year.

I am proud of the progress that we have made. It's not only measured in emissions reductions and efficiency gains, but also tangible benefits we deliver to our stakeholders through stronger customer partnerships, better operational resilience, and a positive impact on the communities where we live and work.

This report, covering September 1, 2024, to August 31, 2025, captures our evolution toward a model in which sustainability and business success are one in the same.

Sincerely,







**Mike Dastoor**  
Chief Executive Officer



# Jabil's Pillars of Sustainability and Top ESG Priorities

Our comprehensive five year sustainability strategy supports the United Nations' Sustainable Development Goals (SDGs) (visit [sdgs.un.org/goals](https://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>Culture and Belonging</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>	

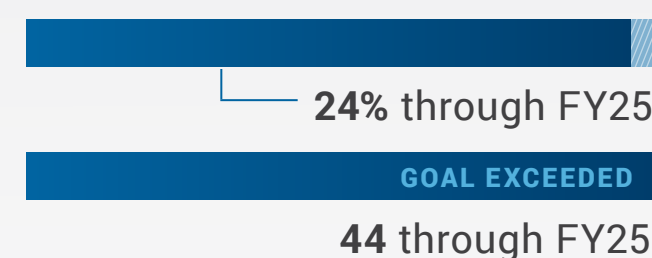


# Our FY26 ESG Goals & Progress

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

### FY25 PROGRESS



**GOAL EXCEEDED +**  
44 through FY25

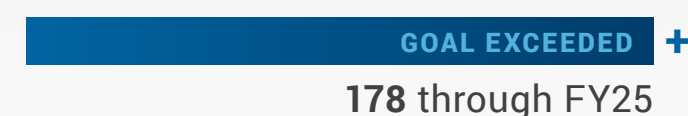
### FY26 GOALS

#### Culture and Belonging

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

40+ Established Programs for Persons with Disabilities

#### Human Rights



**GOAL EXCEEDED +**  
178 through FY25

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

#### Community Volunteerism

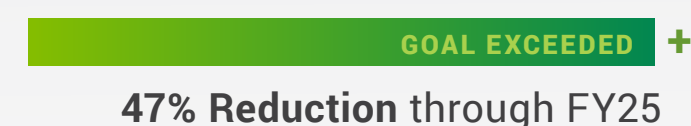


**GOAL EXCEEDED +**  
590,567 Volunteer Hours through 2025

500k Volunteer Hours for Calendar Year 2025

## Our Operations & Resources

### FY25 PROGRESS



**GOAL EXCEEDED +**  
47% Reduction through FY25

### FY26 GOALS

#### Climate Action

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



**GOAL EXCEEDED +**  
82 through FY25

#### Environment, Health, and Safety

80+ Target EHS Index Score

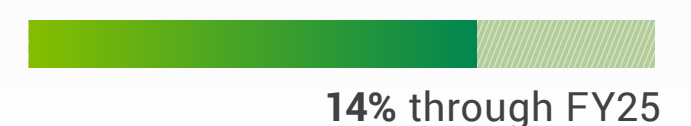


**GOAL EXCEEDED +**  
35% through FY25 vs FY21 baseline excluding divestiture\*\*

#### Resource Efficiency

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

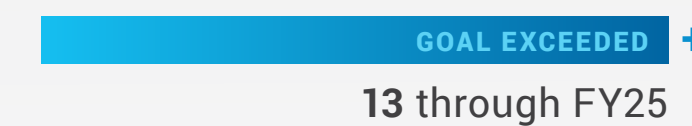
20% of Applicable Sites Globally Achieving 90% or More Landfill Diversion (3P Assured)



14% through FY25

## Our Innovative Solutions

### FY25 PROGRESS

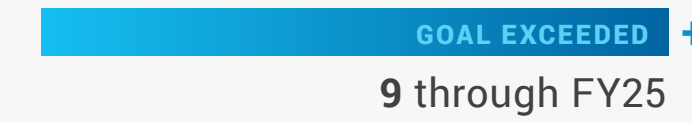


**GOAL EXCEEDED +**  
13 through FY25

### FY26 GOALS

#### Circular Economy

10 Total Circular Economy Projects Partnerships Engaged\*\*\*



**GOAL EXCEEDED +**  
9 through FY25

#### Cybersecurity

8+ Achievement of Annual Average Cybersecurity Score

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

\*\*Including the divestiture of Jabil's mobility business, Jabil experienced a 70% 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
- Jabil's Health and Well-Being program is being redesigned to update initiatives and focus areas.



# Awards and Recognition



America's Greenest Companies 2025

NEWSWEEK

America's Climate Leaders 2025

USA TODAY

America's Most Responsible Companies 2025

NEWSWEEK

EcoVadis Gold Rating

ECOVADIS

Sustainable Leadership Award,  
DQS Sustainability Leadership Summit

DQS

Emerson Supplier Sustainability Award

EMERSON

2025 Zero-Carbon Pioneer &  
Operational Excellence Award

SIEMENS CHINA

2025 IPC China ESG Benchmarking  
Enterprise Award

GLOBAL ELECTRONICS ASSOCIATION (IPC)

Sustainability & CSR Malaysia Award 2025

CSR MALAYSIA

Sustainable Best Initiative of the Year (India)

UBS FORUM

Most Responsible Companies (Mexico)

EXPANSIÓN

Green Enterprise of  
Ho Chi Minh City 2025 (Vietnam)

HCMC UNION OF BUSINESS ASSOCIATION

2024 Volunteer Leader Award (Mexico)

THE CENTER FOR LEADERSHIP AND HUMAN DEVELOPMENT A.C. | FECHAC

Golden Card of Safe Work Leaders (Poland)

NATIONAL INSTITUTE FOR OCCUPATIONAL SAFETY IN POLAND



# 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.

- EMPOWERING THE NEXT GENERATION OF LEADERS →
- COMMUNITY IMPACT AND ENVIRONMENTAL STEWARDSHIP →
- A CULTURE OF BELONGING →
- A FOCUS ON HEALTH AND WELLBEING →
- DISASTER RELIEF →
- SUSTAINABILITY COLLABORATIONS & INDUSTRY ENGAGEMENT →



**GARY SCHICK**  
Senior Vice President,  
Chief Human Resources Officer



Our people are at the heart of Jabil's success. Even as we adapt to a rapidly changing world, we're committed to fostering an inclusive environment where every employee can learn, grow, and contribute with purpose. We invest in robust employee development opportunities and cultivate strong partnerships within the communities where we live and work. We empower our people to explore a world of possibilities at Jabil, helping to build a more resilient, innovative, and sustainable future for all of us.

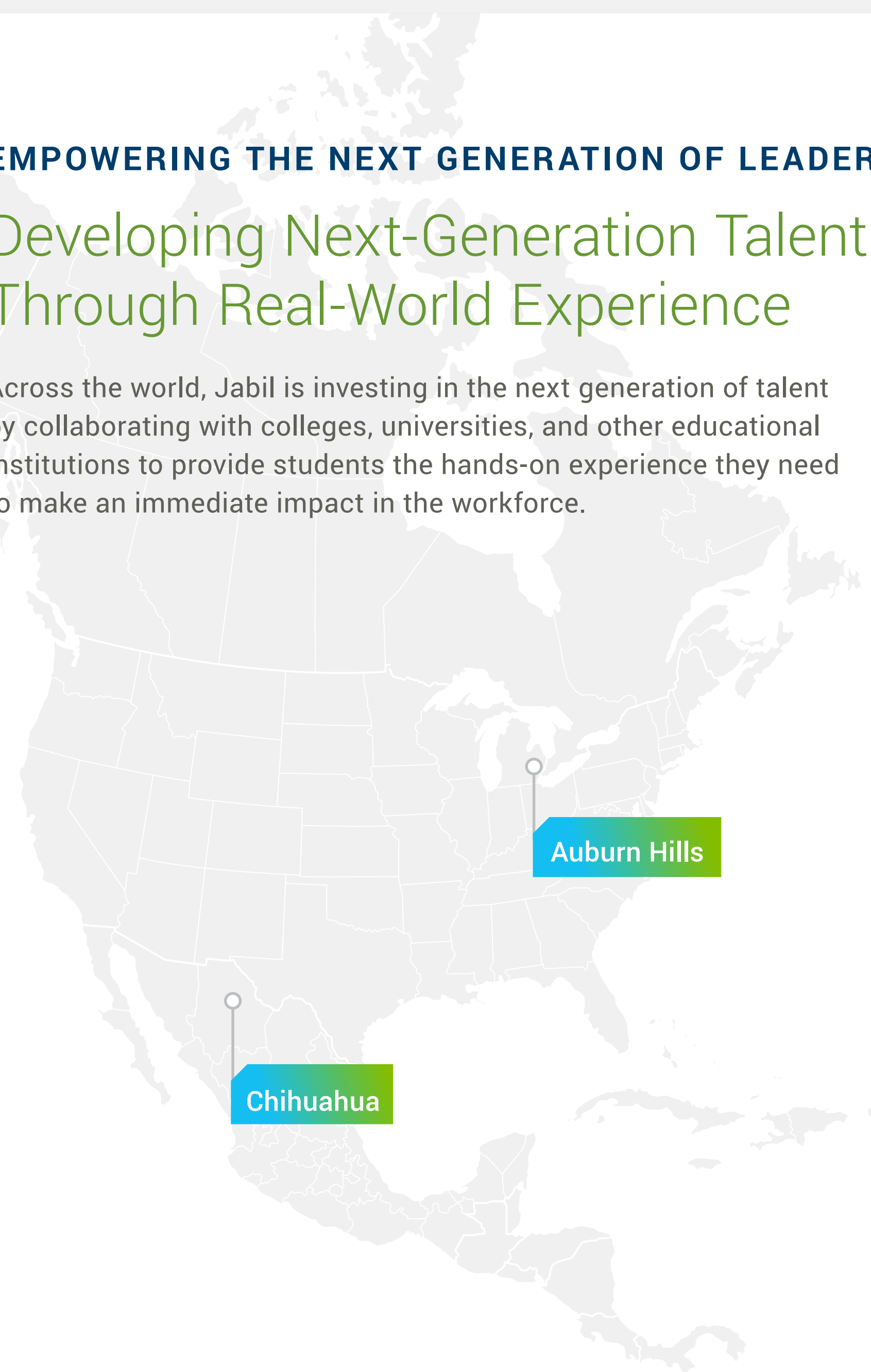




## EMPOWERING THE NEXT GENERATION OF LEADERS

# Developing Next-Generation Talent Through Real-World Experience

Across the world, Jabil is investing in the next generation of talent by collaborating with colleges, universities, and other educational institutions to provide students the hands-on experience they need to make an immediate impact in the workforce.



Auburn Hills

Chihuahua

### Auburn Hills

Combining community engagement with talent development, mentors from Jabil's Auburn Hills, Michigan, site guide Oakland University (OU) students through Lean A3 problem-solving to improve real processes for local nonprofits each semester. Over the past 10 semesters, these collaborations have yielded measurable benefits for community organizations — such as reducing fulfillment time for hospital donations, streamlining administrative workflows, and digitizing approval processes with DocuSign. Students documented and standardized best practices, creating consistent work methods that support the nonprofits' long-term performance.

In addition to mentorship, the Auburn Hills site funds a paid student role each term and supports plant tours, senior design projects, and on-site improvements for OU's Industrial and Lean Department. Through this sustained collaboration with OU, Jabil is deepening its community impact and building future-ready talent.



### Chihuahua

In fiscal year 2025, the Chihuahua, Mexico, site opened the Jabil Academy, a collaboration between the company and Universidad Tecnológica de Chihuahua (UTCH). The Jabil Academy provides employees with the education needed to become an automation technician, with real company case studies taught by specialized teachers at the brand-new Advanced Technical Training Center on Jabil's campus. This facility is equipped with state-of-the-art technology to maximize hands-on learning. Through the Jabil Academy program, employees gain technical skills to continue building cutting-edge products for our customers while also growing their expertise and advancing their careers.



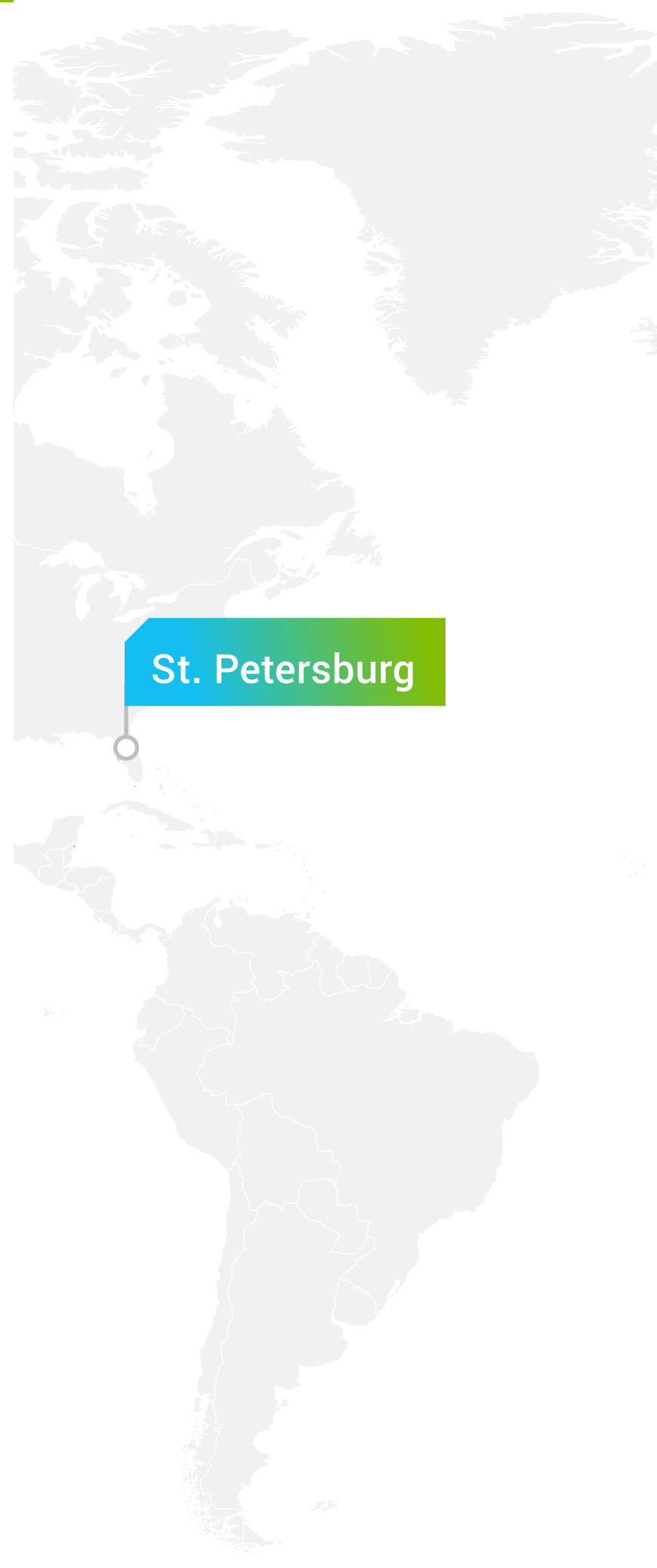
**10 SEMESTERS**  
Jabil Oakland University  
mentorship program

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## St. Petersburg

Jabil is working to build a skilled talent pipeline for its growing U.S. footprint and fill critical roles at its St. Petersburg and Clearwater, Florida, sites by working with St. Petersburg College (SPC) to teach students critical skills in real-world manufacturing settings. Through SPC's 14-week soldering course, students are educated by Jabil trainers and practice on real soldering stations donated by Jabil. In July 2025, 12 SPC students graduated from the course and earned their soldering certification, giving them the qualifications needed to jump-start their manufacturing careers. Then, to grow the company's internal pipeline for an advanced industrial automation role, Jabil again collaborated with SPC to develop curriculum for a Mechatronics Electromechanical Technician Training program. The first cohort of 10 Clearwater employees completed the course in August 2025 and moved to on-the-job training at the site, where they'll apply their knowledge to support Jabil's cutting-edge technologies.



St. Petersburg

 **14-WEEK SOLDERING COURSE**  
Taught by Jabil trainers using real soldering stations donated by Jabil

 **10 UPSKILLED EMPLOYEES**  
Trained in mechatronics

## Penang

In Malaysia, Jabil has partnered with nine colleges and universities to host the annual Early Career Programs Bootcamp. During this annual two-day event, students participate in workshops and panels with Jabil's IT subject-matter experts (SMEs) to learn about key technologies used in manufacturing like AI, machine learning, and SAP, and career planning activities with the Talent Acquisition team. This year, students also presented case studies to Jabil's IT SMEs on how the strategic application of digital technologies and cybersecurity processes have contributed to the successful setup of Jabil's new site in Chuping. Through this bootcamp, Jabil's Penang Global Business Solutions (GBS) team has developed a strong pipeline of early career talent; seven students who attended this year's bootcamp were offered internships at Jabil.



Penang



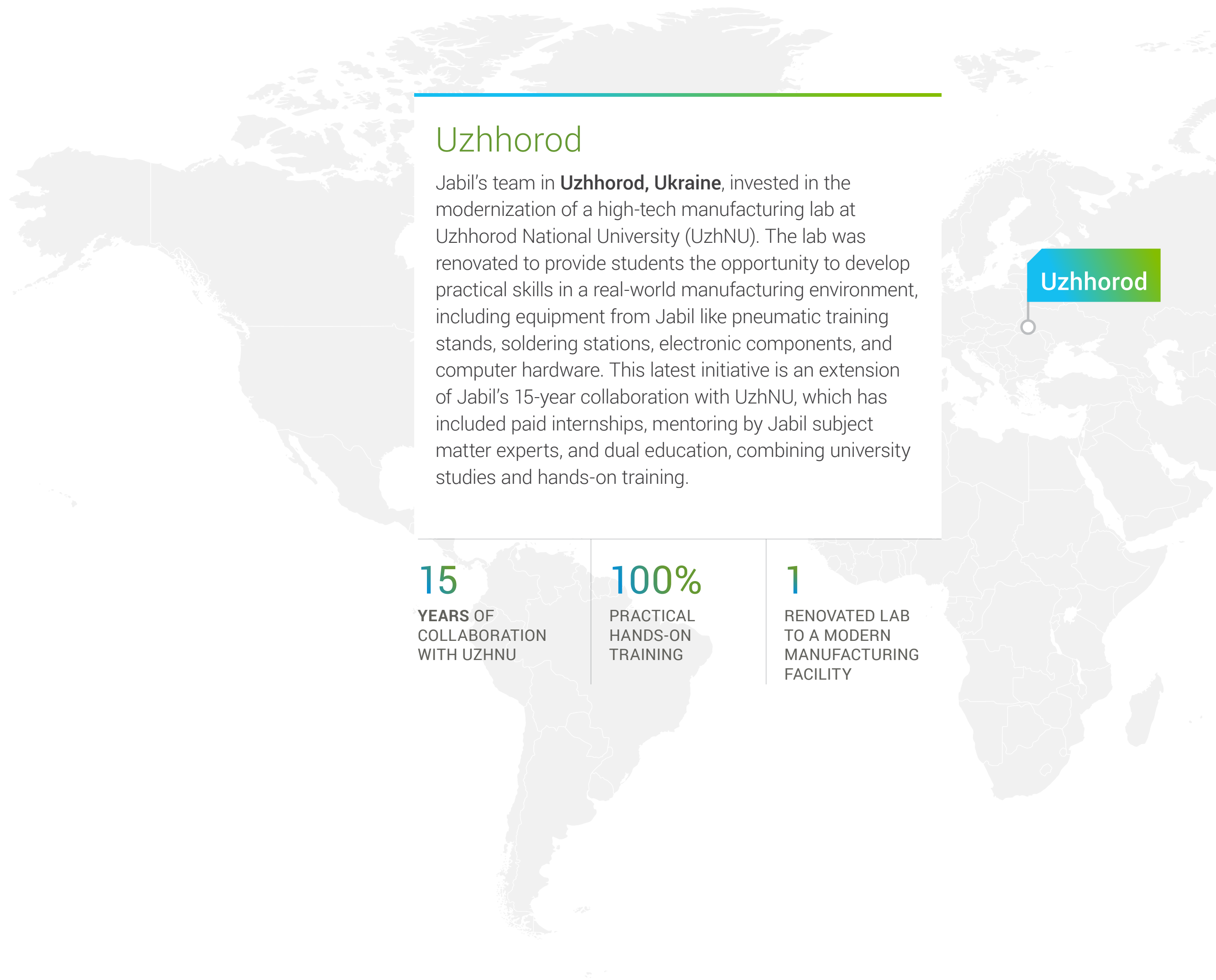
**9 PARTNER COLLEGES & UNIVERSITIES**  
Collaborating with Jabil to host the annual Early Career Programs Bootcamp



**2-DAY BOOTCAMP**  
Students learned directly from Jabil IT subject matter experts and the Talent Acquisition team



Story continues on the next page >



## Uzhhorod

Jabil's team in **Uzhhorod, Ukraine**, invested in the modernization of a high-tech manufacturing lab at Uzhhorod National University (UzhNU). The lab was renovated to provide students the opportunity to develop practical skills in a real-world manufacturing environment, including equipment from Jabil like pneumatic training stands, soldering stations, electronic components, and computer hardware. This latest initiative is an extension of Jabil's 15-year collaboration with UzhNU, which has included paid internships, mentoring by Jabil subject matter experts, and dual education, combining university studies and hands-on training.

Uzhhorod

15

YEARS OF COLLABORATION WITH UZHNU

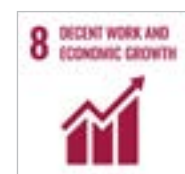
100%

PRACTICAL HANDS-ON TRAINING

1

RENOVATED LAB TO A MODERN MANUFACTURING FACILITY





## EMPOWERING THE NEXT GENERATION OF LEADERS

# A Launchpad for Innovation: Jabil's Internship Program

Jabil's award-winning internship program immerses early-career talent in real-world projects that support some of the world's leading brands. Based in the U.S., our interns play an active role in creating meaningful impact for our customers, communities, and each other. From day one, they gain hands-on experience with advanced technologies and are empowered to contribute ideas in a collaborative, entrepreneurial environment.

Interns work alongside industry experts, developing practical skills and building networks through mentorship, leadership Q&As, and volunteerism. Many even go on to join Jabil full-time, bringing with them the insights and relationships developed during their internship. Others leave a lasting impact on our people and processes – inspiring creativity, streamlining operations, and contributing to a culture of continuous improvement.


Interns are also empowered to shape their own experience through committees that foster connection and creativity. The Wellness Committee focuses on balance and self-care, the Social Committee brings everyone together for inclusive events, and the Yearbook Committee captures the journey in a keepsake full of memories.

Their experience is bookended with a final presentation to Jabil leadership that explores the scope and impact of their internship projects – from technical achievements and process improvements to personal growth and team collaboration. These presentations not only showcase the interns' contributions but also reflect the confidence, creativity, and strategic thinking they've developed throughout the program.


Named one of Yello.co and WayUp's Top 100 Internship Programs of 2025, Jabil's program is a space for innovation, support, and personal and professional growth.



### THE FY25 U.S. SUMMER INTERNSHIP PROGRAM BY THE NUMBERS

 **33,000**  
INTERN APPLICANTS

 **31%**  
INTERNSHIPS EXTENDED

 **60%**  
CONVERTED TO FULL-TIME EMPLOYEES



## COMMUNITY IMPACT AND ENVIRONMENTAL STEWARDSHIP

# Jabil Cares About Our Planet

As environmental and social challenges grow, global observances like Earth Day and World Food Day play a vital role in raising awareness and inspiring action.

At Jabil, our commitment to responsible stewardship extends beyond these calendar dates. We align our strategy with stakeholder priorities and focus on where we can make the greatest impact — year-round and across the communities where we live and work. Through coastal cleanups, tree planting, habitat restoration, food drives, and local partnerships, our global volunteers help preserve ecosystems, strengthen communities, and promote environmental education.

### 25 BAGS

OF WASTE COLLECTED IN CLINTON, MASSACHUSETTS

### 12 BAGS

OF WASTE COLLECTED ALONG THE MAAS RIVERBANK BY KAYAK IN HASSELT, BELGIUM

### 40 BAGS

OF WASTE COLLECTED IN DEVENS, MASSACHUSETTS



### 7,000KG

OF WASTE REMOVED FROM THE AREA SURROUNDING OUR TISZAÚJVÁROS, HUNGARY, SITE



### 80KG

OF WASTE REMOVED FROM THE COASTLINE OF PENANG, MALAYSIA



### 40,000KG

OF WASTE REMOVED IN MANAUS, BRAZIL



## Cleanups Around the Globe

Jabil teams are protecting both the environment and cultural heritage through global cleanup efforts. **From coastlines and waterways in Penang and Hasselt to green spaces in Tiszaújváros, Clinton and Devens, and Manaus, employees are helping reduce pollution and support local ecosystems.**

In **Uzhhorod, Ukraine, and Pune, India**, teams extended their impact by restoring historic sites — Nevytsky Castle and major pilgrimage site at Alandi's riverbank — preserving the past while building a more sustainable future.

Story continues on the next page >



## Tree Planting and Restoration

Trees play a crucial role in stabilizing the climate, purifying the air, and creating habitats for countless species. In fiscal year 2025, our global sites remained committed to reforestation through site-led tree-planting initiatives.

At our **Pune, India** site, the Miyawaki technique – a dense, fast-growing method that mimics natural ecosystems—was used to boost biodiversity.

In **St. Petersburg, Florida**, employees partnered with naturalists to plant longleaf pines in the Lower Green Swamp Preserve, helping restore native habitats.

In **Shenzhen, China**, employees celebrated Low Carbon Week by converting abandoned land into a thriving community garden. This initiative promotes sustainable living by enabling local food production, reducing transport emissions, and expanding green space.

Meanwhile, employees in **Bajos de Haina, Dominican Republic**, planted native shoreline species like mangroves and seagrapes along Los Cañones Beach. These efforts help prevent erosion, support marine biodiversity, and improve water quality – contributing to climate resilience.



1,000

LONGLEAF PINE TREES PLANTED TO RESTORE A ST. PETERSBURG, FLORIDA NATURE PRESERVE



1,200

NATIVE TREES PLANTED, ACHIEVING 97.93% SPACE EFFICIENCY IN PUNE, INDIA



1,000

MANGROVES AND SEAGRAPES PLANTED IN BAJOS DE HAINA, DOMINICAN REPUBLIC



Note: Jabil does not claim carbon offsets from tree plantings for our global greenhouse gas reduction progress; these efforts are separate from our strategy of achieving carbon neutral emissions in our operations by 2045.

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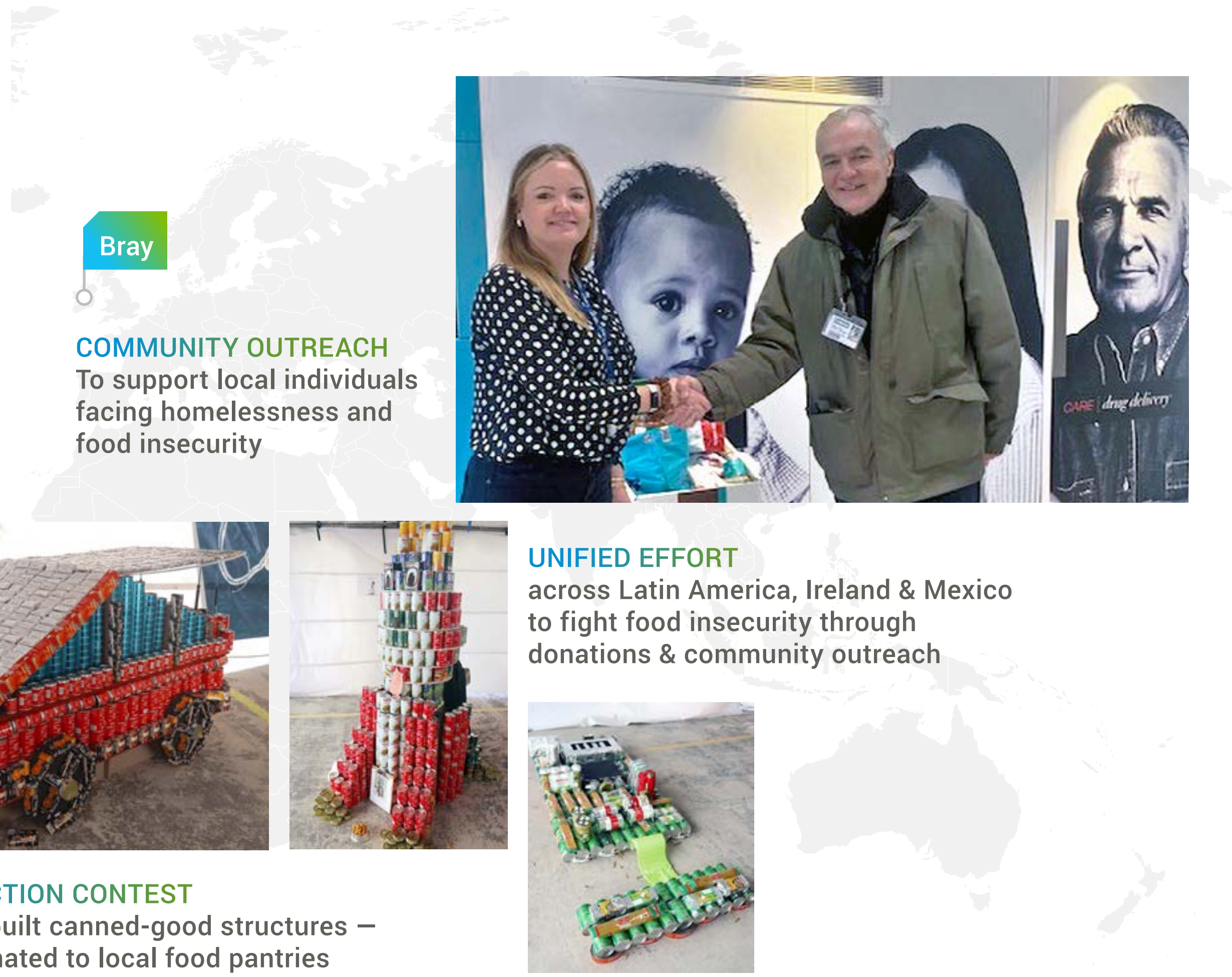


# Community Empowerment

## WORLD FOOD DAY AND COMBATTING FOOD INSECURITIES

To mark **World Food Day**, our teams in Latin America got creative with a **“foodstruction” contest** – building impressive structures out of canned goods donated by employees. All items were then donated to food pantries, turning teamwork and imagination into meaningful community impact.

Teams in **Bray, Ireland, and Torres, Mexico**, united to combat food insecurity through local community outreach. In Bray, employees supported the Wicklow Homeless 5 Loaves charity with donations of food and toiletries. In Torres, volunteers organized two initiatives for local shelters—one at the “Aceite, Vino y Trigo” shelter, where 70 food and hygiene items and 18 gifts were donated and another at a girls’ shelter housing 20 children, which received 187 essential items. Together, these efforts highlight Jabil’s global commitment to compassion, empowerment, and improving the well-being of our communities.



Bray

**COMMUNITY OUTREACH**  
To support local individuals facing homelessness and food insecurity



Torres

**UNIFIED EFFORT**  
across Latin America, Ireland & Mexico to fight food insecurity through donations & community outreach



**FOODSTRUCTION CONTEST**  
Employees built canned-good structures – all items donated to local food pantries



## COMMUNITY IMPACT AND ENVIRONMENTAL STEWARDSHIP

# Sustainability Education & Awareness Around the World

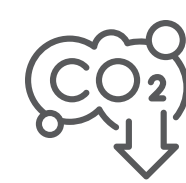
### Uzhhorod

During fiscal year 2025, our team in Uzhhorod delivered on our commitment to sustainability by hosting a series of 14 educational events for local students, each designed to foster environmental awareness and stewardship in the next generation. Supported by clear guidelines and replicable processes, the program was built to ensure a lasting impact.

Strategic collaborations with local communities and non-governmental organizations have enabled meaningful biodiversity preservation, including support for the national parks, local botanical garden and restoration of historical sites through overgrowth clearing. These efforts have contributed to an annual reduction of over 18 tons of CO<sub>2</sub> annually per school green project, while also increasing public awareness, encouraging community visits, and attracting tourists to the region.

By integrating environmental education, community collaboration, and operational excellence, Uzhhorod demonstrates Jabil's commitment to responsible citizenship and sustainable development.



 **18 TONS**  
OF CO<sub>2</sub> REDUCED ANNUALLY  
PER SCHOOL GREEN PROJECT

 **14**  
EDUCATIONAL EVENTS  
CONDUCTED IN FY25

Note: Jabil does not claim carbon offsets from tree plantings for our global greenhouse gas reduction progress; these efforts are separate from our strategy of achieving carbon neutral emissions in our operations by 2045.

Story continues on the next page >



## Ho Chi Minh City

Our Asia sites are committed to advancing low carbon lifestyles and energy awareness through ongoing initiatives such as the annual Low Carbon Week, held in conjunction with Earth Day. The fifth edition of Low Carbon Week featured a diverse array of energy-saving and low carbon activities, complemented by expert-led trainings on renewable energy projects — including rooftop solar and energy storage — with a focus on design, operation, and safety.

A highlight of these efforts was the Green Fair, part of our Jabil Vietnam Low Carbon Campaign, which engaged over 2,700 employees at our Ho Chi Minh City site. Through interactive activities and educational outreach, the event inspired environmental responsibility and promoted green living, helping to foster a culture of sustainability across our organization.

These initiatives are driving measurable progress in carbon reduction and empowering employees to adopt and champion low carbon practices, driving positive change for current and future generations.



**2,700+**

EMPLOYEES  
ENGAGED IN HANDS-ON  
ACTIVITIES

**5TH**

ANNUAL LOW CARBON  
WEEK (ALIGNED WITH  
EARTH DAY)

## Tiszaújváros

To celebrate Earth Day, our Tiszaújváros site organized a week of sustainability-themed activities designed to inspire environmental awareness and action among employees. With more than 600 participants, the program included interactive presentations, creative workshops, and team-based challenges that emphasized practical ways to protect the environment.

Highlights included the “From Waste to Product” initiative, which encouraged innovative thinking around material reuse and circularity, and guest speaker sessions that explored topics such as the vital role of bees in the ecosystem and everyday steps for environmental protection. The high level of employee engagement throughout the week reflected a strong commitment to sustainability and a shared enthusiasm for adopting more eco-conscious habits.



**600+**

PARTICIPANTS  
ACROSS ALL  
EVENTS

**1 WEEK**

OF ACTIVITIES  
PROMOTING ECO-  
CONSCIOUS HABITS



## A CULTURE OF BELONGING

# Jabil Partners with Local Sports Teams to Power the Community

## Powering Community Change Through Action

At Jabil, we believe strong partnerships create meaningful impact—and not many platforms bring people together like sports.

Our collaborations with the Tampa Bay Buccaneers, Tampa Bay Lightning, and Tampa Bay Rays go beyond sponsorships. Together, we champion youth development, empower women, honor everyday heroes, and support those who've served.

Through these partnerships, we invest in programs that strengthen communities—from creating spaces for student success and celebrating inclusivity to recognizing local heroes and honoring veterans. In the past year alone, these efforts have:



**ENGAGED 3,286**  
participants in community events like She is Football Weekend



**SUPPORTED 634**  
local heroes through the Lightning's Community Heroes Program



**MOBILIZED 96**  
volunteers to transform spaces for veterans at Bay Pines VA



By showing up where it matters most, we help drive positive change across our community and beyond.



## A CULTURE OF BELONGING

# Listening, Learning, and Leading with Purpose

We recognize that a transparent exchange of opinions and feedback from employees is essential for a high-performing culture.

In fiscal year 2025, Jabil continued its commitment to listening to its employees through the Your Voice Matters Survey. Conducted globally from May 14 to June 4, **the survey reached a record-breaking 92% response rate, a clear signal that employees are invested in shaping the future of their workplace.**

**The survey's expanded scope included 36 items across seven categories – Safety, Engagement, Inclusion, Enablement, Opportunity, Leadership, and Trust & Integrity.**

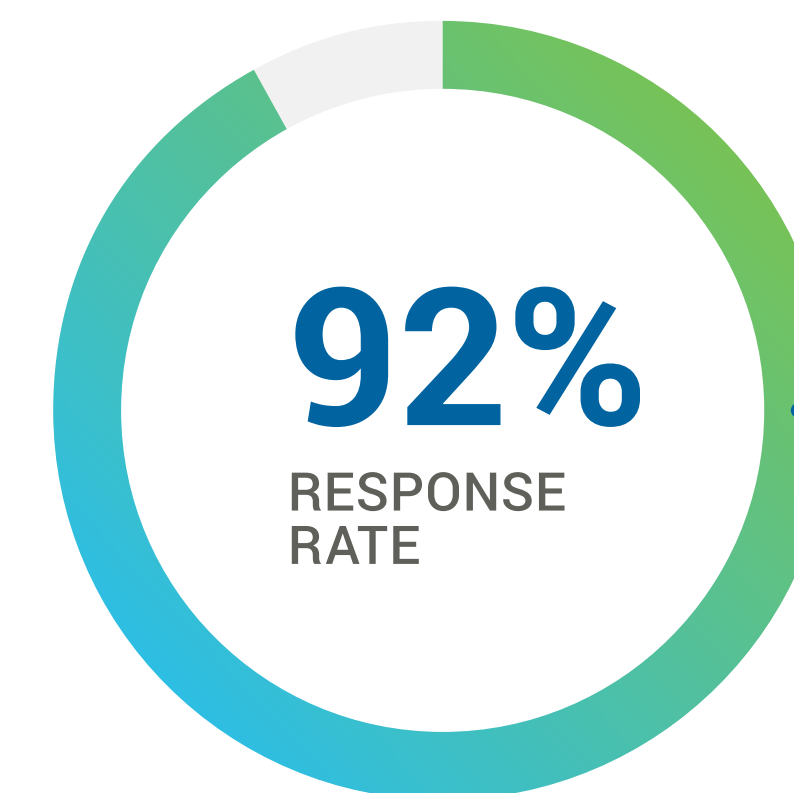
Across divisions – from Operations to IT – employees voiced appreciation for Jabil's commitment to safety, training, and social responsibility. At the same time, they highlighted opportunities to enhance recognition, communication, and connection with leadership.

To ensure insights translate into action, leaders received team-specific dashboards with results and were guided through a process to understand, share, act, and communicate. Team-specific action plans were entered into a shared system ensuring accountability and follow-through.

**The Your Voice Matters Survey is essential for supporting a strong, resilient culture.** It provides us with critical insights that serve to form the foundation for positive change, which supports employee job satisfaction and sustainable business growth.



### RECORD-SETTING RESPONSE to the Your Voice Matters Survey



#### SURVEY CATEGORIES

- Safety
- Engagement
- Inclusion
- Enablement
- Opportunity
- Leadership
- Trust & Integrity



## A CULTURE OF BELONGING

# Growing Together Through Employee Resource Groups

Driven by our commitment to fostering an inclusive and supportive workplace, Jabil launched enterprise employee resource groups (ERGs) in fiscal year 2025. These voluntary groups are employee-led to support personal and professional development, wellbeing, education, and connection among team members.

Site-based ERGs are open to all and centered around three key focus areas. These topics were chosen for their relevance to Jabil’s locations around the world. First, the Disability Inclusion ERG is intended for employees with disabilities, caregivers, and anyone with a connection to or an interest in learning more about the disability community.

The Women’s ERG, sponsored at the enterprise level by SVP of Engineering April Butterfield, is open to employees of all levels and anyone who has an interest in participating and learning from different perspectives and experiences.

Beyond St. Petersburg, site teams in Monument, Suzhou, Osijek, and Chihuahua have founded their own Women’s ERGs to encourage collaboration among employees. Jabil’s Finance team has also developed a worldwide Women in Finance ERG with leadership across regions to help employees connect globally across the function.

Finally, Jabil Emerging Talent (JET) supports employees early in their careers or anyone interested in learning about working across generations, with cohorts in St. Petersburg and Austin.

Hundreds of employees participated in ERG activities and events just in their first year. As Jabil’s ERGs grow, we’ll continue celebrating the unique backgrounds and creative ideas that make our organization stronger.



5+

GLOBAL SITES  
ACTIVE LOCAL  
CHAPTERS  
WORLDWIDE



100s

OF PARTICIPANTS  
JOINED EVENTS  
AND ACTIVITIES  
IN FY25



FY25

JABIL'S FIRST  
ENTERPRISE ERGS  
ESTABLISHED



Each month, the St. Petersburg Women’s ERG hosts a Café Convo, a casual networking event that encourages connection and support among colleagues over coffee and snacks. JET’s executive sponsor, Matt Crowley, has hosted a series of Coffee Chats, where participants could ask questions about business trends, hear about his career journey, and get advice for their own career journeys.



## A CULTURE OF BELONGING

# Cultural Celebrations Around The World

Jabil's global presence is one of our greatest strengths. With more than 140,000 employees across the world, we're constantly inspired by the rich traditions, perspectives, and customs that shape our inclusive community.

At our global headquarters in **St. Petersburg, Florida**, the annual Deliver Best Practices (DBP) Global Finals brought together innovators from across Jabil. During the Cultural Melting Pot event, finalists shared food, gifts, and stories from their home countries — transforming a professional gathering into a celebration of global unity.

St. Petersburg

Pune



At our **Pune, India**, site, the team embraced Navratri, a nine-day festival that celebrates the triumph of good over evil through the story of goddess Maa Durga's victory over the demon Mahishasura. It's a reminder that with courage, faith, and unity, goodness always prevails. In celebration, the site traded in our signature blue and green for a vibrant array of colorful decorations, filling the space with the joyful rhythms of Garba and Dandiya — traditional group dances performed in circles. The festivities left the team feeling refreshed and re-energized, ready to work with renewed spirit.



9 DAYS OF FESTIVITIES  
Navratri celebration



GLOBAL CULTURAL CELEBRATION  
At DBP Global Finals in St. Petersburg



Story continues on the next page >



Whether it's in New Hampshire, Croatia, Florida, or anywhere else we operate, every cultural exchange makes us stronger, more connected, and more innovative by bringing diverse perspectives and experiences to our shared table.

**At Mikros Technologies in New Hampshire**, the team joined project manager Ajit Ligade, originally from Pune, India, in a Car Pooja – a Hindu ritual blessing a new vehicle for safe travels. CEO Drew Matter and COO Jesse McGowan honored the tradition by breaking coconuts, symbolizing humility and good fortune.



**CAR POOJA CEREMONY**  
Celebrated with teammates in New Hampshire

**Chihuahua**

**New Hampshire**

**Osijek**

Employees in **Chihuahua, Mexico**, celebrated a shared heritage and honored Día de los Muertos, or Day of the Dead, by creating an ofrenda – placing offerings like food and games at the altar to celebrate the lives and memories of loved ones.



**DÍA DE LOS MUERTOS TRIBUTE**  
Team members created an ofrenda with meaningful offerings to honor loved ones

In **Osijek, Croatia**, one of our newest sites marked its first year with a cultural celebration. Teammates served homecooked meals from their diverse backgrounds, sparking connection and deeper understanding across the team.



**MULTICULTURAL CELEBRATION**  
Honoring Osijek's first year as a Jabil site



## A CULTURE OF BELONGING

# Empowering Women at Work and Beyond



## Award-Winning Women at Jabil



### MAY YAP

Chief Information Officer

NAMED TOP 100 WOMEN IN TECH BY TECHNOLOGY MAGAZINE



### KRISHMA KESHWARA

Vice President of Global Supply Chain

WOMEN IN SUPPLY CHAIN AWARDS TRAILBLAZER



### CORINNE BAKER

Director of Supply Chain Management

WOMEN IN SUPPLY CHAIN AWARDS RISING STAR



### NICOLE ANDERSEN

Global Sustainability Compliance Associate

FINALIST FOR THE FUTURE LEADER AWARD AT THE WORLD SUSTAINABILITY CONGRESS

“ Working in Jabil’s Automotive & Transportation team, I’ve been inspired and empowered by several women leaders to bring confidence and authenticity to a space that’s often male-dominated. Their example inspired my involvement in the St. Pete Women’s Employee Resource Group leadership team, helping connect women across Jabil with others who share similar experiences and passions. Being part of this community encourages women to be themselves, lift each other up, and grow – both personally and professionally. ”



### ABBY CHRISTIE

Marketing Manager

“ I am filled with pride knowing I’m part of a global community of amazing female engineers. The trailblazers before us, the dedication of my peers, and the confidence of young girls stepping into this space remind me that women can excel in this field. ”



### TINGTING XU

Senior Principal DF AI Engineer

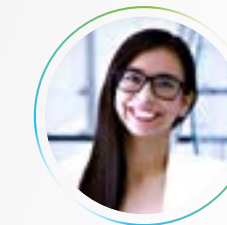
“ From a young age, I was curious about how things work and enjoyed solving problems, which naturally led me to engineering. The field offers a unique blend of creativity and practicality, allowing me to transform ideas into tangible solutions and be continuously challenged and inspired. ”



### MARTA RZEMPOUCH-BORZYSZKOWSKA

General Manufacturing Engineer

“ Engineering is about improving lives, and there’s space for everyone with passion and purpose. This day reminds me of how far we’ve come and how important it is to keep inspiring the next generation. ”



### MONICA ELIZABETH HERNANDEZ LEON

Senior Workcell Manager

Story continues on the next page >



## Empowering Women in the Community

In addition to supporting women’s personal and professional development at Jabil, we also empower the communities where we live and work through activities that foster growth, inclusion, and wellbeing.



Dublin



Kwidzyn

“ Engineering is about teamwork, creativity, and solving real-world problems together. Don’t be afraid to ask questions or share your thoughts, even if you’re the only woman in the room, because your perspective matters. By speaking up, you build confidence, inspire others, and help shape a more inclusive future in engineering. ”



EMILY HATFIELD  
Project Engineer

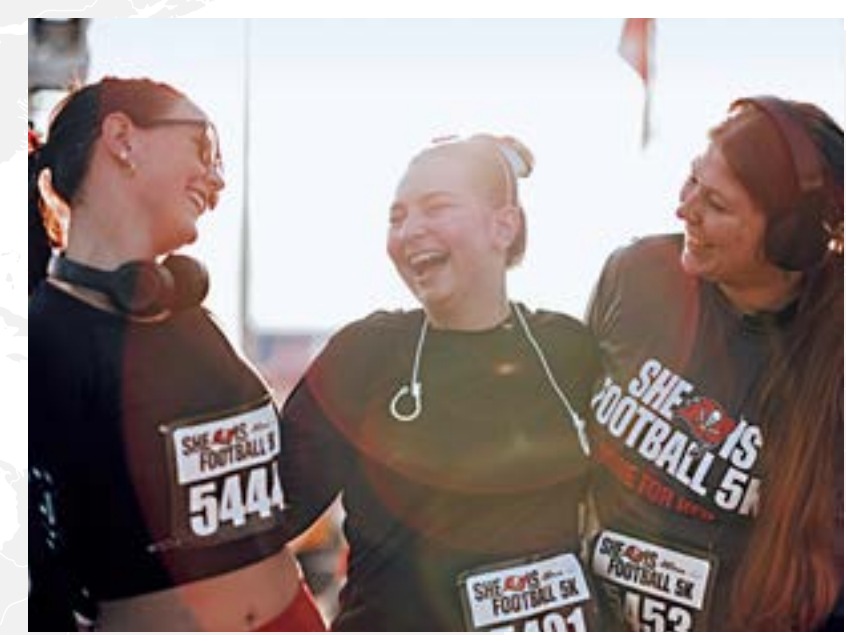


St. Petersburg

Chihuahua



Guadalajara



### SHE IS FOOTBALL: A PARTNERSHIP WITH TAMPA BAY BUCCANEERS

Jabil’s support of the Tampa Bay Buccaneers’ She is Football Weekend helped bring together **694 participants** for mentoring sessions and leadership panels. Among them were **20 emerging Jabil leaders** and **20 women** invited by Jabil from professional associations, building bridges across generations. The accompanying 5K Walk/Stroll engaged **3,286 community members**, with proceeds funding programs that help girls stay active and empowered.

Ho Chi Minh City



Belo Horizonte

**1,000+**  
GIRLS EMPOWERED  
THROUGH EDUCATION  
& MUSIC



### MUSIC AND MENTORSHIP IN BELO HORIZONTE

For over 20 years, our **Belo Horizonte, Brazil** site has partnered with Projeto Gente Grande, offering free tutoring and a practice space for the Sol das Gerais Orchestra. With employee support, the program has empowered over **1,000 girls through education and music.**

Story continues on the next page >



## Inspiring the Next Generation of Women in STEM

Across Jabil, our teams are inspiring young women to explore the exciting world of science, technology, engineering, and mathematics.



In **Penang, Malaysia**, our team welcomed **40 students** from St. George's Girls' School as part of the Tech Dome Penang **Women in Zcience** program. Through engaging STEM activities, a site tour, and a thought-provoking panel discussion, Jabil's female leaders encouraged students to envision a future without barriers in manufacturing and technology.

Meanwhile, in **Osijek, Croatia**, our team hosted STEMInists – a visit from female students at Tin Ujević Osijek elementary school. The initiative celebrated and promoted women in STEM, highlighting the vital role our female engineers play in shaping the industry's future.



# 40

STUDENTS WELCOMED TO JABIL PENANG THROUGH THE WOMEN IN ZCIENCE PROGRAM

**Osijek**

**Tortosa**

**Pune**

**Penang**

**Taichung**

“ What I appreciate most is the collaborative environment. Working closely with hardware engineers, data scientists, and operations teams has broadened my perspective and made me a better problem-solver. ”



**JUJU CHUAH**  
Senior Engineering Services Manager



## A CULTURE OF BELONGING

# Disability Inclusion at Jabil

In our people-centered culture, we celebrate creative thinking and the unique experiences that help us innovate. Here's how we embrace differences around the world.

## Creating Opportunities for Employees with Disabilities



### 2 AMERICAN SIGN LANGUAGE INTERPRETERS

at the St. Petersburg Defense & Aerospace site

These full-time Jabil employees support access for interviews, training, meetings, and the development of our deaf team members.

[WATCH VIDEO](#)

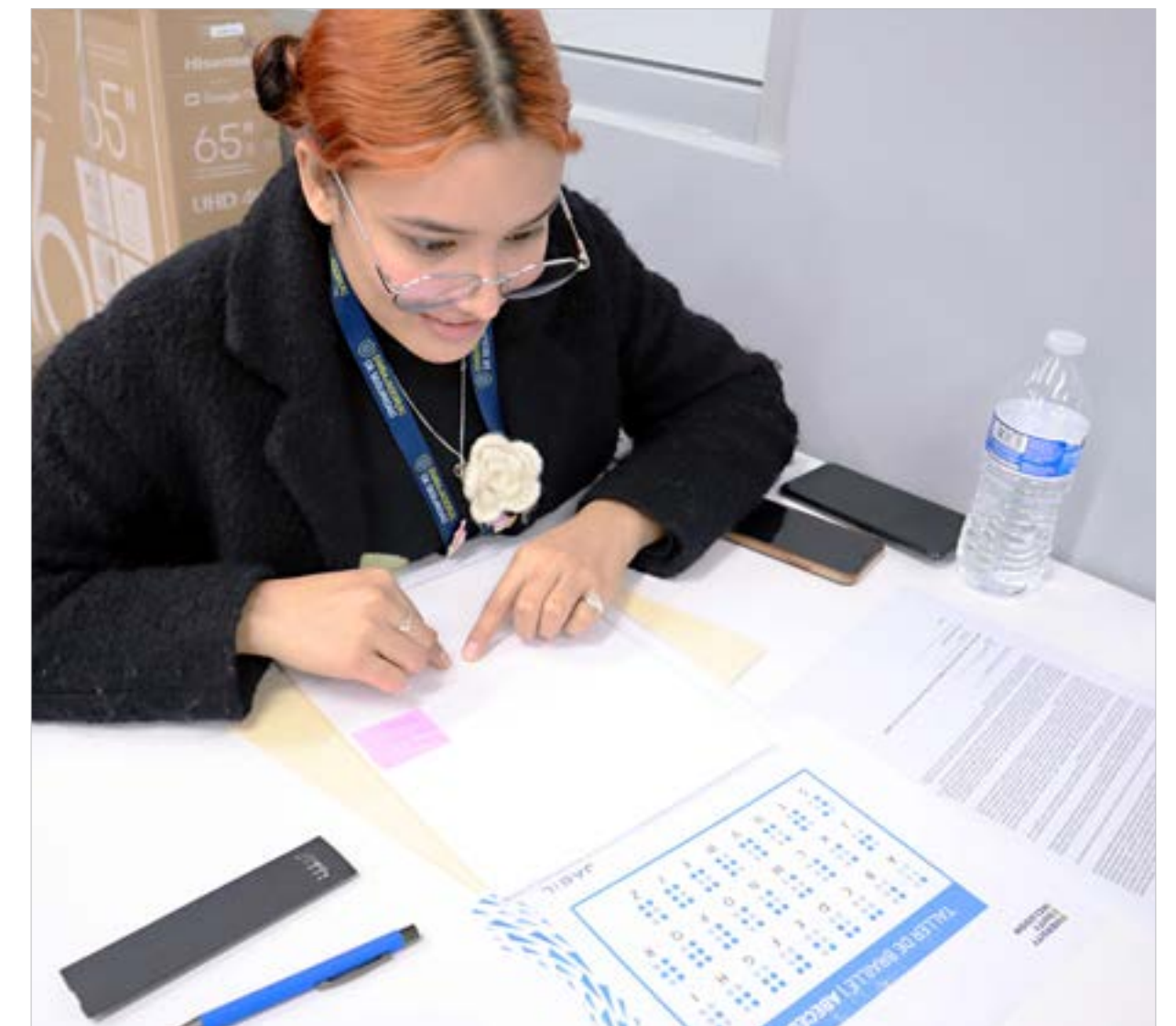
At our site in **Raron, Switzerland**, we collaborate with the organization Swiss **Disability Insurance to help people with physical and cognitive disabilities complete internships at Jabil.** This gives individuals the chance to adjust to working in a professional, supportive environment.

**In Guadalajara, Mexico**, our dedicated program to hiring individuals with disabilities includes benefits suited to their specific needs, like adapted transportation to the site.

Similarly, our **Diverse Abilities Program in Penang promotes equal opportunities by reducing barriers to employment for people with disabilities.** Started in 2023, the site has collaborated with governmental organizations and Penang Deaf Association.



**GLOBAL DISABILITY INCLUSION PROGRAMS** supporting people with disabilities from internships to community partnerships



Story continues on the next page >



## Disability Awareness

Beyond hiring, Jabil teams are learning new skills and understanding how to make their workplaces more welcoming for employees with disabilities.

An employee in **Tijuana, Mexico**, led a braille course for his teammates, demonstrating the importance and impact of the language on inclusion and accessibility for colleagues who are blind.

In **Chihuahua, Mexico**, the team’s desire to facilitate communication with their deaf teammates led to the development of a Mexican Sign Language course that is now available on Workday for employees throughout Latin America. This training includes a special section on industry terms, Jabil, and equipment used in manufacturing.

Teams at various sites — including **Guadalajara, St. Petersburg, and Shanghai** — host sign language courses to help make communication more inclusive and foster an environment where everyone can contribute to Jabil’s success.

### OTHER SITES ALSO HOST REGULAR EDUCATIONAL AND TRAINING SESSIONS, INCLUDING:

#### Cayey, Puerto Rico

Monthly disability inclusion talks feature diverse abilities, including individuals with autism, Down syndrome, and members of the blind and deaf communities to increase awareness through personal storytelling and lived experiences.

#### Guangzhou, China

Quarterly “Tea Talks” bring together employees with disabilities and management to share their experiences, better understand each other, and improve their work environments.

#### Kwidzyn, Poland

The site’s World Autism Awareness campaign highlights that neurodiversity is a strength and acceptance and inclusion are just part of Jabil’s culture.



The Waterford, Ireland, team has collaborated with a local service provider, Autastic, to educate employees on how to work with and be considerate of neurodiverse individuals. Experts consulted with site leaders on environmental factors like lighting, sound, and temperature to determine ways to make the site more accessible and comfortable for neurodiverse employees.

## Advancing Disability Awareness in the Community

### NEURODIVERSITY NIGHT WITH THE TAMPA BAY LIGHTNING

At Neurodiversity Night, Jabil 's St. Petersburg team welcomed **10 organizations** that serve neurodiverse individuals to a celebration of inclusion. Participants contributed to in-game elements and designed a commemorative puck, helping raise awareness and foster acceptance across Tampa Bay addressing the needs of their communities.





## A FOCUS ON HEALTH & WELLBEING

# Jabil's Global Wellbeing Commitment

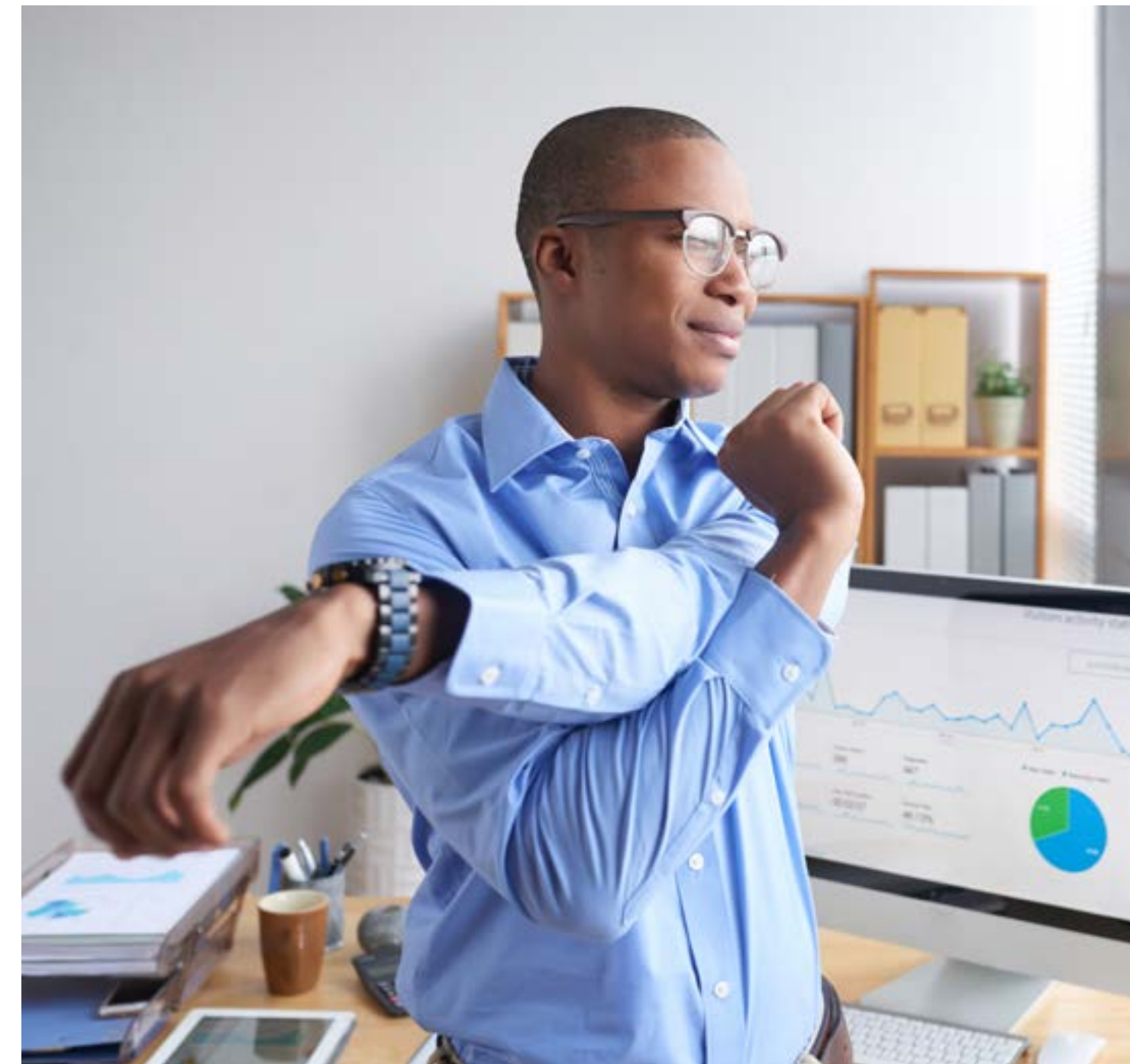


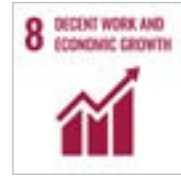
At Jabil, our people are at the heart of everything we do – including our sustainability efforts. Supporting employee wellbeing is essential to creating thriving, resilient workplaces and communities.

Jabil's **Health & Wellbeing** mission is clear: to create a workplace where employees are empowered to prioritize their physical, emotional, and occupational health. This mission is supported by a robust framework that includes tools, resources, and opportunities for personal growth and fulfillment.

Through **Employee Assistance Programs**, which are available throughout all regions, employees have access to confidential mental health and social support services with no out-of-pocket cost.

A dynamic partnership with **Asset Health**, a wellness platform provider, supports Jabil's overall wellbeing strategy. This partnership includes robust wellbeing content, challenges, education, and activities to support each employee's wellbeing journey.





## A FOCUS ON HEALTH & WELLBEING

# Strong Minds, Strong Teams: Mental Health Awareness at Jabil

At Jabil, mental health is a commitment, going beyond conversation. Across our global footprint, Jabil has built a robust framework of programs, resources, and cultural initiatives designed to support the emotional, psychological, and social wellbeing of our employees.

Monthly communications and webinar offerings provide employees with timely resources and information to support mental health – and help ensure the topic remains front and center all year long. In a time when stigma around seeking help may still silence some, Jabil speaks clearly and consistently about its commitment to caring for each employee as a whole person.

**In Dublin**, Jabil embraced the global Movember movement, a campaign focused on raising awareness around men's mental and physical health and suicide prevention. Employees participated by growing mustaches, hosting bake sales, and selling handmade decorations. **Their efforts raised €4,000, which Jabil matched, bringing the total to €8,000 raised.**

To further strengthen the mental health resources available to employees, Jabil has invested in Mental Health First Aid training. In Dublin, **12 employees** have been trained in Mental Health First Aid and two leaders have become certified as Mental Health First Aid Instructors who will train leaders in all areas of the business. The goal is to equip leaders with the tools to recognize mental health challenges and respond with empathy and effectiveness, a reflection of Jabil's commitment to building a culture where mental wellbeing is a priority.

Jabil's mental health programs reflect a holistic, inclusive, and proactive approach to employee wellbeing. We're proud to cultivate a culture where mental health is prioritized, stigma is challenged, and employees are empowered to take good care of themselves in the ways that matter most.



# €8,000

TOTAL DONATION AT THE MOVEMBER CAMPAIGN



# 12

EMPLOYEES TRAINED FOR MENTAL HEALTH FIRST AID IN DUBLIN



## A FOCUS ON HEALTH & WELLBEING

# Strength in Motion: Physical Health & Wellbeing

Physical activity can do more than improve health. It strengthens mental wellbeing and helps us build connection.

Across our global sites, employees are embracing movement as a way to recharge, reduce stress, and create a sense of community. Whether it's through team fitness challenges, walking groups, or site-wide wellness events, these efforts support employees' personal development, creating spaces where people feel energized and connected to one another.

## Walking the World with Jabil

In fiscal year 2025, Jabil's Health & Wellbeing team coordinated a global steps challenge. Motivated by some friendly competition, employees were encouraged to walk, exercise, and move more, either individually or as part of a team.

The challenge drew **3,111 participants** worldwide who logged **543,403,686 steps**. That's equivalent to **271,702 miles** or **10.9 times** around the earth!

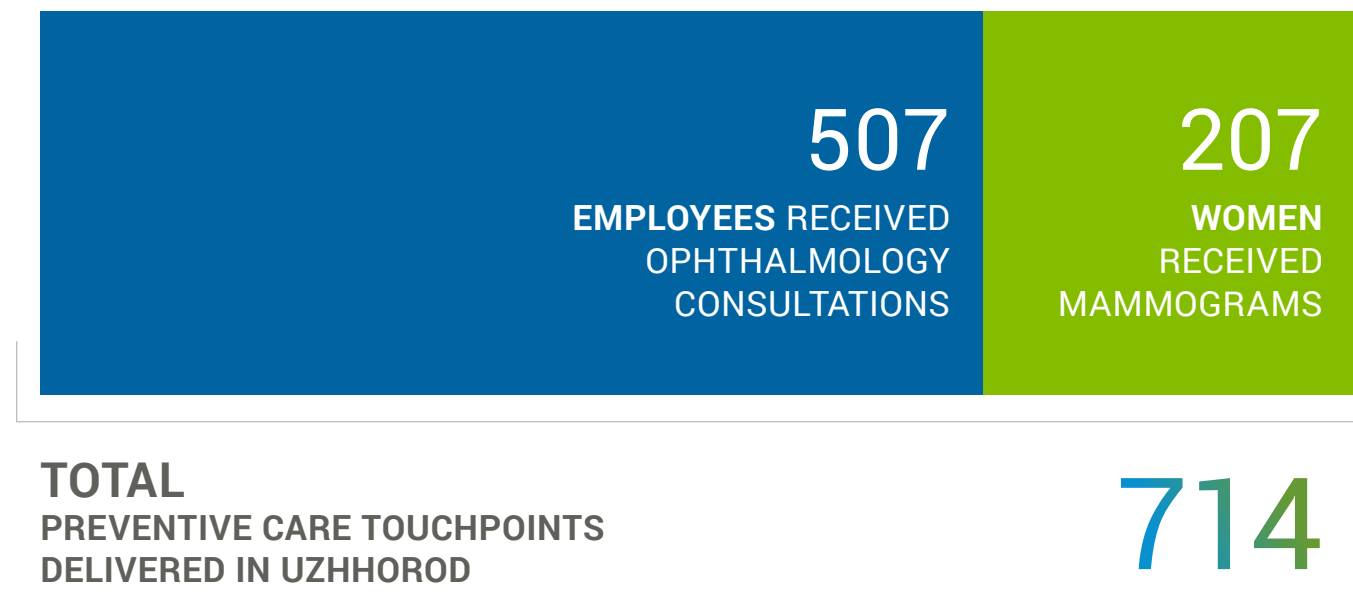
Top-performing individuals and teams were celebrated globally, including winners from **India, Austria, and China**. With participants from every region, this challenge demonstrated that physical health is a shared journey, and every step counts.



## Preventive Care with Purpose

Jabil's prioritization of physical wellbeing doesn't stop with encouraging employees towards a more active lifestyle. In **Uzhhorod, Ukraine**, Jabil's preventive care initiative provided **207 women** with mammograms and **507 employees** with ophthalmology consultations to promote early detection and increased awareness of disease.

In **Switzerland**, Jabil implemented a return-to-work program for employees recovering from illness or injury. Onsite nurses assess individual needs to ensure a smooth and supported transition back to work. This ongoing activity promotes inclusion and helps employees reintegrate confidently and safely back into the workforce.





## DISASTER RELIEF

# Supporting Employees Through Two Back-to-Back Storms

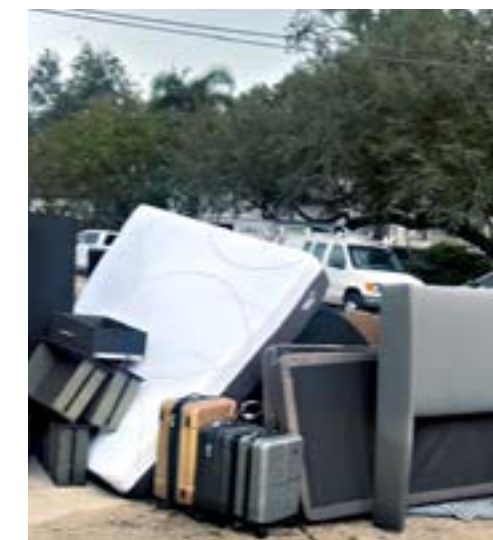
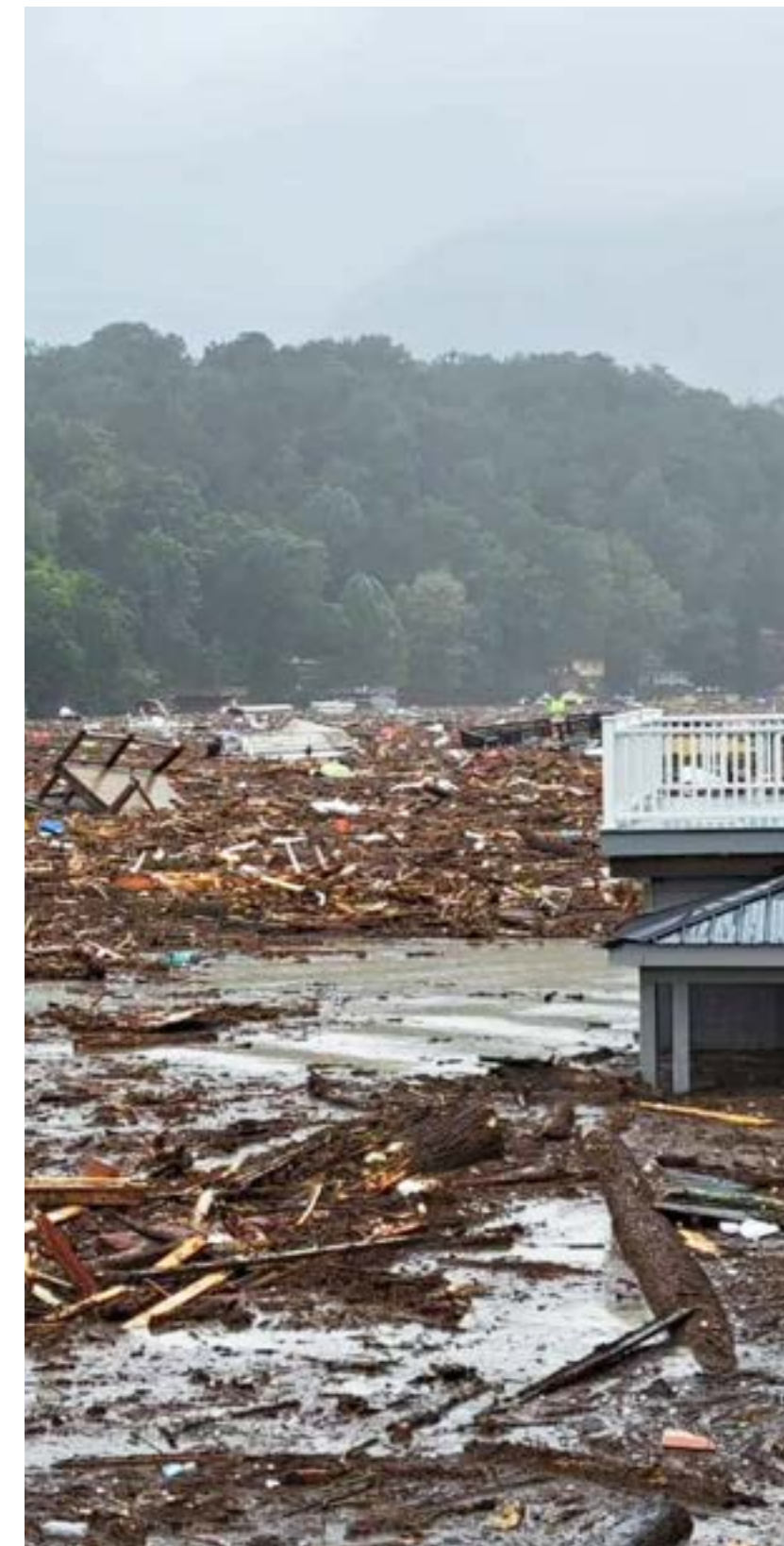
The Jabil Cares Foundation, Jabil's 503(c)/non-profit arm, is proud to support Jabil employees whose primary residences have been affected by natural or other qualified disasters, helping when they are evacuated, displaced, stranded, or otherwise significantly impacted.

In the fall of 2024, two major hurricanes deeply affected Jabil employees. **Hurricane Helene** first struck the Tampa Bay area on September 24, causing widespread flooding before turning north and triggering "100-year flooding" in Western North Carolina. Just days later, **Hurricane Milton**, a Category 3 storm, made landfall just south of Jabil's St. Petersburg campus, bringing wind gusts exceeding 100 mph.

In total, **more than 3,500 Jabil employees were impacted** by these storms. Thankfully, no lives were lost. However, many faced significant challenges in rebuilding their homes and lives. The Jabil Cares Foundation quickly responded to provide financial assistance and support.

Throughout the year, the Disaster Relief Fund Committee met regularly to review employee applications, ultimately **awarding \$1,143,487** in disaster aid to over 504 employees across Florida and North Carolina. These hardships brought our employees closer together, reinforcing our "do what's right" culture. Employees also rallied to support one another, raising nearly \$80,000 for relief efforts.

The Foundation's disaster relief efforts extended beyond Jabil employees, providing support to local food banks serving areas impacted by both hurricanes — helping to ensure continued access to food for affected communities.



“ I'm truly speechless ... Jabil is the absolute best! I'm so thankful for the support provided and beyond proud to work for such an incredible company. It's amazing that the company was able to do this. Wow. ”

EMPLOYEE

“ I wanted to thank you so very much for your generosity, it made my wife and me shed tears. Jabil is such a wonderful company to work for, although it feels more like a family than a workplace. ”

EMPLOYEE

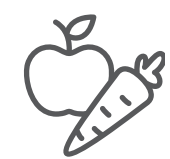
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### DISTRIBUTING MEALS WITH FEEDING TAMPA BAY

A grant from the Jabil Cares Foundation allowed the organization to rebuild its capacity to serve Tampa Bay and surrounding communities – particularly those affected by power outages and the loss of perishable goods – ensuring consistent food access for families throughout their recovery journey.

Grant funding enabled Feeding Tampa Bay to distribute **19,841** pounds of nutritious food to individuals and families across the region who are rebuilding their lives in the aftermath of the storm. In addition to meeting immediate needs, this support also strengthened the emergency food reserves of our trusted community partners, enhancing regional resilience and preparedness for future crises.



**19,841 LBS**

NUTRITIOUS FOOD DISTRIBUTED

### PROVIDING ESSENTIAL SERVICES AND RESOURCES WITH ST. PETE FREE CLINIC

Funding empowered clients to access critical public services and community resources, strengthening their personal infrastructure through connections to legal aid, family support services, and SNAP application assistance. These interventions helped individuals build stability and resilience in times of need.

Through targeted support, **473 daily, 41 weekly, and 13 monthly** bus passes were distributed – helping individuals access essential services, employment, and education. Additionally, **6,319** packs of diapers were provided to **1,910** families, easing financial burdens and meeting critical needs. The program also helped **337** individuals obtain vital identification documents, unlocking access to jobs, housing, and government assistance.



**6,319**

DIAPER PACKS PROVIDED



**1,910**

FAMILIES HELPED



**\$1,160,276**

TOTAL DISASTER AID DISTRIBUTED



**508**

EMPLOYEES ASSISTED



“ I wanted to express my sincere gratitude for the disaster aid support provided by Jabil Cares. Your generosity during this challenging time means a great deal to me and my family, and it is truly appreciated. ”

EMPLOYEE

Story continues on the next page >



### SUPPORTING DISPLACED EMPLOYEES AND THEIR FAMILIES WITH METROPOLITAN MINISTRIES

The Foundation provided hurricane relief through emergency supplies, support services, resource centers, mental health care, and financial assistance for individuals living in Hillsborough, Pasco, and Pinellas Counties in Florida.

Grant funds secured **143** motel nights, providing safe and stable temporary housing for families displaced by the hurricane. Nearly **\$1,000** in gift cards were distributed, empowering individuals to purchase essential items such as food, hygiene products, and transportation services. Additionally, over **4,000** nutritious meals were delivered directly to families affected by the storm, addressing immediate hunger and supporting recovery efforts.



**4,000**  
NUTRITIOUS MEALS DELIVERED IN FLORIDA



**143**  
NIGHTS OF TEMPORARY HOUSING

### PROVIDING MEALS TO COMMUNITIES WITH MANNA FOOD BANK

The Foundation's grant helped this Western North Carolina organization rebuild its facilities and operations after they were devastated by Hurricane Helene.

The funds enabled the preparation of **60,000** individual meals and served as a financial bridge – empowering MANNA Food Bank to nourish the community, support its network of partner agencies, and contribute to long-term recovery and revitalization.



**60,000**  
INDIVIDUAL MEALS SERVED IN NORTH CAROLINA



“ **Wow! My husband and I are eternally grateful for this act of kindness from Jabil. I have worked here for almost 25 years, and I am more than happy I have stayed this long, and this is proof Jabil really cares!!** ”

EMPLOYEE



## SAFETY & INTEGRITY AT JABIL

# Fostering a “Speak Up” Culture

At Jabil, our commitment to integrity is a shared responsibility. We believe that trust, accountability, and ethical behavior are essential to building a values-based culture where employees feel empowered to speak up, ask questions, and do what’s right. Through our Code of Conduct and initiatives like the Speak Up Integrity Festivals, we’re creating spaces for open dialogue and reinforcing our dedication to integrity.

### The Jabil Code Empowers Employees Through Clear Standards

Jabil’s Code of Conduct outlines the operational standards that guide our decisions and behaviors. It emphasizes that every employee has both the responsibility to uphold our values and the power to speak up when something doesn’t align. The Code is a reflection of who we are and what we stand for — ensuring we maintain the highest standards of integrity as we work together to shape a better, more responsible future.

In July 2025, we launched the latest Code of Conduct training with a focus on integrity and accessibility. The response was exceptional: 98% of required employees completed the training, marking our highest participation rate to date. This achievement highlights our team’s commitment to upholding Jabil’s values-based culture.

But training is just the beginning. Since 2021, Jabil sites around the world have hosted compliance-led events that bring the Code to life — through real-world scenarios, open discussions, and interactive learning. These efforts help employees understand not only what the Code says, but why it matters: because every decision we make shapes the kind of company Jabil is and the future we’re building together.



**JABIL’S HIGHEST** participation rate to date



**REPRESENTS** a strong global culture of ethics & accountability



**REINFORCING** transparency, ethics, and empowerment across all regions

Story continues on the next page >



## Speak Up Integrity Festivals: Making Ethics Engaging Around the World

To bring Jabil's values to life in a meaningful and memorable way, the Global Ethics and Compliance team launched the Speak Up Integrity Festivals — a series of interactive events designed to make integrity approachable, relevant, and energizing for employees across the globe.

Mainly spearheaded by teams in our European and Asian sites, these festivals go beyond traditional training by creating space for open dialogue, hands-on learning, and connection. From scavenger hunts and Compliance Jeopardy to speaker panels and raffles, each event is tailored to reflect the local culture while reinforcing Jabil's commitment to ethical behavior and transparency.

In 2025, Jabil's corporate headquarters in St. Petersburg, Florida hosted its first Integrity Festival, Speak Up, St. Pete! with 200+ employees in attendance. The event featured presentations from compliance and HR leaders on topics like trade compliance, procurement integrity, and navigating conflicts of interest.

With additional festivals planned at sites around the world, the campaign continues to grow — empowering employees to speak up, ask questions, and engage with Jabil's values in ways that are both educational and inspiring.



**200+ EMPLOYEES** attended in St. Petersburg



**ENCOURAGING EMPLOYEES** to speak up and lead with integrity





## SUSTAINABILITY COLLABORATIONS & INDUSTRY ENGAGEMENT

# The Power of Strategic Collaborations

Sustainability progress is not achieved in a silo. It's built through collaboration, shared learning, and collective action. That's why Jabil continues to play a leading role in the global sustainability community through strategic collaborations that amplify our impact and accelerate innovation.

As an active member of Sustainability Leaders, a World 50 Group Community, Jabil connects with sustainability professionals and companies around the globe to exchange insights, elevate best practices, and shape the future of environmental and social responsibility. Through regular engagement and thought leadership – including presentations this year at the annual U.S. Member Exchange and Global Congress – we've contributed to the global sustainability dialogue while continuously evolving our own strategy.

In June, Jabil proudly hosted the Sustainability Leaders U.S. Member Exchange at our headquarters in St. Petersburg, Florida, welcoming sustainability professionals from across industries and geographies. Centered on the theme "Shaping Tomorrow's Sustainability Landscape: Innovation, Resilience, and Impact in a Changing World," the event featured:

1. Insights from Global Compliance Director Linda Weber and Global Business Sustainability Analyst Meghan Gregoire, highlighting Jabil's strategy and AI-powered solutions.
2. A keynote by Chief Compliance Officer Thomas Cetta on navigating global compliance in an evolving regulatory landscape.
3. Breakout sessions on the future of AI in sustainability, strategies for future-proofing sustainability functions, and the role of finance and regulation in achieving 2030 goals.



**SUSTAINABILITY LEADERSHIP**  
through collaboration, not isolation



**INCLUSION**  
of suppliers and local sustainability leaders,  
expanding community engagement



**INTERNATIONAL RECOGNITION**  
by a panel of top Chief Sustainability Officers



**COLLABORATIONS**  
driving AI innovation, resilience, and  
collective action



# 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.

ENERGY REDUCTION



WASTE REDUCTION



WATER CONSUMPTION REDUCTION



CONNECTIVITY





**MICHAL WIERZCHOWSKI**

Vice President,  
Operations and Digital  
Transformation



Digitization is a foundational enabler of how we operate more efficiently, transparently, and responsibly across Jabil's global footprint. By leveraging data, automation, and advanced analytics, we are reducing waste, improving energy efficiency, and enabling smarter decision-making at every level of our operations. These capabilities directly support our sustainability strategy by allowing us to scale responsible manufacturing practices while continuing to deliver speed, quality, and value to our customers.





## ENERGY REDUCTION

# Creating the Energy Efficient Factories of Tomorrow

Reducing energy usage in our operations is a key piece of Jabil’s strategy to manage greenhouse gas emissions. Here are some examples of how we minimize energy use at our sites:

### Air Compressors

At the **Wuxi Mechanics site**, the team addressed two important challenges: outdated air compressors with declining efficiency and aging pressure vessels. To drive sustainability and improve operational efficiency, they implemented a compressed air-as-a-service model, partnering with a supplier that provides and maintains state-of-the-art, energy-efficient compressors. This solution significantly improved energy performance and lowered the site’s unit cost of fixed air by **28%**.

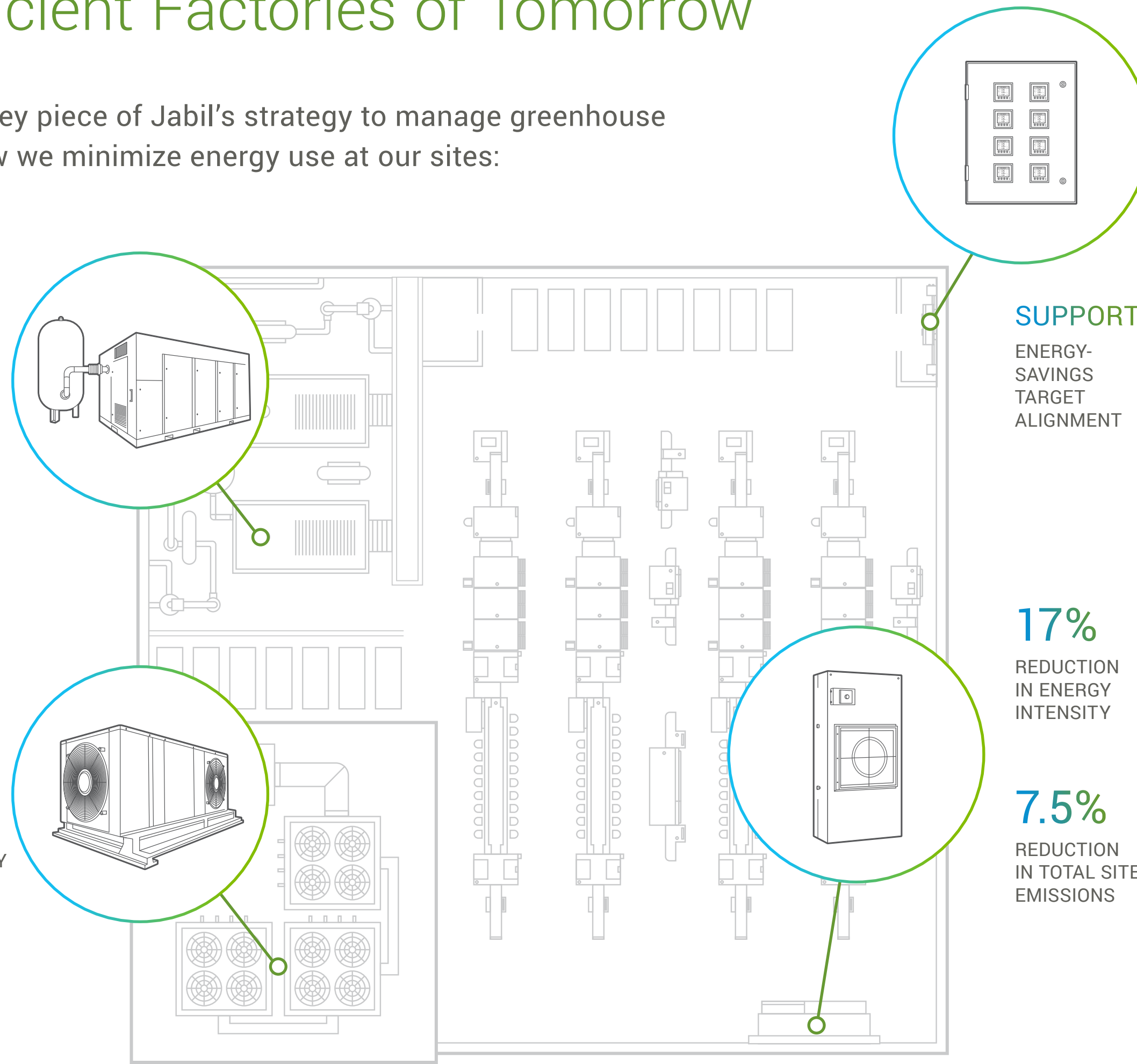
### Intelligent Air Conditioning Control System

The **Huangpu FATP** team implemented an intelligent, centralized HVAC control system that integrates all air conditioning equipment and dynamically optimizes operations using real-time data, such as external climate conditions and temperature and humidity levels within each workshop. This smart system has improved overall efficiency, reducing the HVAC system’s annual energy consumption by **10%**.

ADOPTED BY FOUR OTHER SITES IN CHINA

**28%**  
REDUCTION IN  
UNIT COST OF  
FIXED AIR

**10%**  
REDUCTION  
IN HVAC ENERGY  
USE ANNUALLY



**SUPPORTS**  
ENERGY-  
SAVINGS  
TARGET  
ALIGNMENT

**17%**  
REDUCTION  
IN ENERGY  
INTENSITY

**7.5%**  
REDUCTION  
IN TOTAL SITE  
EMISSIONS

### Building Management System

The Facilities team in **Chihuahua** led the implementation of a Building Management System (BMS) to monitor and optimize energy consumption across the production floor. The system provides real-time visibility into the energy efficiency of each production line relative to its maximum output capacity. These insights help the team assess alignment with energy-savings targets and identify opportunities for corrective actions or process optimization.

### Energy Management Processes

At the **Kwidzyn** site, team members implemented a strategic energy management program that ranged from simple individual actions – turning off unnecessary equipment – to replacing outdated infrastructure that meets updated energy standards. These changes helped the site to reduce its energy intensity **17%** year over year and reduce their emissions by **7.5%**.

In **Batu Kawan**, the facilities team made various improvements during fiscal year 2025 to increase the site’s energy efficiency, including converting its cleanroom fan filter units from AC to DC power, increasing the chiller’s set point temperature, implementing energy efficient LED lightings in the production lines and optimizing the use of their production process fans. Thanks to these changes, a total of **5,160 MT CO<sub>2</sub>e** emissions were avoided from their annual carbon footprint.

Story continues on the next page >



### Wave Machine Optimization

After mapping their value stream, a workcell team in **Ho Chi Minh City** identified an opportunity to optimize PCB soldering operations by running a single wave machine continuously instead of operating two machines part time. This change reduced the site's fiscal year 2025 CO<sub>2</sub>e emissions by **118 MT** while lowering energy consumption and maintenance costs and improving equipment utilization and overall process efficiency.

### Machine Connectivity

The **Shenzhen Mechanics team** developed a cross-machine communication model that can implement customizable commands, enabling real-time responses when injection molding machines and peripheral equipment must shut down due to abnormal conditions. This system eliminates the energy and carbon emission waste generated from the lengthy manual shutdown process, saving the site **1,035 MWh** and **982 MT** of CO<sub>2</sub>e per year.

**BEING ADOPTED BY SITES ACROSS ASIA, EUROPE, AND THE AMERICAS**

**118 MT**

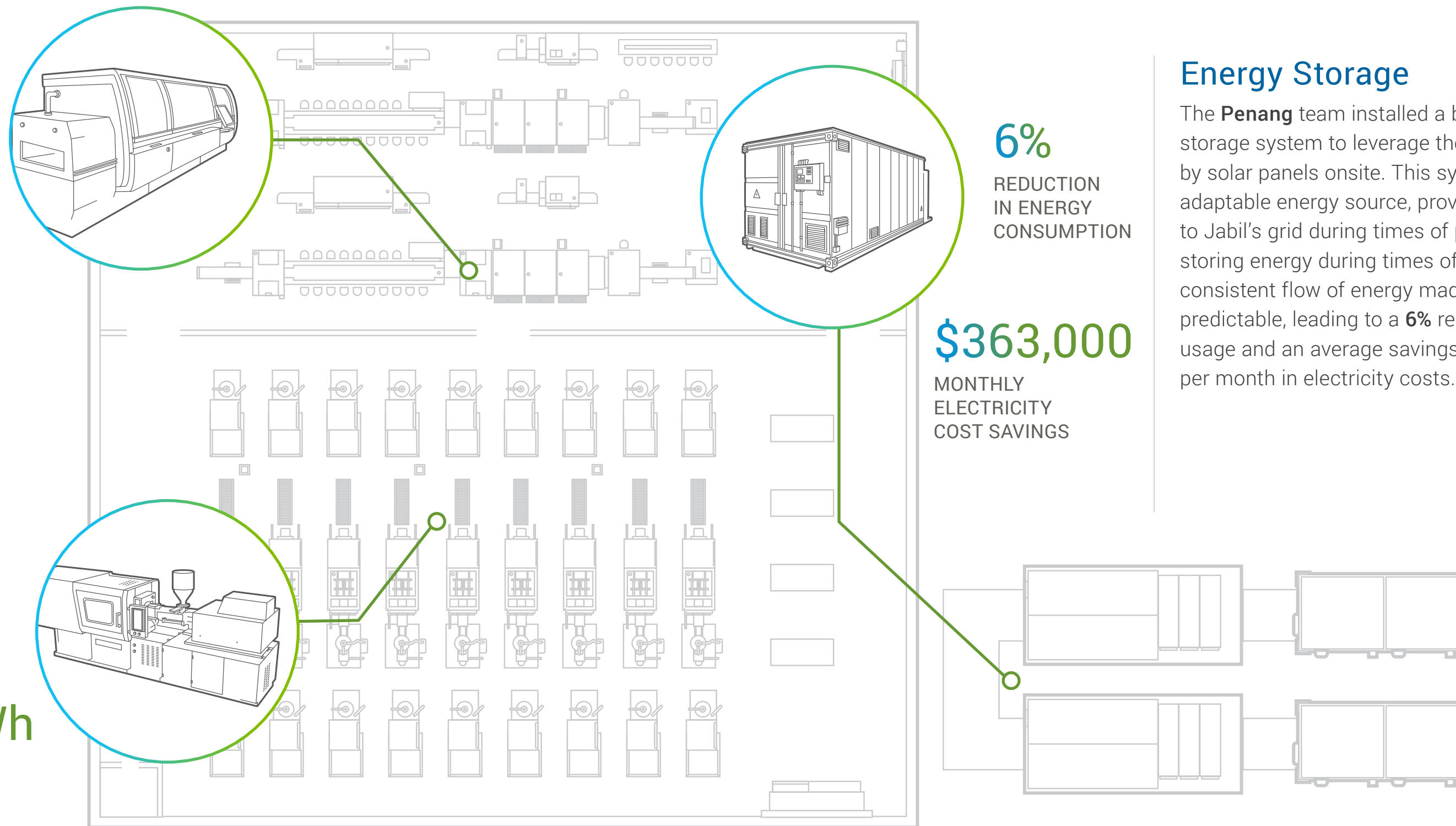
REDUCTION OF CO<sub>2</sub>E EMISSIONS IN FY25

**982 MT**

CO<sub>2</sub>E EMISSIONS REDUCED ANNUALLY

**1,035 MWh**

ENERGY SAVED ANNUALLY



### Energy Storage

The **Penang** team installed a battery energy storage system to leverage the energy generated by solar panels onsite. This system works as an adaptable energy source, providing stored energy to Jabil's grid during times of peak demand and storing energy during times of low demand. The consistent flow of energy made consumption more predictable, leading to a **6%** reduction in energy usage and an average savings of **\$363,000 USD** per month in electricity costs.

**6%**

REDUCTION IN ENERGY CONSUMPTION

**\$363,000**

MONTHLY ELECTRICITY COST SAVINGS



## WASTE REDUCTION

# Destination Zero Waste – Progress Powered by Our People

At Jabil, our commitment to sustainability is rooted in the same Kaizen principles that define our manufacturing excellence – empowering people, improving processes, and eliminating waste. Across Jabil’s global operations, employees apply this mindset to reduce, reuse, and recover materials in pursuit of Zero Waste. The following examples showcase how local teams are translating continuous improvement into measurable environmental impact.

### UL2799 Zero Waste to Landfill Certifications

During fiscal year 2025, as part of Jabil’s ongoing journey toward zero waste, a growing number of our sites achieved **UL 2799 Zero Waste to Landfill certifications**, including four Platinum and one Gold designation.

The UL 2799 Zero Waste to Landfill standard is a rigorous validation framework for managing and verifying manufacturing waste streams. To earn Platinum certification, a site must demonstrate 100% landfill diversion (no waste sent to landfill), while Gold recognizes sites achieving a 95–99% diversion rate, including limited use of approved waste-to-energy processes once a 90% non-thermal diversion threshold is met.

Across Jabil’s enterprise, **14% of applicable sites have been third-party assured for 90% or more landfill diversion**. As more sites achieve Zero Waste to Landfill milestones each year, Jabil continues advancing a global manufacturing model where efficiency, innovation, and environmental stewardship work hand in hand.

### Smart Flux Management System

In **Huangpu**, a cross-functional team reimaged everyday soldering processes by leveraging AI and digital solutions that optimize the site’s flux consumption, curb hazardous emissions, and establish a new benchmark for sustainable manufacturing efficiency.

### PPE Recycling

Jabil teams in **Elmira** and **Gurnee** are finding new life for protective gear once bound for landfills. By collaborating with suppliers and employees, they’ve established PPE recycling programs that divert thousands of pounds of gloves and cleanroom garments each year – proof that small process changes can deliver meaningful environmental impact.

### Reverse Logistics Tubes

Through reverse logistics, **Belo Horizonte** team members found a smarter way to keep valuable materials in use. The site’s seedling tube initiative reclaims hundreds of components each month, demonstrating that small design changes can drive big sustainability gains.

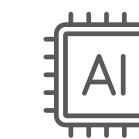


**14%**  
OF APPLICABLE JABIL  
SITES HAVE ACHIEVED

**≥90%**  
LANDFILL DIVERSION



**4 PLATINUM & 1 GOLD**  
UL 2799 Zero Waste to Landfill  
Certifications in FY25



**AI-OPTIMIZED SOLDERING**  
Improved flux efficiency & curbed  
hazardous emissions



**THOUSANDS OF POUNDS**  
of gloves & cleanroom garments  
diverted from landfill annually



**HUNDREDS OF COMPONENTS**  
reclaimed and reused each month

Story continues on the next page >



## Advanced Oil Mist Separator

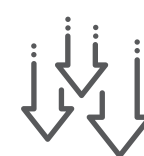
In **Suzhou**, the site team engineered an advanced oil mist separator that recycles and reuses oil within machining equipment – cutting hazardous waste and power use by more than half, reducing costs, and setting a new standard for green manufacturing efficiency.

## Reclaiming Value from Plastic and Liquid Silicone Rubber

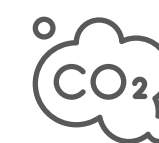
Engineers at the **Taichung site** developed a closed-loop process that separates previously unrecyclable plastic and liquid silicone rubber components, converting them into reusable raw materials. This innovation eliminates waste once destined for incineration, **reducing 18,000 MT of CO<sub>2</sub>e emissions annually** and advancing Jabil's circular economy goals.

## E-Waste Reduction

At the **Albuquerque facility**, employee ingenuity is keeping electronics out of the waste stream. When laptops, desktop computers, or printers reach end of service, team members recover working parts to repair other units – **reducing e-waste and extending the life of valuable equipment.**



**>50% REDUCTION**  
in hazardous waste & power consumption at Suzhou site



**10,000 MT CO<sub>2</sub>E ELIMINATED PER YEAR**  
by converting unrecyclable plastic & silicone into reusable raw materials





## WATER CONSUMPTION REDUCTION

# Water Consumption Reduction Projects

### Smart Water Management Transforms Efficiency at Wuxi

In 2024, our **Wuxi facility** faced the challenge of managing over 960,000 m<sup>3</sup> of industrial and domestic wastewater using manual monitoring system that struggled to detect anomalies like leaks or overflows in real time. Recognizing the need for a smarter approach, the site launched a transformative water management initiative.

Our team built an intelligent system integrating IoT and AI technologies to monitor water flows 24/7. Flowmeters equipped with data modules now feed into a centralized visualization platform, enabling real-time analysis and automated alerts for water quantity and quality. A digital twin powered by AI and GIS provides predictive insights, while tiered recycling processes have **increased water reuse by over 30%**. The system also helps avoid over-treatment by optimizing chemical oxygen demand (COD) levels from an average of 306 to 413 mg/L – well within regulatory limits.

The results have been remarkable. **Annual wastewater treatment volumes dropped by 31%, saving 21,704 m<sup>3</sup> of water.** With proven results, this solution is fully scalable to other facilities.

Beyond operational improvements, the initiative has strengthened ESG performance, enhanced product quality through precise water control, and earned recognition from customers and EHS leadership. Our Wuxi site's smart water management system is now a model for sustainable innovation across our organization.



### WASTEWATER TREATMENT ANNUAL RESULTS



**30%**  
**INCREASE**  
WATER REUSE  
EFFICIENCY

**31%**  
**REDUCTION**  
WASTEWATER  
VOLUME

**TOTAL  
WATER SAVED  
ANNUALLY**

**21,704 M<sup>3</sup>**

Story continues on the next page >



## Recycled Wastewater Initiative Drives Conservation at Pune

To support our goal of reducing water consumption, our **Pune facility implemented an innovative wastewater recycling solution.** This initiative reflects our commitment to protecting the natural environment and biodiversity from potential harm caused by industrial operations.

The project addressed two key challenges: designing a water treatment system that meets strict industrial standards and integrating automation for real-time monitoring. The solution was a customized recycled wastewater treatment plant equipped with sensor-based automation and a live monitoring system. This setup ensures precise control of water parameters and efficient recycling throughout the facility.

**The plant now recycles 29,000 m<sup>3</sup> of water annually, far surpassing the original target of 7,000 m<sup>3</sup>.** The volume of water saved is enough to meet the daily needs of 221,192 people, support 73,730 families, and sustain 1.19 million trees.

Beyond operational efficiency, the initiative is helping spread best practices within the local community, reinforcing our role as a responsible environmental steward. Our Pune site's success demonstrates how smart water solutions can deliver measurable sustainability outcomes while supporting long-term conservation goals.



**29,000 M<sup>3</sup>**  
WATER RECYCLED PER YEAR



**4× TARGET**  
BEYOND DESIGN GOAL

### IMPACT EQUIVALENTS

Smart wastewater recycling at Pune combines automation + real-time monitoring, saving enough water to sustain:

FAMILIES	73,730
PEOPLE	221,192
TREES	1,190,000



## CONNECTIVITY

# Jabil Boosts Connectivity and Efficiency Through Arch Systems Collaboration

As we continue building digital factories that empower people with knowledge to make more sustainable choices, ensuring seamless communication between machines, lines, and entire facilities is a critical part of the journey.

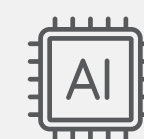
Jabil is advancing connectivity and driving efficiency across its production lines through a strategic collaboration with Arch Systems. In the initial phase of this collaboration, **Arch's solution was successfully integrated into several hundred SMT lines across 12 countries, providing Jabil and its customers with instant access to product-level data and insights.**

This enhanced visibility delivers actionable intelligence for both Jabil and our customers. With deeper insights into real-time factory operations, teams are better equipped to make informed decisions that prevent defects, reduce waste, and improve overall quality.

In fiscal year 2025, Jabil and Arch expanded their partnership to deploy AI-guided action systems more broadly across Jabil's global manufacturing network, extending into the backend, assembly, test, and other electronics and discrete manufacturing operations.

Together, the two companies are building a comprehensive ecosystem designed to support next-generation AI applications and agents that collaborate seamlessly with Jabil's existing systems and expert teams to optimize factory management.

By embedding intelligence at every level of operation - from machine and MES data to employees on the shopfloor — **Jabil and Arch are enabling faster, smarter, more efficient decision-making across the enterprise.**



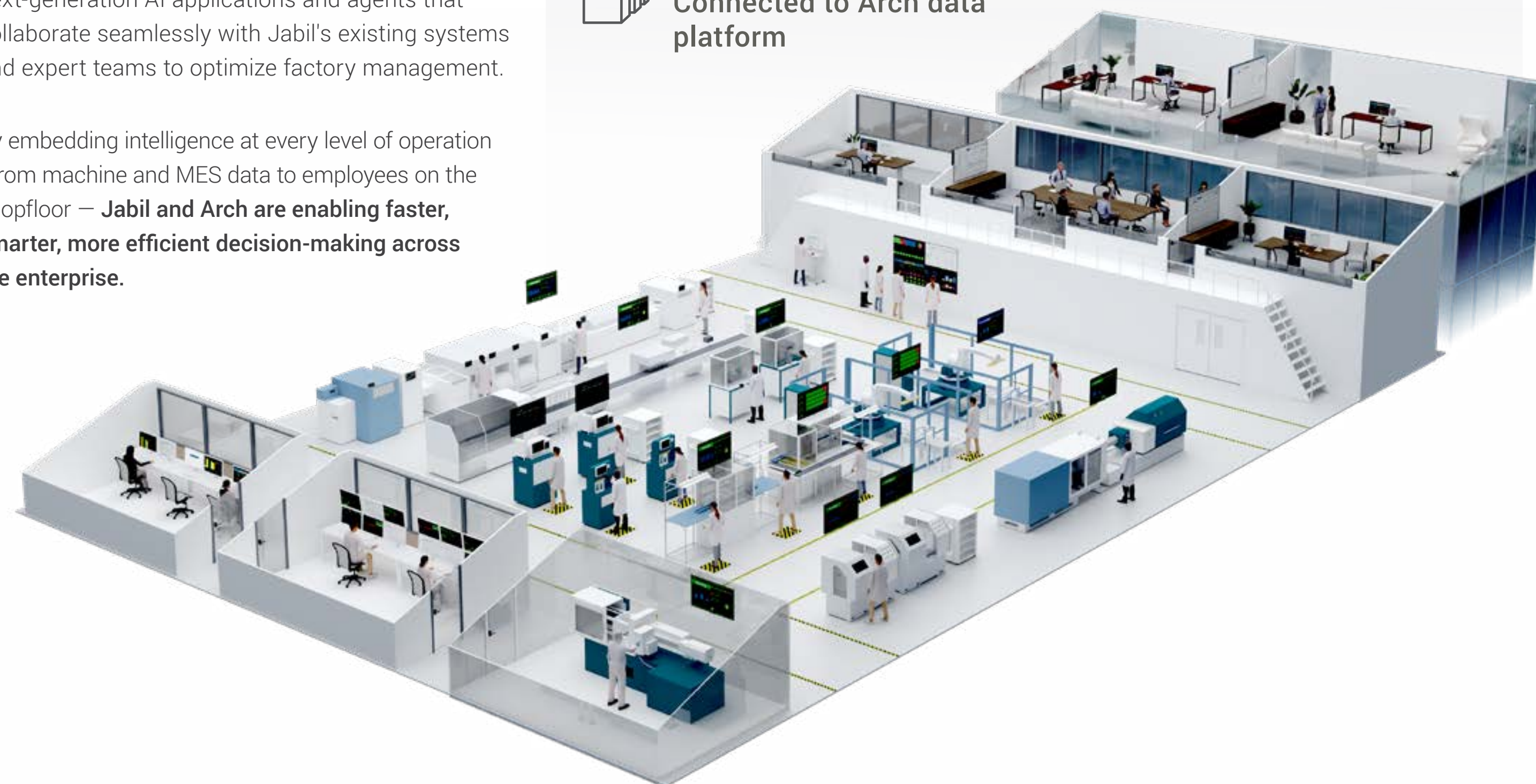
**AI GUIDED ACTION SYSTEMS**  
Expanded globally in FY25



**12 COUNTRIES**  
Phase 1 integration



**HUNDREDS OF SMT LINES**  
Connected to Arch data platform





# 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.

PLASTIC REDUCTION



SUPPLY CHAIN NETWORK OPTIMIZATION



CIRCULAR ECONOMY



ROBOT PNEUMATIC MODULE INNOVATION



COMPUTER VISION





**MAY YAP**  
Senior Vice President,  
Chief Information Officer



At Jabil, innovation is the catalyst for our sustainability journey. By advancing circular design, deploying AI-enabled manufacturing, and optimizing supply chains, we reduce waste and emissions while driving operational excellence. Every breakthrough reflects our commitment as a responsible corporate citizen and meets the expectations of tomorrow's talent — proving that progress and purpose can thrive together.





## PLASTIC REDUCTION

# Advancing Global Commitment to Sustainable Packaging

Jabil Packaging Solutions (JPS) continues to strengthen its commitment to reducing plastic waste and enhancing recyclability through strategic initiatives aligned with the [Global Commitment on Plastics](#). This global movement, led by the Ellen MacArthur Foundation in collaboration with the United Nations Environment Programme, aims to accelerate the transition to a circular economy for plastics.

Between June 2024 and May 2025, JPS implemented innovative packaging solutions in some sites in North America and EMEA, driving measurable progress toward more sustainable, recyclable, and environmentally responsible packaging systems.

### REDUCING PLASTIC USE AND ENHANCING RECYCLABILITY

At our Hanover Park site in fiscal year 2025, we optimized stretch wrap film thickness, enabling a potential 50% reduction in plastic usage associated with the film. In parallel, we **piloted molds for a refill-at-home reuse model**, which could enable consumers to replenish product containers using refills or bulk packaging at home. This solution supports the shift away from single-use plastics and promotes low-waste consumption habits.

To further improve recyclability, we are building a **new industrial line dedicated to polyethylene (PE) monomaterial packaging**, replacing a previous concept with a more sustainable alternative. This initiative aligns with Jabil Packaging Solutions' global strategy to produce packaging that meets regional recyclability standards.

Additionally, **in Tortosa, we increased production capacity on two industrial lines for tethered caps**, an innovative packaging solution designed to remain attached to bottles after opening.

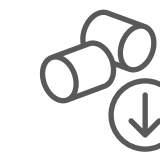
This feature helps reduce plastic waste and litter, while ensuring compliance with the **EU Single-Use Plastics Directive (SUPD)**, part of the European Union's broader strategy to combat plastic pollution and promote a circular economy. It also aligns with the requirements of the **EU Regulation on Packaging and Packaging Waste (EU PPWR)**, introduced in January 2025.

### ADVANCING CIRCULAR MATERIALS AND RECYCLING EFFORTS

Jabil Packaging Solutions is making meaningful progress in integrating advanced recycled materials into its packaging. **At our Tortosa site, post-consumer recycled (PCR) polypropylene (PP)** – sourced through a certified mass balance approach – was used in three food packaging projects, increasing PCR content from **2.1% to 2.7% year-over-year**.

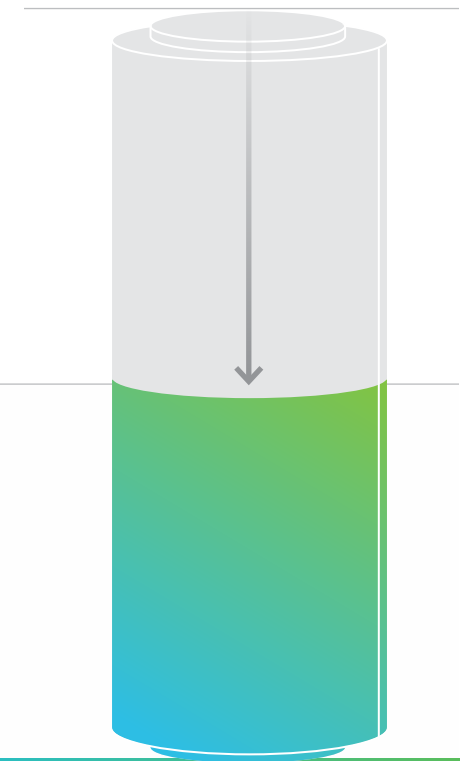
To support this approach, our European packaging sites – Tortosa and Nagyigmand – renewed their **International Sustainability and Carbon Certification (ISCC) Plus credentials**, ensuring traceability and sustainability in the use of recycled and bio-based materials. This renewal reinforces our continued commitment to circular solutions and to reducing environmental impact across all operations.

Additionally, Tortosa is implementing an external recycling initiative to recover plastic scrap and reuse it as raw material, helping close the loop on plastic waste and further advancing our circular economy goals.



# 50%

POTENTIAL REDUCTION  
IN FILM PLASTIC USAGE  
AT HANOVER PARK



**2 INDUSTRIAL LINES EXPANDED**  
For EU-compliant tethered caps that stay attached to bottles



**+0.6% INCREASE IN PCR CONTENT  
(2.1% TO 2.7%)**  
Post-consumer recycled polypropylene (PP) integrated into 3 food packaging projects



## SUPPLY CHAIN NETWORK OPTIMIZATION

# Optimizing Our Supply Chain for a More Sustainable Future

At Jabil, sustainability guides how we innovate, operate, and serve our customers. Our Supply Chain Network Optimization (SCNO) service is a strategic modeling approach that aligns supply chain strategies with long-term performance, cost efficiency, and environmental responsibility.

### RETHINKING SUPPLY CHAINS FOR LONG-TERM VALUE

Many modern supply chains were built with short-term cost savings in mind, often at the expense of long-term resilience and sustainability. Jabil's SCNO service challenges this paradigm by applying network design-thinking to build flexible, predictable, and environmentally conscious supply chains.

Our SCNO methodology incorporates end-to-end supply chain costs – from purchasing and production to warehousing, inventory, and transportation – enabling smarter decisions that reduce waste, lower carbon emissions, and improve service levels.

### DRIVING ENVIRONMENTAL AND SOCIAL IMPACT

By identifying the Lowest Landed Cost for each product and market, SCNO models the total cost of ownership while enabling customer choice and delivering a supply chain solution bespoke to the customer requirement. It supports our sustainability goals by:



Reducing transportation-related emissions

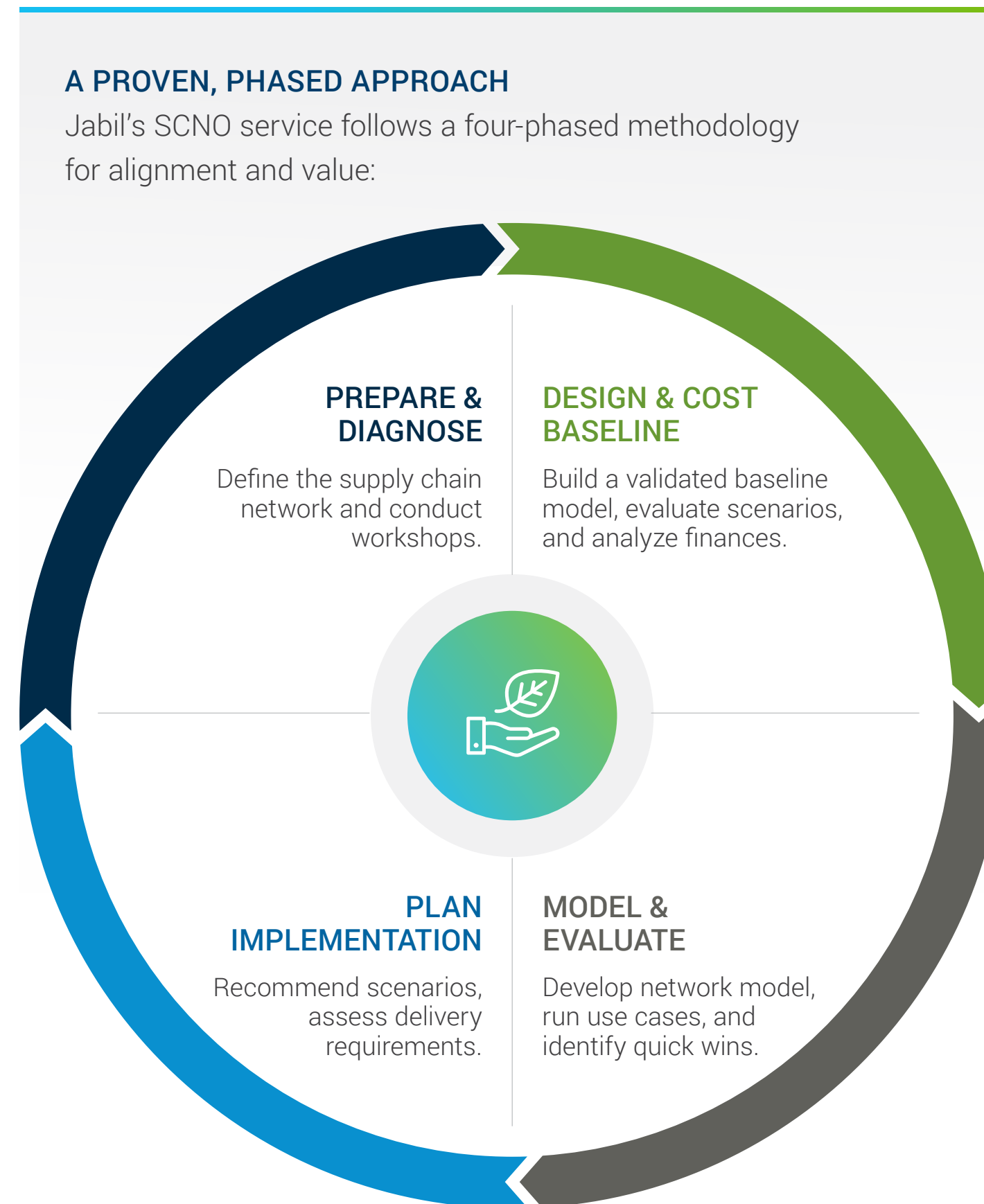


Minimizing supply chain waste

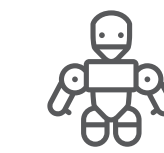


Improving resource efficiency through smarter logistics

Our advanced analytics and interactive reporting capabilities also allow for trade compliance consultation, inbound freight optimization, and scenario modeling with environmental and social impact considerations.



**100%** End-to-End Supply Chain Coverage



**ADVANCED AI MODELING** support trade compliance, freight optimization, and ESG scenario planning



**1 INTEGRATED SCNO PLATFORM** brings together economic, environmental, and social value

### LOOKING AHEAD

As global supply chains face increasing uncertainty, visibility, predictability, and intelligent decision-making are critical. Jabil's SCNO solution empowers customers to navigate their supply chain complexity with confidence – delivering economic, environmental, and social value.



## CIRCULAR ECONOMY




# Advancing Circularity Through Component Recovery: Retronix's Impact on Sustainable Electronics

As part of Jabil's broader commitment to sustainability and circular economy innovation, the acquisition of Retronix – a global leader in electronic component reclamation and refurbishment – in FY24 marked a major milestone. The integration of Retronix throughout FY25 has strengthened Jabil's ability to reduce landfill waste, conserve natural resources, and lower greenhouse gas emissions by embedding circularity into electronics manufacturing.

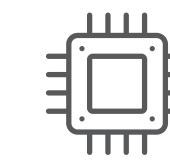
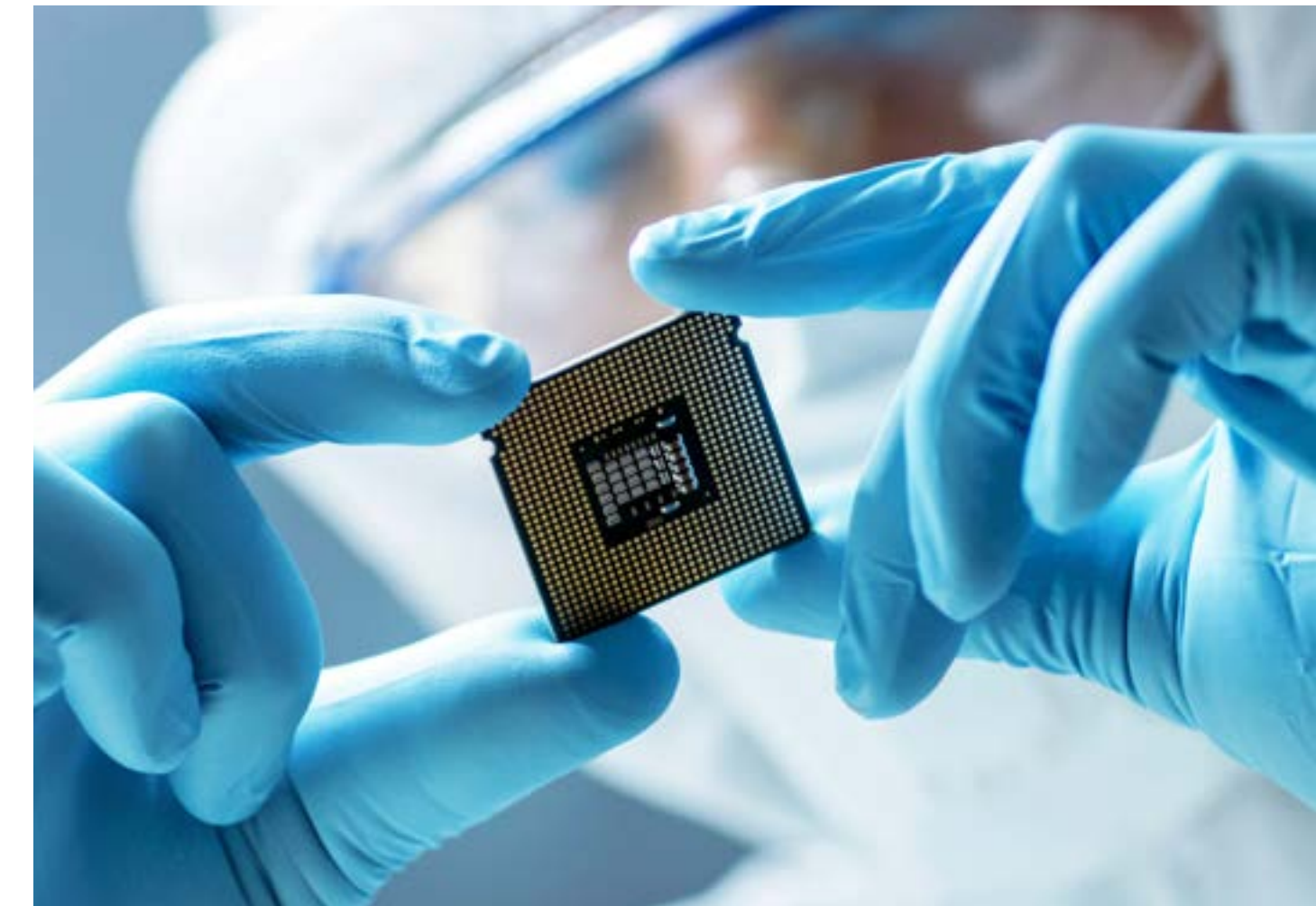
**Retronix enables end-to-end circularity through a comprehensive suite of services that recover, restore, and reintegrate components into the supply chain.**

With ongoing investment in research and development, automation technologies such as cobots, and rigorous component testing, Retronix helps customers reduce environmental impact while mitigating risks related to component obsolescence and global supply shortages.

By recovering value from components that would otherwise be discarded, Retronix supports sustainability across every stage of the electronics lifecycle:

 <p><b>Manufacturing</b> Reintegrates high-value components from production fallout back into the supply chain.</p>	 <p><b>Life Extension</b> Reconditions and verifies components for aftermarket use.</p>	 <p><b>End-of-Life</b> Recovers, tests, and validates components for reuse in refurbishment or new manufacturing.</p>
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**This closed-loop approach reduces reliance on virgin materials, enhances supply chain resilience, and unlocks new opportunities in secondary markets.**



**70M+**

DEVICES RECOVERED FOR REUSE



**\$250M+**

VALUE RECLAIMED THROUGH COMPONENT REUSE

Story continues on the next page >



### CUSTOMER IMPACT AND RECOVERY OUTCOMES

#### Cloud Technology Leader

Recovered 500,000 components from returned merchandise, resumed production, and saved nearly \$10M in value.

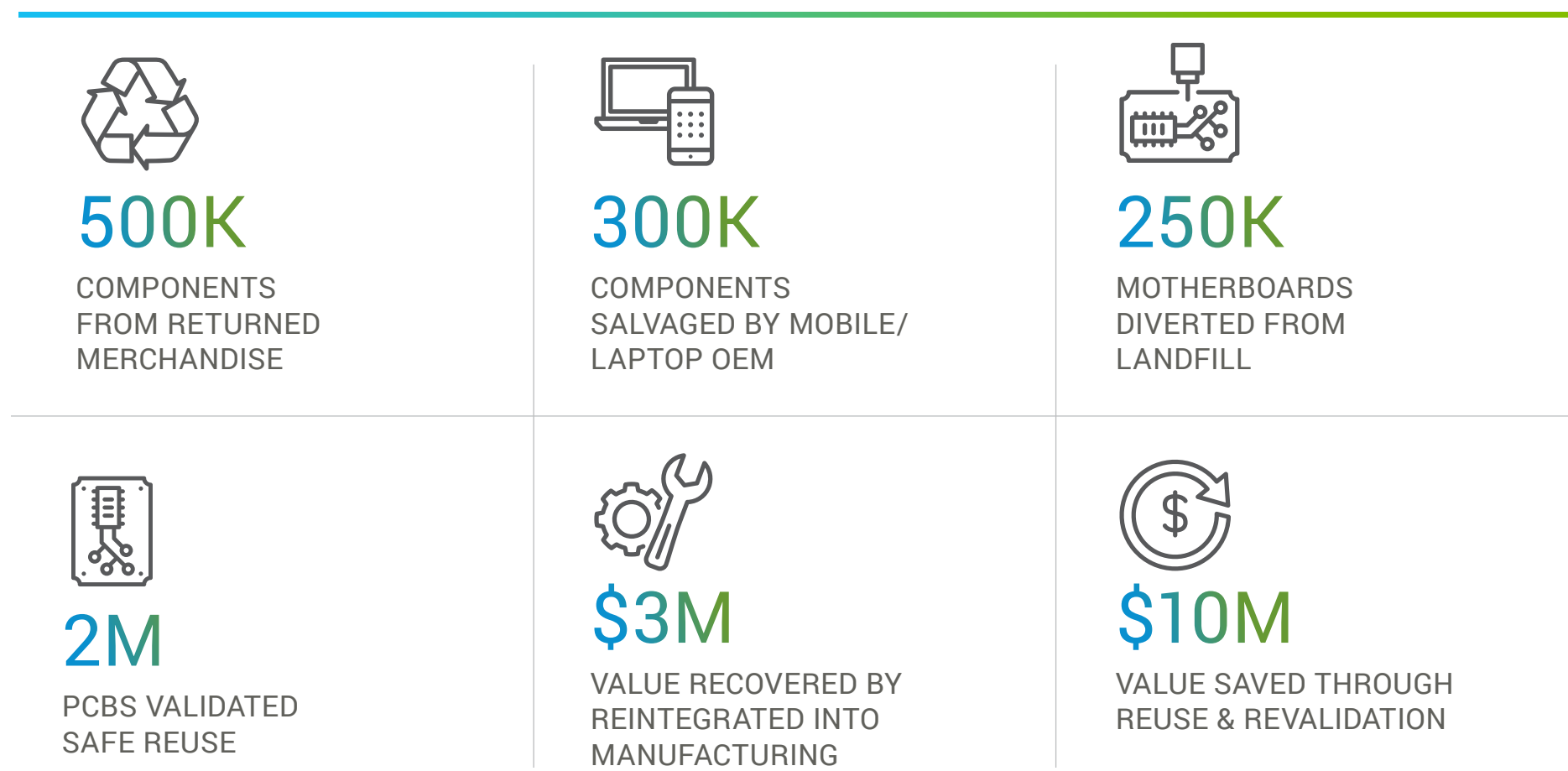
#### Mobile and Laptop Manufacturer

Salvaged 300,000 components from 250,000 stored motherboards, diverted e-waste from landfills, and recovered over \$3M in value.

#### Global Technology Company

Partnered with Retronix to develop a unique repair process for a component fault across 2 million PCBs. The initiative resolved the issue and validated safe component reuse.

Retronix exemplifies how technology and process excellence can transform waste into opportunity – advancing Jabil’s vision for a truly circular future.



**CLOUD TECHNOLOGY LEADER**  
Resumed production & reduced waste

**1 INNOVATIVE REPAIR PROCESS**  
Developed with Retronix



## ROBOT PNEUMATIC MODULE INNOVATION

# Simple, Low-Cost Pneumatic Module Fix: The Suzhou Site's DIY Solution for the Win

At Jabil's Suzhou site, the mechanics team faced a persistent challenge: the pneumatic modules within robot manipulators were prone to failure, costly to replace, and consumed significant energy. With over 5,000 of these robot types in Jabil operation across East China alone, maintenance demands were high – driving up both expenses and environmental impact.

Determined to find a better way, the Suzhou team engineered a breakthrough, simply by rethinking vacuum generation and adopting a DIY approach.

The result: a self-designed process fix that ensures more durable valves, and can be easily replaced within pneumatic modules while maintaining compatibility with all robot types. **This means less complexity, lower component costs, and fewer opportunities for failure.**

Internally, the team affectionately refers to the project as a PneumoBot. By integrating the electronic signal components directly into the module, the engineers eliminated the need for complex wiring and external signal boxes. Their PneumoBot system **cuts energy consumption by 80% and reduces setup time from 16 hours to just four.** Overall, **their innovation reduces costs to one-tenth of traditional modules and has already saved the site \$622,000 in its first year.** It also earned the Suzhou Mechanics team 1st place at Jabil's annual Deliver Best Practices competition.

**The PneumoBot fix is being replicated at other Jabil facilities across Asia, with projected savings exceeding \$6 million.** Beyond cost and efficiency, the DIY module is a powerful, but simple example of sustainable engineering making an impact, and proving that the future of smart manufacturing can also be a simpler, cleaner, and a more sustainable one.



**1ST PLACE**

**Jabil Deliver Best Practices Competition**



**75%**

**REDUCTION  
SETUP TIME**

4hrs

16hrs

Self-designed **PneumoBot** module optimizes vacuum generation for robotic manipulators – reducing complexity, cost, and energy use.

**\$622,000**

**SAVED IN FY25**

**10X**

**LOWER COMPONENT COST**

**5,000+**

**ROBOTS IN OPERATION ACROSS EAST ASIA**

**\$6M+**

**Projected savings as implementation expands to Jabil sites across Asia.**



## COMPUTER VISION

# With Jabil's AI-Enabled Optical Inspection, Teams Can Solve Problems Before They Happen

As manufacturing ramp times accelerate and production complexity grows, the demand for more sustainable, efficient solutions continues to rise. Jabil's cutting-edge AI-enabled optical inspection system meets this need by serving as an automated "pair of eyes," using real-time, on-device AI processing to ensure operations run efficiently and safely to save energy, time, and costs.



At our sites around the world, Jabil's computer vision technology is helping teams reduce waste, enhance quality, and build more sustainable workplaces. Here are two standout examples:



### IMPROVING SAFETY AND QUALITY

At the **Manaus site**, heavy, bulky air conditioning units previously required manual inspection to confirm that all screws and labels were properly installed. In fiscal year 2025, missed inspections led to product recalls, resulting in rework, scrap, and added emissions from returns.

To address these risks, the Manaus team integrated Jabil's proprietary AI-enabled optical inspection devices with collaborative robots (cobots) and the MES 4.0 shopfloor system. The result was two automated visual inspection stations that verify screw and label placement on each side of the unit. The stations operate without manual input or software setup, making them easy to replicate for the site's planned 360-degree inspection cabin. Since implementing the system, the team has experienced no further recalls, **improved workplace safety, and reduced repetitive inspection movements by 85%.**



### DEFECT PREVENTION

At the **Huangpu site**, robotic arms place products into an automated machine that applies a protective cover. Occasionally, the arm positioned the product at an incorrect angle, and without detection, the machine would misapply the cover, damaging both the fixture and the product, and generating scrap.

To resolve this, the workcell team installed cameras equipped with Jabil's AI-enabled optical inspection technology along the machine's product placement area. The system detects any misalignment and automatically signals the machine to stop before applying the cover, preventing damage, reducing scrap, and lowering the energy use associated with rework.

This project also highlights the power of simple, scalable tools like Jabil's AI-enabled optical inspection platform. With minimal programming experience and limited support, a technical engineer at Huangpu deployed the system within just one month.



85%

REDUCTION  
REPETITIVE  
MOVEMENT



100%

ACCURACY  
DEFECT  
DETECTION

0 PRODUCT RECALLS  
Since installation

0 EQUIPMENT DAMAGE  
Lower Scrap & Energy Waste

AI-enabled cameras halt machines instantly upon misalignment, preventing rework and preserving resources.

1-MONTH SETUP  
System deployment

Single engineer implemented the system using minimal programming and limited support — proving speed, simplicity, and scalability across Jabil sites.



# GRI & SASB Standards Index

GENERAL DISCLOSURES →

ECONOMIC →

ENVIRONMENTAL →

SOCIAL →

TCFD →

GRI & SASB INDICES →



## GENERAL DISCLOSURES

## ECONOMIC

## ENVIRONMENTAL

## SOCIAL

## TCFD

## GRI &amp; SASB INDICES

## THE ORGANIZATION AND ITS REPORTING PRACTICES

[GRI 2-1 | Organizational Details](#)[SASB 000.A | Number of manufacturing facilities](#)[SASB 000.B | Area of manufacturing facilities](#)

Jabil is one of the leading providers of engineering, manufacturing, and supply chain solutions. We deliver comprehensive design, production, and product management services to companies across a diverse range of industries and end markets. As a public company, our common stock trades on the New York Stock Exchange under the symbol “JBL.”

The company headquarters are located at **10800 Roosevelt Blvd, St. Petersburg, FL 33716**

We conduct our operations in facilities that are located worldwide, including but not limited to China, Malaysia, Mexico, and the United States. Please visit [Jabil's website](#) for additional information on our locations.

## GLOBAL FACILITIES FOOTPRINT

PER REGION APPROX. SQ FT (IN MILLIONS)

ASIA*	AMERICAS	EUROPE	TOTAL
17	13	5	35

Note: Approximately 10% of our total square footage is not currently used in business operations. The total consists of 14 million square feet in facilities that we own with the remaining 21 million square feet in leased facilities. All figures are as of August 31, 2025.

\*Excluding dormitories, land, and parking

For more information, please see our [2025 Form 10-K Annual Report](#), pages 2 and 27.

[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.

Environmental performance data is reported for entities and locations that fall within Jabil's defined environmental reporting scope. Newly acquired businesses are incorporated into environmental reporting following a defined onboarding period; therefore, environmental data may not include all acquisitions completed during the reporting period.

Environmental reporting applies to manufacturing facilities where Jabil has operational control and to research and development (R&D) locations that meet established criteria, including locations with more than 60 employees and where more than 50% of activities are non-administrative. Certain non-manufacturing operations, such as administrative or logistics-based entities without significant manufacturing or qualifying R&D activities, may be excluded from environmental reporting.

A list of our global entities can be found here on [Jabil's website](#).

[GRI 2-3 | Reporting period, frequency and contact point](#)

This is Jabil's eleventh annual sustainability report, which covers our global social and environmental performance data for our fiscal year 2025, from September 1, 2024, through August 31, 2025. Our previous report was released in February 2025, covering fiscal year 2024: September 1, 2023 through August 31, 2024. 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, Enterprise Marketing and Communications at [timur\\_aydin@jabil.com](mailto: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 particular 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 2025 metrics that were third party assured are listed in our third-party [Assurance Statement](#), as well as our [Scope 3 Assurance Statement](#). We also updated and reassured our FY24 Scope 3 Category 1 emissions to incorporate newly available direct supplier data; please refer to the updated [FY24 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](#)

Jabil is one of the leading providers of engineering, manufacturing, and supply chain solutions. We deliver comprehensive design, production, and product management services to companies across a diverse range of industries and end markets. Our capabilities span the entire product lifecycle—from innovation, design, and planning to fabrication, assembly, and delivery—enabling seamless management of resources and materials across global supply chains. Through these integrated services, we help our customers reduce manufacturing costs, enhance supply chain efficiency, minimize inventory risk, lower transportation expenses, and accelerate product fulfillment. In fiscal year 2025, we had three reporting segments: Regulated Industries, Intelligent Infrastructure, and Connected Living and Digital Commerce. For more information, please see [Industries We Serve](#).

Leveraging the power of diverse, talented and dedicated employees across approximately 100 locations in 30 countries, our vision is to be the most technologically advanced and trusted manufacturing solutions provider. For the fiscal year ended August 31, 2025, we had net revenues of \$29.8 billion and net income attributable to Jabil Inc. of \$657 million.

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. 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.



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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 Samsung, Intel, LG Display, Western Digital and Micron.

Jabil strives towards sourcing materials responsibly and bringing greater transparency across the supply chain in light of our industry's increasingly complex sourcing challenges. Our approach is built on a foundation of transparency, governance, ethics and respect for human rights. Through this, we aim to create 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 importance of a proactive due diligence model. We gather and analyze vast amounts of information to make informed, data-driven decisions. In addition, our responsible sourcing strategy is guided 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.

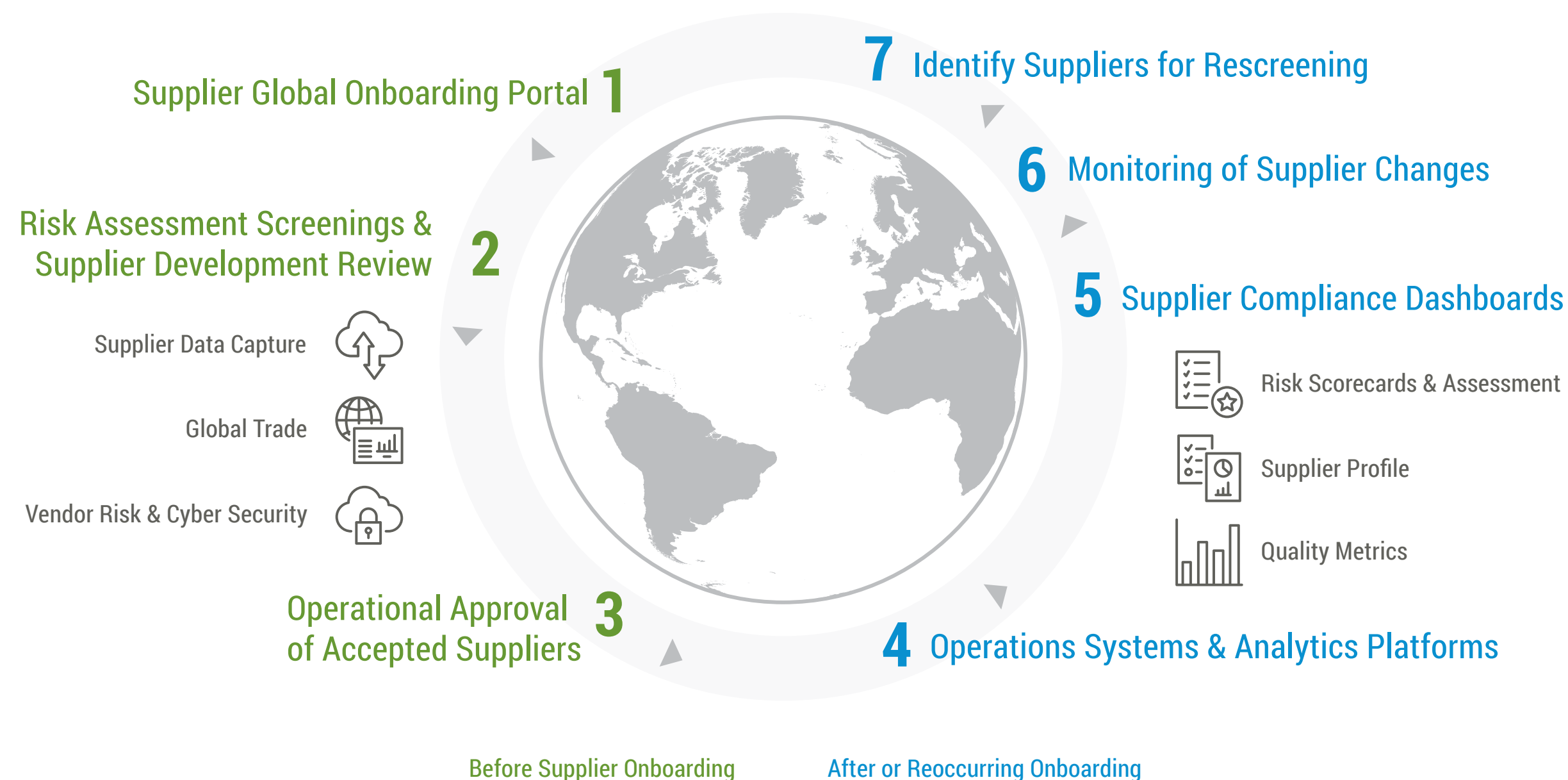
Our Partner Lifecycle process is designed to proactively screen suppliers to increase transparency. Our process allows us to collaborate with our supply chain partners to address critical risk, including mitigation or remediation activities where necessary.

We educate our vendors regarding our expectations for them to remain viable partners with Jabil.

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

Supply Chain



During fiscal year 2025, our Partner Lifecycle processes continued to mature, achieving significant results, including:

- Over 95.4% of active 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 83.3% of all new vendor and extension cases that go through Master Data Governance (MDG) within the portal.

As part of our commitment to supply chain transparency and responsible sourcing, we publish an annual **Conflict Minerals Annual Report** which includes analysis of the 3TG (tin, tantalum, tungsten, and gold) and the associated smelters used within our supply chain.

- **Supplier Cybersecurity Requirements**
- **Anti-Bribery & Anti-Corruption Policy**
- **Jabil Sustainability Policy**
- **Jabil Code of Conduct**
- **Jabil Human Rights Policy**
- **Responsible Business Alliance (RBA) Commitment Policy**
- **Conflict Minerals Policy**
- **Conflict Minerals Annual Report**
- **Slavery and Human Trafficking Avoidance Policy Statement**
- **Jabil Canada Corporation Modern Slavery Act Statement**
- **Supplier Code of Conduct**

For more information, please see our **2025 Form 10-K Annual Report**, page 2. For significant changes to the organization and its supply chain, please see pages 89 through 91.



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## GRI &amp; SASB INDICES

## GRI 2-7 | Employees

## GRI 2-8 | Workers who are not employees

## SASB 000.C | Number of employees

FY25	AMERICAS	ASIA	EUROPE
<b>Permanent Employees</b>	<b>43,868</b>	<b>47,612</b>	<b>13,441</b>
Women	21,484	20,678	5,732
Men	22,308	26,931	7,680
Not Disclosed	76	3	30
<b>Temporary Employees</b>	<b>4,442</b>	<b>23,135</b>	<b>1,662</b>
Women	405	7,426	183
Men	878	8,542	327
Not Disclosed	3,159	7,167	1,152
<b>Full-Time Employees</b>	<b>47,810</b>	<b>70,730</b>	<b>14,588</b>
Women	21,731	28,102	5,647
Men	22,936	35,464	7,828
Not Disclosed	3,143	7,164	1,113
<b>Part-Time Employees</b>	<b>501</b>	<b>18</b>	<b>515</b>
Women	159	3	268
Men	250	8	179
Not Disclosed	92	7	69

GLOBAL WORKFORCE	FY19	FY20	FY21	FY22	FY23	FY24	FY25
<b>Total Employees (#)</b>	<b>190,630</b>	<b>218,224</b>	<b>234,154</b>	<b>228,409</b>	<b>227,365</b>	<b>170,064</b>	<b>134,157</b>
Direct labor	72%	76%	78%	75%	74%	69%	63%
Indirect labor	28%	24%	22%	25%	26%	31%	37%
<b>Americas (#)</b>	<b>38,347</b>	<b>40,407</b>	<b>39,549</b>	<b>45,993</b>	<b>52,305</b>	<b>48,928</b>	<b>48,309</b>
Direct labor	52%	53%	55%	56%	56%	55%	55%
Indirect labor	48%	47%	45%	44%	44%	45%	45%
<b>Europe (#)</b>	<b>15,092</b>	<b>16,726</b>	<b>17,225</b>	<b>17,566</b>	<b>17,561</b>	<b>15,830</b>	<b>15,103</b>
Direct labor	55%	53%	54%	53%	53%	50%	50%
Indirect labor	45%	47%	46%	47%	47%	50%	50%
<b>Asia (#)</b>	<b>137,146</b>	<b>161,091</b>	<b>177,380</b>	<b>164,850</b>	<b>157,499</b>	<b>105,306</b>	<b>70,746</b>
Direct labor	80%	84%	85%	83%	82%	78%	71%
Indirect labor	20%	16%	15%	17%	18%	22%	29%
<b>Africa (#)</b>	<b>45</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>
Direct labor	2%	n/a	n/a	n/a	n/a	n/a	n/a
Indirect labor	98%	n/a	n/a	n/a	n/a	n/a	n/a
<b>Women</b>	<b>42%</b>	<b>40%</b>	<b>41%</b>	<b>41%</b>	<b>41%</b>	<b>42%</b>	<b>42%</b>
Direct labor	46%	44%	44%	44%	45%	47%	48%
Indirect labor	30%	29%	29%	29%	30%	31%	31%
New Hires	36%	33%	35%	33%	38%	34%	34%
Americas	44%	44%	43%	45%	46%	46%	45%
Europe	45%	41%	40%	40%	39%	40%	40%
Asia	41%	40%	40%	40%	40%	40%	39%
Africa	31%	n/a	n/a	n/a	n/a	n/a	n/a

In fiscal year 2025, Jabil had 134,157 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. Because this averaging produces fractional (decimal) figures, rounding may cause some totals not to align exactly across categories. 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.



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## GRI &amp; SASB INDICES

## GOVERNANCE

**GRI 2-9** | [Governance structure and composition](#)

**GRI 2-10** | [Nomination and selection of the highest governance body](#)

**GRI 2-11** | [Chair of the highest governance body](#)

We are a corporation governed by a Board of Directors. The Board has the following standing committees:

- Audit
- Compensation
- Nominating and Corporate Governance – has responsibility for Environmental, Social, Governance (ESG) matters including climate change unless otherwise specified.
- Cybersecurity

As of fiscal year 2025, 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.

For more information, please see the [Governance Documents](#) located on our website, as well as our [2025 Proxy Statement](#), pages 2, 6-15.

For information on our board processes and policies, please see our [Nominating & Corporate Governance Charter](#) as well as our [Corporate Governance Guidelines](#).

**GRI 2-12** | [Role of the highest governance body in overseeing the management of impacts](#)

The SVP Chief Compliance Officer oversees social and environmental responsibility risk management and communicates sustainability impacts, risks and opportunities to the Board of Directors' Nominating & Corporate Governance Committee and leadership team, as necessary. 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 and strategy.

Please see our [2025 Proxy Statement](#), page 2, for corporate governance highlights.

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:

**Jabil Inc.**  
**Office of the Corporate Secretary**  
**10800 Roosevelt Blvd. N.**  
**St. Petersburg, Florida 33716**  
**USA**

**GRI 2-13** | [Delegation of responsibility for managing impacts](#)

**GRI 2-14** | [Role of the highest governance body in sustainability reporting](#)

The Board provides oversight for the management of the Company's sustainability program.

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 affect our business. This position is responsible for Social & 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 Jabil's [Task Force on Climate-Related Financial Disclosures \(TCFD\) Reporting](#) for more information on the Council.

Within the company, in fiscal year 2025 our structure consisted of the following for high-level accountability for sustainability topics:

- **The SVP** – Legal Department - Chief Compliance Officer, 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 [2025 Proxy Statement](#), page 12, for information on risk oversight.



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**GRI 2-19** | [Remuneration policies](#)**GRI 2-20** | [Process to determine remuneration](#)

For information on our remuneration practices, please see our [2025 Proxy Statement](#), pages 25-40.

**GRI 2-21** | [Annual total compensation ratio](#)

The fiscal 2025 annual total compensation of Mr. Dastoor, our CEO at fiscal year end, was \$16,092,334, 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 1,325:1.

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 95,641 associates included in our analysis, more than 87% are located outside the United States. The majority of the associates outside of the United States work in Mexico (28%) and China (23%). 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. Reflecting this geographic concentration in Mexico and China, the annual total compensation for our median compensated associate in fiscal 2025 was \$12,144.

For information on our remuneration practices, please see our [2025 Proxy Statement](#), page 46.

**STRATEGY, POLICIES AND PRACTICES****GRI 2-22** | [Statement on sustainable development strategy](#)**GRI 2-23** | [Policy commitments](#)**GRI 2-23** | [Embedding policy commitments](#)**SASB 440a.1** | [Description of the management of risks associated with the use of critical materials](#)

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

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.

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.

As a full member of the Responsible Business Alliance (RBA), Jabil adheres to the RBA's Code of Conduct (RBA Code) and implements the RBA Code across its global operations. [Jabil's RBA Commitment Policy](#) sets out our approach in more detail. RBA is the world's largest industry coalition dedicated to responsible business in global electronics supply chains. The RBA Code is derived from 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 our organization and supply chain, including through enhancing our social compliance management system in response to new regulatory requirements and the RBA member compliance requirements. [Jabil's Human Rights Policy](#) underpins our approach to human rights and responsible business practice across our global business.

We are pleased to have further enhanced our human rights program and management system in financial year 2025, 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.

**FY25 Operations assessed for human rights**  
(# RBA risk-based assessment)

**84**

**FY25 Operations audited for human rights\***  
(# RBA VAP Audits)

**14**

**FY25 High-risk**  
(# of high-risk facilities)

**0**

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

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 stakeholders' 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 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.



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- Environmental, Health and Safety, Social Compliance, and Sustainability due diligence is undertaken during M&A, including a robust process to identify, quantify and make decisions based on identified risks associated with acquisitions.

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

#### LEED Certifications:

- Mezzovico, Switzerland; and Raron, Switzerland

#### FDA registrations in the following cities:

- Albuquerque, New Mexico
- Auburn Hills, Michigan
- Tijuana, Mexico
- Haina, Dominican Republic
- Balsthal, Switzerland
- Bettlach, Switzerland
- West Chester, Pennsylvania
- Gurnee, Illinois
- Chihuahua, Mexico
- Clinton, Massachusetts
- Horseheads, New York
- Grenchen, Switzerland
- Hägendorf, Switzerland
- Le Locle, Switzerland
- Maple Grove, Minnesota
- Mezzovico, Switzerland
- Monument, Colorado
- Penang, Malaysia
- Raron, Switzerland
- Shanghai, China
- Singapore
- Ciudad Juarez, Mexico
- Tuttlingen, Germany

#### 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

#### 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 65% 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. 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 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 RBA-aligned corrective action process to ensure they are resolved.



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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](mailto: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'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

- Circular Economy Partnership
- Disability:IN
- Ellen MacArthur Foundation
- ENVALORA Collective System of Extended Producer Responsibility
- Fairygodboss
- Hiring Our Heroes
- IPC Sustainability Council
- myGwork
- National Society of Black Engineers (NSBE)
- Packaging, Transport and Logistics
- Technological Institute (ITENE)
- Plastics Technology Centre (AIMPLAS)
- RecruitMilitary
- Responsible Business Alliance (RBA) founding and full member
- Society of Women Engineers
- Sustainable Packaging Coalition
- The Association of Plastic Recyclers
- The Muse
- World Sustainability Leaders

STAKEHOLDER ENGAGEMENT

GRI 2-29 | Approach to stakeholder engagement

GRI 2-30 | Collective bargaining agreements

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

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.



## GENERAL DISCLOSURES

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## 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 2025, to prepare for compliance and develop our material topics for our next sustainability strategy, we are working on a Double Materiality Assessment covering material impacts, risks and opportunities across sustainability matters.

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

#### Culture & Belonging

- GRI 405 – Diversity and Equal Opportunity

#### 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

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.

### 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 culture & belonging efforts affect many people. We positively impact our workers 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.



## GENERAL DISCLOSURES

## ECONOMIC

## ENVIRONMENTAL

## SOCIAL

## TCFD

## GRI &amp; SASB INDICES

## ECONOMIC PERFORMANCE

## GRI 201-1 | Direct economic value generated and distributed

In fiscal year 2025, our five largest customers accounted for approximately 36% of our net revenue and 87 customers accounted for approximately 90% of our net revenue.

For more information on our financials, please see our [2025 Form 10-K Annual Report](#), page 6.

## GRI 201-2 | Financial implications and other risks and opportunities due to climate change

Certain of the 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, or energy shortages or restrictions could cause disruption in our operations and/or increase in our raw material costs and transportation costs.

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.

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 or indirect terrorist acts or acts of war, other natural or manmade 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.

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.

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.

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, and 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 investments. 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 federal, state, or international environmental, social, and governance laws and regulations, or meet evolving and sometimes conflicting 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.

Information on natural disasters, climate change and global events can be found in our [2025 Form 10-K Annual Report](#), page 24.

## GRI 201-3 | Defined benefit plan obligations and other retirement plans

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 costs are monitored monthly and reported back to Jabil via monthly financial monitoring reports

(FMR). Annually, MMA and Milliman provide an "All Lines Gross Net" report including employer and employee contributions.

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.

## GRI 201-4 | Financial assistance received from government

No financial assistance that is material for disclosure for the US Securities and Exchange Commission reporting purposes.

## 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 of 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 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](#)**GRI 207-2** | [Tax governance, control, and risk management](#)

For information on our approach to taxes, please see our [2025 Form 10-K Annual Report](#), pages 32-33.



## GENERAL DISCLOSURES

## ECONOMIC

## ENVIRONMENTAL

## SOCIAL

## TCFD

## GRI &amp; SASB INDICES

## ENERGY

**GRI 302-1** | Energy consumption within the organization (Scopes 1 + 2)

**GRI 302-3** | Energy intensity

**GRI 302-4** | Energy reductions

ENERGY USE (MWH) <sup>1, 2, 3</sup>	FY19	FY20	FY21	FY22	FY23	FY24 <sup>3</sup>	FY25
<b>Scope 1 – on site fuel combustion</b>	<b>181,689</b>	<b>193,482</b>	<b>244,882</b>	<b>240,926</b>	<b>240,391</b>	<b>117,255</b>	<b>97,147</b>
Fuel (Natural Gas)	147,913	175,957	225,345	212,158	219,440	97,770	81,166
Other Fuels <sup>4</sup>	33,776	17,525	19,537	28,768	20,951	19,485	15,981
<b>Scope 2 – on site usage of electricity and steam</b>	<b>2,498,990</b>	<b>2,742,207</b>	<b>3,141,164</b>	<b>3,072,153</b>	<b>3,164,836</b>	<b>2,159,114</b>	<b>1,532,031</b>
Electricity (renewable and non-renewable)	2,282,069	2,524,138	2,937,814	2,969,760	3,060,682	2,092,139	1,485,578
Electricity (renewable)	1,201,015	1,181,930	1,920,041	1,958,504	2,113,075	1,260,529	645,139
Electricity (non-renewable)	1,081,054	1,342,208	1,017,773	1,011,256	947,607	831,610	840,439
Steam	216,921	218,069	203,350	102,393	104,154	66,975	46,453
<b>TOTAL<sup>3,4,5</sup></b>	<b>2,680,679</b>	<b>2,935,689</b>	<b>3,386,036</b>	<b>3,313,079</b>	<b>3,405,227</b>	<b>2,276,369</b>	<b>1,629,178</b>
<b>Change from previous year</b>	<b>5%</b>	<b>10%</b>	<b>15%</b>	<b>-2%</b>	<b>3%</b>	<b>-33%</b>	<b>-28%</b>
Revenue (in millions)	<b>\$25,282</b>	<b>\$27,266</b>	<b>\$29,285</b>	<b>\$33,478</b>	<b>\$34,702</b>	<b>\$28,883</b>	<b>\$29,802</b>
Square footage (in millions)	53	54	55	50	52	38	35
Energy Intensity (MWh/\$1M of revenue)	106.03	107.67	115.62	98.96	98.13	78.81	54.67
Energy intensity (kWh/square foot)	50.58	54.36	61.56	66.26	65.49	59.90	46.55

Note: Based on 97 sites reporting.

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

<sup>2</sup>Fiscal year 2019-2020 data was assured by TRANSREG LLC, fiscal year 2021 data was assured by ERM CVS, and fiscal year 2022, 2023, 2024, and 2025 data was assured by ERM.

<sup>3</sup>Energy use reductions in fiscal years 2024 and 2025 can be attributed in large part to the divestiture of our mobility business.

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



## GENERAL DISCLOSURES

## ECONOMIC

## ENVIRONMENTAL

## SOCIAL

## TCFD

## GRI &amp; SASB INDICES

## WATER

## Management Approach

**GRI 303-1** | Interactions with water as a shared resource

**GRI 303-2** | Management of water discharge-related impacts

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.

A Jabil global EHS Standard for Water Management has been established and applies to all sites owned or leased by Jabil that use water for domestic and/or manufacturing processes, generate wastewater during manufacturing processes, treat wastewater, discharge water to streams or treatment systems, or have stormwater drainage systems.

The Standard sets forth the minimum company requirements for drinking water management, wastewater characterization, wastewater treatment operational control and inspection, monitoring, reporting, stormwater pollution prevention, inspections, emergency response, and applicable training requirements. The requirements are monitored; including through the use of site self-assessments, corporate EHS assessment teams, and government inspections.

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 303-3** | Water withdrawal

The right to water is a fundamental human right. As part of our water conservation commitment, we established a water use baseline year of fiscal year 2021 for our acquired water intensity reduction goal. In fiscal year 2024, Jabil completed our goal of 100% of applicable sites having management-approved water conservation plans and we continue to monitor and address water-related risks.

In fiscal year 2025, we have 26 general locations located in regions experiencing high to very-high water-stress based on research using the World Resources Institute (WRI) online tool.

**GRI 303-4** | Water discharge

**GRI 303-5** | Water consumption

**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 (m <sup>3</sup> ) <sup>1</sup>	FY19	FY20	FY21	FY22	FY23	FY24	FY25
Water acquired <sup>3,4</sup>	13,170,345	15,483,333	17,531,824	14,922,089	16,874,167	7,101,341	5,336,752
Water discharged	5,955,248	6,183,886	7,594,396	6,247,679	7,352,368	3,945,015	2,641,512
Water consumption (acquired-discharge)	7,215,097	9,299,447	9,937,428	8,674,410	9,521,799	3,156,327	2,695,240
Revenue (in millions)	\$25,282	\$27,266	\$29,285	\$33,478	\$34,702	\$28,883	\$29,802
Acquired water intensity (m <sup>3</sup> /\$1M of revenue)	520.94	567.86	598.66	445.73	486.26	245.87	179.07
WATER USE IN AREAS OF HIGH WATER STRESS (m <sup>3</sup> ) <sup>1,2</sup>	FY19	FY20	FY21	FY22	FY23	FY24	FY25
Water acquired <sup>4</sup>	3,188,433	4,809,714	3,923,328	3,208,185	12,738,544	2,500,848	1,463,973
Water discharged	2,373,649	2,966,149	2,801,440	2,629,705	5,230,377	1,453,197	1,043,478
Water consumption (acquired-discharge)	814,783	1,843,565	1,121,888	578,480	7,508,167	1,047,651	420,495

Note: Data based on 94 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, 25 in fiscal year 2024, and 26 in fiscal year 2025. 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.

<sup>1</sup>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.

<sup>2</sup>Water use values experienced a significant decrease in fiscal years 2024 and 2025 due in large part to the divestiture of Jabil's mobility business.

<sup>3</sup>Fiscal year 2023, 2022, 2024, and 2025 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

<sup>4</sup>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.



GENERAL DISCLOSURES

ECONOMIC

ENVIRONMENTAL

SOCIAL

TCFD

GRI & SASB INDICES

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 2025, 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





## GENERAL DISCLOSURES

## ECONOMIC

## ENVIRONMENTAL

## SOCIAL

## TCFD

## GRI &amp; SASB INDICES

## EMISSIONS

- GRI 305-1** | 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

## Methodology used:

- Accounting and Reporting: Greenhouse Gas Protocol (GHGPP); Jabil does not apply carbon offsets toward progress on global operational GHG reduction targets.
- External Verification: ISO-14064 and ISO-14065
- Renewable Energy: RE100 Technical Criteria
- Assurance Engagement: ISAE3000 (Revised)

Jabil recently 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.

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, accounts for 79% of Jabil's total Scope 3 greenhouse gas inventory. To obtain the most accurate data for fiscal year 2022, 2023, and 2024 inventories, we conducted supplier surveys to collect high-quality data on emissions and resource use across our value chain. This was supplemented with publicly available sustainability reports.

SCOPE 1 & 2 GHG EMISSIONS (MT CO <sub>2E</sub> ) <sup>1,2</sup>	FY19	FY20	FY21	FY22	FY23	FY24 <sup>5</sup>	FY25
Scope 1 <sup>3</sup>	38,759	47,547	53,865	53,174	55,192	28,996	30,446
Refrigerants (HFC)				4,348	5,564	3,985	7,808
Refrigerants (H)CFC				1,078	2,017	1,363	1,615
Scope 2 <sup>4</sup> Location Based	1,572,629	1,730,850	1,992,711	1,735,145	1,784,818	1,091,677	703,646
Scope 2 <sup>4</sup> Market Based	759,881	946,435	752,285	558,405	513,483	401,219	391,517
<b>Total Location Based</b>	<b>1,611,388</b>	<b>1,730,850</b>	<b>2,046,576</b>	<b>1,788,319</b>	<b>1,840,010</b>	<b>1,120,673</b>	<b>734,092</b>
<b>Total Market Based</b>	<b>798,640</b>	<b>993,982</b>	<b>806,150</b>	<b>611,579</b>	<b>568,675</b>	<b>430,215</b>	<b>421,963</b>
<b>Revenue (in millions)</b>	<b>\$25,282</b>	<b>\$27,266</b>	<b>\$29,285</b>	<b>\$33,478</b>	<b>\$34,702</b>	<b>\$28,883</b>	<b>\$29,802</b>
Location GHG Intensity - Scope 1 & 2 (MT/\$1M of revenue)	63.74	65.22	69.88	53.42	53.02	38.80	<b>24.63</b>
Market GHG Intensity - Scope 1 & 2 (MT/\$1M of revenue)	31.59	36.45	27.53	18.27	16.39	14.90	<b>14.16</b>
GHG emissions avoided through renewable energy use/ Scope 2 Location-Based	52%	45%	62%	68%	71%	63%	<b>44%</b>

SCOPE 3 GHG EMISSIONS (MT CO <sub>2E</sub> ) <sup>6</sup>	FY22 EXCL. DIVEST.	FY22 DIVEST.	FY23 EXCL. DIVEST.	FY23 DIVEST.	FY24 EXCL. DIVEST.	FY24 DIVEST.	FY25
Category 1 - Purchased goods & services <sup>7,8,9</sup>	5,824,501	664,202	5,748,741	632,450	7,281,162	54,064	4,651,902
Category 2 - Capital goods	242,691	99,439	156,156	82,872	195,025	54,841	544,922
Category 3 - Fuel and energy related activities	178,979	5,966	172,219	6,213	101,004	500	115,397
Category 4 - Transportation & distribution upstream <sup>10</sup>	419,902	40,037	418,894	21,288	374,801	6,516	468,512
Category 5 - Waste generated in operations	14,116	1,140	13,189	192	5,476	183	7,338
Category 6 - Business travel	9,037	0	14,044	0	23,038	0	24,130
Category 7 - Employee commuting	93,332	35,919	87,074	35,255	80,899	36,896	62,472
Category 8 - Leased assets	3,542	0	5,600	0	5,978	0	4,933
<b>Total</b>	<b>6,786,100</b>	<b>846,703</b>	<b>6,615,918</b>	<b>778,270</b>	<b>8,067,383</b>	<b>153,000</b>	<b>5,879,606</b>

In fiscal year 2025, we surveyed suppliers on their most recently available data (fiscal year 2024), allowing us to retroactively update our previously reported Scope 3 Category 1 figure with direct supplier input. We also enhanced our survey process, quadrupling the responses received compared to the fiscal year 2024 survey. Notably, 25% of Jabil's top 90% of direct suppliers by spend were successfully engaged, with a marked rise in suppliers reporting third-party

verified Scope 1, Scope 2, and Scope 3 emissions, aligning with Jabil's quality standards for Scope 3 inventory inclusion.

This progress reflects the strength of our supplier relationships and our commitment to building a scalable, reliable approach to Scope 3 data collection. This process has not yet been repeated for fiscal year 2025 data due to the unavailability of supplier data in time for this report's publication.

Note: Based on 97 sites reporting

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

<sup>2</sup>Fiscal year 2022, 2023, 2024 and 2025 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 Scope 2 emissions only were assured by Transreg LLC.

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

<sup>4</sup>Scope 2 – Indirect emissions from purchased electricity and steam (market based)

<sup>5</sup>In fiscal years 2024 and 2025, 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.

<sup>6</sup>Fiscal year 2022, 2023, 2024, and 2025 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.

<sup>7</sup>The reduction in emissions in fiscal year 2025 is attributable to an update in the emission factors in the USEEIO model, from version 1.0 to version 1.3.

<sup>8</sup>Fiscal year 2024 Category 1 figure has been updated to reflect supplier data from the most recent supplier survey. The increase in emissions compared to previous years is due to increased survey responses from suppliers where reported data exceeded prior spend-based estimates.

<sup>9</sup>For fiscal years 2022, 2023, and 2024 Category 1 emissions were calculated using a hybrid approach with data directly from suppliers when available and spend-based data for the remainder. For fiscal year 2025, 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.

<sup>10</sup>For fiscal years 2022 and 2023, Category 4 emissions were calculated using a distance-based approach. For fiscal year 2024 and 2025, Category 4 emissions were calculated using a hybrid approach with primary data from vendors when available and distance-based data for the remainder.



## GENERAL DISCLOSURES

## ECONOMIC

## ENVIRONMENTAL

## SOCIAL

## TCFD

## GRI &amp; SASB INDICES

## EFFLUENTS &amp; WASTE

**GRI 306-1** | Waste generation and significant waste-related impacts

**GRI 306-2** | Management of 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.

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.

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

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.

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 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.

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. This progress supports Jabil's goal of third-party assured landfill diversion of 90% or more at 20% of our applicable sites. As of the end of fiscal year 2025, a total of 14% of applicable sites have received third-party assurance for landfill diversion performance.

**GRI 306-3** | 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

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 and 2025, is reported in a new table.

<b>WASTE &amp; SPILLS (MT)<sup>1</sup></b>	<b>FY19</b>	<b>FY20</b>	<b>FY21</b>	<b>FY22</b>	<b>FY23 SEPT-DEC</b>
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
<b>Total</b>	<b>86,973</b>	<b>116,572</b>	<b>162,726</b>	<b>184,480</b>	<b>67,429</b>
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

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

**WASTE & SPILLS (MT)<sup>1</sup>****Hazardous Waste**

	<b>FY23 JAN-AUG</b>	<b>FY24<sup>3</sup></b>	<b>FY25</b>
<b>Hazardous Waste</b>	<b>27,822</b>	<b>22,547</b>	<b>9,742</b>
Anaerobic Digestion with Energy Recovery	1,007	2	0
Composting	0	0	0
Landfill	975	399	371
Recover	1,249	1,164	931
Recycle	20,336	17,855	4,904
Reuse	109	31	13
Thermally Process w/Energy Recovery (Waste to Energy)	2,208	2,004	3,101
Thermally Process w/o Energy Recovery (Waste to Ash)	1,938	1,092	420
<b>Non-Hazardous Waste</b>	<b>106,100</b>	<b>111,155</b>	<b>102,231</b>
Anaerobic Digestion with Energy Recovery	16	114	601
Composting	1,036	1,356	2,219
Landfill	17,496	9,333	12,062
Recover	832	839	865
Recycle	66,041	70,709	68,951
Reuse	8,803	7,040	7,065
Thermally Process w/Energy Recovery (Waste to Energy)	11,301	20,606	9,452
Thermally Process w/o Energy Recovery (Waste to Ash)	576	1,158	1,016

**Total** **133,922** **133,702** **111,973**

Revenue (in millions) \$34,702 \$28,883 \$29,802

Waste intensity (MT/\$1M of revenue) 5.80<sup>2</sup> 4.63 3.76

# of spills 0 0 0

Volume of spills (gallons/liters) n/a n/a n/a

Note: Based on 94 sites reporting. n/a: Not applicable. Reported waste totals and intensities have been updated to align with GRI 306 definitions of waste generated. Waste prevention activities previously reported under "reduce" are now excluded from total waste figures, as reduced materials are avoided and do not enter the waste stream. Historical data have been updated for consistency.

<sup>1</sup>Estimated, based on site-reporting (not third-party verified)

<sup>2</sup>Fiscal year 2023 waste intensity value includes data from both waste tables.

<sup>3</sup>Fiscal years 2024 and 2025 waste decreases are due in part to the divestiture of Jabil's mobility business.



## SUPPLIER ENVIRONMENTAL ASSESSMENT

### Management Approach

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 noncompliance 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.

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

### 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	FY25
Suppliers screened using environmental criteria (%)	0.65%	0.85%	1.18%	1.81%	1.23%	1.74%	1.01%
Suppliers assessed for environmental impact (#)	139	143	185	347	290	404	226
Suppliers with significant actual and potential environmental impacts	10	10	5	5	3	0	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	n/a
Suppliers terminated as the result of the assessment for actual/potential negative impacts (%)	0	0	0	0	0	n/a	0

Please see [GRI 2-6](#) for more information on our supply chain management.



## GENERAL DISCLOSURES

## ECONOMIC

## ENVIRONMENTAL

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## TCFD

## GRI &amp; SASB INDICES

## EMPLOYMENT

## GRI 401-1 | New employee hires and turnover

TURNOVER & HIRING	FY19	FY20	FY21	FY22	FY23	FY24	FY25
<b>New Employee Hires</b>	<b>316,104</b>	<b>403,367</b>	<b>389,491</b>	<b>397,274</b>	<b>285,668</b>	<b>132,853</b>	<b>95,659</b>
Americas	11%	5%	6%	15%	17%	18%	27%
Europe	2%	2%	2%	2%	2%	2%	4%
Asia	88%	93%	92%	83%	81%	80%	69%
Africa	0%	0%	0%	0%	0%	0%	0%
Age (<30) <sup>3</sup>	73%	61%	59%	60%	54%	53%	49%
Age (30-50) <sup>3</sup>	27%	38%	41%	39%	37%	32%	24%
Age (>50) <sup>3</sup>	0.9%	0.5%	0.6%	1%	9%	2%	27%
Men <sup>1</sup>	61%	64%	62%	63%	58%	54%	42%
Women <sup>1</sup>	36%	33%	35%	33%	35%	34%	34%
<b>Total Number &amp; Rate of Employee Turnover by<sup>2</sup></b>	<b>147%</b>	<b>176%</b>	<b>172%</b>	<b>158%</b>	<b>116 %</b>	<b>122%</b>	<b>63%</b>
Americas	61%	48%	42%	45%	51%	46%	41%
Europe	40%	27%	26%	27%	24%	23%	17%
Asia	183%	224%	214%	203%	148%	173%	88%
Africa	7%	n/a	n/a	n/a	n/a	n/a	n/a
Age (<30)	201%	262%	233%	216%	164%	164%	109%
Age (30-50)	94%	125%	136%	127%	91%	105%	37%
Age (>50)	24%	21%	21%	22%	23%	29%	17%
Men	161%	205%	195%	179%	127%	133%	59%
Women	127%	140%	146%	135%	100%	104%	53%

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

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

<sup>2</sup>Turnover rate includes short-term employee contracts.

<sup>3</sup>The 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 eligible for coverage under the Plan if they work 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 and Dismemberment (AD&D) Plan
- Supplemental Life
- Employee Assistance Plan (EAP)
- Tax Advantaged Accounts: (Flexible Spending Accounts, Health Reimbursement Account, Health Savings Account)
- 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 within a 12-month period for certain family and medical situations. 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 cover-age 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.



## GENERAL DISCLOSURES

## ECONOMIC

## ENVIRONMENTAL

## SOCIAL

## TCFD

## GRI &amp; SASB INDICES

- If the employee is not eligible for FMLA, the Jabil Parental Leave will afford the same job protections
- Paid Parental Leave runs concurrent with other leave entitlements, including those provided under federal, state and local law. The employee has the option to defer Paid Parental Leave until after those leave entitlements have been exhausted.

## 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 our organization and supply chain, including 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 operations.

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.

#### PARENTAL LEAVE (U.S. ONLY)

NUMBER OF EMPLOYEES:	2019		2020		2021		2022		FY23		FY24		FY25	
	F	M	F	M	F	M	F	M	F	M	F	M	F	M
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	3,934	7,345
Took parental leave, by gender	46	46	66	53	66	61	90	126	54	110	78	151	54	147
Returned to work after parental leave, by gender	37	37	74	59	45	50	47	114	54	110	75	147	49	142

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.

- 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.

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 36% 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 & Staffing

#### Safety Standards

- Control of Hazardous Energy
- Electrical Safety
- Machinery & Automation Safety (including Robot 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 & BaRS Standard
- 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
- Food Safety
- Direct Reading Instruments (DRI) for the Detection of Gases & Vapors
- Bloodborne Pathogens
- Communicable Disease Prevention & Control
- Heat Stress Management
- Noise Management & Hearing Conservation

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
- Respiratory Protection
- Direct Reading Instruments (DRI) for the Detection of Gases and Vapors

Jabil ensures all affected personnel are trained in shipping of hazardous materials and contracts with a third party to ensure proper emergency response if an incident should occur during transport of Jabil products and/or waste.

Additionally, in fiscal year 2025, Jabil continued to expand our global initiative to assess the use and potential exposure to per- and polyfluoroalkyl substances (PFAS) at all our sites. We implemented a global PFAS policy and created a PFAS Information Dashboard to explain our commitment and further educate our employees. We developed an IT tool to screen the presence of PFAS in chemicals used at all our sites, enabling us to take proactive measures to safeguard the health of our employees, customers and the environment.

Machinery safety also remains a critical priority for Jabil as we strive to protect every one of our employees. In fiscal year 2025, machinery-related incidents decreased by more than 25% compared to the previous year. This positive progress reflects our commitment to cross-functional collaboration through the Machinery Risk Assessment (MRA) process and our focus on ensuring that only safe, compliant machines are introduced into production areas.



## GENERAL DISCLOSURES

## ECONOMIC

## ENVIRONMENTAL

## SOCIAL

## TCFD

## GRI &amp; SASB INDICES

**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 and 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 & 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 2025.

**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 implementing Cority, an 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; 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's Health & Wellbeing program creates a workplace where employees are empowered to prioritize their physical, mental and emotional health. Monthly communications and webinar offerings provide employees with resources and information to support mental health. In a time where stigma around seeking support may keep others silent, Jabil speaks loudly and often about the company's desire to care for each employee as a whole person.

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**GRI 403-5** | Worker training 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.

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 6 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. We care about all aspects of employee wellbeing, including physical, mental, and emotional health. With that in mind, Jabil provides monthly resources to help support employee wellbeing.



## GENERAL DISCLOSURES

## ECONOMIC

## ENVIRONMENTAL

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## GRI &amp; SASB INDICES

In fiscal year 2025, Jabil's Health & Wellbeing team coordinated a global steps challenge which leveraged some friendly competition to encourage employees to walk, exercise, and move more, whether individually or on a team. The challenge drew 3,111 participants worldwide who logged 543,403,686 steps.

The Employee Assistance Program (EAP) has been expanded to include the entire organization and employees have access to services to assist with urgent or immediate employee mental health, financial health and social support, with no out-of-pocket cost. 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	FY25
<b>FOR EMPLOYEES:</b>							
Total Recordable Injury Rate (TRIR)	0.29	0.24	0.16	0.14	0.13	0.18	0.22
LTIR	0.21	0.15	0.09	0.08	0.07	0.08	0.10
Fatalities (#)	0	0	0	1	0	0	0
Health and safety-focused audits (#) SAT+CA	156	102	119	109	116	112	54 <sup>1</sup>
OHSAS 18001 / ISO 45001 certifications (# of sites)	14	21	36	36	34	35	37
High-consequence work-related injuries (# Tier1)	2	6	1	2	4	1	3
<b>MAIN TYPES OF WORK-RELATED INJURY</b>	<b>SLIP/FALL</b>	<b>SLIP/FALL</b>	<b>SLIP/FALL</b>	<b>SLIP/FALL</b>	<b>SLIP/FALL</b>	<b>SLIP/FALL</b>	<b>SLIP/FALL</b>
<b>Number of hours worked</b>	<b>445,322,560</b>	<b>494,868,930</b>	<b>561,496,566</b>	<b>556,156,975</b>	<b>534,391,918</b>	<b>381,987,663</b>	<b>284,446,881</b>

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).

<sup>1</sup>The decrease in fiscal year 2025 Health and safety-focused audits (#) SAT+CA reflects a change in reporting methodology to enhance data quality. Prior years counted sites participating in the SAT program, while FY25 includes only fully completed assessments.



## TRAINING & EDUCATION

**GRI 404-1** | Average hours of employee training

**GRI 404-2** | Programs for upgrading employee skills and transition assistance programs

Jabil views learning & 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 annual compliance and/or EHS training. Training is offered in both a self-paced eLearning format as well as instructor led.

EMPLOYEE TRAINING (AVG HOURS)	FY19	FY20	FY21	FY22	FY23	FY24	FY25
<b>Employee category<sup>1</sup></b>	<b>56</b>	<b>56</b>	<b>34</b>	<b>51</b>	<b>32</b>	<b>48</b>	<b>49</b>
Senior Executives <sup>2</sup>	16	6	6	8	11	9	18
Mid-level <sup>3</sup>	13	17	24	29	39	43	59
Entry-level <sup>4</sup>	20	19	12	40	48	49	43
Direct Labor (average hours) <sup>5</sup>	80	80	80	80	80	80	80
Indirect Labor (average hours)	17	18	22	29	49	39	47

Note: Does not include transition assistance programs

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

<sup>2</sup>Senior Executives refers to employees director level and above.

<sup>3</sup>Mid-level refers to employees from Professional to Middle Manager level.

<sup>4</sup>Entry-level refers to employees at the Support and Early Professional level.

<sup>5</sup>Direct labor training hours are estimated.

**GRI 404-3** | Percentage of employees receiving regular performance reviews

PERFORMANCE REVIEWS	FY19	FY20	FY21	FY22	FY23	FY24	FY25
Employees receiving completed annual performance and development reviews from their managers (%)	89%	90%	92%	93%	93%	95%	96%

Please 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.



## GENERAL DISCLOSURES

## ECONOMIC

## ENVIRONMENTAL

## SOCIAL

## TCFD

## GRI &amp; SASB INDICES

## DIVERSITY &amp; 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 benefits from everyone's ideas, skills and engagement.

Our diverse workforce involves many different countries, cultures and generations, all contributing unique experiences and abilities to 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	FY25
<b>Total (#)</b>	<b>190,631</b>	<b>218,224</b>	<b>234,154</b>	<b>228,415</b>	<b>227,365</b>	<b>170,064</b>	<b>134,157</b>
Men (%)	56%	56%	56%	55%	54%	52%	50%
Women (%)	42%	40%	41%	41%	41%	42%	42%
Age group (<30) (%)	53%	41%	43%	40%	41%	39%	39%
Age group (30–50) (%)	42%	52%	53%	54%	53%	53%	50%
Age group (>50) (%)	5%	6%	5%	6%	6%	7%	11%
<b>Board (#)</b>	<b>10</b>	<b>10</b>	<b>10</b>	<b>10</b>	<b>10</b>	<b>10</b>	<b>10</b>
Men (%)	70%	70%	70%	70%	80%	80%	70%
Women (%)	30%	30%	30%	30%	20%	20%	30%
<b>Senior Executives<sup>1</sup> (#)</b>	<b>967</b>	<b>1,071</b>	<b>970</b>	<b>1,005</b>	<b>932</b>	<b>897</b>	<b>833</b>
Men (%)	83%	81%	81%	79%	79%	78%	76%
Women (%)	17%	19%	19%	21%	21%	22%	24%
Age group (<30) (%)	0%	0%	0%	0%	0%	0%	0%
Age group (30–50) (%)	59%	52%	53%	50%	49%	47%	46%
Age group (>50) (%)	41%	48%	47%	50%	51%	53%	53%

<sup>1</sup>Senior Executives refers to employees director level and above.

<sup>2</sup>Mid-level refers to employees from Professional to Middle Manager level.

<sup>3</sup>Entry-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 and/or because averaging may cause minor rounding differences. In addition, the "Intern" job level is not included in this job category breakdown.

BOARD/EMPLOYEE DIVERSITY	FY19	FY20	FY21	FY22	FY23	FY24	FY25
<b>Mid-level<sup>2</sup> (#)</b>	<b>22,799</b>	<b>25,826</b>	<b>25,448</b>	<b>27,623</b>	<b>27,981</b>	<b>25,336</b>	<b>23,410</b>
Men (%)	70%	69%	69%	68%	68%	66%	64%
Women (%)	30%	31%	31%	32%	32%	34%	34%
Age group (<30) (%)	19%	10%	11%	12%	12%	11%	13%
Age group (30–50) (%)	72%	79%	79%	77%	77%	76%	74%
Age group (>50) (%)	9%	11%	10%	11%	11%	13%	14%
<b>Entry-level<sup>3</sup> (#)</b>	<b>166,865</b>	<b>110,453</b>	<b>118,341</b>	<b>120,170</b>	<b>131,768</b>	<b>143,831</b>	<b>106,577</b>
Men (%)	54%	54%	56%	56%	56%	50%	47%
Women (%)	44%	46%	44%	44%	44%	44%	44%
Age group (<30) (%)	58%	35%	38%	36%	37%	39%	44%
Age group (30–50) (%)	38%	57%	55%	56%	55%	53%	46%
Age group (>50) (%)	4%	8%	7%	8%	8%	7%	10%



GENERAL DISCLOSURES

ECONOMIC

ENVIRONMENTAL

**SOCIAL**

TCFD

GRI & SASB INDICES

### 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. As of fiscal year 2025, 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 the [RBA website](#).

See section GRI 409-1 for 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.



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## SUPPLIER SOCIAL ASSESSMENT

### Management Approach

Jabil is required as a full member of the RBA to assess the risk of our 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 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 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 [GRI 2-6](#) 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	FY25
<b>Suppliers screened using social criteria (%)<sup>1</sup></b>	<b>36.98%</b>	<b>0.99%</b>	<b>1.68%</b>	<b>1.96%</b>	<b>1.77%</b>	<b>2.03%</b>	<b>1.29%</b>
Suppliers assessed for social impact (#)	7,919	167	263	376	319	472	290
Suppliers with significant actual and potential social impacts	159	21	56	14	19	13	3
Suppliers with actual/potential negative impacts (with which improvements were agreed upon as a result of assessment) (%)	100%	91%	91%	100%	95%	85%	100%
Suppliers terminated as the result of the assessment for actual/potential negative impacts	6%	2%	5%	0%	5%	0%	0%

<sup>1</sup>This reflects percentage of suppliers who have conducted the RBA Self-Assessment Questionnaire. In this financial year, Jabil has screened 19% of its total supplier database using environmental criteria, in addition to those already screened.

### GRI 415-1 | Political Contributions

Our policy on political contributions is described in [Jabil's Political Engagement Policy](#) 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

We are a corporation governed by a Board of Directors. Our Board of Directors provides oversight of climate change matters. The Board has the following standing committees:

- Audit
- Compensation
- Nominating and Corporate Governance
- Cybersecurity

The Nominating and Corporate Governance Committee has responsibility for Environmental, Social, and Governance (ESG) matters including climate change unless another committee of the Board has responsibility for a matter.

The Chief Compliance Officer provides the Nominating and Corporate Governance Committee with annual updates on the progress of Jabil's five-year sustainability strategy, including the status of greenhouse gas (GHG) reduction goals and the development of our Scope 3 emissions assessment.

Jabil's senior management assesses and manages climate-related risks and opportunities. Senior leadership develops, approves, and updates the purpose, values, and strategy of the company. 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 executive-level 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 communication and implementation within areas of functional/business responsibility
- Developing and increasing stakeholder awareness of the imperatives and benefits of sustainable behavior
- Conducting periodic reviews to keep our material ESG topics current and reflective of changing conditions.
- 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 pose a potential reputational risk to the company.
- Supporting employees in understanding and delivering on their personal and professional responsibilities for implementing sustainable practices

In fiscal year 2025, the council membership consisted of:

- Chief Executive Officer (CEO) – Council Sponsor
- SVP/Chief Compliance Officer – Council Chairperson
- EVP – Chief Financial Officer
- EVP – Global Business Units
- EVP – Operations
- EVP – General Counsel
- SVP – Supply Chain
- SVP – Human Resources
- SVP – Investor Relations and Communications
- SVP – Chief Information Officer
- SVP – Securities, M&A, Corporate Secretary

Also:

- Director – Global Compliance & Corporate Sustainability
- Global Governance Specialist, Council Secretary

Climate risk assessments are primarily managed by the Director of Risk Management and Insurance who reports to the Sr. Vice President – Finance. This reporting structure optimizes Jabil's financial risk management and stewardship, enabling better capital allocation, governance, and integration with Finance.

See also the other sections of this report for information on climate-related governance.

### Strategy

We have evaluated the impact of climate-related risks and opportunities on our business, strategy, and financial planning. Our operations and those of our customers and suppliers may be subject to negative impacts from climate and weather phenomena, the severity of which depends on multiple factors, including location, population size, and asset value, and which could negatively impact our results of operations and increase our costs and expenses. In the near term (as well as medium and long term), Jabil is 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, weather conditions, and geopolitical events. Over the medium term, it is anticipated that extreme precipitation, wind, and heat events will become more frequent and intense, leading to increased risks related to flooding, site structural integrity, and wildfire exposure risks. Looking ahead to the long term, chronic climate risks include sea level rise, water scarcity, and heatwaves, all of which may become more pronounced. 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.

Jabil faces climate-related transition risks associated with the global shift toward a low-carbon economy. Key areas of exposure include an increasingly complex and rapidly evolving regulatory landscape and the need to continually adapt to technological advancements (e.g., AI and machine learning). Additional risks relate to energy price volatility, potential supply constraints, increased and potentially conflicting regulatory expectations for transparency and reporting, and policy changes that may affect the availability and cost of renewable energy sources.

Jabil evaluates how sustainability trends, stakeholder expectations, and the transition to a low-carbon economy influence our strategic direction and investment decisions. Climate-related opportunities, such as demand for circular products and energy efficient manufacturing influence how we allocate capital, pursue acquisitions, and design new technologies.

Jabil has leveraged opportunities to acquire new businesses that support the growing demand for more sustainable supply chain practices. For example, Jabil acquired Retronix - a market leader in component recovery, reballing, retinning, 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.

Jabil has also acquired Mikros Technologies, a leader in engineering and manufacturing of custom liquid cooling solutions for thermal management. With the rise of high-performance computing and artificial intelligence, there is a significant need for high-power CPUs and GPUs. Liquid cooling chips and electronics have become a more effective and energy efficient alternative to air cooling in many applications. This acquisition strengthens Jabil's



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ability to support customers in addressing the thermal and energy challenges of next-generation products, aligning our business growth with the broader transition toward energy-efficient technologies.

In 2024, Jabil opened a new manufacturing facility in Osijek, Croatia, which supports key industries like healthcare, automotive, and transportation. Designed with sustainability in mind, this site is powered by innovative SMT lines, automated assembly, and a 4.8 MW solar plant. These investments reflect Jabil's strategic approach to managing transition risks, including potential energy price volatility and GHG emission reductions.

As pressure to improve operational efficiency while embracing sustainable practices rises, Jabil has developed IT solutions that meet the evolving demands of modern manufacturing. A prime example is Jabil's sustainably designed smart camera technology that enhances operational efficiency and workplace safety. The system uses real-time optical analysis to monitor manufacturing lines, ensuring that materials are correctly placed, labels and codes are read accurately, and items are counted and sorted. This reduces the risk of inaccuracies and material scrap, contributing to greater energy efficiency. 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.

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.

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 where appropriate and available. These assessments evaluate resilience with scenario analysis using Representative Concentration Pathway (RCP) 2.6, which corresponds to global warming of 2°C or lower by 2100, and RCP 8.5, which is consistent with global warming of about 4°C by 2100. The risk assessments identify actionable and inherent risks related to extreme precipitation, wind, temperature, drought, and sea level rise. For each risk category, projections of total insured value, property damage costs, and business interruption losses are quantified. Jabil approaches relevant climate-related risks

on a case-by-case 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, and take actions as appropriate. Actions taken that have improved the resiliency of our operations include enhancing emergency plans for events such as floods and fires as well as preparing our buildings to withstand extreme weather events.

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 team oversees the third-party climate risk assessments, proposed mitigation plan issuance, and insurance claim management process. Our Legal team, in partnership with our sustainability experts, reviews climate-related legal risks and existing and upcoming related regulatory requirements. The Enterprise Sustainability Leadership Council is apprised of significant sustainability risks as they are identified. 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.

In support of our ongoing water conservation efforts, we conduct an annual scenario analysis on our facilities worldwide to identify which sites are in high stress water areas in accordance with the World Resources Institute Aqueduct Water Risk Assessment tool. All sites developed water conservation plans with added emphasis on sites that are in high stress water areas or consume high quantities of water as part of their operations.

Jabil has developed a global environmental risk assessment process compliant to the requirements of the ISO14001 standard so that each site can independently determine its level of risk around the topic of water and other environmental matters. 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 applicable 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.

See also the other sections of this report for information on climate-related strategy.

## 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, Finance, Operations, Real Estate/Facilities, Sustainability, and Environmental Health and Safety teams collaborate to 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. 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 includes relevant business and risk management objectives.

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 potential flood.
- Plans for safely shutting down and securing production lines and electrical systems.
- Actions to reduce the financial impact of the flood, such as relocating high-value equipment and supplies.
- Practical cleanup, temporary operations, and recovery plans

Once a climate-related risk recommendation for improvement at a site 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:



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- Deciding how to act on the recommendation
- Implementing a remediation plan for the recommendation
- Collecting and uploading evidence of the remediation once it has been completed
- 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

Jabil developed a sustainability strategy in 2021 based on a materiality assessment that was conducted to understand the social and environmental matters our employees, customers, suppliers, and other stakeholders care about the most. The outcomes of the exercise were used to develop 12 goals across the environmental, social, and governance pillars that form our 5-year sustainability strategy. For each goal, we set measurable key performance indicators and monitor their progress using data driven dashboards. At the center of these goals are our climate action targets of a 25% reduction in operational GHG emissions by the end of fiscal year 2025, a 50% reduction by the end of fiscal year 2030, and net carbon neutrality by 2045.

Our processes for identifying, assessing and managing climate-related risks are integrated into our company's overall risk management system. Jabil has developed a global climate action plan that aims to minimize Jabil's impact to the environment through the management of its GHG emissions:

- **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, renewable energy credits, power purchase agreements, and virtual power purchase agreements.

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. These trends are displayed in dashboards

that are available to all company employees for visibility into how each site is progressing on sustainability strategy goals, climate action, and water and waste reductions.

Jabil undergoes an annual enterprise risk management (ERM) process to evaluate which key risks and opportunities should be incorporated into our business strategy. We ask our leadership to identify the risks of changing ESG expectations from key stakeholders about climate change, resource depletion, and other sustainability issues which may be difficult to identify and address on a timely basis.

Our Global Sustainability Team tracks sustainability regulations such as the Corporate Sustainability Reporting Directive to help us understand how emerging policies may influence stakeholder expectations and disclosure requirements. To prepare for compliance and refresh the relevance of our sustainability strategy, we are working on a Double Materiality Assessment.

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

See also the other sections of this report for information on climate-related risk management.

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 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 and a 46% reduction at the close of fiscal year 2024, Jabil has achieved this goal ahead of schedule. GHG data is verified (limited assurance) by an independent third party. Fiscal year 2025 data will be made available after the data compilation and third-party assurance process is completed.

The climate-related goals in our five-year sustainability strategy are the following:

TOPIC	5-YEAR GOAL
Climate Action	25% Reduction in Operational Greenhouse Gas Emissions by the end of FY25 vs. FY19 baseline

Environmental, Health, and Safety

80+ Target EHS Index Score

Resource Efficiency

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

Resource Efficiency

All applicable Sites with Management Approved Water Conservation Plans

Resource Efficiency

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

Circular Economy

10 or more Total Circular Economy Projects Partnerships Engaged

In fiscal year 2023, Jabil engaged a leading consultancy to assist with identifying and quantifying Scope 3 categories that are relevant to the company using a fiscal year 2022 baseline. These emissions are third party assured and disclosed in our annual Sustainability Progress Report.

We utilize digital dashboards that are accessible to the organization that show progress towards the achievement of the aforementioned, 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 CO2e 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.

While Jabil's sustainability reporting has historically been voluntary, evolving legal requirements, most notably the European Union's Corporate Sustainability Reporting Directive (CSRD) are prompting a reassessment of our priorities and preparations for compliance. As part of this effort, Jabil is conducting a double materiality assessment, the results of which may inform updates to our sustainability strategy and goals to align with emerging regulatory standards.



GENERAL DISCLOSURES

ECONOMIC

ENVIRONMENTAL

SOCIAL

TCFD

GRI & SASB INDICES

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