

IN OUR HANDS

2021 SUSTAINABILITY REPORT

JABIL

MADE POSSIBLE.
MADE BETTER.



TABLE OF CONTENTS

Message From Mark Mondello	3
Our Top ESG Concerns	4
Our Sustainability Pillars	5
Five-Year Goals	6
Highlights	7
Our People & Communities	8
Employee Health & Well-being	9-13
Diversity, Equity & Inclusion	14-15
Community Volunteerism	16-20
Our Operations & Resources	21
Environmental, Health & Safety	22
Climate Action	23-25
Resource Efficiency	26
Our Innovative Solutions	27
Circular Economy	27-31
Making Medicine Personal	32
GRI / SASB Standards Index	33
General Disclosures	34
Economic	47
Environmental	50
Social	57
GRI / SASB Indices	71

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

At Jabil, we strive to make ANYTHING POSSIBLE and EVERYTHING BETTER. We combine unmatched breadth and depth of end-market experience, technical and design capabilities, manufacturing know-how, supply chain insights and global product management expertise to enable success for the world's leading brands. With over 230,000 diverse, talented and dedicated employees across 100 locations in 30 countries, we are driven by a common purpose: to make a positive impact for each other, our communities and the environment.

This report includes case studies (pages 9-32) as well as disclosures from the Global Reporting Initiative (GRI) and Sustainable Accounting Standards Board (SASB) (GRI SASB pages 33-71)

TO OUR EMPLOYEES, CUSTOMERS, INVESTORS AND OTHER STAKEHOLDERS:



MESSAGE FROM **MARK MONDELLO**

The last 24 months have been a time of immeasurable disruption, as the COVID crisis negatively impacted lives, communities, and businesses worldwide.

During this time, we've kept laser focused at Jabil – keeping our people safe, serving our customers, and giving back to communities around the world in which we live, all while successfully navigating ever-evolving COVID guidelines.

Time and time again, our employees have shown tremendous effort, as they reacted to sudden fluctuations in micro and macro dynamic shifts well beyond their control. I'm thankful for their resiliency and proud of their resolve.

Despite what we've encountered, we remain true to our purpose – A purpose grounded in making the world a bit better, as we treat each other with respect; drive diversity, equity and inclusion (DEI) across the company; and respect the environment.

Although the effects of the pandemic are not immaterial, we've taken this time to strengthen our sustainability agenda, examples being:

- **Reducing our greenhouse gas emissions by roughly 19% when compared to FY20.**
- **Avoiding 1.2 million metric tons of emissions through our use of renewable energy in FY21.**

- **Co-chaired a DEI certification program attended by more than 135,000 participants.**
- **Established a Council to ensure integration of business and sustainability priorities across the company.**

To build on this momentum and propel us forward in our sustainability journey, we've established actionable goals in areas such as employee health and well-being, support for a circular economy, water conservation, and waste stewardship.

This Corporate Sustainability Report covers our operations from September 1, 2019, through August 31, 2021. It details our story, strategy, pillars and targets. You will also find disclosures from the Global Reporting Initiative (GRI) and Sustainable Accounting Standards Board (SASB) that are of interest to many of our stakeholders.

I'm encouraged by the progress we've made.

Thank you.

A handwritten signature in black ink, appearing to read 'Mark'.

MARK T. MONDELLO
CEO & CHAIRMAN

OUR TOP ESG CONCERNS

In early 2021, we conducted a stakeholder engagement study to better understand the social and environmental challenges our employees, customers, suppliers and other stakeholders care about the most – and aligned our five-year Environmental, Social, Governance (ESG) strategy accordingly.



OUR SUSTAINABILITY PILLARS

We have established three pillars that form the foundation for our global sustainability efforts. Under each pillar, we've identified focus areas where we believe we can make the biggest impact.



VISIT [JABIL.COM/SUSTAINABILITY](https://www.jabil.com/sustainability)
TO LEARN MORE ABOUT OUR
SUSTAINABILITY PILLARS

**OUR
PEOPLE &
COMMUNITIES**

Focusing on the health and well-being of our people and the communities in which we operate

- DIVERSITY, EQUITY & INCLUSION
- EMPLOYEE HEALTH & WELL-BEING
- HUMAN RIGHTS
- COMMUNITY VOLUNTEERISM

**OUR
OPERATIONS &
RESOURCES**

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

- CLIMATE ACTION
- HEALTHY ENVIRONMENT & SAFE OPERATIONS
- RESOURCE EFFICIENCY

**OUR
INNOVATIVE
SOLUTIONS**

Delivering sustainable innovations throughout the product lifecycle

- CIRCULAR ECONOMY
- CYBERSECURITY

FIVE-YEAR GOALS

Our new global ESG strategy is designed to propel us forward in our sustainability journey and provide fresh opportunities for growth, value creation and long-term business resiliency. We have set bold five-year goals and clear key performance indicators (KPIs) to help evaluate and communicate performance against our strategic objectives.



TO LEARN MORE ABOUT OUR FIVE-YEAR GOALS AND TARGETS, VISIT [JABIL.COM/SUSTAINABILITY](https://www.jabil.com/sustainability)

OUR PEOPLE & COMMUNITIES

DIVERSITY, EQUITY & INCLUSION

25%

OF LEADERSHIP POSITIONS HELD BY WOMEN

40+

ESTABLISHED PROGRAMS FOR PERSONS WITH DISABILITIES

EMPLOYEE HEALTH & WELL-BEING

5

ESTABLISHED WELL-BEING PROGRAMS AT ALL MANUFACTURING SITES

90%

OF MANAGERS TRAINED ON MENTAL HEALTH RESILIENCY

HUMAN RIGHTS

ANNUAL GLOBAL SITE AVERAGE **RBA** SCORE THAT EQUATES TO A **SILVER STATUS RATING**

COMMUNITY VOLUNTEERISM

1 MILLION VOLUNTEER HOURS IN CALENDAR 2022

OUR OPERATIONS & RESOURCES

CLIMATE ACTION

25%

REDUCTION IN OPERATIONAL* GREENHOUSE GAS (GHG) EMISSIONS

HEALTHY ENVIRONMENT & SAFE OPERATIONS

77+

TARGET EHS INDEX SCORE

RESOURCE EFFICIENCY

6%

AVERAGE GLOBAL REDUCTION OF OUR ACQUIRED OR PURCHASED WATER

20%

OF APPLICABLE SITES GLOBALLY ACHIEVE

90% OR MORE LANDFILL DIVERSION

*Scope 1 and scope 2 GHG emissions

OUR INNOVATIVE SOLUTIONS

CIRCULAR ECONOMY

6

TOTAL CIRCULAR ECONOMY PROJECTS ENGAGED

CYBERSECURITY

8+

ACHIEVEMENT OF ANNUAL AVERAGE CYBERSECURITY SCORE

OUR SDG CONTRIBUTION

We contribute to the achievement of the following UN Sustainable Development Goals (SDGs):



To learn more about the UN SDGs, visit their website <https://sdgs.un.org/goals>

OUR GLOBAL HQ CAMPUS REDEVELOPMENT

Our St. Petersburg campus, which completed construction in March 2021, represents Jabil's commitment to sustainability from design to utilization.



BAN ON SINGLE-USE WATER BOTTLES



100% RECYCLED PRINTING PAPER



INDOOR & OUTDOOR BIKE RACKS



TESLA & EV CHARGING STATIONS



ENERGY EFFICIENCY HVAC & ATRIUM



COMMUNITY TRASH RECEPTACLES AND RECYCLING BINS



LOW-FLOW, MOTION-ACTIVATED RESTROOM FIXTURES

HIGHLIGHTS

OUR GLOBAL FOOTPRINT



TOTAL JABIL EMPLOYEES



AMERICAS:
39,549

EME*:
17,225

ASIA:
177,380

*Europe & Middle East

OUR AWARDS & PARTNERSHIPS

FORBES' 2021 **GREEN GROWTH 50 LIST**

NEWSWEEK AMERICA'S **2021 MOST RESPONSIBLE COMPANIES**

ECOVADIS GOLD STATUS, POSITIONING JABIL IN THE TOP 5% OF COMPANIES ASSESSED

FINALIST PR NEWS CSR & DIVERSITY AWARDS – **BEST CSR EVENT** – DAY OF SERVICE WITH THE TAMPA BAY BUCCANEERS

RECOGNIZED AS A **"BEST PLACE TO WORK FOR DISABILITY INCLUSION"** BY DISABILITY:IN

2021 **SUSTAINABLE MEDTECH COMPANY OF THE YEAR** FINALIST

NAMED ONE OF THE **"MOST SUSTAINABLE COMPANIES IN JALISCO, MEXICO"** BY THE MINISTRY OF ENVIRONMENT AND TERRITORIAL DEVELOPMENT

FORBES' 3RD ANNUAL **LIST OF AMERICA'S BEST-IN-STATE EMPLOYERS**, RANKING NO. 8 FOR THE STATE OF FLORIDA

OUR PEOPLE & COMMUNITIES

The health, well-being and safety of our employees is at the heart of what we do. We encourage regular engagement in environmental and social projects that make a positive impact in our communities. Bringing those values to work helps create thriving, healthy, diverse and resilient business operations.



YOUR VOICE MATTERS

EMPLOYEE ENGAGEMENT SURVEY

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

In April 2021, our “Your Voice Matters” platform was launched so our employees can confidentially share their thoughts on working for Jabil. The feedback is used to enrich employee well-being; enable employees to act with integrity every day; support diversity, equity and inclusion efforts; and ensure employees have the support they need to help them succeed at Jabil.

With participation from 89 percent of our global workforce, we were thrilled to have been able to gather so much invaluable information from



across the organization. Our findings showed employees feel Jabil is great at being a socially and environmentally responsible company; committed to having a safe work environment and enabling good teamwork; and providing high-quality products and services for our customers. Our employees expressed a desire for certain improvements, such as placing greater emphasis on personal recognition. **All feedback provides us with critical insights that serve to form the foundation for positive change, which supports employee job satisfaction and sustainable business growth.**

OUR PEOPLE & COMMUNITIES

EMPLOYEE HEALTH & WELL-BEING



PARTICIPATION FROM OUR GLOBAL WORKFORCE

Our findings showed employees feel Jabil is great at being a socially and environmentally responsible company; committed to having a safe work environment and enabling good teamwork; and providing high-quality products and services for our customers.



KEEPING OUR COMMUNITY **HEALTHY**

As a global company, COVID-19 has impacted every part of Jabil. Through it all, our main priority has been keeping our employees healthy.



OUR PEOPLE & COMMUNITIES **EMPLOYEE HEALTH & WELL-BEING**

At the very start of the COVID-19 pandemic crisis, Jabil sprang into action. Protective measures were established initially at our operating China sites, including hygiene protocols, temperature screenings and sanitation stations, as well as limiting plant access to only essential manufacturing employees. Business travel was restricted, and eligible employees worked from home to minimize the spread and impact of the virus. Established quarantine and tracing protocols were put in place for suspected cases. These protocols and best practices were quickly implemented at sites around the world when COVID-19 continued to spread.

In addition to taking extensive proactive measures to protect our employees, we retooled and ramped numerous production facilities to help meet the growing equipment needs of hospitals and workers.

With our global manufacturing capacity, we helped our customers accelerate the time-to-market for COVID-19 tests and rapidly ramped production of desperately needed medical devices like pulse oximeters and respirators. Of the latter, Jabil successfully scaled production from 2,000 to 40,000 respirators a year.

As PPE supplies grew increasingly limited around the world, our teams came up with a solution: They'd make their own hand sanitizer and face masks. At the height of the pandemic during 2020

and 2021, Jabil and its medical device subsidiary, NP Medical, were producing more than a million FDA-cleared, Berry Amendment-compliant surgical face masks each week at sites across the United States.

Jabil's efforts to fight COVID-19 reached beyond the company and into our communities. Sites in Tortosa, Spain, and Auburn Hills, United States, used their 3D printing capabilities to create face shield headbands and respirator parts for hospitals treating COVID-19 patients. Our site in Manaus, Brazil, even used the funds they were awarded from our internal continuous improvement competition, Deliver Best Practices, to donate over 1,000 pounds of food to an elderly shelter and masks to a blood disease hospital.

Jabil strongly encouraged all employees to get the COVID-19 vaccine as it became available. We have shared educational information with all our sites to elevate trust and confidence in the vaccine and partnered with local health authorities to help employees get vaccinated at sites around the globe. In Malaysia, Jabil's Penang Vaccination Center completed the two-dose vaccine regimen for over 14,000 Jabil employees and frontline workers of more than 100 partner companies by August 2021.

FOSTERING A CULTURE OF WELLNESS IN THE WORKPLACE

The health and safety of our employees is at the heart of what we do. While Jabil has always placed a significant focus on putting procedures and safeguards in place to help ensure the safety of our operations and our people, we've escalated our attention to other factors that contribute to employee well-being. This includes our focus on mental health; ensuring all employees feel welcomed, valued and respected; and providing opportunities and programs across all our sites for employees to focus on their health.

A shining example of this is the HERhealth ("Health Enables Returns") program. Since 2009, Jabil has partnered with Business for Social Responsibility (BSR) to integrate this program across several of our sites in Asia. With women comprising nearly half of Jabil's global workforce, this program becomes even more impactful, as it provides essential health education and leadership training for women employees. It also gives access to critical health services and products to those who otherwise lack access and are more vulnerable to illness and disease.

As part of the HERhealth program, high-performing employees are chosen to participate in 12 to 18 months of training to become Peer Health

Educators (PHEs). These selected individuals help sustain the program by continually educating others on topics such as healthy nutrition, personal hygiene, reproductive health and more.

Despite challenges stemming from the COVID-19 global pandemic, our Chengdu site relaunched its HERhealth program in early 2021. Since the relaunch, the site has conducted two training sessions for 80 health ambassadors on their journey to become PHEs. Following the first training session, these health ambassadors took to the frontline to share their health knowledge with more than 20,000 women employees through formal and informal training events supported by Jabil.

STORY CONTINUES ON THE NEXT PAGE



OUR PEOPLE & COMMUNITIES EMPLOYEE HEALTH & WELL-BEING



Chengdu HERhealth Program 2021 Accomplishments



OUR PEOPLE & COMMUNITIES
**EMPLOYEE HEALTH &
WELL-BEING**

FOSTERING A CULTURE OF **WELLNESS IN THE WORKPLACE** – CONTINUED

At other sites around the world, Jabil teams are demonstrating their commitment to wellness in the workplace by providing programs, education and resources to their colleagues. These activities and programs encompass various aspects of health and wellness, such as physical fitness, healthy nutrition, medical checks, good ergonomics, mental health and more.

At the Mezzovico site, the team utilizes a tool to quantify and control ergonomic risk factors such as repetitive movements, awkward posture and forceful exertions, ensuring that employees are injury-free and in good physical health. In Guadalajara, the team encourages good mental

health by ensuring all employees have access to a team of psychologists as well as educational webinars covering different topics related to emotional health. Additionally, the team in Le Locle created a walking/running group that regularly organizes walks on a nearby trail during the midday break or before or after a shift, keeping employees motivated through their personal fitness journey.

Jabil encourages all our sites to establish more wellness programs, recognizing that investing in employees' health and providing opportunities to grow personally and professionally is an important step in creating sustainable communities and economies.



Jabil Le Locle, Switzerland

The team in Le Locle created a walking/running group that regularly organizes walks on a nearby trail during the midday break or before or after a shift, keeping employees motivated through their personal fitness journey.



REAFFIRMING OUR **COMMITMENT TO MENTAL HEALTH**

According to data from the Institute for Health Metrics and Evaluation (IHME), roughly 13% of the global population – some 971 million people – suffer from some kind of mental illness. Moreover, stress, anxiety, fear and isolation brought on by the COVID-19 pandemic have exacerbated mental health issues and further highlighted the need to prioritize mental health.

At Jabil, we understand good mental health is vital for a fulfilling life, at work and at home, and that it is a fundamental element of the resilience that enables people to cope with adversity and reach their full potential. That's why we've placed a heightened focus on mental health and are committed to ensuring all employees have access to the information and resources they need to look after their mental well-being.

Leaders play a unique role in safeguarding the mental health of our employees. In early 2021, we rolled out Mental Health Resilience Building trainings for leaders across the organization. These workshops, which are led by trained subject matter experts within the company, explore how stress builds up in us; the physical and mental implications; and ways to create long-lasting stress management habits. Participants are also trained on healthy leadership practices and ways to detect and address issues in the workplace to maintain engagement and well-being in the workplace.

Similar educational opportunities are taking place at our sites:

Auburn Hills, Michigan:

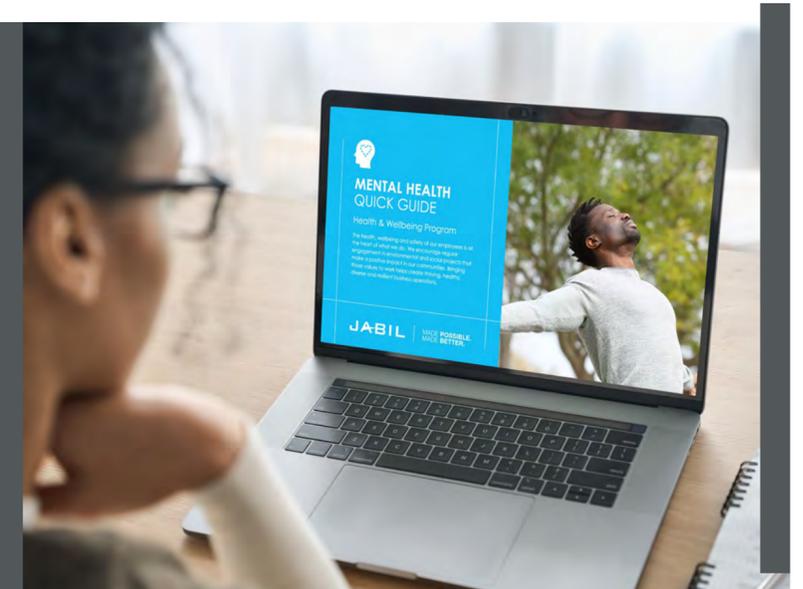
Employees designed a wall decal for the factory to bring attention to mental health while mitigating the stigma surrounding mental illness. The site has also started a three-month campaign focusing on different topics surrounding mental health, such as depression and dealing with loss; stress management; and work-life balance.

Chengdu, China:

Jabil Chengdu is offering online courses to help employees enhance their knowledge around various mental health and well-being topics, including employee engagement, sleep quality and self-care.

Chihuahua, Mexico:

The team has been prioritizing the mental health of their employees by providing access to onsite psychologists. In the last year alone, they held 576 therapy sessions that supported 310 employees.



These sites, in addition to numerous others around the world, are helping to ensure Jabil employees feel safe, healthy and included, both in and out of work.

To further demonstrate our commitment to employees' health and well-being, we are offering all full-time employees two additional days of paid time off for mental wellness beginning in 2022. We hope this will help build mental health resilience so our employees can live happy and meaningful lives.

OUR PEOPLE & COMMUNITIES **EMPLOYEE HEALTH & WELL-BEING**

RECOGNIZING AND DEVELOPING **WOMEN AT JABIL**

Women at Jabil drive success for our business, our customers and the world. To both recognize and further support women's careers, we are committed to ensuring equal access to the resources needed to continue this success.

OUR PEOPLE & COMMUNITIES **DIVERSITY, EQUITY & INCLUSION**



A McKinsey study found that women more often exemplify the leadership characteristics that are necessary for future global challenges (2019), including: collaborative decision making, people development and effective communication.

Since 2015, Jabil has nominated women for the Manufacturing Institute's annual STEP Ahead Awards. These awards recognize women who are trailblazers in the science, technology, engineering and production (STEP) industries and who are inspirations in their communities. While each year Jabil's award winners receive a two-day development opportunity with the Manufacturing Institute prior to the awards gala, we felt it was important all our non-awarded nominees received the same exposure to specialized learning opportunities.

This is why, in 2020, we launched an internal development program for our STEP Ahead Award

nominees where the women come together virtually over the course of six months to gain access to growth opportunities and to build their internal network. This program also supports our enterprise diversity, equity and inclusion priority of diverse talent development, increasing representation that varies across age, gender identity, ethnicity and more.

Each cohort's group of about 15 women from diverse functions spent time with various Jabil leaders, including our CEO Mark Mondello, sharing life lessons, learning about diverse professional experiences, and receiving personal career advice.

Jabil's development program for women aims to further strengthen these skills, as well as showcase these women's achievements to other leaders at Jabil and the larger organization. With five courses per cohort, the skills taught ranged from financial acumen, executive communications skills, change management and more.

These inspirational role models have challenged stereotypes throughout their careers and brought others along with them on their journey to success, as mentors and as volunteers in their communities.

OUR PATH TO A **MORE INCLUSIVE FUTURE**

Diversity, Equity and Inclusion (DEI) is a vital part of Jabil's culture. We are committed to creating a healthy and safe work environment where all individuals are understood, valued and appreciated; we celebrate our differences and know they make us stronger. As part of our commitment, we facilitate disability education and awareness to increase employment and development opportunities for people with disabilities at Jabil.

Our commitment is exemplified through the team's efforts at our site in Dominican Republic. In May 2020, the Dominican Republic team set out on a mission to establish a more inclusive and open environment for all people with disabilities. They received guidance from the global DEI team and the Guadalajara, Mexico, team, which already has an established disability inclusion program.

They also received support from leading disability inclusion resource Disability:IN, which connected them with resources in the Dominican Republic that provided best practices for interview techniques, inclusion and assimilation of people with disabilities into the workplace. These organizations helped determine which positions were the best fit for different disabilities, including hearing, speech, visual, motor and neurological.

Additionally, employees have created volunteer groups to study sign language and provide support to new employees with a disability to make them feel more welcome at Jabil.

The excitement and enthusiasm are felt by all employees. For some, these initiatives aimed to create a more inclusive work environment means an opportunity for the future.

“One of my sons has a hearing disability, so what excites me most about being involved in this project is that in the future, he will be able to have a place where he will be considered for employment and where he will be able to develop his skills. This makes me feel good because I know that he will not be discriminated against because of his disability,” shared Dominican Republic team member Melvin Montilla.



As a result of their successes, the Dominican Republic team is collaborating with the global DEI team to develop a playbook, that share best practices and guide the implementation of this program for employees with disabilities in other sites to ignite inclusivity around the world.

We are working to ensure all employees feel welcome and part of Jabil. Our differences make us better, which is why we are committed to a workplace where diversity is diversity is accepted, respected and celebrated.

OUR PEOPLE & COMMUNITIES **DIVERSITY, EQUITY & INCLUSION**

JABIL CARES – OUR COMMUNITY ENGAGEMENT PLATFORM

At Jabil, we pride ourselves in being a purpose-driven organization by empowering our employees to get involved with local charitable organizations to create volunteer opportunities for others to give back and drive positive change.

Our volunteers do so with profound respect, empathy and enthusiasm to help brighten the lives of those in need.

Over the past year, employees from around the world shared what it meant to volunteer in their local community. The similarities across geographies, cities and cultures were profound ... it's what ultimately connects us together as human beings, standing for what's right and helping others through service.

OUR COMMITMENT

ONE MILLION SERVICE HOURS

In the spirit of caring, we will now begin a Jabil journey to give back one million volunteer service hours in calendar year 2022.

Additionally, beginning in 2022, we are offering employees an additional day of paid time off to participate in community service.

When we accomplish this goal, another defining moment in our organization's history will be delivered – with a terrific outcome – as we better the lives of many individuals, families and communities where we live and work.

We look forward to sharing our journey with you across our social media platforms and overall impact in next year's publication.

OUR PEOPLE & COMMUNITIES COMMUNITY VOLUNTEERISM



EMPLOYEE VOLUNTEER HOURS BY FOCUS AREA (SEPTEMBER 2019 – AUGUST 2021)



EMPOWERMENT
40,256 HOURS



ENVIRONMENT
8,911 HOURS



EDUCATION
7,128 HOURS

**TOTAL 56,124
VOLUNTEER HOURS**

PARTNERING WITH **SPECIAL OLYMPICS FLORIDA** AND **THE 2022 USA GAMES**

Jabil's culture begins with caring about people. That's why we're committed to a workplace where diversity is not only accepted but celebrated. When new members join our team, we work together in a way that empowers them to be their best selves, while encouraging them to help make a difference. And our communities are where we try to make the biggest difference.

OUR PEOPLE & COMMUNITIES **COMMUNITY VOLUNTEERISM**

In 2021, more than 100 Jabil employees volunteered their time supporting activities organized by Special Olympics Florida, taking a front-row seat to champion inclusivity. "My involvement with Special Olympics Florida has been both incredibly rewarding and humbling. The athletes are so passionate and dedicated and I feel honored to be a part of their journey," said Karen Jaworski, Jabil IT Program Manager.

Taking our involvement with the cause further, Jabil also proudly announced its partnership of the 2022 Special Olympics USA Games, which will host more than 4,000 Special Olympics athletes from around the country and Caribbean, in Orlando, Florida, for a truly empowering display of unity, teamwork and friendly competition.



"We are thrilled to partner with the 2022 Special Olympics USA Games! It's a natural extension of Jabil's commitment to be an inclusive employer and culture, as well as our programs that empower people with disabilities inside Jabil and throughout the communities where we operate," said Bobby Katz, Jabil general counsel and executive sponsor of the partnership.

100+

JABIL EMPLOYEES VOLUNTEERED THEIR TIME **SUPPORTING ACTIVITIES ORGANIZED BY SPECIAL OLYMPICS FLORIDA** IN FY21



In addition to financial support, Jabil employees have been volunteering their expertise in the fields of IT, sustainability, supply chain and logistics to help the staff of the 2022 Special Olympics USA Games prepare for the big event. During the actual Games in June 2022, a large contingent of employees will be volunteering to ensure the athletes have an incredible experience. The volunteers will be able to witness firsthand moments of unbelievable courage while cheering on the accomplishments of all athletes.

STORY CONTINUES ON THE NEXT PAGE

PARTNERING WITH SPECIAL OLYMPICS FLORIDA AND THE 2022 USA GAMES – CONTINUED

Jeannie Carpenter, director of logistics at Jabil, has been working with the USA Games staff since October 2020. “Jeannie has provided outstanding mentorship and guidance in the development of a venue distribution plan. She has been key in thinking through how all items will be ordered, picked, distributed and received at each venue,”

said David Zimmerman, director of operations for the 2022 Special Olympics USA Games.

Jabil also encourages sites to pursue activities or relationships with their local Special Olympics Chapter to create a global connection of shared experiences. For example, our sites in

Switzerland launched a fundraising campaign on International Day of People with Disabilities to support the Special Olympics Switzerland Challenge “Back to Sport,” a virtual sport competition encouraging its athletes to keep engaging in sports and exercise, in times without competition.

OUR PEOPLE & COMMUNITIES COMMUNITY VOLUNTEERISM

Our partnership with the 2022 Special Olympics USA Games and Special Olympics Florida serves as a catalyst to connect our community involvement activities and our diversity, equity and inclusion efforts, creating an environment where everyone is welcome and can be their true self.



TO PREPARE FOR THE BIG EVENT, JABIL EMPLOYEES HAVE BEEN **VOLUNTEERING THEIR EXPERTISE** IN THE FIELDS OF INFORMATION TECHNOLOGY, SUSTAINABILITY, SUPPLY CHAIN AND LOGISTICS

WUXI'S HOPE FARM SPREADS SEEDS OF GIVING

On the outskirts of our manufacturing facility in Wuxi, China, a small plot of land has become a symbol of hope for local organizations and community members in need.



OUR PEOPLE & COMMUNITIES COMMUNITY VOLUNTEERISM

Aptly named, Hope Farm, the field provides an opportunity for the site to give back to the community through multiple touchpoints; including an empowering relationship with the Zhi Kang Yuan Care Center for children with autism who experience firsthand learning about and caring for the crops.

“It is very meaningful for volunteers to work with autistic children in this project, which can help these children get away from city life and give them the opportunity to get close to nature,” said Ben Lee, assistant operations manager and project sponsor. “The planting activities were a great way to build relationships between the parent and child in a therapeutic environment.”

Our employees at the site helped lead the efforts, creating fun activities for the children to pick and plant a variety of crops such as cucumbers, peppers, soybeans and lettuce. “It’s all about creating happy experiences for the children and giving back to the community,” said Ling Ren, lead manufacturing technician at the site.

The strategic crop planting and harvesting cycle allows for maximum impact of the land, leveraging teams of employees from different functions at the site to ensure its success by planting, watering and harvesting the crops. Hope Farm has elevated employee engagement and volunteerism as well...



224 EMPLOYEES HAVE SPENT TIME AT THE FARM



GIVING BACK **1,000 SERVICE HOURS**



DONATING **1,763 POUNDS OF VEGETABLES** LAST YEAR

The harvest is then donated to local elderly, underserved families and sold to Jabil employees to support children’s welfare homes with educational games and activities. It’s humbling all the good a plot of land can provide when you have dedicated individuals willing to spend a little time each day tending to these seeds of hope.

Wuxi Hope Farm is the start of something inspiring as its success has sparked interest across our other sites in China who have plans to start something similar to benefit their community.

JABIL SWITZERLAND APPRENTICESHIP PROGRAM

When it comes to attracting top talent at Jabil, our manufacturing facilities in Switzerland have developed a world-class apprenticeship program that supports over 120 students annually in a variety of educational studies.

The students learn skills for a future career at Jabil, or in the manufacturing industry, to ensure Switzerland has the talent necessary to compete in the 21st century global economy. Our highly dedicated and impassioned employees lead these efforts by teaching the students skills in mechanical engineering, design engineering, logistics and information technology, just to name a few.

In 2021, a majority of the graduating apprentices decided to continue their career at Jabil. This investment strategy helps reduce recruitment and training costs because our seven sites located in Switzerland utilize this strong talent pool who are already trained on our systems, tools and latest technology. All apprentices come to Jabil with different

experiences and backgrounds, ensuring that we capitalize on their diversities to help drive innovation. Switzerland's apprenticeship programs lead to federally recognized formal qualifications given to different occupations. Jabil sets itself apart from other training companies by offering apprentices a broad spectrum of technologies, such as additive manufacturing and specialist programming languages. Our amazing instructional staff deserve the credit for creating an environment that fosters the development of these students who participate in the program starting at 15-years-old.

Jabil recently opened a prestigious Jabil Skills Center in Balsthal to provide theoretical and practical training in manual, conventional, as well as leading/new technologies. They also learn about safety, sustainability and mental health resilience. It is common to see apprentices of the past, who are now in leadership positions, talk to the students about the limitless career opportunities at Jabil.

Each year the apprentices come together to give back to their community with an environmentally focused sustainability project, teaching them the importance of being socially responsible and coming together as a team to complete a service project. This year they completed two projects: one focusing on cleaning up parks and public spaces and the other planting 80 trees in Forstverband Mümliswil. Together, over 2,294 volunteer hours were dedicated to enhancing the community.

OUR PEOPLE & COMMUNITIES COMMUNITY VOLUNTEERISM

“I love working with young people because it is incredibly rewarding to help them grow both personally and professionally,” said Philipp Erni, head of vocational training at the Skills Center in Balsthal. “For me, having the means to grow sustainable talent development for the company and share knowledge to better the lives of young individuals starting their careers excites me every day.”



experiences and backgrounds, ensuring that we capitalize on their diversities to help drive innovation.

Switzerland's apprenticeship programs lead to federally recognized formal qualifications given to different occupations. Jabil sets



OUR OPERATIONS & RESOURCES

We proactively manage our operational impacts, pioneer new technologies,
and help to bring products to market utilizing resources responsibly.

SHOWCASING OUR COMMITMENT TO HEALTHY ENVIRONMENT AND SAFE OPERATIONS

Jabil is committed to the safety, health and well-being of our employees. Our goal is to ensure each and every person goes home safely every day.

As part of Jabil's safety initiatives, our Environmental, Health and Safety (EHS) team is implementing an enterprise Industrial Hygiene (IH) and Occupational Health/Medicine (OH) software platform that enables higher levels of operational and sustainable performance by end of calendar year 2022. Our objective is to design and implement an Occupational Health & Safety system that facilitates standardized reporting; assesses and mitigates the potential risk to our employees; and helps leaders make informed decisions to implement controls to ensure we are providing a safe and healthy workplace.

The software will allow us to centralize employee health information in one place to be easily accessible and visible to the EHS and OH teams. In addition, we aim for a fluid workflow between sites and countries, enabling the best protection of health in structured documentation, allowing us to analyze data and trends to identify and address potential problems. Employee data privacy is of the utmost importance. For this reason, we have engaged outside experts and advisors to conduct a thorough review to ensure the software and our implementation plan comply with the strictest data privacy laws and regulations.

OUR OPERATIONS & RESOURCES ENVIRONMENTAL, HEALTH & SAFETY



With our world-class, digitized health and safety systems, we will bring our safety culture at Jabil to the next level, elevating the confidence and trust in our employees and our customers.



TAKING ACTION ON CLIMATE CHANGE

Managing data, increasing operational efficiency and investing in renewable energy are integral parts of Jabil's blueprints for addressing the risks associated with climate change. We've set FY 2025 and FY 2030 targets to reduce our carbon output from operational greenhouse gas (GHG) emissions by 25% and 50%, respectively, from the fiscal year 2019 baseline.



JABIL'S GLOBAL **CLIMATE ACTION PLAN** FOLLOWS
FOUR CORE STRATEGIES:

MANAGE

Improving the management of sustainability data in a more efficient manner, enabling timely reporting and alignment with investment opportunities.

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 Agreement (PPA) to minimize GHG emissions and maximize cost savings

PROCURE

Procuring green energy where feasible through Guarantee of Origin (GO), Renewable Energy Credits (RECs) Power Purchase Agreement (PPA) and Virtual Power Purchase Agreement (VPPA)

OUR OPERATIONS & RESOURCES
CLIMATE ACTION

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 and acquired water data undergo a third-party assurance process each year, a program being expanded in 2021 to include other sustainability data.

Also in 2021, Jabil began working on a solution for a transformational digitization of electricity usage data. The goal of this initiative is to unburden site teams from manual data entry; eliminate the risk of human error in data entry; improve the timeliness of data capture; create visibility into real-time data trends and progress toward goals; and facilitate the annual third-party data assurance process.

STORY CONTINUES ON THE NEXT PAGE

TAKING ACTION ON CLIMATE CHANGE – CONTINUED

Jabil sites routinely look for ways to create innovative solutions for reducing energy usage.

OUR OPERATIONS & RESOURCES CLIMATE ACTION

The **Shanghai, China**, factory uses a “treasure hunt” approach, which challenges all employees to look for low- or no-cost daily operational opportunities to increase energy efficiency. Alongside programs such as this, the site has consolidated the production loading that allows for a partial or full shutdown of power over the weekend, realizing a 6–8% electricity savings annually. The factory has also installed 2,000 kW of solar power capacity, reducing GHG emissions by 726 tons annually; added a centralized, automated building management system, saving 653 tons of GHG each year; and installed a deionized (DI) water waste heat recovery system that saves 1,716 tons of GHG emissions annually.



6–8% **ELECTRICITY SAVINGS** ANNUALLY



ADDED **AUTOMATED BUILDING MGMT** SYSTEM



2,000 kW OF **SOLAR POWER CAPACITY** INSTALLED



INSTALLED A **DEIONIZED WATER WASTE HEAT RECOVERY** SYSTEM

Elsewhere in the world, the **Clinton, Massachusetts**, site partnered with their local utility’s energy efficiency group to install variable speed drives on their compressors, creating a 28% electricity and scope 2 emission reduction in the first month.



28% **ELECTRICITY REDUCTION**



SCOPE 2 EMISSION REDUCTION

In **Penang, Malaysia**, efforts are underway to install rooftop and carport solar panels. While construction progress has been paused due to COVID-19 restrictions, the site expects to be able to produce almost 15,000 MWh of power, saving 12,500 metric tons of CO₂ emissions per year.



ROOFTOP AND CARPORT SOLAR PANELS INSTALL



EXPECTED ANNUAL **SAVINGS OF 12.5K MT OF CO₂ EMISSIONS**

During fiscal 2020, we did see a rise in recorded emissions. This was in part due to business growth including acquiring a new business unit; however, the greater contributing factor was some of our renewable energy contracts were not validated during the year amidst the global pandemic, and therefore could not be considered. However, the contracts were validated in fiscal year in 2021.

As part of our efforts associated with this strategy, we avoided 1.2 million metric tons of emissions through our renewable energy in fiscal year 2021.

Each step in our journey that leads to greater decarbonization successes, improved data management, increased efficiency, cost savings and innovative green technology development brings us closer to achieving our ultimate goal of carbon neutral operations that helps to ensure long-term company resiliency and economic vitality. **Our efforts in this area have been recognized by Forbes in their first-ever Green Growth 50 list, highlighting corporations that have reduced GHG emissions while growing profits; only 50 companies were identified and Jabil ranked #6 on the list.**

DRIVING TO A **CLEANER FUTURE**

Several market forces are driving the increasing adoption of electrified vehicles – government regulation, technological developments and consumer demands – just to name a few. Perhaps one of the most impactful outcomes of electric vehicles is the resulting improvement in local air quality and the reduction in greenhouse gas emissions.

In the United States alone, highway vehicles release roughly 1.6 billion tons of greenhouse gases into the atmosphere each year, mostly from carbon dioxide (CO₂). Large scale electrification of the transportation sector poses one of the greatest opportunities for reducing carbon emissions and mitigating climate change. Global automakers recognize this opportunity and plan to spend more than \$500 billion on electric vehicles and batteries through 2030, according to a 2021 Reuters analysis, which compiled the investment data from company statements, investor presentations and regulatory filings.

However, the shift from niche market to mainstream mobility won't happen overnight. To be successful in this space, reliable, scalable and cost-effective technology manufacturing is required. Jabil is proud to partner with multiple global Automakers, including several Electric Vehicle Manufacturers, as well as EV Charging OEMs. We provide collaborative design, value engineering and manufacturing expertise and capabilities that bring automotive-grade technology to market, at scale. In fact, more than one and a half million electric and hybrid vehicles on the road today were built with Jabil-manufactured powertrain technology.



GLOBAL AUTOMAKERS PLAN TO SPEND MORE THAN **\$500 BILLION ON ELECTRIC VEHICLES AND BATTERIES** THROUGH 2030

Through this work, we are helping to create a future with lower carbon emissions – and in the process, making cleaner transportation a more affordable, convenient option for everyone.

SOURCE:
<https://www.fueleconomy.gov/feg/climate.shtml>

OUR OPERATIONS & RESOURCES **CLIMATE ACTION**

More than one and a half million electric and hybrid vehicles on the road today were built with Jabil-manufactured powertrain technology.



BUSINESS ACTION ON WATER CHALLENGES

Water is a vital component of many of our manufacturing processes, and every Jabil site makes a conscious effort to minimize water usage in our processes. Our water stewardship actions help to strengthen business continuity, protect the environment in which we operate and save on costs.

OUR OPERATIONS & RESOURCES **RESOURCE EFFICIENCY**

We began having our acquired water data verified by a third party in fiscal year 2019. In fiscal year 2021, we conducted a refreshed study on our facilities worldwide to understand where each site is in terms of water stress areas in accordance with World Resources Institute (WRI) information, in order to set goals that further enhance our water conservation efforts. Our purchased water has increased 33 percent over our 2019 baseline – reflecting the organic growth we experienced and adding a large new business unit. Our sites periodically review their processes that require water use in search of opportunities to reduce or eliminate the need for newly acquired water. Our site in Kwidzyn, Poland, for example, identified a water curtain utilized in their painting process that relied on a chemical cleaning method that was both expensive and waste intensive. This inspired the site to come up with a solution that would reduce the quantity of waste generated; the amount of chemicals consumed; and the volume of water required.

In January 2021, the site replaced this treatment process with a mechanical one, which uses a centrifuge to separate particulates from the process water. As a result of the new, more efficient process, the site realized an overall 70 percent decrease in waste generation; an 80 percent reduction in water consumption; up to a 95 percent reduction

in chemical usage; and a significant reduction in operating costs.

Our site in Pune, India, identified an opportunity to help tackle the water scarcity problem in the region and promote awareness of the importance of water conservation. This entailed the safe reuse of treated sewage water. For this domestic wastewater recycling project, some of the treated water from the on-site sewage treatment plant was re-routed for use for toilet flushing purposes, while the remainder continued to be used for gardening irrigation. The treated sewage water parameters are maintained in accordance with the Maharashtra pollution control board requirements. This project was completed in fiscal year 2020 and saves an average of 20,000 liters of water per day from the local water supply government authority, while also allowing for

purchased water cost savings for the site.

Over the last few years, our site in Ho Chi Minh, Vietnam, has supported conservation efforts in their region, where there is increasing stress on water resources, through the development of water reuse projects. For their recycling wastewater project, water that was discharged from machine washing activities is being treated and transferred to be used as supply water for flushing toilets. This arrangement diverts an average of 100,000 liters of water per day from the wastewater treatment system to the washroom toilets and saves on water costs. A second project, which was completed in fiscal year 2021, involves the treatment and reuse of deionized process water from the production line for the cooling tower. This setup saves an average of 43,000 liters of city water withdrawals per day.

Jabil Kwidzyn, Poland

The site came up with a solution that would reduce the quantity of waste generated; the amount of chemicals consumed; and the volume of water required.



70% DECREASE
IN WASTE
GENERATION



80% REDUCTION
IN WATER
CONSUMPTION



95% REDUCTION
IN CHEMICAL
USAGE

OUR INNOVATIVE SOLUTIONS

Innovation is in our DNA. This means our customers get access to the industry's best design, engineering, and next-gen technologies at incredible scale, and builds lasting partnerships which are essential to maximizing our sustainability... and theirs.



THE **ECOLOGIC** STORY

In January 2021, Jabil announced the acquisition of Ecologic Brands Inc., a leading provider of sustainable packaging paper bottles and paper-based packaging solutions. The momentum and trends are clear — with rising consumer awareness around the negative impact of plastic in the environment, major global brands are relying on Ecologic’s recycled paper-based packaging solution to significantly reduce plastic packaging to meet and advance their sustainability goals.

OUR INNOVATIVE SOLUTIONS **CIRCULAR ECONOMY**



“My dream is that one day, the store aisles have products packaged in solutions that will be as sustainable as this Eco.bottle. It’s not just about a bottle, it’s about the progress and evolutions to less impactful packaging alternatives that will forever transform products and the packaging industry.”

– Julie Corbett, CEO and Founder,
Ecologic Brands, Inc.

Ecologic’s founder, Julie Corbett, is a pioneer and innovator in the sustainable packaging space, focused on commercializing and scaling sustainable ideas. Her roots and ideas have grown from her perspective as a mother and consumer, where like most, she evaluated many types of healthy choices available for her family. She realized that among the various healthy and natural products available, there were limited choices on the type of packaging these products came in, which presented a challenge for minimizing the amount of household waste being generated.

This inspired Julie to find an alternative solution — one that leveraged recycled materials such as paper and minimized the use of plastic. Julie went on to found Ecologic, the world’s first paper-based bottle that uses up to 70 percent less plastic than existing packaging solutions. Each of the different types of Ecologic bottles have the same functionality that consumers are accustomed to — the outside shell is made out of 100 percent recycled cardboard and the inner plastic liner is made of recycled plastic that can be recycled.



LES SECRETS DE LÉONTINE **REDUCES PLASTIC USE BY 60% WITH JABIL'S ECO.BOTTLE**

Founded a decade ago nearby the city of Lille, CBS Products is a wholesaler with a focus on household products — including cleaning, laundry, health and beauty and kitchen goods.

In early 2020, the company launched Les Secrets de Léontine, a series of eco-friendly household cleaning products made with 100 percent natural ingredients. Most of these products are based on traditional but effective recipes left behind by French grandmothers. When the products launched, they were only available in the north of France. But in just over a year, they've expanded and are now available nationwide.

After studying all the sustainable packaging options on the market, company CEO Grégory Dubos was fascinated when he came across the Eco.Bottle® by Ecologic Brands, powered by Jabil.

“This bottle is the most sustainable offering you can have on the market; I’ve studied all of them,” Dubos says.

The product bottles consist of two recycled cardboard shells covering a refined plastic liner (which is also recycled) and use 60 percent less plastic than rigid plastic bottles.

The 100% paper bottle is easily separated into two at its interlocking tabs, making it easily recyclable or compostable. In fact, the Eco. Bottle has passed the ASTM 6868 composting standard. The cap, trigger spray and inner liner can be put in household recycling bins. Alternatively, the bottles can be reused inside the home. The company provides all the instructions to consumers to make it easy for them to pick the path that makes most sense for them.

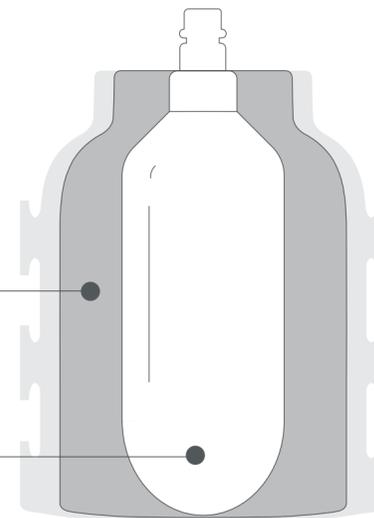
OUR INNOVATIVE SOLUTIONS **CIRCULAR ECONOMY**

THE PRODUCT BOTTLES
CONSIST OF **TWO RECYCLED
CARDBOARD SHELLS**

2

**USE 60% LESS PLASTIC
THAN RIGID PLASTIC BOTTLES**

60%



“Our company passes on the traditions and recipes of older generations to new ones. I am very happy with the collaboration with Ecologic and Jabil because they help us bring our products to market in the most environmentally friendly way,” Dubos concludes.



BRINGING SUSTAINABLE PACKAGING INTO THE SALON INDUSTRY

Redken, the leading professional hair brand in North America and part of L’Oreal’s Professional Products Division, is excited to be collaborating with Ecologic powered by Jabil on a game-changing initiative to bring sustainable packaging into the hands of the hairdresser. Redken’s mission is to pioneer the future of professional beauty: powered by rigorous science, prescribed by the best professional hairdressers and committed to achieving the highest standards of environmental and social sustainability. With this initiative, Redken is driving change in the industry and empowering the salon community to play their full role as positive agents of change in the world.

OUR INNOVATIVE SOLUTIONS CIRCULAR ECONOMY

“Our partnership with Julie Corbett, Ecologic’s visionary founder, was built on the foundation of a shared commitment to sustainability and bringing long-term change and innovation to the beauty industry,” says Shane Wolf, Global President, US Brands, Professional Products Division at L’Oréal. “We initially worked on an innovative paper bottle that changed the way that we think about sustainable packaging and its potential use and applications in the industry. We then applied these ideas to the professional salon environment where Redken will integrate an Ecologic ‘ecohex pack’ into the salon backbar, providing sustainable solutions to our professional community.”

The Ecologic “ecohex pack” is a unique paper bleach package that will be launching in the first half of 2022 in the United States. This package will contain 80% less plastic than the traditional bleach tubs, currently used by the brand.



Redken has always been at the forefront of scientific development in the haircare industry, and now, working across all brand teams from marketing, to manufacturing, to packaging development, has been able to create a sustainable packaging process while maintaining the quality expected from the Redken brand. Through partnership with Ecologic, Redken is taking another step forward in its commitment to sustainability and bringing these innovations to the professional industry.

INNOVATING PHARMACEUTICAL DELIVERY SYSTEMS WITH SUSTAINABILITY IN MIND

With studies suggesting that potentially as much as 90% of medical waste comes from disposable, single-use components or products, minimizing resource use should always be top of mind. Now, with increased consumer interest in sustainability and a heightened sense of responsibility from medical device and pharmaceutical companies, the healthcare industry is more focused on delivering product solutions that are more sustainable, with reduced carbon footprint – and Jabil is playing its part with new solutions, like the Qfinity™ Auto Injector platform.

OUR INNOVATIVE SOLUTIONS CIRCULAR ECONOMY

The Qfinity device features a reusable drive unit and a small single-use, pre-filled cassette. The cassette is made up of just four plastic parts, significantly reducing the disposable plastic parts when compared to traditional single-use auto injectors (in which the entire unit is discarded to landfill after being used only once). Adding to this is the fact that each device delivers up to 100 injections. In addition, the electronic hardware of the connected version of the auto injector is housed within the reusable drive unit, reducing the consumption of electronic components.

In comparison to the traditional single-use auto injectors on the market today, this thoughtfully designed device brings numerous sustainability benefits. The material reduction is of the magnitude of around 55 percent for a reusable autoinjector. In addition, there is a smaller, simpler, lower cost manufacturing/assembly footprint, as well as a lower carbon footprint to build and maintain such a facility. The smaller product footprint also reduces the carbon footprint of cold chain storage through the supply chain. Reusability drives lower cost per injection by as much as 40 percent by some estimates.



**55% REDUCTION IN
CARBON FOOTPRINT**



**40% REDUCTION IN COST
PER INJECTION**



**70% REDUCTION IN
MANUFACTURING CAPEX**



**50% REDUCTION IN
MANUFACTURING FOOTPRINT**



Jabil's Qfinity device is a simple, spring-driven, reusable device for use with a variety of drugs including larger volume, higher viscosity medicines. With this platform, Original Equipment Manufacturers (OEMs) can skip the costs and delays of research and development, freeing resources for other high-value priorities and go straight to market with a validated device. It's a simple, intuitive AND reusable solution.

MAKING MEDICINE PERSONAL

Jabil Healthcare's medical device sector provides state-of-the-art expertise in manufacturing and supply chain solutions, combined with exceptional engineering and design capabilities in the development of product solutions across a broad range of devices.

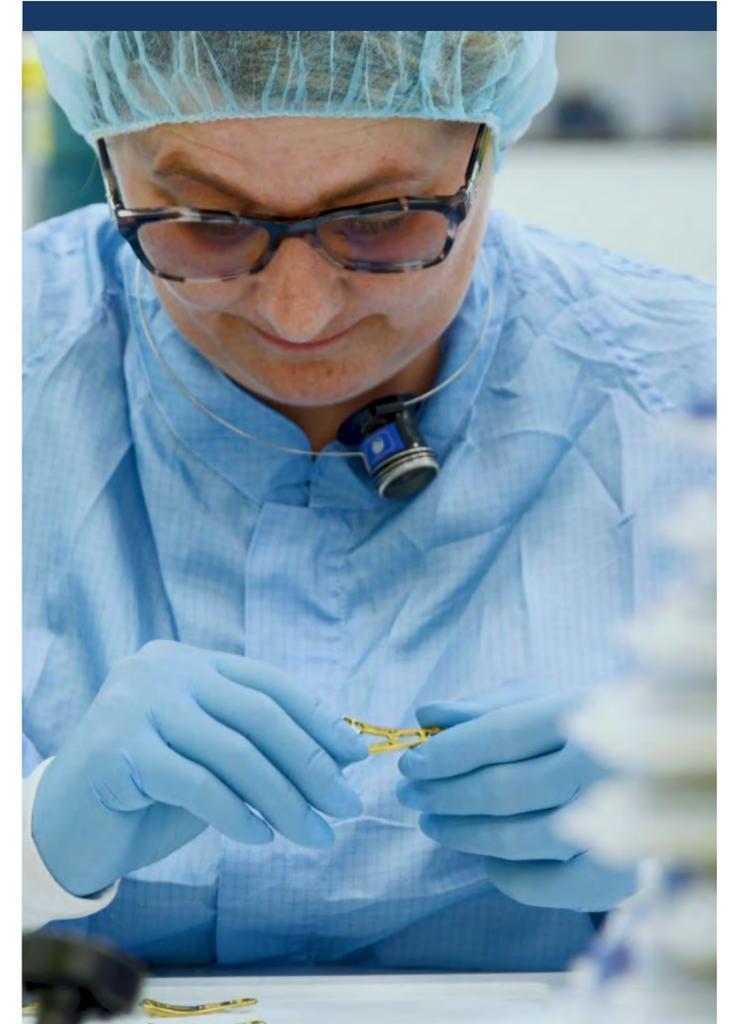
In 2020, Jabil expanded its medical device capabilities by finalizing the onboarding of 14 sites from Johnson & Johnson Medical Device Companies (JJMDC) as part of the Jabil-JJMDC strategic collaboration. The collaboration utilizes innovative manufacturing capabilities to accelerate the delivery of medical technology solutions to market.

Among the most exciting of Jabil's expanded healthcare solutions offering is the addition of personalized medicine, allowing for the manufacture of implants that are truly customized for the patient at the Brandywine, Pennsylvania and Elmira, New York sites in the U.S., and also the Mezzovico site in Switzerland.

At the Mezzovico site, operating surgeons provide CAT scans for individual patients, which are then translated to Computerized Numerical Control (CNC) programs that mill the exact geometry to form craniofacial and mandible patient-specific implants. The Mezzovico plant has an expeditious manufacturing turnaround time of less than two days.

For the many highly skilled employees working at the plant, knowing their efforts are making a difference in the lives of trauma and cancer patients makes their work feel more personal and rewarding. One Mezzovico employee never imagined that one of the two-column plates she had been inspecting for 13 years in her role at the factory would one day be used to rebuild the radius and ulna bones in her arm after a road accident. The custom implants have allowed her to return to her normal life and rediscover the joy of everyday activities, like shaking hands.

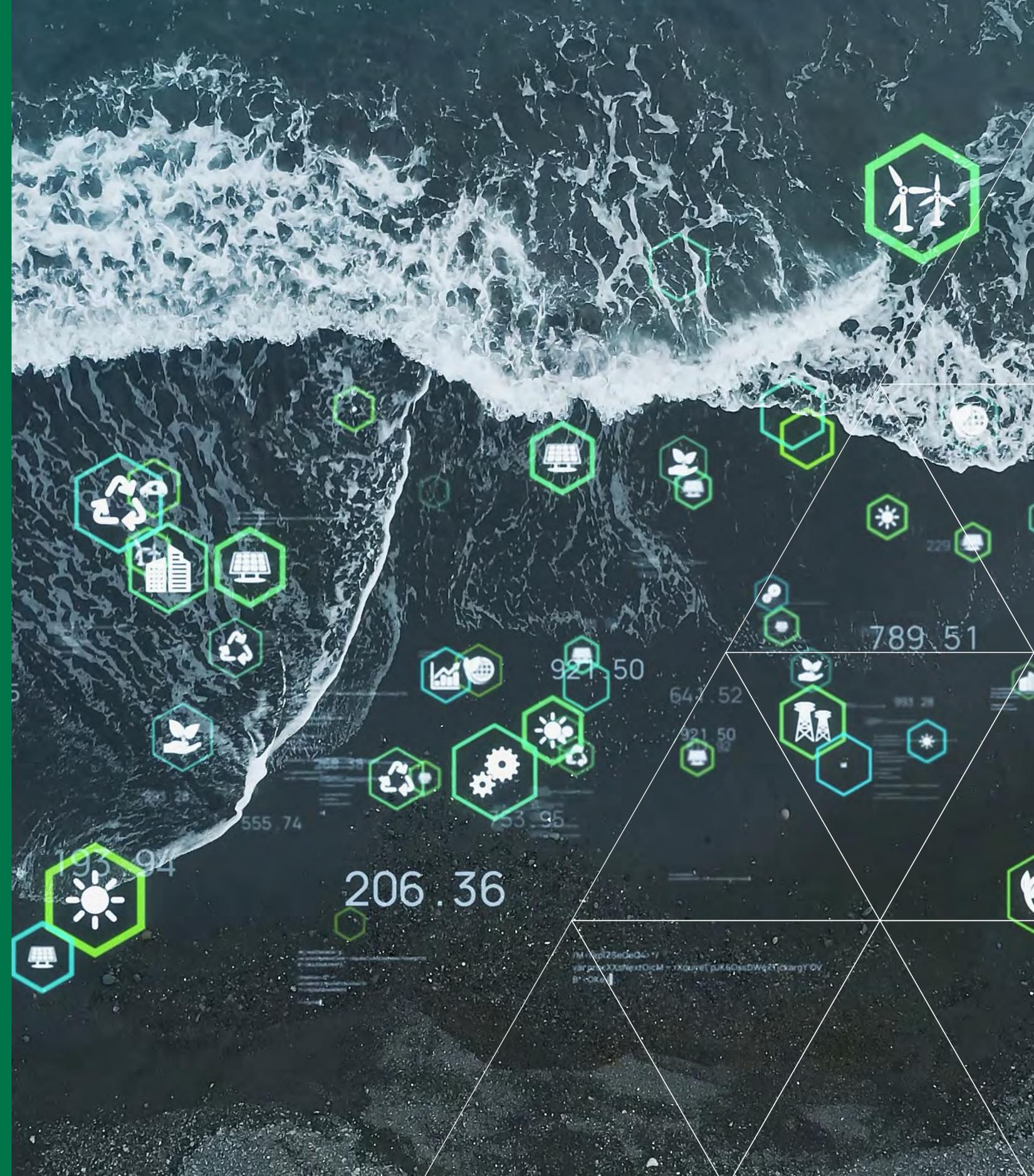
Success stories of people who have benefited from having the implants inspire and motivate the extraordinary team of employees that creates them and helps to inspire their high-performance culture.



The collaboration utilizes innovative manufacturing capabilities to accelerate the delivery of medical technology solutions to market.

OUR INNOVATIVE SOLUTIONS

GRI / SASB STANDARDS INDEX



ORGANIZATIONAL PROFILE

GRI 102-1

Organization Name

Jabil Inc. is a leading, worldwide manufacturing services and solutions provider that delivers comprehensive design, manufacturing, supply chain and product management services, all under the Jabil brand.

For more information, please see our [2021 Annual Report](#), page 5.

GRI 102-2

Primary brands, products, and services

For more information on our segments and markets served, please see our [2021 Annual Report](#), page 2.

GRI 102-3

Headquarters Location

10800 Roosevelt Blvd, St. Petersburg, Florida 33716

GRI 102-4

Location of operations

We conduct our operations in facilities that are located in 30 countries worldwide, including but not limited to, China, Hungary, Malaysia, Mexico, Singapore and the United States.

SASB 000.A

Number of manufacturing facilities

For more information, you may also visit our [website](#), or our [2021 Annual Report](#), page 25.

SASB 000.B

Area of manufacturing facilities

GLOBAL FACILITIES FOOTPRINT (SF):

The table below lists the approximate square footage for our facilities as of August 31, 2021 (in millions)

REGION	APPROXIMATE SQUARE FOOTAGE
Asia	34
Americas	16
Europe	5
Total as of August 31, 2021 ⁽¹⁾⁽²⁾	55

Note: Approximately 12% of our total square footage* is not currently used in business operations. The total consists of 19 million square feet in facilities that we own, with the remaining 36 million square feet in leased facilities.

Our manufacturing facilities are ISO certified to the ISO 9001:2015 Quality Management System standard, most are certified to ISO 14001:2015 Environmental Management System standard and may also be certified to other international standards depending on the type of manufacturing.

GENERAL DISCLOSURES

ORGANIZATIONAL PROFILE

STRATEGY

ETHICS & INTEGRITY

GOVERNANCE

STAKEHOLDER ENGAGEMENT

REPORTING PRACTICE

GRI 102-5

Ownership and legal form

Our common stock trades on the New York Stock Exchange under the symbol “JBL.”

For more information, please see our *Additional Information* on page 81 of our [2021 Annual Report](#).

GRI 102-6

Markets served

We are one of the leading providers of worldwide manufacturing services and solutions. We provide comprehensive electronics design, production and product management services to companies in various industries and end markets. Our services enable our customers to reduce manufacturing costs, improve supply-chain management, reduce inventory obsolescence, lower transportation costs and reduce product fulfillment time. Our manufacturing and supply chain management services and solutions include innovation, design, planning, fabrication and assembly, delivery and managing the flow of resources and products. We have two reporting segments: Electronics Manufacturing Services (“EMS”) and Diversified Manufacturing Services (“DMS”).

As of September 1, 2020, certain customers were realigned within our operating segments. Our operating segments, which are our reporting segments, continue to consist of the DMS and EMS segments.

Customers within the automotive, transportation, smart home and appliances industries are now presented within the DMS segment.

We serve our customers primarily through dedicated business units that combine highly automated, continuous flow manufacturing with advanced electronic design and design for manufacturability. We depend, and expect to continue to depend, upon a relatively small number of customers for a significant percentage of our net revenue, which in turn depends upon their growth, viability and financial stability. Please see our [2021 Annual Report](#) for additional information on our largest customers and their percentage of our net revenue, for the fiscal year ended August 31, 2021. For the fiscal year ended August 31, 2021, we had net revenues of \$29.3 billion and net income attributable to Jabil Inc. of \$696 million. For more information, please see our [2021 Annual Report](#), page 2.

GRI 102-7

Scale of the organization

Jabil is a manufacturing solutions provider that delivers comprehensive design, manufacturing, supply chain and product management services. Leveraging the power of over 230,000 people across 100 sites in more than 30 countries strategically located around the world, Jabil simplifies complexity and delivers value in a broad range of industries, enabling innovation, growth and customer success.

GRI 102-8

Information on employees and other workers

SASB 000.C

Number of employees

GRI 102-7 (CONT.)

Scale of the organization

GLOBAL WORKFORCE	FY19	FY20	FY21
Total employees (#)	190,630	218,224	234,154
Direct Labor	72%	76%	78%
Indirect Labor	28%	24%	22%
Americas (#)	38,347	40,407	39,549
Direct Labor	52%	53%	55%
Indirect Labor	48%	47%	45%
Europe (#)	15,092	16,726	17,225
Direct labor (%)	55%	53%	54%
Indirect labor (%)	45%	47%	46%
Asia (#)	137,146	161,091	177,380
Direct labor (%)	80%	84%	85%
Indirect labor (%)	20%	16%	15%
Africa (#)	45	N/A	N/A
Direct labor (%)	2%	N/A	N/A
Indirect labor (%)	98%	N/A	N/A

GRI 102-8 (CONT.)

Information on employees and other workers

SASB 000.C (CONT.)

Number of employees

GLOBAL WORKFORCE	FY19	FY20	FY21
Women (%)	42%	40%	41%
Direct labor (%)	46%	44%	44%
Indirect labor (%)	30%	29%	29%
New hires (%)	36%	33%	35%
Americas (%)	44%	44%	43%
Europe (%)	45%	41%	40%
Asia (%)	41%	40%	40%
Africa (%)	31%	N/A	N/A
Indirect labor (%)	98%	N/A	N/A

GRI 102-9

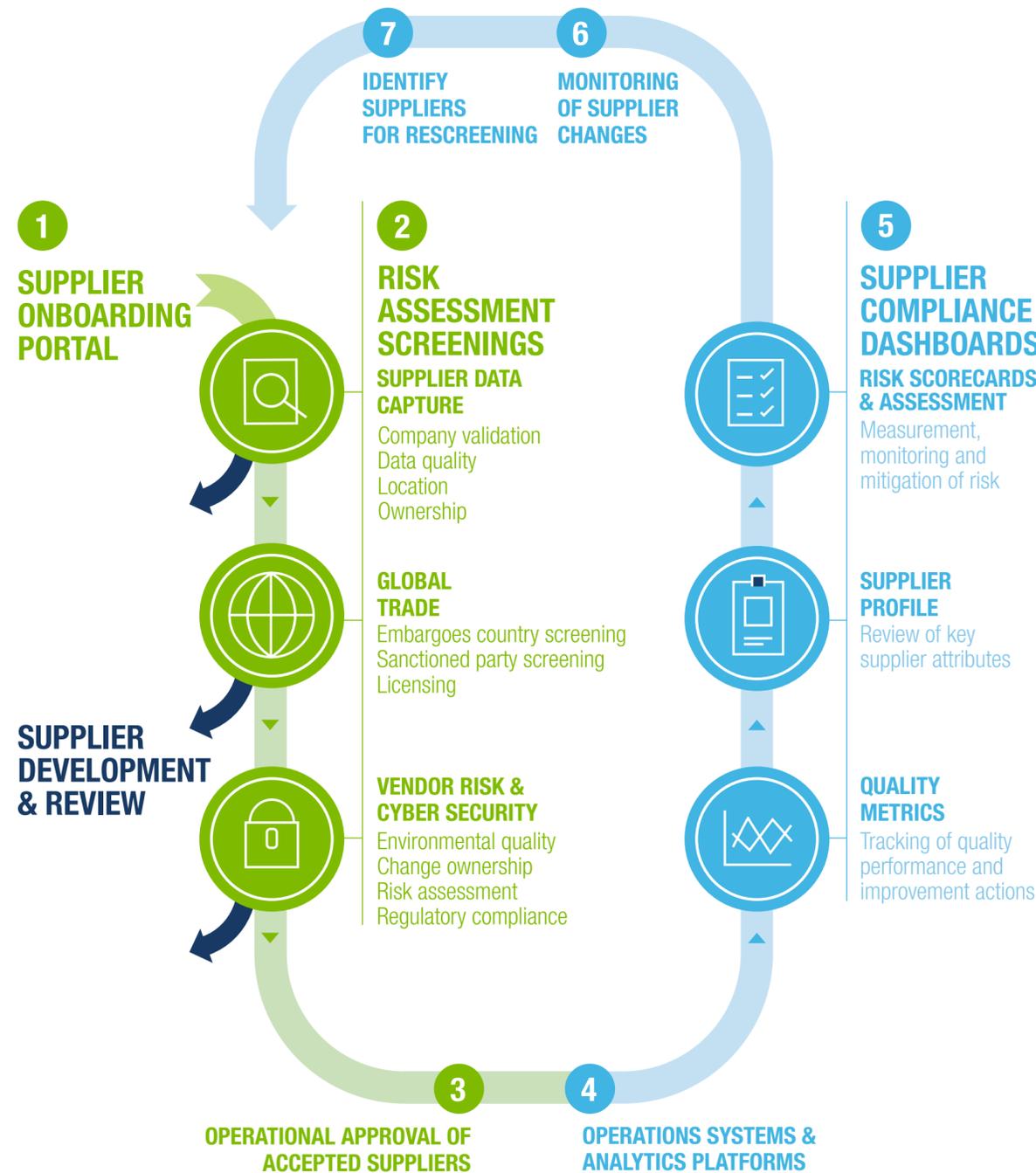
Supply chain

We provide comprehensive electronics design, production and product management services to companies in various industries and end markets. Our manufacturing and supply chain management services and solutions include innovation, design, planning, fabrication and assembly, delivery and managing the flow of resources and products. Most of our business units are dedicated to serve one customer each and are empowered to formulate strategies tailored to individual customer's needs. Our business units generally have dedicated production lines consisting of equipment, production workers, supervisors, buyers, planners and engineers. Under certain circumstances, a production line may serve more than one business unit to maximize resource utilization.

Business units have direct responsibility for manufacturing results and time-to-volume production, thereby promoting a sense of individual commitment and ownership. The business unit approach is modular and enables us to grow incrementally without disrupting the operations of other business units. Business unit management reviews the customer financial information to assess whether the business units are meeting their designated responsibilities and to ensure that the daily execution of manufacturing activities is being effectively managed. We procure components from a broad group of suppliers, determined on an assembly-by-assembly basis. Some of the products we manufacture contain one or more components that are only available from

GRI 102-9 (CONT.)

Supply chain



a single source. Some of these components are allocated from time to time in response to supply shortages. In some cases, supply shortages will substantially curtail production of all assemblies using a particular component.

With regard to screening our supply chain for environmental and social concerns, we have screened over 25,000 suppliers to date, which represents over \$20,000,000,000 (~83%) of our total global spend. Approximately 9,000 suppliers were screened during fiscal 2020 and 2021, with over 400 partner screenings being elevated for further evaluation, and 300 closed to date.

We are continuously educating our vendors on where they need to be in order to remain a viable partners. This has changed the behavior of our supply base because they know they're being evaluated.

Risks in our supply chain derive from a number of different areas, including:

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

Over the course of fiscal year 2021, our Partner Lifecycle processes continued to mature, achieving significant results including:

- Nearly 14,000 suppliers providing commitment to operate in accordance with Jabil's Supplier Code and the RBA Code of Conduct
- Over 90% of suppliers with projected future spend and over 80% of active suppliers in the prior 12 months successfully completed screening. This is up 20% and 15% respectively from the prior fiscal year results
- Over 400 mitigation actions were initiated and closed based on results from screening activities
- Four Comprehensive Screening Modules were launched with over 200 mitigation actions initiated and closed

GRI 102-9 (CONT.)

Supply chain

In regard to environmental sustainability, we've begun surveying our top manufacturers/suppliers (~4.5 billion in FY21 spend) to gain understanding into the maturity level of their climate action programs and where there may be opportunities for improvement partnerships. Water stewardship questions are also included in the survey.

GRI 102-10

Organizational changes during the reporting period

For more information on our restructuring activities, see Table 14 *Restructuring, Severance and Related Charges* on page 81 of our [2021 Annual Report](#).

GRI 102-11

Precautionary principle

The precautionary principle is inherent in Jabil's operational planning as follows:**SASB 440A.1**

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

- Groups contributing to enterprise risk management are required to track and align to emerging areas of interest; regulatory, customer requirements, government policy changes, etc. These groups are expected to stay ahead of changes in their respective fields, assuring the company is well-positioned to respond to stakeholder's expectations.
- Company culture and values place a high value on employee, community and environmental well-being. Our culture drives executive management to question the impact of business decisions on employees, community and environment, including when dealing with plant closings, recruitment fees for migrant workers and remediation of pre-existing pollution acquired.
- Global Management System that drives insight and governance over environmental impacts and reducing uncertainty.
- Adoption of 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.
- EHS Due Diligence during M&A, including a robust process to identify, quantify and make decisions based on ESG risk associated with acquisitions.

GRI 102-12

External initiatives

- ISO 9001
- ISO 14001
- ISO 45001
- ISO 50001
- Sedex® (packaging sites)
- RBA Code of Conduct
- United Nations Guiding Principles on Business and Human Rights
- New Plastics Economy Global Commitment (Ellen MacArthur Foundation Global Commitment)
- International Sustainability and Carbon Certification (ISCC)

LEED Certifications: San Jose, Blue Sky; Mezzovico, Switzerland; and Raron, Switzerland

FDA registrations in the following cities:

- | | |
|----------------------------|--------------------------|
| • Albuquerque, New Mexico | • Mebane, North Carolina |
| • Auburn Hills, Michigan | • Mezzovico, Switzerland |
| • Brandywine, Pennsylvania | • Monument, Colorado |
| • Cayey, Puerto Rico | • Penang, Malaysia |
| • Chicago, Illinois | • Raron, Switzerland |
| • Clinton, Massachusetts | • San Jose, California |
| • Dequing, China | • Shanghai, China |
| • Elmira, New York | • Shenzhen, China |
| • Knittlingen, Germany | • Singapore |
| • Maple Grove, Minnesota | • Tijuana Baja, Mexico |

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 many 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.

Jabil's [global environmental policy](#) states our commitment to protection of air, water, land and natural resources. 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 102-13

Membership associations

- Responsible Business Alliance (RBA) founding member
- Business for Social Responsibility (BSR) member
- Sustainability 50 member (a subgroup of World50)
- Sustainability Leaders

STRATEGY

GRI 102-14

CEO Letter

For the letter from Mark Mondello, our Chairman and CEO, please see page 3.

ETHICS & INTEGRITY

GRI 102-16

Values, principles, standards, and norms of behavior

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 our interactions, we are accountable to our employees, customers, suppliers and shareholders. We provide ongoing training to employees and methods for individuals to confidentially request guidance on policies and report ethical concerns.

The Jabil Code of Conduct (Code) along with the Jabil Supplier Code of Conduct (Supplier Code) provides guiding principles on how we interact with each other, our customers and suppliers, and the world which we operate, along with providing guidance to our suppliers on expectations of them in this regard. The code is

translated into multiple languages and employees and suppliers are required to acknowledge receipt of and adherence to the Code as part of new employee and supplier onboarding and at regular intervals thereafter.

Jabil also adheres to the Responsible Business Alliance's (RBA) Code of Conduct (RBA Code). RBA is the world's largest industry coalition dedicated to corporate social responsibility in global supply chains. The RBA Code aligns with other international norms and standards, including the Universal Declaration of Human Rights, the ILO International Labor Standards and the OECD Guidelines for Multinational Enterprises.

GRI 102-17

Mechanisms for advice and concerns about ethics

Jabil's Integrity Hotline 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:

- Contacting the Jabil Integrity Hotline at <https://Jabilglobalcompliance.com> 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.
- Emailing the Jabil's Global Ethics & Compliance Team at Global_Compliance@Jabil.com; or
- Utilizing Jabil's 'open-door policy' approach by discussing questions or concerns with management, HR or the Legal Department;

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

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 & Compliance Team to determine appropriate next steps for review and disposition. Additionally, Jabil's Anti-Retaliation Policy strictly prohibits retaliation against anyone for making a good faith effort.

GOVERNANCE

GRI 102-18

Governance structure of the organization

Our governance structure consists of the following:

- Internal Audit dotted-line reports to the Board Audit Committee.
- Social & Environmental Responsibility (SER) VP reports to the EVP, CHRO who reports directly to the CEO.
- The General Counsel is our Chief Ethics & Compliance Officer and the Chief Ethics & Compliance Officer reports to both the Board Audit Committee and to the CEO.

The Nominating & Corporate Governance Committee, the Audit Committee and the Board of Directors receive reports from SER on social and environmental matters.

For more information, please see the [governance](#) documents located on our website, as well as our [2021 Proxy Statement](#), pages 6-14.

GRI 102-19

Delegation of responsibility

Our EVP, CHRO oversees Jabil's Sustainability approach and performance globally. Segment directors of environment, health and safety and the global sr. director of RBA compliance including human rights oversee implementation of SER programs and policies, which are supported by regional teams and local plant managers and report to the VP – Social & Environmental Responsibility. The EVP, CHRO also has responsibility for our global diversity equity and inclusion program and our global community engagement program. A newly created VP – Talent, Diversity and Community role was created in FY20 to help accelerate our efforts in this area. The associated programs have dedicated personnel that support many of Jabil's social responsibility programs relating to leadership development &

talent, diversity and community, such as Jabil Joules, Jabil Cares, and the global Diversity, Equity and Inclusion Council.

In addition to upholding policies and implementing programs that create a positive impact, these groups are responsible for due diligence as we make decisions that affect our business and SER risk management.

Our EVP, CHRO communicates SER matters and opportunities regularly to the Board of Directors, the Audit Committee and Nominating & Corporate Governance Committee of the Board of Directors.

GRI 102-20

High-level accountability for sustainability topics

GRI 102-21

Access 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. St. Petersburg, Florida 33716

GRI 102-22

Composition of the board and its committees

[Jabil Board of Directors](#)

[Committees of the Board](#)

[2021 Proxy Statement](#), pages 6-20.

GRI 102-23

Chair of the highest governance body

During 2021, Mr. Main served as Chairman, which allowed our CEO to focus his time and energy on operating and managing Jabil while leveraging the Chairman's experience and perspectives. Our Vice Chairman oversaw executive sessions. Beginning November 1, 2021, upon Mr. Main's retirement, our CEO has been appointed Chairman of the Board. In this role, Mr. Mondello will leverage his deep knowledge of the Company and its industry to lead the Board. Also beginning

November 1, 2021, Mr. Raymund has assumed the role of Lead Independent Director. In that role, Mr. Raymund will preside at meetings of the Board when Mr. Mondello is not present, including executive sessions of the independent directors and has authority to call executive session of the independent directors. Mr. Raymund may also act as a liaison between the Chairman and the Independent Directors.

GRI 102-24

Board nomination and selection processes

For information on our board processes and policies, please see our [Nominating & Corporate Governance Charter](#), our Corporate Governance Guidelines and our [Code of Conduct](#), page 31.

GRI 102-25

Board conflicts of interest

[Corporate Governance Guidelines](#)

GRI 102-26

Board and executive roles

Pursuant to current reporting and organizational structure, the highest governance bodies setting purpose, values, and strategy are the EVP, CHRO, Human Resources; the Board of Directors; Audit Committee; and the Nominating and Corporate Governance Committee.

GRI 102-29

Board identification of ESG impacts, risks and opportunities

Our Office of Social and Environmental Responsibility addresses the Nominating & Corporate Governance Committee, the Audit Committee and the Board of Directors on an annual basis to provide an update on environmental and safety.

GRI 102-30

Board ESG review of risk management processes

Our Office of Social and Environmental Responsibility addresses the Nominating & Corporate Governance Committee, the Audit Committee and the Board of Directors on an annual basis to provide an update on environmental and safety.

GRI 102-33

Board communication

Please see GRI 102-21 on page 41.

GRI 102-34

Concerns communicated to the board

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 Ethics & 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 102-35

Remuneration policies for the board and senior executives

For information on our remuneration practices, please see our [2021 Proxy Statement](#), pages 25-44.

GRI 102-36

Process for determining remuneration

GRI 102-37

Remuneration shareholder resolutions

For information on shareholder resolutions related to remuneration, please see our [2021 Proxy Statement](#), page 34.

GRI 102-38

CEO/employee pay ratio

The fiscal 2021 annual total compensation of our CEO was \$15,313,215, as set forth in the Summary Compensation Table. The ratio of our CEO's annual total compensation to our median associates' annual total compensation was 1,818:1.

To set some context for the above CEO pay ratio, as a large global manufacturing company, the nature of our operations relies significantly on employees outside the United States. Of the 138,460 associates included in our analysis, more than 93% are located outside the United States. 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 ensure we are competitive with local market practices.

For more information, please see our [2021 Proxy Statement](#), pages 43-44.

STAKEHOLDER ENGAGEMENT

GRI 102-40

Stakeholder engagement

Our key stakeholders include: customers, employees, suppliers, investors, governments, NGOs/nonprofits, trade associations and European Works Council.

GRI 102-41

Union representation

Jabil's culture is intended to reinforce two-way communications between our direct labor employees and management.

GRI 102-42

Stakeholder identification

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

GRI 102-43

Approach to stakeholder engagement

GRI 102-44

Key topics and concerns raised

We utilize various approaches to our stakeholder engagements, as appropriate. Engagements may include Quarterly Business Reviews (QBRs); Net Promoter Score (NPS); Supplier Qualifications; Customer Requirements; Investor Meetings; Employee Satisfaction Survey; and others.

For examples of our stakeholder engagement, see GRI 102-9, page 4 and 9.

REPORTING PRACTICE

GRI 102-45

Entities included in financial statements

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.

For more information on our locations, please visit our [website](#).

GRI 102-46**Defining report content and topic boundaries**

We continually evaluate materiality through our engagement with the Responsible Business Alliance (RBA), stakeholder engagement, and customer requests for information. Jabil engages with a wide array of stakeholders to understand the issues most important to our business.

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

provided for the Electronic Manufacturing Services & Original Design Manufacturing industry within the Technology & Communications sector, a few of the material topics did not apply to Jabil, and an edited list can be found in GRI 102-47.

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

GRI 102-47**Material Aspects included**

The material topics for Jabil are as follows:

Energy Use

- GRI 302-Energy

Water use

- GRI 303 – Water

Hazardous waste

- GRI 306 – Waste

Employee Safety

- GRI 403 Occupational Health & Safety

Supply chain compliance and transparency

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

Labor relations

- GRI 402 – Labor and Management Relations

Diversity, Equity and Inclusion

- GRI 405: Diversity and Equal Opportunity

GRI 102-48**Restatements**

Prior period disclosures were restated within our 10-K to reflect realignment of customers between our operating segments. For more information, please see our [2021 Annual Report](#), page 32.

GRI 102-49**Reporting changes**

GRI 102-50

Reporting period

This is Jabil's seventh annual sustainability report, which covers our global social and environmental performance data for our fiscal year from September 1, 2019, through August 31, 2021. Our previous report was released in 2020, covering September 1, 2018, through August 31, 2019.

GRI 102-51

Date of most recent report

GRI 102-52

Reporting cycle

GRI 102-53

Report contact

Michelle Smith, Vice President, Communications & Brand Strategy,
michelle_smith@jabil.com

GRI 102-54

Claims of reporting in accordance with the GRI Standards

This report has been produced using the Global Reporting Initiative (GRI) Standards. All disclosures are based on the 2016 guidance, except for GRI 303 – Water & Effluents (2018), GRI 403 – Occupational Health & Safety (2018), and GRI 207 – Tax (2019), and GRI 306 – Waste (2020).

The SASB Standard being referenced in this report is for Electronic Manufacturing Services & Original Design Manufacturing.

For our full GRI index, please see page 71. For our SASB index, please see page 75.

GRI 102-55

GRI content index

While most of the disclosures included in this report are in alignment with the GRI framework at the Core level, this is a GRI-referenced report.

GRI 102-56

External assurance

We did not seek external assurance for our full report. Our fiscal year 2020 greenhouse gas emissions/energy and acquired water were assured by TransReg LLC. Our fiscal year 2021 greenhouse gas emissions and energy, acquired water, were assured [ERM CVS](#).

ECONOMIC PERFORMANCE

GRI 201-1

Direct economic value generated and distributed

In fiscal year 2021, our five largest customers accounted for approximately 47 percent of our net revenue and 82 customers accounted for approximately 90 percent of our net revenue.

For more information on our financials, please see our 2021 Annual Report, page 49.

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, which have been volatile historically, could cause an 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 may be subject to natural disasters, climate change-related events, 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 disaster or otherwise, whether short- or long-term, could have a material adverse effect on us.

Information on natural disasters, climate change and global events can be found in our [2021 Annual Report](#), pages 23-24.

ECONOMIC

ECONOMIC PERFORMANCE

ANTI-CORRUPTION

ANTI-COMPETITIVE BEHAVIOR

TAX

GRI 201-3

Benefit plan coverage

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 provides an “All Lines Gross Net” report including employer and employee contributions.

ANTI-CORRUPTION

GRI 205-1

Risks related to corruption

Jabil's Global Ethics & 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 audit 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 Policy, other compliance policies, and targeted and tailored compliance communication and training.

GECT also works with Jabil Supply Chain to manage supplier and vendor risk and oversight through our 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, anti-corruption 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 regularly 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. Jabil's Global Ethics & Compliance Team also publishes a quarterly “Compliance Matters” newsletter that highlights key compliance risks, compliance program updates and initiatives, and that informs employees about Jabil's position on misconduct by spotlighting compliance investigation outcomes.

As to training, we issue annual Jabil Code of Conduct training to all existing and new employees. This training addresses compliance risk areas and is assigned as

required training in Jabil's LMS/HRIS Workday and in new employee onboarding. Also, we provide in-person and virtual training to managers and individuals in control 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 both our employee compliance communication and training.

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

ANTI-COMPETITIVE BEHAVIOR

GRI 206-1

Anti-competitive behavior

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

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

TAX

GRI 207-1

Approach to tax

For more information on our taxes, see Table 15 *Income Taxes*, on page 82 of our [2021 Annual Report](#).

GRI 207-2

Tax governance, control, and risk management

ENERGY

GRI 302-1

Energy consumption within the organization (Scopes 1 + 2)

GRI 302-2

Energy consumption outside the organization (Scope 3)

GRI 302-3

Energy intensity

GRI 302-4

Energy reductions

ENERGY USE	FY19	FY20	FY21
Scope 1 – on site fuel combustion (MWh) ^{1, 4, 5}	181,689	193,482	244,872
Natural Gas (MWh)	147,913	175,957	225,345
Other fuels ² (MWh)	33,776	17,525	19,527
Scope 2 – on site usage of electricity and steam (MWh) ^{1, 4, 5}	2,498,990	2,742,207	3,141,164
Electricity (renewable and non-renewable) (MWh)	2,282,069	2,524,138	2,937,814
Steam (MWh)	216,921	218,069	203,350
Scope 3 – indirect emissions (MWh) ^{1, 3, 4, 5}	19,092	23,678	26,830
TOTAL (MWh) ^{1, 4, 5}	2,699,771	2,959,367	3,412,866
Change from previous year (%)	5%	10%	15%
Revenue (\$1,000)	\$25,282,320	\$27,265,544	\$29,284,841
Square footage (ft ²)	52,836,000	53,858,000	55,000,000
Energy intensity (Scopes 1, 2, 3) (kWh/\$1K sales)	106.78	108.54	116.54
Energy intensity (Scopes 1, 2, 3) (kWh/ft ²)	51.10	54.95	62.05

1. Due to data corrections after report publication, some figures may differ from those previously reported

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

3. Scope 3 indirect emissions only includes employee commuting emissions from locations where Jabil provides sponsored bus services

4. FY20 energy data was 3rd party verified by TransReg

5. FY21 energy data was 3rd party verified by ERM CVS

ENVIRONMENTAL

ENERGY

WATER

EMISSIONS

WASTE

SUPPLIER ENVIRONMENTAL

ASSESSMENT

WATER

MANAGEMENT APPROACH

Water 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 Water Management has been 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 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 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.

GRI 303-3

Water withdrawal

SASB 140A.1

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

GRI 303-4

Water discharge

GRI 303-5

Water consumption

As a first step toward our water conservation commitment, we began having our acquired water data third-party assured and began establishing a water use baseline to support water intensity reduction goals. Jabil sites have invested in water reporting infrastructure, including water meters and accounting systems, that allow us to better understand and manage water-related risks and impacts, and we have set reduction goals around acquired water intensity.

Jabil is also focused on water conservation. Currently, we have 20 sites located in five countries, including U.S., Mexico, India, China and some areas across Europe, experiencing high to very high water stress based on research using the WRI online tool. Looking ahead, we will be focused on completing water savings projects in our most drought prevalent sites.

GLOBAL WATER USE (CUBIC METERS)	FY19	FY20	FY21
Water acquired ^{1, 2, 3}	13,170,345	15,483,333	17,531,824
Water discharged ¹	5,955,248	6,183,886	7,594,396
Water consumption (acquired-discharge)	7,215,097	9,299,447	9,937,428
Water consumption in areas of high-water stress	814,783	1,843,565	1,121,888

Note: Data in the above table is for all reporting Jabil sites globally.

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

2. FY20 Water acquired data was 3rd party verified by TransReg

3. FY21 water acquired was 3rd party verified by ERM CVS

WATER USE IN AREAS OF HIGH WATER STRESS (CUBIC METERS)	FY19	FY20	FY21
Water acquired ²	3,188,433	4,809,714	3,923,328
Water discharged	2,373,649	2,966,149	2,801,440
Water consumption (acquired-discharge) ²	814,783	1,843,565	1,121,888

Note: The data in the chart above only applies to the 20 Jabil sites that are located in water-stressed regions.

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

2. 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.

EMISSIONS

GRI 305-1

Direct GHG emissions
(Scope 1)

Methodology used:

- Accounting and Reporting: Greenhouse Gas Protocol (GHGPP)
- External Verification: ISO-14064 and ISO-14065
- Renewable Energy: RE100 Technical Criteria

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

GHG EMISSIONS (MT CO ₂ e)	FY19	FY20	FY21
Scope 1 ^{3,4}	38,759	47,547	53,865
Scope 2 (Location-based) ^{3,4}	1,572,629	1,730,850	1,992,711
Scope 2 (Market-based) ^{1,3,4}	759,881	946,435	752,285
Scope 3 ^{2,3,4}	83,337	51,847	45,869
TOTAL (Location-based)	1,694,725	1,830,244	2,092,445
TOTAL (Market-based)	881,977	1,045,829	852,019
Revenue (x \$1,000)	\$25,282,320	\$27,265,544	\$29,284,841
Location GHG intensity (kg CO ₂ e/\$1,000 sales)	67.03	67.13	71.45
Market GHG intensity (kg CO ₂ e/\$1,000 sales)	34.89	38.36	29.09

1. Market-based emissions show the effect of emissions savings through utilization of Renewable Energy

2. Scope 3 emissions include categories 6 ("Business Travel") and 7 ("Employee Commuting"; Jabil-sponsored bus services)

3. FY20 Emissions data were 3rd party verified by TransReg

4. FY21 Emissions data were 3rd party verified by ERM CVS

WASTE

MANAGEMENT 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.

Sites report the quantities of different types of waste generated at their sites into an enterprise-wide data management software, this information is aggregated and analyzed by corporate and site teams. Formal, standardized waste stewardship efforts are underway with an underlying goal of maximizing the amount of wastes being diverted from landfills.

GRI 306-1

Waste generation and significant waste-related impacts

See management approach.

GRI 306-2

Management of significant waste-related impacts

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.

GRI 306-3

Waste generated

GRI 306-4

Waste diverted from disposal

SASB 150A.1

Amount of hazardous waste from manufacturing, percentage recycled

WASTE & SPILLS ¹	FY19	FY20	FY21
eScrap/eWaste (MT)	3,496	3,245	2,457
Hazardous waste (MT)	21,219	29,528	44,636
Incinerated/destroyed waste (MT)	1,475	2,033	12,467
Landfilled waste (MT)	14,510	16,836	26,598
Recycled waste (MT)	44,530	63,027	75,256
Other wastes (MT)	1,742	1,903	1,310
Total (MT)	86,973	116,572	162,726
# of spills ²	0	0	0
Volume of spills (gallons/liters)	N/A	N/A	N/A

N/A: Not applicable.

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

2. Estimated, based on site self-reporting (not 3rd Party verified)

GRI 306-5

Water bodies affected by water discharges and/or runoff

No material issues.

SUPPLIER ENVIRONMENTAL ASSESSMENT

MANAGEMENT APPROACH

For information on our approach to our supply chain, please see GRI 102-9 on page 36.

GRI 308-1

New suppliers screened using environmental criteria

SUPPLIER SCREENING	FY19	FY20	FY21
Suppliers screened using environmental criteria (%)	0.65%	0.85%	1.18%
Suppliers assessed for environmental impact (#)	139	143	185
Suppliers with significant actual and potential environmental impacts	10	10	5
Suppliers with actual/potential negative impacts (with which improvements were agreed upon as a result of assessment) (%)	70%	100%	100%
Suppliers terminated as the result of the assessment for actual/potential negative impacts (%)	0	0	0

GRI 308-2

Negative environmental impacts in the supply chain

N/A: Not Applicable.
For more information, please see GRI 102-9 on page 36 for information on our supply chain.

EMPLOYMENT

GRI 401-1

New employee hires and turnover

TURNOVER & HIRING	FY19	FY20	FY21
New employee hires	316,104	403,367	389,491
Americas	11%	5%	6%
Europe	2%	2%	2%
Asia	88%	93%	92%
Africa	0%	0%	0%
Age (<30)	73%	61%	59%
Age (30-50)	27%	38%	41%
Age (>50)	0.90%	0.50%	0.60%
Men	61%	64%	62%
Women	36%	33%	35%
Total number and rate of employee turnover by:	147%	176%	172%
Americas	61%	48%	42%
Europe	40%	27%	26%
Asia	183%	224%	214%
Africa	7%	NA	NA
Age (<30)	201%	262%	233%
Age (30-50)	94%	125%	136%
Age (>50)	24%	21%	21%
Men	161%	205%	195%
Women	127%	140%	146%

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

SOCIAL

EMPLOYMENT

LABOR/MANAGEMENT RELATIONS

OCCUPATIONAL HEALTH & SAFETY

TRAINING & EDUCATION

DIVERSITY & EQUAL OPPORTUNITY

FREEDOM OF ASSOCIATION &

COLLECTIVE BARGAINING

CHILD LABOR

FORCED OR COMPULSORY LABOR

HUMAN RIGHTS ASSESSMENT

LOCAL COMMUNITIES

SUPPLIER SOCIAL ASSESSMENT

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

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

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

Summary of benefits:

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

Jabil is built on the foundation of empowered employees. Our Employee Stock Purchase Plan (ESPP) allows employees to be a stockholder and share in the success of our global organization. The ESPP allows eligible Jabil employees the option to purchase Jabil stock (JBL on the New York Stock Exchange) at a 15 percent discount to Fair Market Value (FMV). Employees become eligible to participate in the ESPP following 90 days of employment.

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

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

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

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

GRI 401-3 (CONT.)

**Parental Leave
(Leave of Absence)**

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. will offer paid parental leave to eligible employees in the U.S.

PARENTAL LEAVE (U.S. ONLY)	2019		2020		2021 ¹	
	FEMALES	MALES	FEMALES	MALES	FEMALES	MALES
Number of employees entitled to parental leave, by gender	2835	5860	2,984	6,044	3,178	6,301
Number of employees that took parental leave, by gender	46	46	66	53	51	49
Number of employees who returned to work after parental leave, by gender ²	37	37	74	59	52	51

1. 2021 data as of November 2021

2. Table may show more people returning to work than who took leave, due to cross over in leave from the previous calendar year.

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 diverse and inclusive workplace. As outlined in Jabil's Code of Conduct, we are committed to equal employment opportunity and prohibit 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 confirms alignment to RBA Code. Jabil is always looking for ways to improve respect for human rights throughout its organization and supply chain. In particular, we are committed to the following key principles:

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

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

MANAGEMENT APPROACH

Jabil has implemented a comprehensive occupational health and safety program that includes a [health and safety policy](#); a health and safety management system, global health and safety standards, and a formal corporate assessment process to evaluate conformance status and to drive improvements. Our health and safety management system includes standards for emergency preparedness and response, contractor safety, Hazardous Materials management/chemical safety, incident management, change management, EHS personnel core competency, risk assessment, and EHS

leadership. Jabil uses an environmental, health and safety (EHS) 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 corporate and segment teams are staffed with experienced EHS professionals and subject matter experts that develop global standards, provide training, conduct corporate assessments, and provide support and guidance to EHS site teams, management, and other personnel.

GRI 403-1

Occupational health and safety management system

Jabil's occupational health and safety management system meets and often exceeds the requirements of the ISO 45001 Health and Safety international standard. More than 30 percent of Jabil manufacturing sites have obtained external certification on their health and safety management system.

Jabil's EHS culture maturity model, referred to as the AIM program, is designed to drive EHS ownership throughout the organization to the worker level. It contains 6 levels of progressive expectations of performance. A specific set of criteria must be achieved by a site to progress to the next level. Upon reaching a certain level, a validation audit is conducted 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 403-2

Hazard identification, risk assessment, and incident investigation

All Jabil sites follow Jabil's global EHS Risk Assessment Standard to evaluate EHS-related hazards in the workplace and develop operational controls to proactively prevent incidents from occurring. Using the hierarchy of controls, the highest level of operational control feasible is utilized. All safety incidents, no matter how minor, are required to be reported into the company's enterprise incident management software – EHSIP. Jabil's Incident Reporting and Analysis Standard defines the process all sites follow for reporting and investigating incidents. All employees are given the ability to report incidents, hazardous conditions, and other work related EHS concerns or suggestions into the EHSIP system, including anonymously if desired. The Jabil Code prohibits retaliation against anyone who reports a problem in

good faith, and retaliation from anyone who participates in an investigation will not be tolerated.

There were no site-wide work stoppages, or days idle, due to work-related injuries or illness in fiscal year 2020 and fiscal year 2021 (excluding government required COVID-19 closures related to COVID-19 spread prevention) However, as a standard practice when warranted, we do temporarily idle portions of operations or halt the use of similar machinery or practices to conduct cross-site preventive action at other sites to ensure controls are in place for safety purposes.

SASB 310A.1

(1) Number of work stoppages and
(2) total days idle

GRI 403-3**Occupational Health Services**

Jabil has established an Occupational Health Standard which establishes the minimum requirements for an occupational health program. This risk of employees' exposures to hazards in the workplace are evaluated. Where deemed appropriate or mandated by law, medical surveillance is conducted by a designated Physician or other Licensed Healthcare Professional (PLHC),

either on-site or on an off-site clinic, or if not available by a local hospital or qualified third party. Occupational Health Medical records, including paper and electronic files, are required to be maintained in compliance with local regulatory requirements and company policy.

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

Our global EHS risk assessment standard requires a cross-functional team approach to assess and mitigate risks in the areas in which they work. Workers are encouraged to provide feedback through our enterprise incident reporting and best practice system, where all feedback is evaluated by the site EHS

department. Across Europe, we consult with workers through the European Works Council including communicating key changes and performance metrics, and workers have a means for providing feedback.

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 their workplace and how to mitigate the associated risks

prior to beginning work. Managers are responsible for the safety of employees working in their areas or departments and proactively assess and manage risks in the work area.

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 percent non-administrative activities and more than 60 employees.

- Jabil locations with less than 50 percent 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) and (2) near miss frequency rate (NMFR) for (a) direct employees and (b) contract employees

INJURIES	FY19	FY20	FY21
For employees:			
Total Recordable Injury Rate (TRIR)	0.29	0.24	0.16
Fatalities (#)	0	0	0
Health and safety-focused audits (#) SAT+CA	156	102	119
OSHA 18001 / ISO 45001 certifications (# of sites)	14	21	36
High-consequence work-related injuries (# Tier1)	2	6	1
Main types of work-related injury	Slip/Fall	Slip/Fall	Slip/Fall
Number of hours worked ¹	445,322,560	494,868,930	561,496,566

1. The number of hours worked 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 defined as a non-Jabil employee who is contracted through a temporary agency or employee leasing service or contractor employee who are directly supervised by a Jabil employee on a day-to-day basis. Contractor employees who do not fall into these categories are monitored with separate metrics at the site level.

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

TRAINING & EDUCATION

GRI 404-1

Average hours of employee training

Jabil views learning & 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.

GRI 404-2

Programs for upgrading employee skills and transition assistance programs

EMPLOYEE TRAINING (AVG HRS)	FY19	FY20	FY21
Men	52	43	19
Women	42	35	15
Chose not to identify	48	3	2
Employee category	56	56*	34*
Sr. Executives	16	6	6
Mid-level	13	17	24
Entry level	20	19	12
Direct labor (average hours)	80	80	80
Indirect labor (average hours)	17	18	22

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

GRI 404-3

Percentage of employees receiving regular performance reviews

PERFORMANCE REVIEWS	FY19	FY20	FY21
Employees receiving annual performance and development reviews (%)	92%	99%	98%

DIVERSITY & EQUAL OPPORTUNITY

GRI 405-1

Diversity of governance bodies and employees

At Jabil, our differences unite us. They give us strength and make us better. And by creating a culture where every employee feels valued and heard, Jabil 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.

BOARD/EMPLOYEE DIVERSITY	FY19	FY20	FY21
Total (#)	190,631	218,224	234,154
Men (%)	56%	56%	56%
Women (%)	42%	40%	41%
Age group (<30) (%)	53%	41%	43%
Age group (30–50) (%)	42%	52%	53%
Age group (>50) (%)	5%	6%	5%
Board (#)	10	10	10
Men (%)	70%	70%	70%
Women (%)	30%	30%	30%
Senior executives (#)	967	1,071	970
Men (%)	83%	81%	81%
Women (%)	17%	19%	19%
Age group (<30) (%)	0.40%	0.00%	0.00%
Age group (30–50) (%)	59%	52%	53%
Age group (>50) (%)	41%	48%	47%

At Jabil, everyone is welcome; everyone can be their true self. It's better for our customers and our business. It's better for the communities we work in, and of course, it creates a better workplace for all of us. Our ESG strategy includes goals that further promote diversity and inclusivity in our workforce, and have created a Diversity, Equity and Inclusion (DEI) Council to help oversee our DEI ambitions.

BOARD/EMPLOYEE DIVERSITY	FY19	FY20	FY21
Mid-level (#)	22,799	25,826	25,448
Men (%)	70%	69%	69%
Women (%)	30%	31%	31%
Age group (<30) (%)	19%	10%	11%
Age group (30–50) (%)	72%	79%	79%
Age group (>50) (%)	9%	11%	10%
Entry-level (#)	166,865	110,453	118,341
Men (%)	54%	54%	56%
Women (%)	44%	46%	44%
Choose not to identify (%)	2%	0%	0%
Age group (<30) (%)	58%	35%	38%
Age group (30–50) (%)	38%	57%	55%
Age group (>50) (%)	4%	8%	7%

FREEDOM OF ASSOCIATION & COLLECTIVE BARGAINING

GRI 407-1

Operations and suppliers in which the right to freedom of association may be at risk

In fiscal 2021, Jabil released to all suppliers an enhanced and more prescriptive Jabil Supplier Code of Conduct that defines our expectations, which include the adoption of the Responsible Business Alliance (RBA) Code:

“In conformance with local law, 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.

Workers and/or their representatives shall be able to openly communicate and share ideas and concerns with management regarding working conditions and management practices without fear of discrimination, reprisal, intimidation or harassment.”

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

CHILD LABOR

GRI 408-1

Significant risk of child labor in operations and suppliers

Jabil is committed to respecting human rights and prohibits the use of child or forced labor in any of our global operations or facilities. We have adopted the Responsible Business Alliance (RBA) Code of Conduct in our own operations and as our Supplier Code of Conduct. In compliance with the RBA Code of Conduct, we enforce a strict

minimum age requirement in all Jabil facilities, although legitimate workplace apprenticeship or intern programs that comply with all laws and regulations are permitted and supported.

FORCED OR COMPULSORY LABOR

GRI 409-1

Operations and suppliers at significant risk for incidents of forced or compulsory labor

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

For more information on our requirements, see the [Jabil Code of Conduct](#), page 29; the [Jabil Supplier Code of Conduct](#), page 2; and the [Responsible Business Alliance \(RBA\) Code of Conduct](#), page 2.

Our Malaysian operations are the main corridor for risk of 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.

GRI 409-1 (CONT.)

Operations and suppliers at significant risk for incidents of forced or compulsory labor

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.

HUMAN RIGHTS ASSESSMENT

GRI 412-1

Operations that have been subject to human rights reviews

Jabil promotes respect for fundamental human rights and views them as an essential element of responsible corporate citizenship. In addition to support of the United Nations Global Compact and the United Nations Guiding Principles on Business and Human Rights, Jabil is also a member of the Responsible Business Alliance (RBA) and relies upon the RBA Code as its human rights proxy. Jabil is continuously evaluating and enhancing its current program to improve respect for human rights throughout its organization and supply chain. In particular, we are committed to the following internationally recognized principles:

- Employment should be a free choice. Forced, bonded or indentured labor, involuntary prison labor, slavery or trafficking of persons is never acceptable.
- Child labor must never be used in any stage of manufacturing.
- Working hours should not be more than 60 hours per week, including overtime, except in emergency or unusual situations. 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 conduct the Jabil Code training for all new employees as part of their onboarding process, and indirect labor employees also receive an annual refresher review.

We place additional focus on training in high-risk areas.

GRI 412-1 (CONT.)

Operations that have been subject to human rights reviews

GRI 412-2 (CONT.)

Employee training on human rights policies and procedures

HUMAN RIGHTS	FY19	FY20	FY21
Operations assessed for human rights (#)*	18	13	16
Operations assessed for human rights (% of high-risk facilities)*	72%	54%	62%

*Independent, external audits were conducted through the Responsible Business Alliance’s (RBA) Validated Assessment Program (VAP), customer human rights/code of conduct audit

All sites are assessed for risk every six months, using an 11-point risk evaluation criteria, which was developed with both external and internal risk factors considered. Sites considered high-risk for human rights and/or some other risk criteria are located in Hungary, Poland, Ukraine, Russia, Mexico, China, Malaysia, Taiwan and Vietnam.

All Jabil sites are risk rated, by region, as either low, medium, or high risk. A number of high-risk facilities are then subject to an external 3rd party independent audit, part of the RBA Validated Assessment Program (VAP). Those sites that are not subject to external VAP audit will be either audited against RBA protocol using internal auditors or by customer audit teams.

External VAP audits and customer audits would be considered the validation that the internal governance communication and execution is of an adequate level to meet the needs of the business and expectations of our customers.

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. If an EIA is required, we prepare a public document as necessary by law to identify any potential environmental and social impacts.

However, impact assessments for the environmental risks associated with our operations are already a routine 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 defines an activity risk being at a “tolerable level” when the activity may proceed with normal supervision after control measures are implemented, all controls are in place, risks are being minimized, and that no other risk reductions are possible. The risk associated with this activity is then reassessed within a year.

GRI 413-2

Operations with significant potential and actual negative impacts on local communities

None in FY20 and FY21.

SUPPLIER SOCIAL ASSESSMENT

MANAGEMENT APPROACH

Jabil's supplier assessment strategy is to use Responsible Business Alliance (RBA) code to guide our core governance program. Following internal risk and RBA

assessment processes on all suppliers, the suppliers identified as high risk undergo additional mitigation activity, per RBA member requirements.

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.

GRI 414-2

Negative social impacts on society in the supply chain, and actions taken

RISK ASSESSMENTS	# OF HIGH-RISK SITES FY19	RBA VAP FY19	STRATEGIC CUSTOMER AUDITS FY19	# OF HIGH RISK SITES IN FY20	# OF RBA VAP AUDITS FY20	STRATEGIC CUSTOMER AUDITS FY20	# OF HIGH RISK SITES IN FY21	# OF RBA VAP FY21	STRATEGIC CUSTOMER AUDITS FY21
Europe	5	1	0	4	4	0	5	2	0
America	3	1	0	3	2	0	4	3	0
Asia	16	3	9	17	4	3	17	10	1

SASB 320A.2

Percentage of (1) entity's facilities and (2) Tier 1 supplier facilities audited in the RBA Validated Audit Process (VAP) or equivalent, by (a) all facilities and (b) high-risk facilities

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 (i) the entity's facilities and (ii) the entity's Tier 1 supplier facilities

Approximately 23 percent (26/113) of facilities reviewed in our Annual Global Facilities Evaluation were identified as a "High Risk Facility." Of those, 16/26 "High Risk Facilities" were enrolled into RBA VAP 2020/2021 and/or audited by a key customer in 2021.

GRI 414-1 (CONT.)

New suppliers screened using social criteria

GRI 414-2 (CONT.)

Negative social impacts on society in the supply chain, and actions taken

SASB 320A.2 (CONT.)

Percentage of (1) entity's facilities and (2) Tier 1 supplier facilities audited in the RBA Validated Audit Process (VAP) or equivalent, by (a) all facilities and (b) high-risk facilities

SASB 320A.3 (CONT.)

(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 (i) the entity's facilities and (ii) the entity's Tier 1 supplier facilities

SUPPLIER SCREENING	FY19	FY20	FY21
Suppliers screened using social criteria (%)	36.98%	0.99%	1.68%
Suppliers assessed for social impact (#)	7,919	167	263
Suppliers with significant actual and potential social impacts	159	21	56
Suppliers with actual/potential negative impacts (with which improvements were agreed upon as a result of assessment) (%)	100%	91%	91%
Suppliers terminated as the result of the assessment for actual/potential negative impacts (%)	6	2	5

N/A = Not Applicable

For more information, please see GRI 412 on page 67.

GRI STANDARDS INDEX

#	DESCRIPTION	PAGE #
GENERAL DISCLOSURES		
ORGANIZATION NAME		
102-1	Organization name	34
102-2	Primary brands, products, and services	34
102-3	Headquarters location	34
102-4	Location of operations	34
102-5	Ownership and legal form	35
102-6	Markets served	35
102-7	Scale of the organization	35
102-8	Information on employees and other workers	36
102-9	Supply chain	36
102-10	Organizational changes during the reporting period	38
102-11	Precautionary principle	38
102-12	External initiatives	39
102-13	Membership associations	39
STRATEGY		
102-14	CEO Letter	40

#	DESCRIPTION	PAGE #
GENERAL DISCLOSURES		
ETHNICITY & INTEGRITY		
102-16	Values, principles, standards, and norms of behavior	40
102-17	Mechanisms for advice and concerns about ethics	40
GOVERNANCE		
102-18	Governance structure of the organization	41
102-19	Delegation of responsibility	41
102-20	High-level accountability for sustainability topics	41
102-21	Access to the board	41
102-22	Composition of the board and its committees	41
102-23	Chair of the highest governance body	42
102-24	Board nomination and selection processes	42
102-25	Board conflicts of interest	42
102-26	Board and executive roles	42
102-29	Board identification of ESG impacts, risks and opportunities	42
102-30	Board ESG review of risk management processes	42
102-33	Board communication	42
102-34	Concerns communicated to the board	43
102-35	Remuneration policies for the board and senior executives	43

#	DESCRIPTION	PAGE #
GENERAL DISCLOSURES		
102-36	Process for determining remuneration	43
102-37	Remuneration shareholder resolutions	43
102-38	CEO/employee pay ratio	43
STAKEHOLDER ENGAGEMENT		
102-40	Stakeholder engagement	44
102-41	Union representation	44
102-42	Stakeholder identification	44
102-43	Approach to stakeholder engagement	44
102-44	Key topics and concerns raised	44
REPORTING PRACTICE		
102-45	Entities included in financial statements	44
102-46	Defining report content and topic boundaries	45
102-47	Material Aspects included	45
102-48	Restatements	45
102-49	Reporting changes	45
102-50	Reporting period	46
102-51	Date of most recent report	46
102-52	Reporting cycle	46
102-53	Report contact	46
102-54	Claims of reporting in accordance with the GRI Standards	46

#	DESCRIPTION	PAGE #
GENERAL DISCLOSURES		
102-55	GRI content index	46
102-56	External assurance	46
ECONOMIC		
ECONOMIC PERFORMANCE		
201-1	Direct economic value generated and distributed	47
201-2	Financial implications and other risks and opportunities due to climate change	47
201-3	Benefit plan coverage	48
ANTI-CORRUPTION		
205-1	Risks related to corruption	48
205-2	Communications and training on anti-corruption	48
ANTI-COMPETITIVE BEHAVIOR		
206-1	Anti-competitive behavior	49
TAX		
207-1	Approach to tax	49
207-2	Tax governance, control, and risk management	49
ENVIRONMENTAL		
ENERGY		
302-1	Energy consumption within the organization (Scopes 1 + 2)	50

#	DESCRIPTION	PAGE #
ENVIRONMENTAL		
302-2	Energy consumption outside the organization (Scope 3)	50
302-3	Energy intensity	50
302-4	Energy reductions	50
WATER		
Management Approach	Explanation of the material topic, its boundary, how the topic is managed, and mechanisms for evaluating the effectiveness of the company's strategy.	51
303-3	Water withdrawal	52
303-4	Water discharge	52
303-5	Water consumption	52
EMISSIONS		
305-1	Direct GHG emissions (Scope 1)	53
305-2	Indirect GHG emissions (Scope 2)	53
305-3	Other indirect GHG emissions (Scope 3)	53
305-4	GHG emissions intensity	53
305-5	Reduction of GHG emissions	53
EFFLUENTS & WASTE		
Management Approach	Explanation of the material topic, its boundary, how the topic is managed, and mechanisms for evaluating the effectiveness of the company's strategy.	54
306-1	Water discharge	54
306-2	Waste by type and disposal method	55

#	DESCRIPTION	PAGE #
ENVIRONMENTAL		
306-3	Significant spills	55
306-4	Transport of hazardous waste	55
306-5	Water bodies affected by water discharges and/or runoff	55
SUPPLIER ENVIRONMENTAL ASSESSMENT		
Management Approach	For information on our approach to our supply chain, please see GRI 102-9 on pages 21–22.	56
308-1	New suppliers screened using environmental criteria	56
308-2	Negative environmental impacts in the supply chain	56
SOCIAL		
EMPLOYMENT		
401-1	New employee hires and turnover	57
401-2	Benefits provided to full-time employees	58
401-3	Parental leave	58
LABOR/MANAGEMENT RELATIONS		
Management Approach	Explanation of the material topic, its boundary, how the topic is managed, and mechanisms for evaluating the effectiveness of the company's strategy	60
402-1	Notice periods regarding operational changes	60

#	DESCRIPTION	PAGE #
SOCIAL		
OCCUPATIONAL HEALTH & SAFETY		
	Explanation of the material topic, its boundary, how the topic is managed, and mechanisms for evaluating the effectiveness of the company's strategy	
Management Approach		61
403-1	Occupational health and safety management system	61
403-2	Hazard identification, risk assessment, and incident investigation	61
403-3	Occupational Health Services	62
403-4	Worker participation, consultation, and communication on occupational health and safety	62
403-5	Workers training on occupational health and safety	62
403-8	Workers covered by an occupational health and safety management system	62
403-9	Work-related injuries	63
TRAINING & EDUCATION		
404-1	Average hours of employee training	64
404-2	Programs for upgrading employee skills and transition assistance programs	64
404-3	Percentage of employees receiving regular performance reviews	64
DIVERSE & EQUAL OPPORTUNITY		
405-1	Diversity of governance bodies and employees	65
FREEDOM OF ASSOCIATION & COLLECTIVE BARGAINING		
407-1	Operations and suppliers in which the right to freedom of association may be at risk	66
CHILD LABOR		
408-1	Significant risk of child labor in operations and suppliers	66

#	DESCRIPTION	PAGE #
SOCIAL		
FORCED OR COMPULSORY LABOR		
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	66
HUMAN RIGHTS ASSESSMENT		
412-1	Operations that may have been subject to human rights reviews	67
412-2	Employee training on human rights policies and procedures	67
LOCAL COMMUNITIES		
413-1	Operations with local community engagement, impact assessment, and development programs	68
413-2	Operations with significant potential and actual negative impacts on local communities	68
SUPPLIER SOCIAL ASSESSMENT		
	Explanation of the material topic, its boundary, how the topic is managed, and mechanisms for evaluating the effectiveness of the company's strategy.	
Management Approach		69
414-1	New suppliers screen using social criteria	69
414-2	Negative social impacts on society in the supply chain, and actions taken	69

SASB INDEX

CODE	ACCOUNTING METRIC	PAGE #
WATER MANAGEMENT		
140a.1	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	52
WASTE MANAGEMENT		
150a.1	Amount of hazardous waste from manufacturing, percentage recycled	55
Labor Practices		
310a.1	(1) Number of work stoppages and (2) total days idle	61
LABOR CONDITIONS		
320a.1	(1) Total recordable incident rate (TRIR) and (2) near miss frequency rate (NMFR) for (a) direct employees and (b) contract employees	63
320a.2	Percentage of (1) entity's facilities and (2) Tier 1 supplier facilities audited in the RBA Validated Audit Process (VAP) or equivalent, by (a) all facilities and (b) high-risk facilities	69
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 (i) the entity's facilities and (ii) the entity's Tier 1 supplier facilities	69
MATERIAL SOURCING		
440a.1	Description of the management of risks associated with the use of critical materials	38
ACTIVITY METRICS		
000.A	Number of manufacturing facilities	34
000.B	Area of manufacturing facilities	34
000.C	Number of employees	35

JABIL

MADE **POSSIBLE.**
MADE **BETTER.**