



JABIL

2023 Sustainability Progress Report



Report Publication Date: February 28, 2024

Forward-Looking Statements. This Report contains certain forward-looking statements based on Jabil management’s current assumptions and expectations, including statements regarding our ESG targets, goals, commitments, and programs and other business plans, initiatives, and objectives. These statements are typically accompanied by the words “aim,” “hope,” “believe,” “estimate,” “plan,” “expect,” “aspire,” “goal,” “commit,” or similar words. Many of the numbers and percentages used in this Report are estimates or approximations and may be based on assumptions. All such statements are intended to enjoy the protection of the safe harbor for forward-looking statements within the meaning of Section 21E of the Securities Exchange Act of 1934, as amended. Our actual future results, including the achievement of our targets, goals, or commitments, could differ materially from our projected results as the result of changes in circumstances, including changes arising from the divestiture of our mobility business, assumptions not being realized or other risks, uncertainties, and factors. Such risks, uncertainties, and factors include the risk factors discussed in Item 1A of our most recent annual report on Form 10-K and in our subsequent quarterly reports on Form 10-Q filed with the Securities and Exchange Commission. We urge you to consider all of the risks, uncertainties, and factors identified above or discussed in such reports carefully in evaluating the forward-looking statements in this Report. Jabil cannot assure you that the results reflected or implied by any forward-looking statement will be realized or, even if substantially realized, that those results will have the forecasted or expected consequences and effects. The forward-looking statements in this Report are made as of the date of this Report, which is February 28, 2024, unless otherwise indicated, and we undertake no obligation to update these forward-looking statements to reflect subsequent events or circumstances.



At Jabil we strive to make anything possible and everything better. We are proud to be a trusted partner for the world's top brands, offering comprehensive engineering, manufacturing, and supply chain solutions.

We are driven by a common purpose to make a positive impact for each other, our communities, and the environment.

At Jabil, sustainability is the integration of environmental health, social equity, and corporate governance, coupled with economic growth. This approach creates thriving, healthy, diverse, and resilient business operations for our employees and communities – for this generation and generations to come.

This report includes case studies (pages 8-32) as well as disclosures from the Global Reporting Initiative (GRI), Sustainable Accounting Standards Board (SASB) (GRI and SASB pages 32-67) and Task Force on Climate-Related Financial Disclosures (TCFD), covering updates for Jabil's operations in fiscal year 2023 – from September 1, 2022, to August 31, 2023.

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A Message from Kenny

“ Jabil’s growth is not just about making things; it is about making leaders who serve our people, communities, and planet. ”

Throughout Jabil’s history, we’ve consistently focused on maintaining an unwavering commitment to our customers, employees, and shareholders. As a global manufacturing solutions provider, preserving the planet’s resources for future generations is essential to our commitment.

It is often said that we do not inherit the earth from our ancestors; rather, we borrow it from our children. This belief reflects our vision and strategy for managing our impacts across our business activities, relationships, and the planet – in both the immediate and distant future.

Our purpose and business strategy are firmly rooted in sustainable development, and it is Jabil’s priority to align our efforts with governmental regulations and policies while being mindful of the broader macroeconomic, social, and political trends that influence our contributions.

In addition, our sustainability strategy is designed to help our customers in meeting their own ESG targets. This collaboration is an integral part of our mission toward sustainable progress.

In fiscal year 2023, our performance against our priorities and goals was noteworthy, with some of the highlights including:

- Meeting our operational GHG emissions (Scope 1 and 2) reduction target for fiscal year 2025 two years ahead of schedule
- Continuing our transition to renewable energy by signing Power Purchase Agreements (PPAs) with suppliers in Latin America and Europe
- Achieving a Responsible Business Alliance external audit average score of 170 for sites audited during the year, equating to a Silver recognition level
- Volunteering over 1 million hours of public service to our communities for the second consecutive calendar year
- Releasing a new **Sustainability Policy Statement**, which unifies our former Social Responsibility, Environmental, and Health and Safety policies, imparting a refreshed, holistic approach to sustainability.

An organizational change earlier in the year also brought our Sustainability and Corporate Environmental Health and Safety programs under our Compliance Office. This arrangement allows for better visibility into the global surge of related regulations and supports our commitment to fulfill legal requirements applicable to our operations.

This fiscal year 2023 Sustainability Progress Report covers the period from September 1, 2022, to August 31, 2023, and offers an update on our Environmental, Social, and Governance (ESG) objectives. It highlights the efforts of our employees and illustrates how we are supporting our customers on their sustainability journeys. Disclosures that hold significant importance to numerous stakeholders, including the Global Reporting Initiative (GRI), the Sustainable Accounting Standards Board (SASB), and the Task Force on Climate-Related Financial Disclosures (TCFD), can also be found within this report.

For fiscal year 2024, our focus is on continuing to set and pursue aggressive goals related to safe work environments, climate action, and resource efficiency.

As we continue into the third year of our five-year sustainability improvement strategy, our main challenges, goals, and targets will continue to revolve around sustainable development and nurturing the next generation of purpose-driven leadership to ensure a sustainable future for our company, our communities, and the environment.

Best wishes,


Kenny Wilson
Chief Executive Officer


Jabil's Pillars of Sustainability & Top ESG Priorities

We contribute to the achievement of the following UN Sustainable Development Goals (SDGs). To learn more about the UN SDGs, visit sdgs.un.org/goals



Jabil's sustainability goals are grouped under three foundational pillars: Our People & Communities, Our Operations & Resources, and Our Innovative Solutions.

 Visit jabil.com/sustainability to learn more about our sustainability pillars



Our People & Communities

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


- Diversity, Equity & Inclusion
- Human Rights
- Employee Health & Wellbeing
- Community Volunteerism



Our Operations & Resources

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

- Climate Action
- Resource Efficiency
- Healthy Environment & Safe Operations



Our Innovative Solutions

Delivering sustainable innovations throughout the product lifecycle

- Circular Economy
- Cybersecurity

Our FY26 ESG Goals & Progress

In 2021, Jabil 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 used the outcomes to create our five-year Environmental, Social and Governance (ESG) strategy.

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

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

Our People & Communities

FY23 PROGRESS	FY26 GOALS
<p>21% through FY23</p>	<p>Diversity, Equity & Inclusion</p> <p>25% of Leadership Positions (Defined as Director Level or Above) Held by Women</p>
<p>25 through FY23</p>	<p>40+ Established Programs for Persons with Disabilities</p>
<p>170 through FY23</p>	<p>Human Rights</p> <p>≥160 Annual Average RBA Score of Sites Audited (Equates to a Silver Status Rating)</p>
<p>99% of sites have at least two implemented</p>	<p>Employee Health & Wellbeing</p> <p>5 Established Wellbeing Programs at Each Manufacturing Site</p>
<p>41% through FY23</p>	<p>90% of Managers Trained on Mental Health Resiliency</p>
<p>1,018,904 Volunteer Hours through FY23</p>	<p>Community Volunteerism</p> <p>1 Million Volunteer Hours for Calendar Year 2023</p>

Our Operations & Resources

FY23 PROGRESS	FY26 GOALS
<p>29% Reduction through FY23</p>	<p>Climate Action</p> <p>25% Reduction in Operational* Greenhouse Gas (GHG) Emissions by the end of FY25</p>
<p>2045 Carbon Neutrality Target Date</p>	
<p>84 through FY23</p>	<p>Environment, Health, and Safety</p> <p>80+ Target EHS Index Score</p>
<p>19% through FY23 vs. FY21 baseline</p>	<p>Resource Efficiency</p> <p>6% Average Global Reduction of our Acquired or Purchased Water Intensity</p>
<p>100% of applicable sites through FY23</p>	<p>Sites with Management-Approved Water Conservation Plans</p>
<p>5% through FY23</p>	<p>20% of Applicable Sites Globally Achieving 90% or More Landfill Diversion (3P Assured)</p>

Our Innovative Solutions

FY23 PROGRESS	FY26 GOALS
<p>9 through FY23</p>	<p>Circular Economy</p> <p>10 Total Circular Economy Projects Partnerships Engaged**</p>
<p>9.2 Average Composite Metrics Score through FY23</p>	<p>Cybersecurity</p> <p>8+ Achievement of Annual Average Cybersecurity Score</p>

*Scope 1 and 2 GHG Emissions.
 **Jabil increased its circular economy goals from 6 to 10 partnerships.
 Note: Percentages are rounded to the nearest whole number.



Recent Awards and Recognition

The World's Best Companies of 2023

Time and Statista

America's Most Responsible Companies

Newsweek and Statista

Best Place to Work for Disability Inclusion (2021-23)

Disability Equality Index

America's Greatest Workplaces for Diversity 2023

Newsweek

Diversity Leaders 2023 (Europe)

Financial Times and Statista

Best Places to Work for LGBTQ+ in Mexico

HRC / Equidad MX

Special Award on Sustainability (China)

IDC

2023 Asia Award Winner

Renewable Energy Markets™

Champion Achievers in ESG Award

Malaysia AMCHAM Cares

ESG Leader Award (Penang)

Association of Malaysian Medical Industries

National Occupational Safety and Health Award (Taichung)

Golden Card as Leader of Safe Work (Kwidzyn)

Central Institute for Labour Protection

Sustainability Award

Calix ConneXions 2023





Our People & Communities

The long-term prosperity of our business relies on the wellbeing and development of our employees and communities. Jabil is dedicated to fostering an inclusive, diverse, and equitable environment for all, while also uplifting the communities where we operate through meaningful investments and initiatives.

“ It is in our collective strength and diversity that we find our greatest potential. Jabil’s commitment to our people and communities is not merely a responsibility, but an opportunity to drive sustainable growth for our business and society at large. ”



TUBA KUKLEN
Vice President,
Talent Management





Sowing Seeds for a Greener Future

From absorbing harmful carbon emissions to providing habitat for the majority of the world’s land species, trees provide many benefits to ecosystems. In fiscal year 2023, Jabil employees worldwide organized tree-planting events to promote reforestation – one of the most effective approaches to help mitigate the climate crisis and restore the natural habitats for countless organisms.



As part of the Jabil Net Zero Forest project, thousands of employees across our Asia sites helped plant over 13,000 trees in fiscal year 2023, with 10,000 more slated to be planted in fiscal year 2024.

Nearly half of those planted were cypresses in Xiaojin County in the Aba Tibetan and Qiang Autonomous Prefecture in China. In addition to the many positive environmental benefits of planting trees, the reforestation efforts also help prevent landslides, safeguarding the villages situated below the reforestation area.

Elsewhere in Asia, our Taichung site adopted nearly 1,000 acacia and maple trees in collaboration with the local forestry bureau. Jabil sites in Mexico, the Dominican Republic, India, Malaysia, Vietnam, and Ukraine conducted similar reforestation and tree planting events throughout the year.

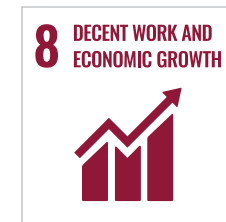
Note: *Jabil does not claim carbon offsets from tree plantings; these efforts are separate from our strategy for achieving net zero carbon emissions in our operations and supply chain by 2045.*





Jabil's Investment in Future Innovators

Jabil sites around the world have developed a variety of programs to support our enterprise-wide commitment to cultivate diverse up-and-coming talent. These programs — which span multiple continents and include internships, apprenticeships, and university partnerships — are an investment in the professional growth of early-career professionals.



APPRENTICESHIPS

Apprenticeships at Jabil serve as a crucial part of this commitment. These programs offer practical training and real-world experience to those who are at the beginning of their careers. Programs range from logistics, design, mechanics, and business, and each is designed to last between three to four years. Upon successful completion, apprentices are awarded a certification that serves as proof of proficiency in their chosen profession.

INTERNSHIPS

Similarly, internships at Jabil are not just opportunities for students and recent graduates to gain industry experience but also a chance for the organization to cultivate a pool of up-and-coming talent. In addition to providing interns with real-world experience and networking opportunities, these programs aim to create a positive impact in the community through local volunteer events. Our internship program at our headquarters in St. Petersburg, Florida was recognized as one of the Top 100 Internship Programs in the country for 2023 by job search site WayUp.

UNIVERSITY PARTNERSHIPS

Our University Partnership programs are unique collaborations with academic institutions, providing scholarships and other opportunities for local students specializing in science, engineering, business, and more.



Jabil's training and educational programs are creating a robust pipeline of future innovators, making a positive impact on local communities around the world.

Students involved in this program, whether they are year-round interns, summer interns, or nine-month externs, are mentored by experienced professionals who work with them on real-world projects.

At the conclusion of the program, students get the chance to present their research to both the company and academic leaders.

By investing in the growth of our people through a variety of education-first programs, Jabil supports our commitment to nurturing the next generation with purpose-driven leadership, ensuring a sustainable future for our communities and the environment.

[Story continues on the next page >](#)



Jabil's Investment in Future Innovators – CONTINUED

Guadalajara

The site in Guadalajara, Mexico also offers a unique partnership between industry and academia. In fiscal year 2023, Jabil and the University of Guadalajara established the Jabil Academy, a corporate university aimed at aiding employees in developing skillsets that will boost their personal growth. Jabil is the only company in the state with this kind of link to the university, which has led to the development of two-year technician programs. The university certifies the courses and issues official career diplomas to Jabil's employees upon completion of a program.

Penang

In Penang, Malaysia, the internship co-op program has been developed with the purpose of offering undergraduate and graduate students hands-on industrial experience. Through this initiative, Jabil hopes to offer full-time employment to these individuals after their internships. The success of this program can be seen in the 13 former interns who have been hired as associate engineers through fiscal year 2023.

San Jose

Jabil Scholars, a multidisciplinary program for engineering students, is held at our San José, California site in partnership with San José State University and the University of South Florida. This unique program is a partnership between academia and industry that provides students with the opportunity to lead research and development, of innovative, enterprise-level processes within Jabil's capabilities.

St. Petersburg

The St. Pete corporate headquarters in Florida also opens its doors to interns, welcoming over 60 from 12 U.S. states and 11 countries during summer 2023. These interns have the opportunity to collaborate with cross-functional teams and contribute to real solutions for Jabil's customers. They are also able to build their networks through Jabil community service initiatives and site-wide events.

Switzerland

Jabil's sites in Switzerland provide training for approximately 100 apprentices across eight different professions. These programs offer specialized learning environments for aspiring mechanical technicians, design engineers, and other professions. Program length ranges from two to four years, depending on the occupation. Successful completion results in the awarding of a federal vocational education and training (VET) diploma or certificate, both of which hold national recognition.

Vietnam

In Vietnam, Jabil has launched the inaugural Jabil Vietnam Scholarship. This program aims to cover tuition and educational expenses for local university students studying science, engineering, technology, or business, while also providing training, internship, and career opportunities. Students facing challenging circumstances or those with physical disabilities are given priority.





Empowering Women Across the Globe

As part of our commitment to social responsibility, Jabil hosts seminars and events around the world that focus on creating safe and equitable work environments. For fiscal year 2023, these initiatives reached Jabil sites in Mexico, Malaysia, Ukraine, Ireland, and beyond.



The goals of these events include educating all employees about the challenges women often face in the workplace, ensuring equal access to the resources needed for success, and creating a fair and just culture where everyone feels respected and empowered.



HERHEALTH STORY

Jabil's HERhealth (Health Enables Returns) program empowers women employees in Asia to educate fellow colleagues on healthy lifestyle habits. Select employees are invited to train to become Peer Health Educators, who lead discussions on hygiene, nutrition, and reproductive health. As of 2023, HERhealth has trained 100+ health ambassadors and had over 25,000 women attend its events.

Embracing Equity in Penang

For the second consecutive year, Jabil's site in Penang was one of the main sponsors for the Women in Zcience (WIZ) program, aimed at encouraging young women to pursue STEM careers. The initiative is in collaboration with two other local organizations, science center Tech Dome (TD) Penang and the Penang Women's Development Corporation (PWDC). The site also hosted special speakers for International Women's Day.

This community involvement and women-focused programming showcases the site and company's ongoing commitment to building a more diverse talent pipeline.



Story continues on the next page >



Empowering Women Across the Globe (cont.)



Learning About Nuevas Masculinidades (New Masculinities) in Guadalajara

Led by popular speaker and influencer Diego Ruzarrin, this discussion session was held at Jabil's Guadalajara site on February 15 with over 300 employees in attendance and nearly 3,000 listening in virtually.

The conference emphasized the necessity of mitigating gender biases, creating safe spaces, and eradicating discrimination and harassment against women.

Uplifting the Uzhgorod Community

A team of Diversity, Equity, and Inclusion (DEI) Champions at our site in Uzhgorod also supported their local community in celebration of International Women's Day.

Working closely with their human resources and environmental health and safety teams, employees uplifted and empowered women in the community at social centers for war refugees, mothers, and children. Employees also donated kids' items, hygiene products, and connected with women at the organization on ways to spread their group's message beyond the workplace.

Dublin Honors Women's Day

Jabil's Dublin facility combined their passion for DEI with community outreach efforts to honor raising funds for Women's Aid, a charity organization that supports women who have suffered from domestic violence.

The Embracing Equity Competition encouraged employees to get involved in their own unique way. Participants shared photos and short stories about how they or their colleagues have embraced equity. As part of other activities that were held, Jabil also donated money to Women's Aid for every entry.



A Community Commitment to a Greener Future

Jabil's site in Uzhgorod, Ukraine launched a program in fiscal year 2023 to better educate employees and the community on sustainability. The effort immediately created a positive and ongoing impact in the local community by implementing sustainable practices that will leave a lasting influence on adults and children alike. The program's impact can be seen in action via its numerous initiatives, all guided by the 4Rs of Sustainability (Refuse, Reduce, Reuse, Recycle).



Growing A More Sustainable Generation

Jabil employees led sustainable workshops in school classes that focused on eco-friendly practices. Proper waste management is a key focus area, made fun with interactive games and lectures on how to sort trash and minimize waste to landfill.

The team in Uzhgorod also sponsored the installation of specialized trash bins (plastic, paper, waste) in schools. These allow students to apply the skills learned in their classes, instilling environmentally conscious behaviors at a young age.

The schools also financially benefit from this practice, as a partnership between Jabil and a local recycling company generates funds for schools to devote toward gardening projects.



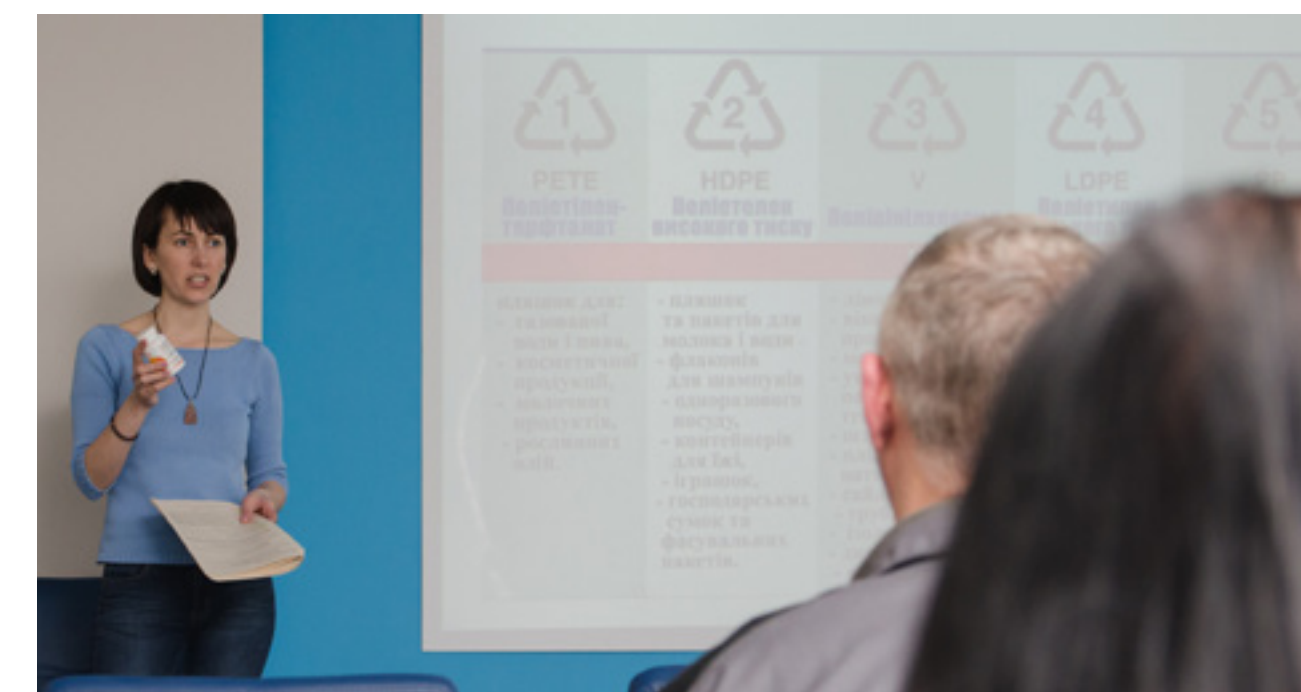
Building a Greener Workplace Culture

Jabil employees in Uzhgorod also participate in many hands-on projects. As of writing, staff members have collected 600+ pounds of municipal waste, 250 pounds of plastic, and 88 pounds of metal from the local riverbank. Partnering with the National Park Service in Ukraine, Jabil employees and their families also planted 100 trees at a nearby national park.

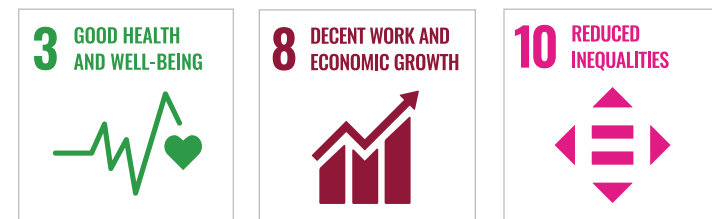
Additionally, with engagement from suppliers and three internal departments, Jabil's site in Uzhgorod initiated a circular economy approach to refuse excess packaging on materials from suppliers. Already through the end of fiscal year 2023, it has resulted in a reduction of 13.5 tons of plastic and 81 tons of CO₂. Employees are also encouraged to submit proposals on new ways to create a more sustainable workplace that follows the 4R motto.

An Ongoing Commitment

For fiscal year 2024 and beyond, the Uzhgorod team has many other initiatives planned as they nurture the next generation, helping to ensure a sustainable future for our communities and the environment.



Employee Feedback and How It Shapes the Future of Jabil



Our workforce is Jabil's greatest asset, making a transparent exchange of opinions and feedback from employees essential for maintaining our high-performance culture.

With 200,000+ employees spread across more than 100 sites around the world, Jabil faces the complex challenge of capturing feedback from all staff levels and regions. To ensure our leadership has clear visibility into our employees' opinions across a broad range of topics, every two years we leverage a global survey tool called *Your Voice Matters*.

Through this platform, all workers can provide anonymous feedback used to support employee well-being; enable employees to act with integrity every day; and ensure they have the support they need to help them succeed at Jabil.

From Analysis to Action

With the insight gained from the survey, leadership then develops relevant, effective action plans based on the needs of their employees. Follow-up actions may include the formation of targeted, topic-specific focus groups and further in-depth interviews.

Following the 2023 survey, over 64,000 written employee comments were compiled and analyzed, and over 500 action plans were developed and executed by leaders around the company.

For example, at Jabil's site in Wuhan, China, more than 97% of employees participated in the survey, and a commonly cited request was to be provided with more opportunities for advancement. To address this, site leadership began providing employees with cross-training and job exchanges to improve their skills and create talent reserves.

All feedback provides leadership with critical insights that serve to drive positive change, which supports employee job satisfaction and sustainable business growth. This feedback is organized by topic and shared with leaders to help further inform their action plan strategies.

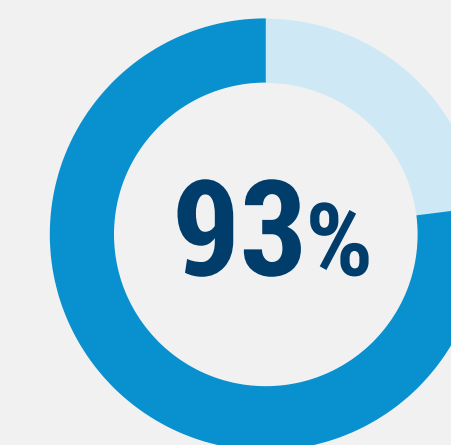


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Results from 2023 Your Voice Matters Employee Survey

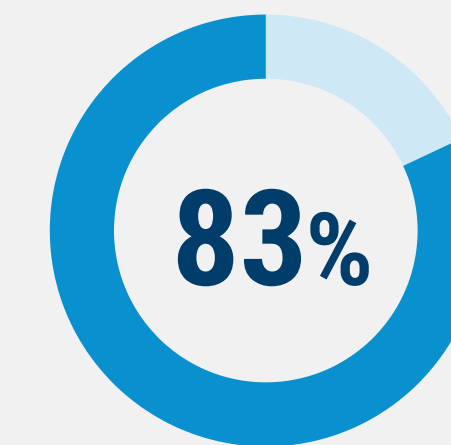
PARTICIPATION RATE

+4 percentage points from 2021



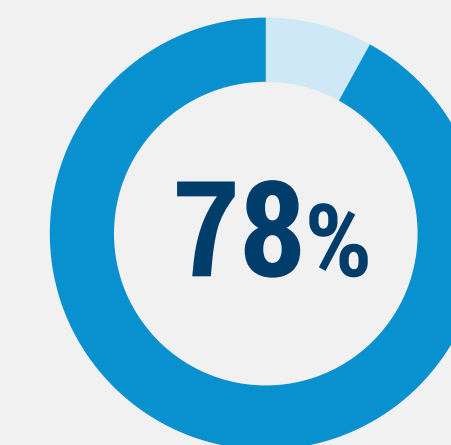
ENGAGEMENT SCORE

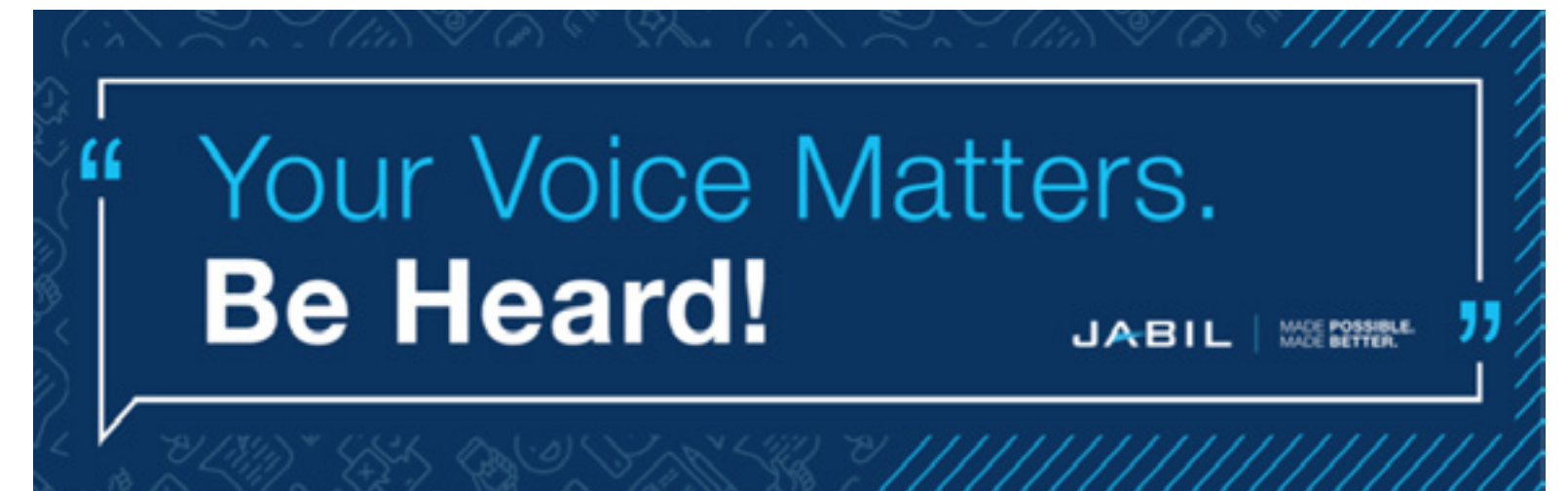
+1 percentage point from 2021
+6% percentage points over manufacturing industry average



BELIEVE IN POSITIVE CHANGE FROM SURVEY

+1 percentage point
+10 percentage points over manufacturing industry's 90th percentile





“ We want to hear what our employees think about their work and experiences at Jabil – both the good things, and particularly, where our opportunities for continual improvement are. ”

KENNY WILSON, CEO

A Continuous Commitment to Improvement

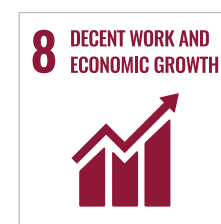
Scores consistently high in topic areas such as safety, respect, and process efficiency indicate that our efforts have been successful overall in cultivating a positive work environment. The data also analyzes the impact of leadership behavior on employee engagement and voluntary turnover as well as areas where improvements can be made.

“We want to hear what our employees think about their work and experiences at Jabil – both the good things, and particularly, where our opportunities for continual improvement are,” says CEO Kenny Wilson. “It’s not a check-the-box exercise, it’s a quest for us to get high quality, insightful data that we can use to optimize our operations, enhance our culture, provide a stronger sense of job satisfaction, and maintain Jabil among the top employers of choice in the industry.”



Virtual Reality Meets Safety Training at Jabil's Tiszaújváros Site

Our site in Tiszaújváros, Hungary is using innovative technology that offers a new approach to enhancing workplace safety. As part of a three-day safety awareness event, around 2,000 employees at the site learned about safety measures through a series of engaging activities.



One of the highlights of the event was an immersive Virtual Reality (VR) experience that allowed participants to navigate a realistic fire scenario, answer questions on fire safety, and practice extinguishing a "VR fire".

The event also featured a technical driving simulator, a team-based hand-protection game, a Personal Protective Equipment (PPE) exhibition, and more.

By leveraging modern technology, employees can practice activities that help enhance worker safety and health in a safe training environment, aiding Jabil in achieving our goal of ensuring that each and every person goes home safely, every day.





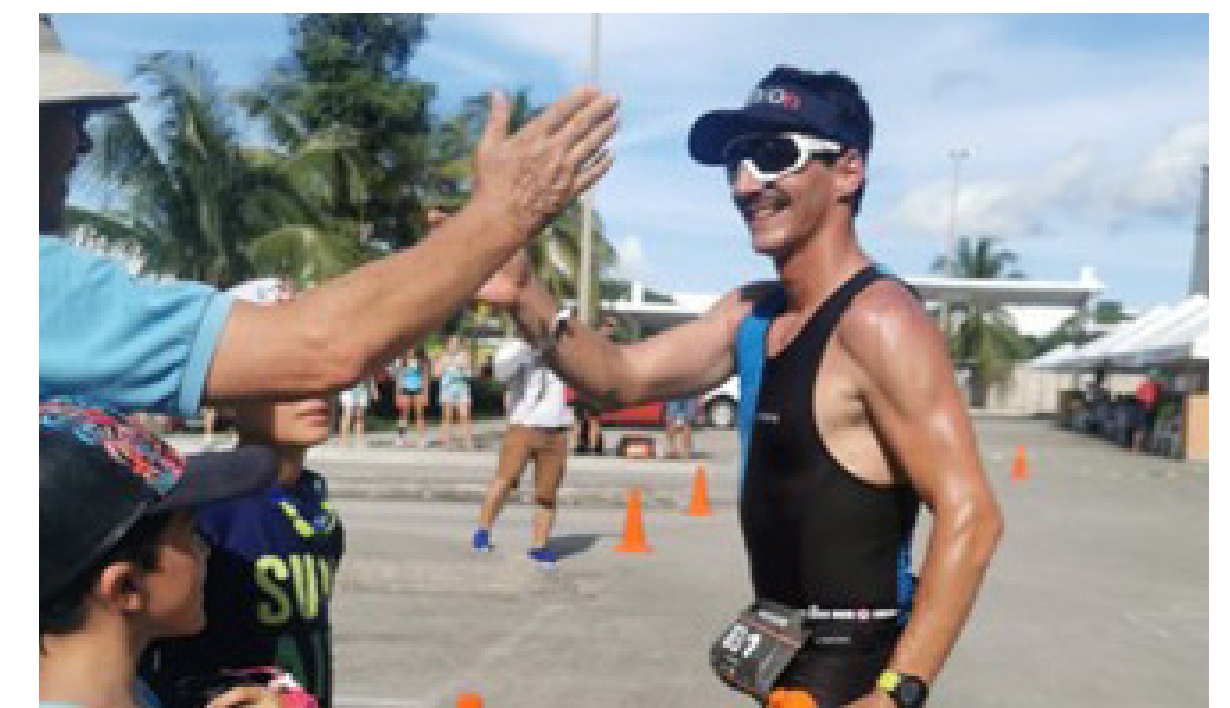
Elevating Our Winning Team: The Jabil Supports Athletes Program

As part of our dedication to promoting and sustaining employee wellness, in fiscal year 2023 we launched the Jabil Support Athletes program in Guadalajara, Mexico. This program provides both financial and moral support to our employee-athletes, enabling them to represent Jabil at various local and international sporting competitions.

Jabil offers sponsorship to Guadalajara employees who take part in any sporting discipline (e.g., running, cycling, swimming) at least three times per week and also regularly participate in competitions. Our support includes covering the entry costs of races or competitions, along with Jabil-branded athletic apparel.

Thanks to the program, Jabil's presence was felt in numerous races worldwide over the past year. We proudly watched many of our talented Guadalajara employees compete in high-profile events, including the Berlin Marathon, the 2023 IRONMAN 70.3 Cozumel race, and many other competitions.

Jabil's goal is to support all employees' fitness endeavors, whether they are training for triathlons or simply seeking balanced lifestyles. Through these investments in our people, we aim to foster a workplace that celebrates and promotes physical wellness, enabling employees to lead healthy, fulfilling lives.





The Power of Giving: The Jabil Cares Foundation



At Jabil, we are driven by a common purpose: to make a positive impact on each other, our communities, and our environment. In fiscal year 2023 we took our commitment to our communities to the next level by establishing the Jabil Cares Foundation.

As a certified 501(c)(3) entity, the foundation's core mission revolves around promoting education, empowering communities, and conserving the environment. Inaugurated with a generous donation from Jabil, the foundation embodies our long-term commitment to making a positive impact on society.

From scholarships to disaster relief efforts, the foundation's activities are far-reaching and overseen by purpose-specific committees.

JABIL CARES FOUNDATION

Disaster Relief

Employees impacted by large-scale natural disasters anywhere in the world can apply for financial assistance from the foundation. In fiscal year 2023, the fund provided support to employees affected by Hurricane Ian.

Scholarships

This committee selects fields of study and universities or technical schools for Jabil-named scholarships. Additional scholarships aimed at the children of our employees are also being established.

Grants

This committee distributes grants to public charities for programs and activities focused on education, empowerment, and the environment.

Even as we celebrate the foundation's creation, we continue to encourage individual sites to drive local community outreach initiatives.

Ultimately, the efforts of our new foundation align with greater Jabil's purpose of giving, enabling us to continue making a positive difference in the lives of others.



Our People & Communities Highlights



A BUZZWORTHY BIODIVERSITY EVENT

In celebration of Earth Day, Jabil employees sowed a bee-friendly wildflower meadow adjacent to our Tuttlingen, Germany site's parking lot. One colleague who works as a beekeeper in his spare time led a lecture on the importance of bees and biodiversity while other volunteers made wildflower seed balls and beeswax candles.



BRIDGING DIVERSITY IN TORTOSA

In celebration of the Catalan holiday La Diada de Sant Jordi (St. George's Day), our HR team in Tortosa collaborated with the Mercè Pla Foundation to support individuals with functional diversity. Our employees volunteered at the foundation's facilities, helping out and learning from the staff about inclusivity and acceptance. We concluded the day by gifting books to the residents and students at Mercè Pla, a customary gesture on St. George's Day.

HARVESTING HOPE AND BUILDING COMMUNITY

The HR and IT teams at our Clinton, Mass. site collaborated with the Community Harvest Project, a non-profit farm, to help address food insecurity. Our team harvested, washed, and packed food from the farm, which was then distributed to local food banks and other charitable organizations.



A HISTORIC CLEANUP IN INDIA

Volunteers from Jabil's site in Pune, India traveled to the historic Rajgad Fort to remove non-biodegradable waste threatening the site's preservation. Over 40 miles away from our site, the group spent 18 hours on this vital cleanup mission in Ranjangaon.



PEDALING FOR A PURPOSE IN SWITZERLAND

Joining forces with hundreds of cyclists and runners from all corners of Switzerland, a team of 60 Jabil employees from our Swiss sites took on the challenging 15.3-kilometer Bärgrüf biking event for charity. Together, they journeyed from Stalden to Moosalp through Törbel, uniting to fuel the battle against cancer.

This charitable cycling race wants to establish ties between sports and those affected by cancer. Now celebrating its fifth year, the event has already raised over \$2 million and funded more than 60 projects, ranging from cancer research and prevention to direct assistance to those battling the disease.

Our Operations & Resources

Our dedication to sustainable operations involves judicious resource management, waste reduction, and constant innovation to minimize our environmental impact. This approach is integral to our vision of being the world's most technologically advanced and trusted manufacturing solutions provider.

“ Achieving operational excellence is not simply about efficiency and productivity. At its core, it is about a healthy stewardship of resources, being a responsible global citizen, and using technology and innovation to create a more sustainable future.”

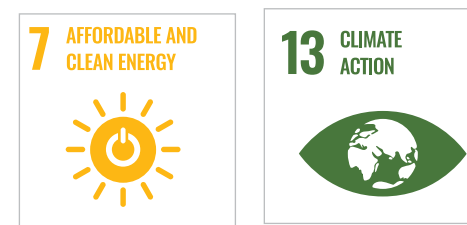


GERALD "JJ" CREADON
Executive Vice President,
Operations





Jabil's Strategic Shift Toward Renewable Power



In fiscal year 2023, Jabil continued its transition to full use of renewable energy by signing Power Purchase Agreements (PPAs) with suppliers in Latin America and Europe. These deals further highlight our commitment to renewable energy sources, environmental responsibility, and the local communities in which we operate.

For instance, Mexico experienced a profound shift in its energy sector in 2014, ushering in a two-part reform. The first stage involved the legal restructuring of the state-owned utility company and the second created a new entity altogether: the Mexican Wholesale Electricity Market (MEM). This revolutionary step allowed the private sector to generate and sell electricity, creating a space for competition and innovation. Fast forward to April 2022, constitutional reform votes cemented the permanence of the wholesale energy market in Mexico, ensuring Jabil's new permit as a 1MW+ Qualified User of renewable energy.

Under the new law (Ley de la Industria Eléctrica), Qualified Users like Jabil gain the freedom to contract electricity supply with a Qualified Supplier, who in turn can contract and execute transactions with numerous power generators under a competitive market.

To choose energy suppliers, our team analyzes multi-year price quotes from many candidates, considering variables like current utility rates and potential market imbalances. With Jabil's chosen energy supplier, the estimated cost savings over the next five years are significant. Jabil's chosen energy supplier guarantees a minimum of 50%

green energy and an estimated reduction of over 50,000 metric tons of CO₂e emissions over the next five years. A 270MW hedge from the supplier also offers us the flexibility to extend our contract duration and power capacity to accommodate our future growth. The supplier's strong relationships with the state-owned utility company (Comisión Federal de Electricidad) and the Mexican government will also aid our swift transition into the MEM.

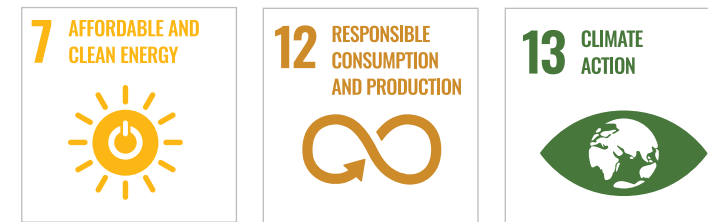
This landmark deal marks a significant milestone in our ongoing transition to renewable energy, and we are already exploring similar agreements in other regions.

Our efforts around transitioning to renewable energy bring us closer to achieving our company sustainability goals, both at our operations in Mexico and across our global carbon footprint.





Clearing the Air: Jabil's FY23 Carbon Reduction Achievements



Jabil made remarkable strides in reducing its greenhouse gas emissions in fiscal year 2023:

- Exceeded our goal of a 25% reduction of Scope 1 and 2 GHG emissions (vs. our FY19 baseline) two years ahead of schedule**
- 25 of our sites were Scope 2 carbon neutral***
- Nearly 70% of our energy use worldwide came from renewable sources**

To help continue this momentum, a new global energy management standard was developed and deployed for use by all sites in fiscal year 2023. Along with other guidance documents, this standard provides the framework for continuous improvement of energy efficiency, resulting in reduced GHG emissions and energy costs. Additionally, an Energy Management Council was established to help align and facilitate site adoption of the new model.

However, it is the efforts at each one of our sites that makes emission-reduction achievements possible, as seen in these examples of global success stories:



Fiscal year 2023 GHG Reduction Highlights

MALAYSIA

Our Penang, Malaysia site retrofitted its chiller plant, scaled down its HVAC system, and began using AI to optimize real-time energy to load. These projects and others yielded a combined carbon savings of over 128,000 MT.

HUNGARY

Through the installation of submeters and an online monitoring system, our Tiszaújváros, Hungary site reduced CO₂ emissions by 5%, equating to a 319 MT reduction over 12 months.

SPAIN

Our Spain site added new solar panels that generate enough energy to cover 36% of its annual consumption, reducing carbon emissions by 175 MT per year.

CHINA

At our Wuxi, China facility, we've turned a significant environmental challenge into an opportunity by repurposing end-of-life in-circuit test fixture kits. This practice translates to carbon savings for materials that would normally go to incineration.



From Production Line to Patient: Jabil's Quality Culture Program



“I wanted the patients at the forefront of our employees’ minds every day, and we needed a way to tie what we build to the product and the patient.”

MIKE MAHAZ
Senior Vice President of Global Business Units, Healthcare



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

The foundation of our success as the largest global provider of healthcare manufacturing solutions is maintaining consistent quality systems and standardized processes across all Jabil sites. This focus is particularly critical in the production of healthcare products, where prioritizing precision and reliability – with a strong quality culture mindset – is essential.

To even further elevate our quality standards, Jabil designed, developed, and implemented its highly effective Behavior Based Quality (BBQ) Program. Originating at Jabil's Shanghai site, BBQ has expanded to 25 healthcare locations at our sites around the world to promote accountability, ownership, and responsibility among Jabil's front-line workers and managers.

The BBQ program consists of two key pillars:

PATIENT AND PRODUCT AWARENESS

Before BBQ, front-line associates did not necessarily know that the small component they were working on would soon become part of a medical device designed to help support and improve quality of life.

Through periodic instruction and posted materials, BBQ Program Champions help coordinate events that highlight patient and customer experiences. They also share educational product information about the final product and how it will be used by healthcare providers and patients.

QUALITY HERO PROGRAM

This program supports and encourages employees to speak up and identify problems and areas for improvement. The Quality Hero Program recognizes and rewards those who point out quality issues or improvement opportunities, encourage discipline in following procedures, and inspire others to understand and respect quality standards.

Quality Heroes also receive perks like a preferred parking spot for the month, swag, and recognition on the "Hero Wall" with their name and photo. Each site awards a Quality Hero of the Year who exemplifies the highest standard of quality behaviors for their site.

For the many highly skilled employees working in our healthcare manufacturing sites, knowing exactly how their efforts are making a difference in the lives of patients makes their work feel more personal and rewarding.

“It feels so impactful knowing the products we make are used to support and sustain patients’ lives,” says Mike Mahaz, SVP of global business units, healthcare division. “Previously, it was difficult for our employees to be aware of the difference they make because we build printed circuit board assemblies (PCBAs) for healthcare products that looked like ones we would build for any other non-healthcare customer. I wanted our staff to know that these healthcare PCBAs were even more important because a patient or healthcare provider would be using it as part of a medical device.”

The program continues to grow throughout our healthcare operations with a focus on standardization and assessment of BBQ's maturity and impact. Other sectors within the company are also adopting the approach and implementing similar programs to their sites.

“By learning about the healthcare products we touch every day, Behavior Based Quality creates a connection among us, our customers, healthcare providers, and most importantly, the patients,” says Paul Arrendell, chief quality officer for healthcare at Jabil. “The BBQ Program underscores the critical importance and attention to detail that we should expect of ourselves and what our customers expect from us every day in our work to manufacture the highest quality products for patients around the world.”

Strengthening External Audit Performance Through Internal Excellence



In fiscal year 2023, nearly 100 Jabil team members from many of our North Asia sites went through a specialized training program to become certified as ISO 14001 internal auditors.

ISO 14001 is an internationally recognized standard for Environmental Management Systems (EMS), a framework that organizations can follow to establish, implement, maintain, and improve their environmental management practices. The implementation of an internal audit program is one of the standard's requirements.

An internal audit program is a necessity in an effective environmental management system that helps a site reduce its environmental impact, manage related risks, and enhance sustainability efforts. Robust auditor competency is key for uncovering previously unrecognized nonconformities and opportunities for improvement, as well as identifying best practices that could be shared for the benefit of other sites. It's also beneficial for auditors to be independent

of the activities they are auditing, to ensure a fresh, unbiased perspective.

Having a regionally based network of certified internal auditors also creates a larger pool of qualified auditing staff and saves significantly on the environmental and financial costs of traveling or hiring outside resources. An effective internal audit program will ensure performance excellence when it's time for the site's ISO program to be validated by an independent third-party for certification purposes.

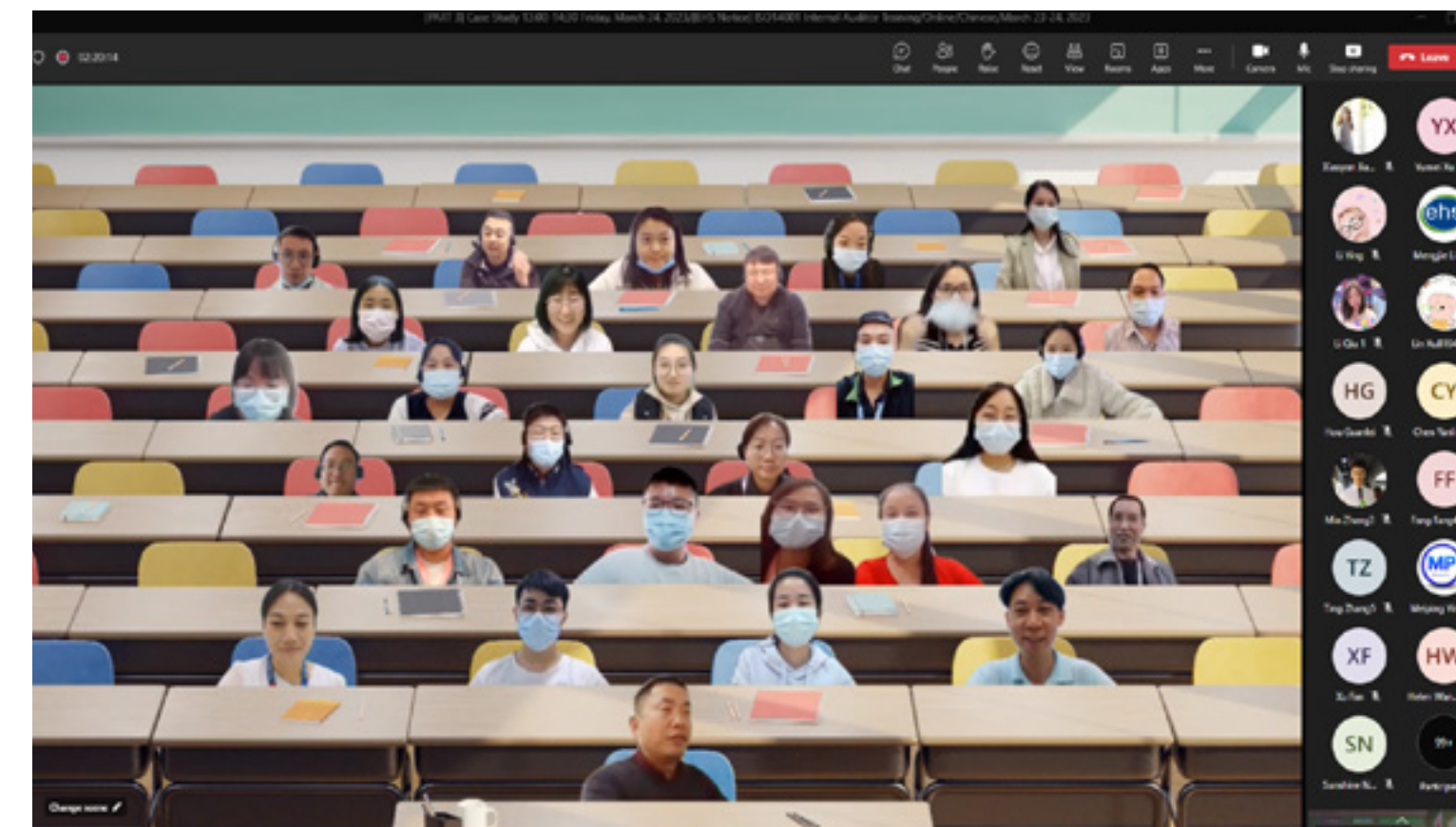
The insights gained from internal audits bolster our continuous improvement efforts and underscore our commitment to responsible practices. An effective management system improves our abilities for proactively managing environmental risks and opportunities and increases stakeholder confidence in our commitment to excellence and minimizing environmental impacts. The success of this auditor skills training program inspired the launch of similar training at other sites worldwide.

SUZHOU JGP'S ENVIRONMENTAL EXCELLENCE

One of our ISO 14001-certified sites, in Suzhou, China, was awarded the prestigious UL 2799 Platinum certificate for Zero Waste to Landfill Operations in fiscal year 2023.

Issued by global safety science company UL Solutions, this award recognizes companies that handle waste in environmentally responsible and innovative ways. The Suzhou site earned this honor for carrying a 100% diversion from landfill rate. Diverting waste from landfills is an important component of Jabil's overall sustainability improvement plan.

Last year, the site was also recognized by the China Electronic Standardization Institute (CESI) as part of a group of sites that attained the Zero Carbon Factory Certificate, further highlighting its dedication to environmental stewardship.





Our Operations & Resources Highlights

ACHIEVING ZERO PHOSPHOROUS LEVELS WITH ULTRASONIC WASTEWATER CLEANING

New ultrasonic wastewater cleaning process systems at our Chengdu (China) Metal site led to a 100% reduction in phosphorous-containing spray cleaning wastewater, and a 52% reduction in phosphorous-containing ultrasonic cleaning wastewater. These changes translate to a 392-ton decrease in carbon emissions. This solution also reduced electricity usage by 408,000 kWh and is currently being deployed at several of our other sites.

SIGNIFICANT SAVINGS WITH GREEN CLEANING

In fiscal year 2023, our Kwidzyn, Poland, site transformed their cleaning methods by switching to ozonated water instead of expensive and ecologically damaging cleaning chemicals. Converted from potable water with a specialized machine, ozonated water is a powerful antimicrobial agent that kills most bacteria and viruses. This solution reduced the site's annual chemical usage by 50%, a 3% reduction in hazardous waste disposal, as well as significant cost savings.

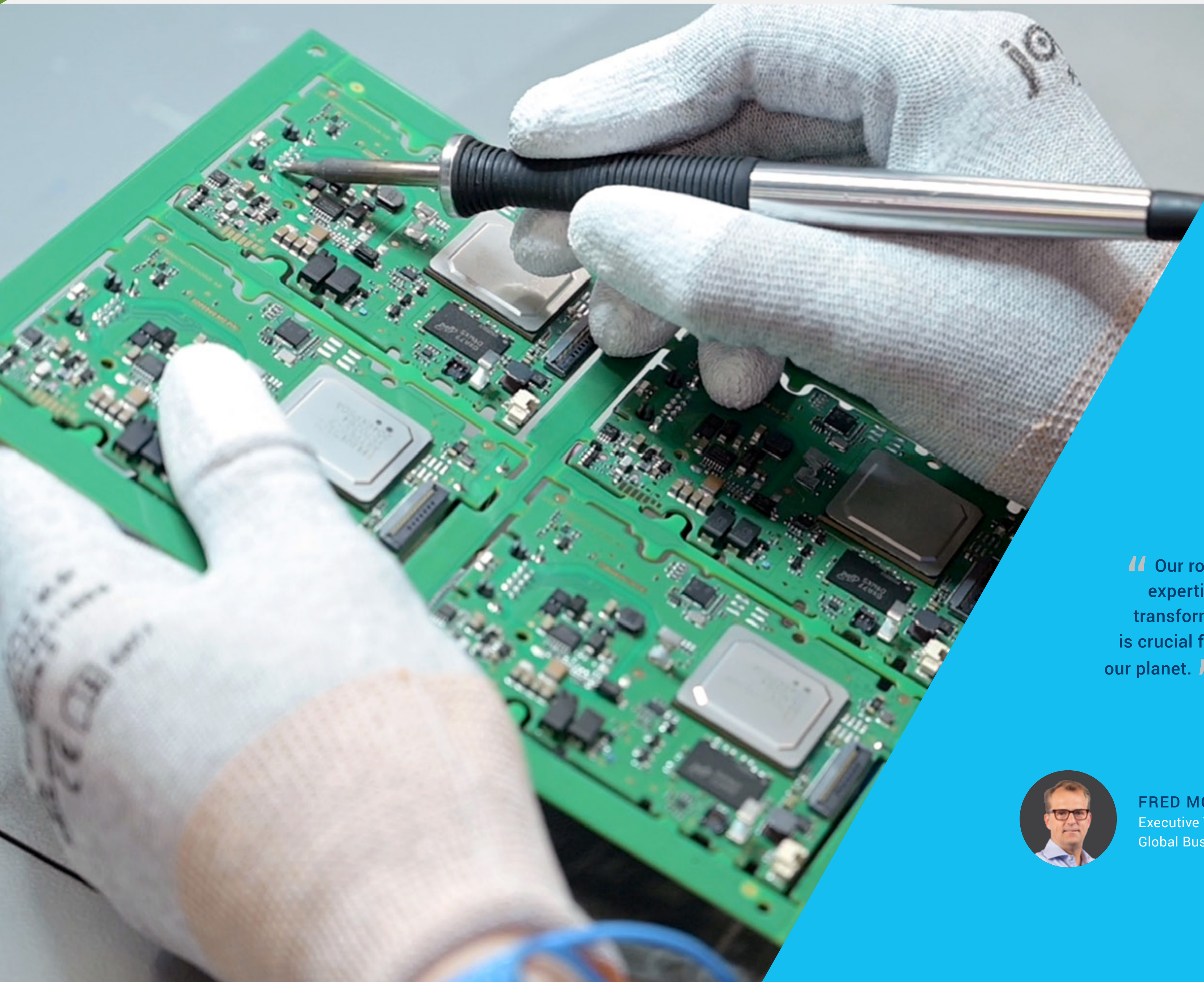
ELIMINATING CHEMICAL USAGE WITH THE SUPERBALL

Our Shenzhen (China) Plastics site has introduced the Super Ball Clean All solution, using a 16mm silicon ball to efficiently and sustainably clean the site's central AC system. This innovative approach has eliminated chemical usage and wastewater production, resulting in significant cost savings and achieving high recognition from the government and other stakeholders.

HARNESSING RAINFALL TO REDUCE WATER CONSUMPTION

At Jabil's Guadalajara, Mexico, site, an innovative rainwater collection system has been implemented, turning an annual rainfall of approximately 8,000 m³ into a sustainable water source. With this system, the site expects to decrease the total annual acquired water in Buildings 1 and 2 by 20%.





Our Innovative Solutions

Sustainability is integral to our product development and engineering processes. True innovation is not just about creating cutting-edge solutions but doing so in a manner that respects our planet and contributes to a sustainable future.

“ Our robust end-market experience; advanced technical and design expertise; and illuminating supply chain insights allow us to develop transformative solutions that are also sustainable. This alignment is crucial for the success of our business and the preservation of our planet. ”



FRED MCCOY
Executive Vice President,
Global Business Units



Landmark U.S. Legislation Paves Way for Sustainable Future



As one of the world’s largest manufacturing solutions providers, Jabil is well-positioned to help our company, customers, and communities benefit from the Inflation Reduction Act.



Signed into U.S. law in 2022, the Inflation Reduction Act (IRA) is the largest climate investment in US history. The act provides companies like Jabil as well as our customers a significant opportunity to contribute to a more sustainable future.

Aiming to stimulate clean energy production and reduce greenhouse gas emissions in the United States, the IRA will offer nearly \$400 billion in related tax incentives and credits. Particularly strong focus is on batteries and renewables; clean transportation (including electric vehicles), and clean electricity.

In addition to our sustainability goals, the IRA ties directly into our commitment to help our customers progress toward their targets. Jabil has been working with our customers to explore ways to maximize credits under the IRA, and we aim to help our communities see lasting beneficial impacts from this legislation after it goes into effect in 2024. By incentivizing the production of renewable energy components, consumers who use these products benefit from the act as well.

Once credits begin being awarded or generated, we anticipate seeing the sustainable development contributions of Jabil – and its customers – amplified.

Two IRA credits are of particular interest to Jabil, both of which we are pursuing in partnership with our customers:

Production Tax Credits (PTCs): Per-unit tax credits for domestically produced clean energy components until 2032.

Investment Tax Credits (ITCs): Application-based credit that includes a 30% tax credit for investments in eligible U.S. manufacturing facilities producing advanced energy components, reducing greenhouse gas emissions, or processing critical materials.



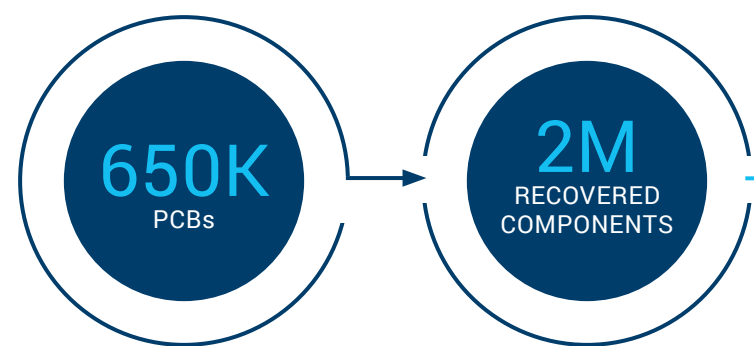
Our Commitment to Component Recovery and Tackling E-Waste



Increasing our number of circular economy partnerships is an essential part of Jabil’s overall sustainability strategy. In fiscal year 2023, Jabil strengthened its circular economy capabilities through the acquisition of Retronix, a market leader in electronic component reclamation and refurbishment.

The deal adds exclusive technologies to Jabil’s portfolio and elevates our existing circular economy services. These include reverse supply chain management, medical device reprocessing, and recycled packaging, all of which contribute to natural resource conservation, waste-to-landfill mitigation, and greenhouse gas emissions reduction. It also advances Jabil’s mission to offer sustainable options to our customers who are increasing the amount of electronics in their “smart” products such as electric vehicles, home appliances, and medical devices.

Chief among our new offerings is printed circuit board (PCB) repair. Through Retronix, we can now offer component-level rework on damaged PCBs that complies to relevant industry standards and recover value from inventory “bone piles.” From just a few programs in 2022, the Retronix team recovered nearly 2 million components from around 650,000 PCBs which would have otherwise ended up as scrap or landfill. Liquidating components at this scale translated to several million dollars in savings to the clients.



“Like Jabil, Retronix has an established foundation for working with leading brands across industries such as cloud, telecommunications, consumer, defense, and automotive,” says Jed Pecchioli, vice president of supply chain at Jabil. “Now, these services will be available to Jabil customers, and together, we will strengthen the circular economy and make a significant impact on sustainable manufacturing. From product design to end-of-life, our common goal is to squeeze every bit of life out of every material and reduce electronic waste.”

[Story continues on the next page >](#)

What is a circular economy?

Circular economy is a production and consumption model that turns materials and components from end-of-life products into new products and other applications, thus extending their life in the value chain as long as possible.

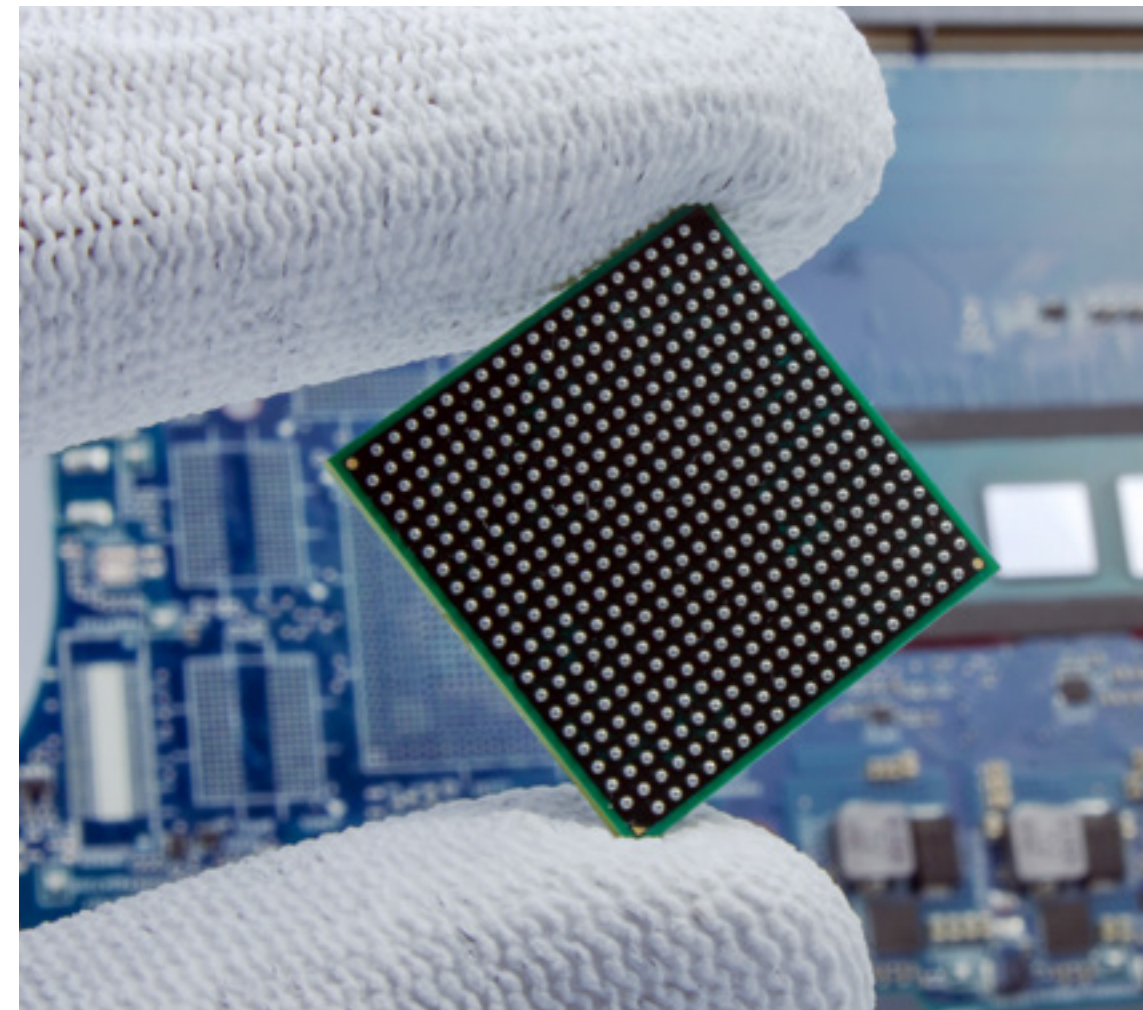


How does a circular economy benefit businesses?

The safe extraction of valuable components from printed circuit boards (PCBs) and other electronics helps alleviate the challenges associated with e-waste management, create new value channels, and mitigate potential future component obsolescence or shortages. This allows for better optimization of supply chains, operations, and products — all while reducing environmental impacts.

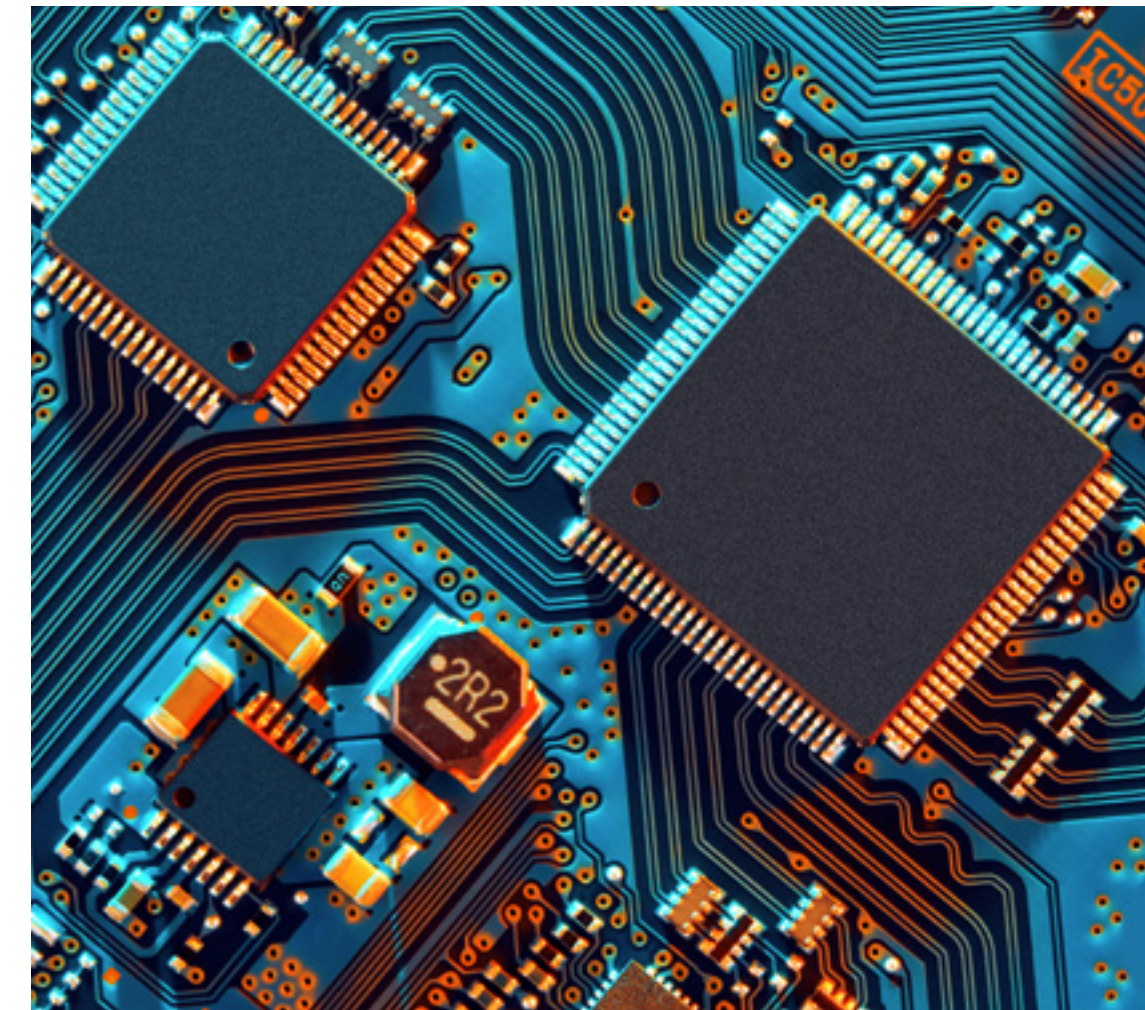


In addition to circuit board repair and component recovery, the acquisition allows Jabil to now offer other circular economy solutions that address critical customer issues such as component obsolescence and shortages, long lead times, and e-waste reduction targets.



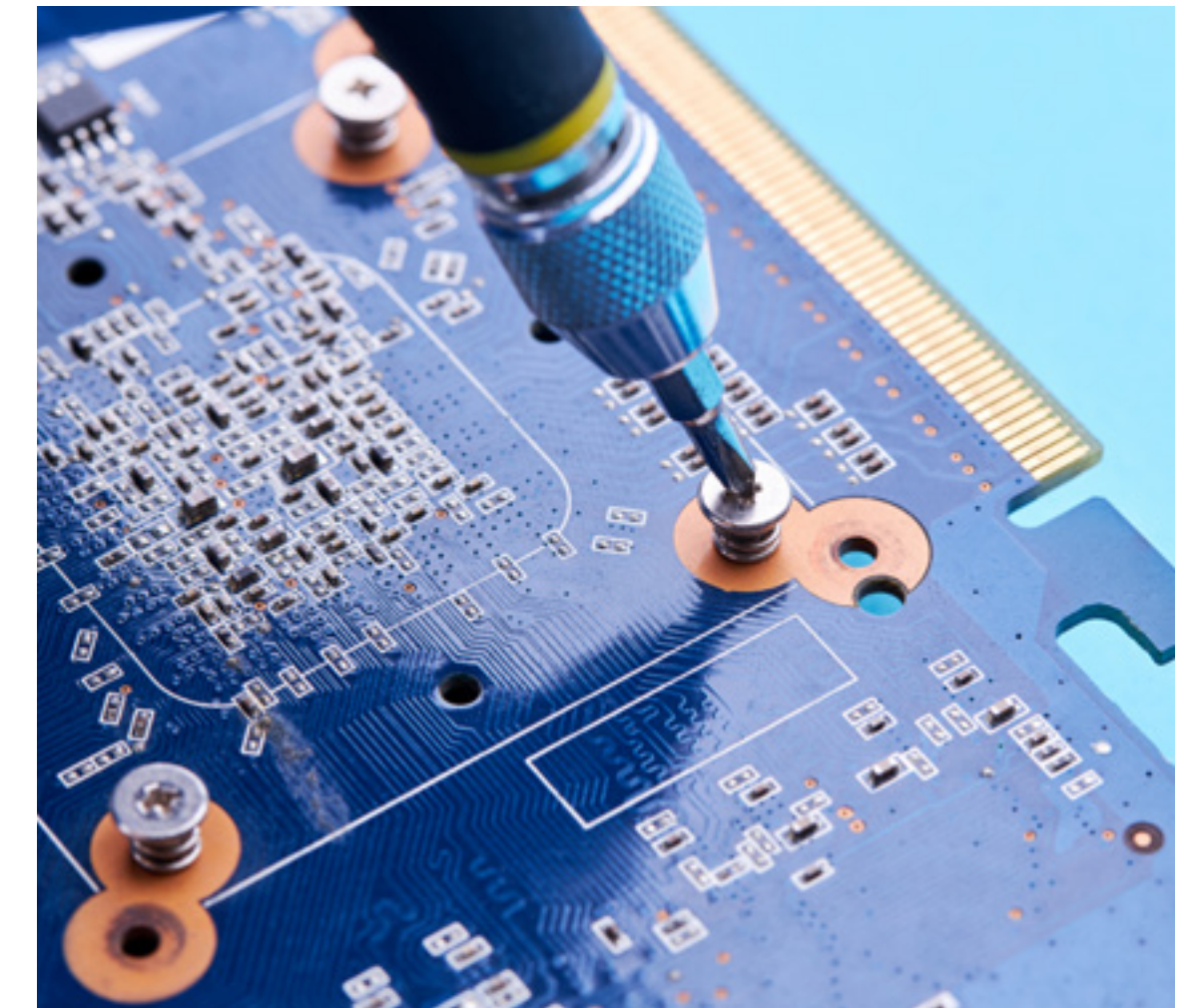
REBALLING

Removing and replacing solder spheres on a Ball Grid Array (BGA) component, which ensures secure electrical connections and prevents failures.



RETINNING

Removing old, oxidized solder and applying a fresh layer of solder to component leads. Can also be used to convert alloy on devices.



COMPONENT RECOVERY

Extracting high-value and hard-to-find components from electronic devices and circuit boards for re-use.



How U-Earth and Jabil Advanced Air Purification Technology



[Learn More](#)

To address growing global concerns around the adverse effects of poor air quality on human health, biotech company U-Earth partnered with Jabil to produce a purifier that both enhances air quality in any environment and monitors it in real time.

A New Suite for Superior Air Quality

The Italy-based company sought a strategic partner with design expertise to develop new devices, sensors, and UVC lamps, and to scale production for both the Italian and global markets.

The new Jabil-designed sensor links to U-Earth air purifiers, sending air quality data to end users via an app or computer. A safe on-the-skin germicidal light complements this sensor by enhancing performance against viruses and bacteria in crowded spaces. And to ensure that U-Earth's sensor was intuitive and had a range of connectivity options, a user-friendly interface and system-on-module (SoM) were also developed.

Integrating these innovations with one another provides users with accurate and dependable information on the cleanliness and safety of the air they are breathing.

Partnership Makes Scaling – And Sustainability – Possible

To efficiently scale production, U-Earth is relying on Jabil's expertise in supply chain management, logistics, production planning, regulatory requirements, and quality control processes.

Effective communication, resource allocation, and transparency enabled Jabil and U-Earth to focus on the common goal of reducing indoor air pollution. U-Earth brought research expertise, while Jabil contributed its manufacturing knowhow, allowing for a greater positive environmental impact.

“ Our sustainability partnership holds significant value in two ways. First, it aligns with our core beliefs and values surrounding sustainability. Second, it enables us to leverage a powerful partnership to make sustainability more cost-effective to implement. Through this collaborative effort, we can effectively achieve our shared goals and drive a positive impact on the environment. ”

Roberto Ferri | Chief Sales & Marketing Officer at Jabil

Sustainability Benefits of the U-Earth and Jabil Partnership

Entities like UNICEF recognize U-Earth's enhanced air purifiers for contributing significantly to sustainability.

The improved air quality suite provides users with enhanced air quality and access to data via U-Earth's app.

Jabil's mass manufacturing capabilities and local market expertise benefit U-Earth by offering them more efficient and sustainable production solutions.





Our Innovative Solutions Highlights



SUSTAINABLE INNOVATION IN ADDITIVE MANUFACTURING

In April 2023, Jabil and bioplastic manufacturer NatureWorks launched a jointly developed, bio-based additive material called PLA 3110P. This material is based on NatureWorks' renewably sourced Ingeo PLA, unique in its ability to transform atmospheric carbon dioxide into a new type of performance powder – significantly reducing the carbon footprint compared to traditional materials. PLA 3110P can be used for general prototyping, thermoforming, compression fabrication, and specific applications such as dental molds, making it a more sustainable choice for a wide range of additive manufacturing applications.

LIFECYCLE EXTENSION THROUGH MEDICAL DEVICE REPROCESSING

At our Jabil site in Baja, we have begun offering enhanced medical device reprocessing for hematology analysis machines. Our process adheres to the highest safety standards and includes incoming equipment inspection, detailed refurbishment, and eventual repackaging. For our customers, this longer life cycle means reducing device costs while also decreasing landfill waste disposal and associated expenses.





GRI & SASB Standards Index

“ Jabil is committed to operating with the highest standards of ethics, transparency, and accountability. We understand that our stakeholders rely on the accuracy and reliability of our sustainability data to assess our performance and impact. That is why we continue to invest significantly in enhancing our data management systems and processes, as well as expanding the scope of our third-party verification process.

This year, we are pleased with our progress in calculating and reporting additional categories of our Scope 3 greenhouse gas emissions. We are also excited about the overhaul of our waste data collection process, which will enable us to align with the UL2799 landfill diversion standard. We are confident that our sustainability reporting will continue to advance as we further leverage our digital capabilities and data insights. ”



THOMAS CETTA
Senior Vice President,
Chief Compliance Officer



The Organization & Its Reporting Practices

GRI 2-1

Organizational Details

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

SASB 000.A

Number of manufacturing facilities

SASB 000.B

Area of manufacturing facilities

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

We conduct our operations in facilities in more than 30 countries, including but not limited to, China, Hungary, Malaysia, Mexico, Singapore and the United States. Please visit our website for additional information on our locations: jabil.com/contact/locations

GLOBAL FACILITIES FOOTPRINT (SF):

REGION	APPROX. SQ FT* (IN MILLIONS)
Asia	34
Americas	14
Europe	4
Total as of August 31, 2023	52

For more information, please see our [2023 Form 10-K Annual Report](#), pages 2 and 25.

Note: Approximately 6% of our total square footage is not currently used in business operations. Consists of 14 million square feet in facilities that we own with the remaining 38 million square feet in leased facilities.

*Excluding dormitories, land, and parking.

GRI 2-2

Entities included in the organization's sustainability reporting

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

GRI 2-3

Reporting period, frequency and contact point

This is Jabil's ninth annual sustainability report, which covers our global social and environmental performance data for our fiscal year 2023, from September 1, 2022, through August 31, 2023. Our previous

report was released in February 2022, covering fiscal year 2022: September 1, 2021 through August 31, 2022. We intend to continue to release our sustainability progress reports on an annual basis.

For questions about this report, please contact: **Timur Aydin, Director of Enterprise Content & Media**, timur_aydin@jabil.com

GRI 2-4

Restatements of information

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

GRI 2-5

External assurance

We did not seek external assurance for our full report. The fiscal year 2023 metrics that were third party assured are listed in the third-party [Assurance Statement](#).

The scope of the assurance included evaluation of quality, accuracy, and reliability of specified performance information, including KPI Data Point Descriptions (reporting criteria) and KPI Verified Data 2023 (disclosures) as detailed below in this report. This assurance has been conducted at a limited level according to ISAE3000 (Revised), Assurance Engagements Other than Audits or Reviews of Historical

Financial Information and according to the Société Générale de Surveillance (SGS) ESG & Sustainability Report Assurance protocols, including the Principles contained within the Global Reporting Initiative Sustainability Reporting Standards (GRI Standards) 1: Foundation 2021 for report quality.



Activities and Workers

GRI 2-6

Activities, value chain and other business relationships

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

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

We depend, and expect to continue to depend, upon a relatively small number of customers for a significant percentage of our net revenue, which in turn depends upon their growth, viability and financial stability. Please see our [2023 Form 10-K Annual Report](#) for additional information on our largest customers based on net revenue, for the fiscal year ended August 31, 2023. For the fiscal year ended August 31, 2023, we had net revenues of \$34.7 billion and net income attributable to Jabil Inc. of \$818 million.

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

Most of our business units are dedicated to serve one customer each and are empowered to formulate strategies tailored to individual customer’s needs. Our business units generally have dedicated production lines consisting of equipment, production workers, supervisors, buyers, planners, and engineers. Under certain circumstances, a production line may serve more than one business unit to maximize resource utilization. Our top original component manufacturers (by revenue) from which Jabil purchases include Intel, Samsung, LG Display, Texas Instruments and STMicroelectronics.

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

Jabil is committed to sourcing materials responsibly and bringing greater transparency across the supply chain to help address our

industry's increasingly complex sourcing challenges. Our commitment is built on a foundation of transparency, governance, ethics and respect for human rights – creating value for our investors, customers, and the communities we serve.

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

Our Partner Lifecycle process includes risk assessments and due diligence efforts and is specifically designed to proactively screen and monitor suppliers to increase transparency significantly. In collaboration with our supply chain partners, we focus on identifying critical risks and working together to address those risks, including remediation activities or removal when necessary.

Regarding other activities related to responsible global sourcing, screening our supply chain for environmental, social and regulatory concerns is vital. We have screened 87% of our active supply base, with over 11,400 screenings in fiscal year 2023. Less than 1% of our screened active suppliers were identified as having potential risks that are then elevated for further review and disposition.



GRI 2-6 (cont.)

Activities, value chain and other business relationships

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

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

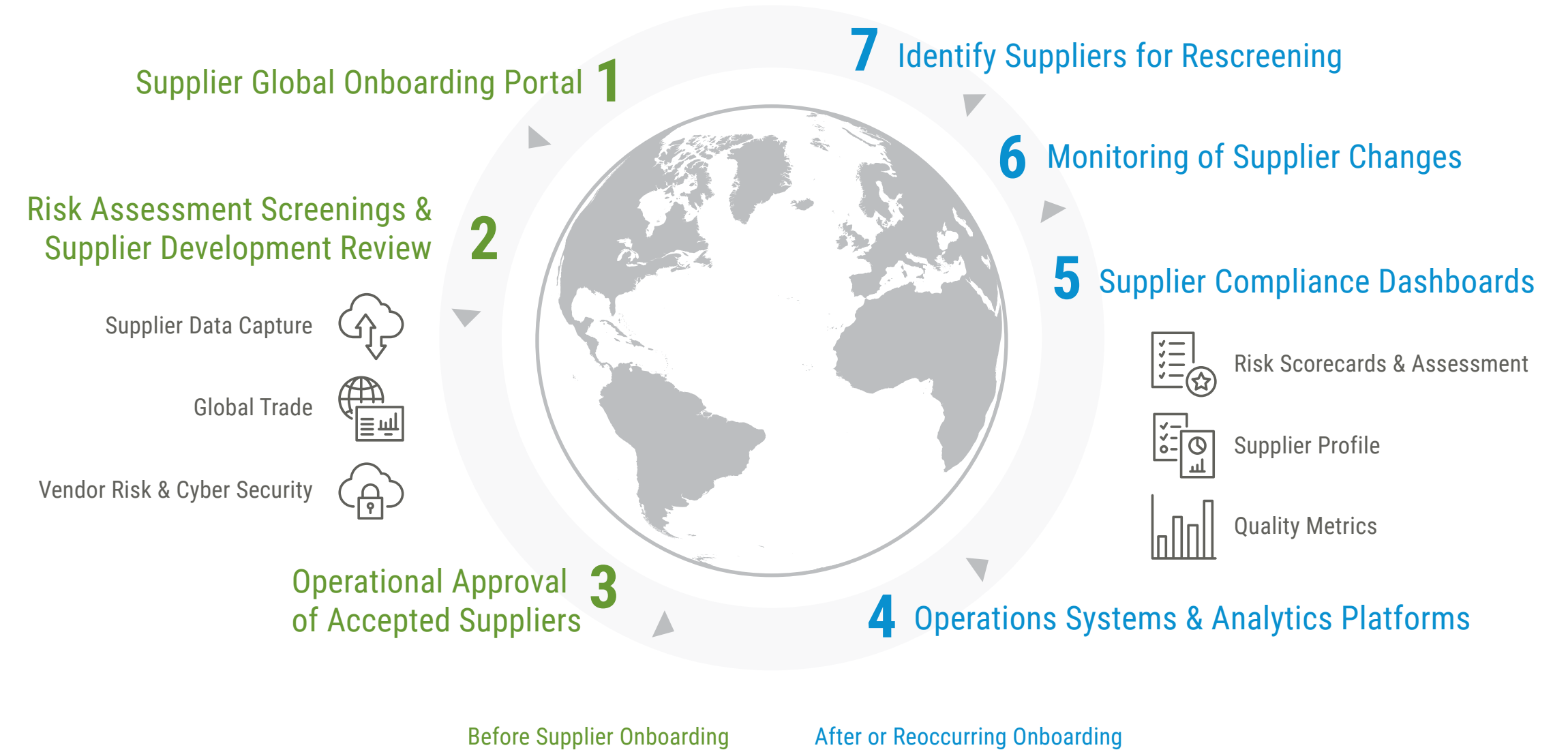
- Sustainability
- Security
- Assurance of supply
- Disaster preparedness
- IT and cybersecurity
- Materials compliance
- Regulatory changes

During fiscal year 2023, our Partner Lifecycle processes continued to mature, achieving significant results, including:

- Over 77% of active suppliers provided Jabil with a commitment to operate according to **Jabil's Supplier Code of Conduct** and the **RBA Code of Conduct**.
- Over 90% of our suppliers with projected future spend, and over 87% of active suppliers successfully completed screening over the past 12 months. Process improvements and automation are in development to further improve these metrics.
- Our new Partner Portal has been launched to automate, simplify, and streamline the onboarding process for new suppliers and standardize the evaluation and mitigation of risks to Jabil and our customers.

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

Supply Chain



- **Supplier Information Security Requirements**
- **Anti-Bribery Anti-Corruption Policy**
- **Jabil's Commitment to SER**
- **Jabil Code of Conduct**
- **Conflict Minerals Policy**
- **Conflict Minerals Annual Report**
- **Quality Policy**
- **Slavery & Human Trafficking Avoidance Policy Statement**
- **Supplier Code of Conduct**

For more information, please see our **2023 Form 10-K Annual Report**, page 2. For significant changes to the organization and its supply chain, please see pages 79 and 80.

**GRI 2-7**

Employees

GRI 2-8

Workers who are not employees

SASB 000.C

Number of employees

GLOBAL WORKFORCE	FY19	FY20	FY21	FY22	FY23
Total Employees (#)	190,631	218,224	234,154	228,415	227,365
Direct labor	72%	76%	78%	75%	74%
Indirect labor	28%	24%	22%	25%	26%
Americas (#)	38,347	40,407	39,549	45,993	52,305
Direct labor	52%	53%	55%	56%	56%
Indirect labor	48%	47%	45%	44%	44%
Europe (#)	15,092	16,726	17,225	17,566	17,561
Direct labor	55%	53%	54%	53%	53%
Indirect labor	45%	47%	46%	47%	47%
Asia (#)	137,146	161,091	177,380	164,850	157,499
Direct labor	80%	84%	85%	83%	82%
Indirect labor	20%	16%	15%	17%	18%
Africa (#)	45	n/a	n/a	n/a	n/a
Direct labor	2%	n/a	n/a	n/a	n/a
Indirect labor	98%	n/a	n/a	n/a	n/a
Women	42%	40%	41%	41%	41%
Direct labor	46%	44%	44%	44%	45%
Indirect labor	30%	29%	29%	29%	30%
New Hires	36%	33%	35%	33%	38%
Americas	44%	44%	43%	45%	46%
Europe	45%	41%	40%	40%	39%
Asia	41%	40%	40%	40%	40%
Africa	31%	n/a	n/a	n/a	n/a

FY23	AMERICAS	ASIA	EUROPE
Permanent Employees	49,332	96,553	15,280
Women	23,866	37,397	6,514
Men	25,414	59,154	8,731
Not Disclosed	52	2	35
Temporary Employees	2,973	60,945	2,281
Women	268	25,035	398
Men	419	28,420	446
Not Disclosed	2,286	7,490	1,438
Full-Time Employees	51,664	157,454	16,968
Women	23,952	62,428	6,612
Men	25,540	87,562	9,007
Not Disclosed	2,172	7,464	1,349
Part-Time Employees	641	45	593
Women	180	5	300
Men	290	12	169
Not Disclosed	174	28	124

In fiscal year 2023, Jabil had 227,365 employees worldwide. Please note that Jabil's employee numbers fluctuate during the fiscal year depending on business needs and seasonality. Employees who are listed as "Direct Labor" are involved in the hands-on manufacturing of products, whereas those listed as "Indirect Labor" are all the other employees who are not. Jabil calculates its total number of employees for the fiscal year by taking the average number of employees for each month and averaging those numbers for the year. Please note that these numbers do not include employees who are considered contingent labor. Jabil's Human Resources department includes the following categories in its definition of contingent labor: dispatched labor in Asia, independent contractors, contract services, outsourced operations, and outsourced support. When contingent labor is included, our total number of employees consist of approximately 250,000 individuals.



Governance

<p>GRI 2-9 Governance structure and composition</p>	<p>We are a corporation governed by a Board of Directors. The Board has the following standing committees:</p>	<p>Effective May 1, 2023 our Board appointed Mr. Kenneth Wilson as our new CEO. At the same time, the Board also increased the size of the Board to nine directors and appointed Mr. Wilson to our Board. Following his retirement as CEO, Mr. Mark Mondello remains on our Board as Chairman. Mr. Steve Raymund continues in the role of Lead Independent Director. In that role, Mr. Raymund presides at meetings of the Board when Mr. Mondello is not present, including executive sessions of the independent directors, approves the agenda and schedule for Board meetings, and has authority to call executive.</p>	<p>session of the independent directors. Mr. Raymund may also act as a liaison between the Chairman and the independent directors.</p>
<p>GRI 2-10 Nomination and selection of the highest governance body</p>	<ul style="list-style-type: none"> • Audit • Compensation • Nominating and Corporate Governance – has responsibility for Environmental, Social, Governance (ESG) matters including climate action/GHG strategy progress unless otherwise specified. • Cybersecurity 	<p>For more information, please see the governance documents located on our website, as well as our 2023 Proxy Statement, pages 2, 7-15.</p>	<p>For information on our board processes and policies, please see our Nominating & Corporate Governance Charter as well as our Corporate Governance Guidelines.</p>
<p>GRI 2-11 Chair of the highest governance body</p>			
<p>GRI 2-12 Role of the highest governance body in overseeing the management of impacts</p>	<p>Senior leadership develops, approves and updates the purpose, values and strategy with oversight by the Board. Please see our 2023 Proxy Statement, page 2, for corporate governance highlights and pages 5-6 for Jabil environmental & social governance highlights.</p>	<p>Also see pages 10-20 in our 2023 Form 10-K Annual Report for information regarding the management of impacts.</p> <p>Communications directed to any director, or any group of directors, must be in writing and mailed to:</p>	<p>Jabil Inc. Office of the Corporate Secretary 10800 Roosevelt Blvd. N. St. Petersburg, Florida 33716 USA</p>
<p>GRI 2-13 Delegation of responsibility for managing impacts</p>	<p>The Board provides oversight for the management of the Company's ESG program.</p>	<p>make decisions that affect our business. This position is responsible for Social & Environmental Responsibility risk management and communicating these risks and opportunities regularly to the BOD Nominating & Corporate Governance Committee and members of the leadership team. This position is also the chairperson for the Enterprise Sustainability Leadership Council, who reviews the organization's material topics. See page 68 for more information on the Council.</p>	<p>Within the company, in fiscal year 2023 our structure consisted of the following for high-level accountability for sustainability topics:</p>
<p>GRI 2-14 Role of the highest governance body in sustainability reporting</p>	<p>The SVP Chief Compliance Officer in the corporate law department creates Jabil's Sustainability policy and oversees Jabil's Sustainability approach and performance globally. In addition to upholding policies and implementing programs that create a positive impact, this leader is responsible for due diligence as we</p>		<ul style="list-style-type: none"> • The SVP – Legal Department – Chief Compliance Officer, Assistant Corporate Secretary reporting to the General Counsel.

**GRI 2-15**

Conflicts of interest

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

GRI 2-16

Communication of critical concerns

Matters that are determined to rise to the level of a critical concern are reported to the Audit Committee of Jabil's Board of Directors. Critical concerns are handled by the Global Ethics and Compliance

Team at the direction and under the supervision of Jabil's Chief Compliance Officer who reports to the Chairman of the Audit Committee.

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

GRI 2-17

Collective knowledge of the highest governance body

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

Continuing education – Regular continuing education programs enhance the skills and knowledge directors use to perform their responsibilities. These programs may include internally developed materials and presentations, programs presented by third parties,

and financial and administrative support to attend academic or other independent programs.

GRI 2-18

Evaluation of the performance of the highest governance body

The Board of Directors annually evaluates the performance of the Board and its members. The Nominating & Corporate Governance

Committee reviews the results, which are then reported to and discussed with the Board.

Please see our [2023 Proxy Statement](#), pages 12-14, for information on risk oversight.

GRI 2-19

Remuneration policies

For information on our remuneration practices, please see our [2023 Proxy Statement](#), pages 3 and 19-33.

GRI 2-20

Process to determine remuneration

GRI 2-21

Annual total compensation ratio

The fiscal 2023 annual total compensation of Mr. Wilson, our CEO at year end, was \$10,237,971 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 1,163:1.

To set some context for this CEO pay ratio, as a large global manufacturing company, the nature of our operations relies significantly on employees outside the United States. Of the 152,980 associates included in our analysis, more than 93.41% 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 information on our remuneration practices, please see our [2023 Proxy Statement](#), page 42.



Strategy, Policies & Practices

GRI 2-22

Statement on sustainable development strategy

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

GRI 2-23

Policy commitments

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

GRI 2-24

Embedding policy commitments

The Jabil Code of Conduct (Code) provides guiding principles on how we interact with each other, our customers and suppliers, and the world in which we operate. The Code is translated into 24 languages, and employees are required to acknowledge receipt of and adherence to the Code as part of annual compliance training and new employee on boarding.

SASB 440a.1

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

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.

Jabil is always looking for ways to improve respect for human rights throughout its

organization and supply chain. 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, or more than local working hours requirements, whichever is stricter, 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.

HUMAN RIGHTS

	FY19	FY20	FY21	FY22	FY23
Operations assessed for human rights (#)*	18	13	16	19	20
Operations assessed for human rights (% of high-risk facilities)*	72%	54%	62%	70%	71%

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

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

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



Strategy, Policies & Practices

SASB 440a.1 (Cont.)

For additional details and links to policy commitments, please see [section GRI 2-6](#) on page 34.

Other external initiatives include:

- ISO 9001
- ISO 14001
- ISO 45001
- ISO 50001
- Sedex® (SMETA)
- 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: Mezzovico, Switzerland; and Raron, Switzerland

FDA registrations in the following cities:

- Albuquerque, New Mexico
- Auburn Hills, Michigan
- Brandywine, Pennsylvania
- Cayey, Puerto Rico
- Chicago, Illinois
- Clinton, Massachusetts
- Elmira, New York
- Knittlingen, Germany
- Maple Grove, Minnesota
- Mebane, North Carolina
- Mezzovico, Switzerland
- Monument, Colorado
- Penang, Malaysia
- Raron, Switzerland
- San Jose, California
- Shanghai, China
- Shenzhen, China
- Singapore
- 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 approximately 48% are also certified to ISO 14001:2015 environmental standards.

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

The ISO 14001-certified Jabil Environmental Management System provides the foundation for an environmentally sustainable business, EHS legal compliance, and the preservation of natural resources. It is a framework of standards, procedures and internationally recognized best practices which provide an effective, repeatable approach to establishing strategic priorities, proactively managing EHS risks and continuously improving our processes.

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



GRI 2-25

Processes to remediate negative impacts

For details, please see our [2023 Form 10-K Annual Report](#), pages 3 and 10-23.

GRI 2-26

Mechanisms for seeking advice and raising concerns

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

These options include:

- Utilizing Jabil’s Open-Door Policy by discussing questions or concerns with management, HR or the Legal Department;

- Emailing the Jabil’s Global Ethics and Compliance Team at Global_Compliance@Jabil.com; or
- Contacting the [Jabil Integrity Hotline](#) to submit confidential questions or concerns online or by phone. The Jabil Integrity Hotline is available 24 hours a day, 7 days a week, and it is staffed by an independent third party and provides translation services in all languages.

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

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

GRI 2-27

Compliance with laws and regulations

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

GRI 2-28

Membership associations

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

- IPC Sustainability Counsel
- myGwork
- Responsible Business Alliance (RBA) founding member
- Science Based Targets Initiative
- Society of Women Engineers

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



Stakeholder Engagement

GRI 2-29
Approach to stakeholder engagement

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

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

GRI 2-30
Collective bargaining agreements

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

Disclosures on Material Topics*

GRI 3-1
Process to determine material topics

We continually evaluate materiality through our engagement with the Responsible Business Alliance (RBA), stakeholder engagements, 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 relevant issues/material topics provided from the Sustainable Accounting Standards Board (SASB). While we used the guidance provided for the Electronic Manufacturing Services & Original Design Manufacturing (TC-ES) industry within the Technology & Communications (TC) sector, a few of the material

topics did not apply to Jabil. We also reference the United Nations Sustainable Development Goals, the Global Reporting Initiative, the World Benchmarking Alliance, subject matter experts, and internal risk assessments.

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

GRI 3-2
List of material topics

The material topics for Jabil are as follows:

Energy Use

- GRI 302 – Energy

Water and Wastewater Management

- GRI 303 – Water and Effluents

Waste & Hazardous Materials Management

- GRI 306 – Waste

Supply Chain Compliance and Transparency

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

Labor Practices

- GRI 402 – Labor and Management Relations

Employee Health & Safety

- GRI 403 Occupational Health & Safety

Diversity, Equity and Inclusion

- GRI 405: Diversity and Equal Opportunity

GRI 3-3
Management of material topics

For details, please see our [2023 Form 10-K Annual Report](#), pages 3 and 10-23

*The terms "material" or "materiality," as used in our response to the GRI framework, do not have the same meanings as they have under the Federal securities laws; rather, we are using these terms consistent with how the GRI framework defines and uses such terms.



Economic Performance

GRI 201-1

Direct economic value generated and distributed

In fiscal year 2023, our five largest customers accounted for approximately 42% of our net revenue and 84 customers accounted for approximately 90% of our net revenue.

For more information on our financials, please see our [2023 Form 10-K Annual Report](#), page 5.

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 have 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 man-made disasters, boycotts and sanctions or widespread criminal activities. Such events could make it difficult or impossible to manufacture or to deliver products to our customers, receive production materials from our suppliers, or perform critical functions, which could adversely affect our business globally or in certain regions.

While we maintain similar manufacturing capacities at different locations and coordinate multi-source supplier programs on many of our materials, which we believe better enables us to respond to

these types of events, we cannot be sure that our plans will fully protect us from all such disruptions. Our insurance coverage with respect to natural disasters is limited and is subject to deductibles and coverage limits. Such coverage may not be adequate, or may not continue to be available at commercially reasonable rates and terms. While we manufacture our products in a large number of diversified facilities and maintain insurance covering our facilities, including business interruption insurance, a catastrophic loss of the use of all or a portion of one of our key manufacturing facilities due to accident, labor issues, weather conditions, natural disaster or otherwise, whether short- or long-term, could have a material adverse effect on us.

Information on natural disasters, climate change and global events can be found in our [2023 Form 10-K Annual Report](#) page 22.

GRI 201-3

Defined benefit plan obligations and other retirement plans

In the United States, we offer self-insured, fully insured and voluntary plans, but currently there are no retiree benefits or pension plans. Financial and actuarial oversight is provided by our brokers, Marsh & McLennan Agency (MMA) and Milliman, Inc. Plan utilization and costs are monitored monthly and reported back to Jabil via monthly financial monitoring reports (FMR). Annually, MMA and Milliman provides an "All Lines Gross Net" report including employer and employee contributions.

Jabil's benefit plans are competitive with those of other companies and coverage varies in accordance with the laws of the countries in which we operate.

GRI 201-4

Financial assistance received from government

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



Anti-Corruption

GRI 205-1

Operations assessed for risks related to corruption

Jabil's Global Ethics and Compliance Team (GECT) continuously assesses the organization's risk by considering a variety of factors. These factors include Jabil's geographic footprint and industry sectors, tracked and trended Jabil Integrity Hotline data, compliance 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, Conflict of Interest Policy, Anti-Commercial Bribery Policy, other compliance policies, and targeted and tailored compliance communication and training.

GECT also works with Jabil's Supply Chain team to manage supplier and vendor risk and oversight through the Partner Lifecycle program. This program defines Jabil's third-party requirements, which are communicated to our suppliers and vendors via our Supplier Code of Conduct, Supplier Requirements Manual, and supplier contracts and associated documents. All potential suppliers and vendors are assessed against these requirements prior to engagement. We also conduct ongoing monitoring and assessment of active suppliers and vendors for non-compliance and evolving risk. Remediation measures are defined and implemented to address any identified

areas of non-compliance and/or risk. When identified, higher risk suppliers and vendors are subject to enhanced due diligence, and to additional more prescriptive contract terms and conditions (e.g., audit clause, 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 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.

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

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



Anti-Competitive Behavior

GRI 206-1

Anti-competitive behavior

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

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

Tax

GRI 207-1

Approach to tax

For information on our approach to taxes, please see our [2023 Form 10-K Annual Report](#), page 30.

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 (MWh) ¹	FY19	FY20	FY21	FY22	FY23
Scope 1 – on site fuel combustion^{4, 5, 6}	181,689	193,482	244,872	240,926	240,391
Fuel (Natural Gas)	147,913	175,957	225,345	212,158	219,440
Other Fuels ²	33,776	17,525	19,527	28,768	20,951
Scope 2 – on site usage of electricity and steam^{4, 5, 6}	2,498,990	2,742,207	3,141,164	3,072,154	3,164,836
Electricity (renewable and non-renewable)	2,282,069	2,524,138	2,937,814	2,969,760	3,060,682
Electricity (renewable)	1,201,015	1,181,930	1,920,041	1,958,504	2,113,075
Electricity (non-renewable)	1,081,054	1,342,208	1,017,773	1,011,256	947,607
Steam	216,921	218,069	203,350	102,393	104,154
Scope 3 – partial^{3, 5, 6}	19,092	23,678	26,830	26,805	24,628
TOTAL^{4, 5, 6}	2,699,771	2,959,367	3,412,866	3,339,885	3,429,855
Change from previous year	5%	10%	15%	-2%	3%
Revenue (in millions)	\$25,282	\$27,266	\$29,285	\$33,478	\$34,702
Square footage (in millions)	53	54	55	50	52
Energy Intensity (Scopes 1, 2, 3) (MWh/\$1M of revenue) ^{3,5,6}	106.78	108.54	116.54	99.77	98.84
Energy intensity (Scopes 1, 2, 3) (kWh/square foot) ³	51.10	54.95	62.05	66.80	65.96

Note: Based on 101 sites reporting.

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

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

³ Scope 3 value chain includes business travel (Category 6) and employee commuting (Category 7) from locations where Jabil provides sponsored bus services. These are the two categories for which we currently have MWh conversions.

⁴ Fiscal year 2019-2020 data was assured by TRANSREG LLC.

⁵ Fiscal year 2021 energy data was assured by ERM CVS.

⁶ Fiscal year 2022 and 2023 energy data was assured by SGS.



Water

Management approach

GRI 303-1

Interactions with water as a shared resource

GRI 303-2

Management of water discharge-related impacts

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

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

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

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

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

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

GRI 303-3

Water withdrawal

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

Currently, we have 22 general locations located in regions experiencing high to very-high water-stress based on research using the World Resources Institute (WRI) online tool, located in China, US, Mexico,

India, and some areas in Europe and the Middle East. In fiscal year 2023, locations in our low-medium and medium-high stress regions have developed or updated their water conservation plans.

SASB 140a.1

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

GRI 303-4

Water discharge

GRI 303-5

Water consumption

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

WATER USE IN AREAS OF HIGH WATER STRESS (m ³) ¹	FY19	FY20	FY21	FY22	FY23
Water acquired ³	3,188,433	4,809,714	3,923,328	3,208,185	12,738,544
Water discharged	2,373,649	2,966,149	2,801,440	2,629,705	5,230,377
Water consumption (acquired-discharge) ³	814,783	1,843,565	1,121,888	578,480	7,508,167

Note: Data based on 101 sites reporting. In the second table on the left, there were 16 general locations that were classified as high or extremely high water stress in the 2021 and 2022 fiscal years. This number of locations increased to 22 in fiscal year 2023; additionally, a high water consuming site formerly in a lower stress category was moved up to a high stress category – these factors contribute to the increase in acquired water in high water stress locations in fiscal year 2023.

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

² Fiscal year 2023 and fiscal year 2022 water acquired data was third-party assured by SGS, fiscal year 2021 was assured by ERM-CVS, and fiscal year 2020 was assured by Transreg LLC.

³ 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.



Biodiversity

GRI 304-1

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

GRI 304-2

Significant impacts of activities, products and services on biodiversity

In fiscal year 2023, Jabil initiated an enterprise-level operational biodiversity risk assessment screening to evaluate the proximity of our operational sites to Key Biodiversity Areas, taking into account the area's water stress status and amount of water being used at the site, and the subsequent protective measures being taken. This initiative is part of Jabil's ongoing commitment to protect the environment in the communities in which we live and work. Next steps would include more in-depth individual site assessments to ensure a clearer understanding of potential impacts from our operations.

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

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

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

SITES OF BIODIVERSITY IMPORTANCE





Emissions

GRI 305-1

Direct GHG emissions (Scope 1)

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

GHG emissions

Methodology used:

- Accounting and Reporting: Greenhouse Gas Protocol (GHGPP)
- External Verification: ISO-14064 and ISO-14065
- Renewable Energy: RE100 Technical Criteria
- Assurance Engagement: ISAE3000 (Revised)

We have made progress on expanding our Scope 3 GHG identification. In previous years, we reported two categories of Scope 3 – category six (business travel) and partial category seven (employee commuting, where we have sponsored buses for employees). During fiscal year 2022, we calculated Scope 3, category one (purchased goods and services), category four (upstream transportation), as well as category five (waste generated in operations). We also changed our calculation methodology from spend-based for category one (purchased goods and services) to a hybrid (primary and secondary data) method by collecting actual emission data from suppliers. Jabil also used a hybrid approach for category four (upstream transportation) calculations that included primary emission data directly from our logistics partners. In fiscal year 2023, we overhauled the waste data collection protocol and associated platform to align with the UL2799 standard, which we use to certify sites for Landfill Waste Diversion Claim validations, and trained our applicable workforce to it. This led to more accurate data for category 5 (waste generated in operations).

When we have finalized mapping of our Scope 3 emissions, we will set the appropriate reduction targets in alignment with SBTi methodology as we did for Scope 1 and Scope 2 emissions.

GHG EMISSIONS (MT CO ₂ e) ^{1,2}	FY19	FY20	FY21	FY22	FY23
Scope 1 ³	38,759	47,547	53,865	53,174	55,192
Refrigerants (HFC)				4,348	5,564
Refrigerants (H)CFC				1,078	2,017
Scope 2 ⁴ Location Based	1,572,629	1,730,850	1,992,711	1,735,145	1,784,818
Scope 2 ⁴ Market Based	759,881	946,435	752,285	558,405	513,483
Scope 3 Category 1 - Purchased goods and services ⁷	-	-	9,128,590	6,369,595	TBC ⁸
Scope 3 Category 2 - Capital goods	-	-	-	-	-
Scope 3 Category 3 - Fuel and energy related activities	-	-	-	-	-
Scope 3 Category 4- Transportation and distribution upstream	-	-	162,141	293,578	224,746
Scope 3 Category 5 - Waste generated in operations ⁷	-	-	-	15,255	12,960
Scope 3 Category 6 - Business travel	54,818	16,352	3,369	9,251	14,044
Scope 3 Category 7 - Employee commuting	28,519	35,495	42,500	43,238	48,842
Scope 3 Category 8 - Leased assets	-	-	-	-	-
Scope 3 Category 9 - Transportation and distribution downstream	-	-	-	-	-
Scope 3 Category 10 - Processing of sold goods	-	-	-	-	-
Scope 3 Category 11 - Use of sold products	-	-	-	-	-



Emissions (cont.)

GHG EMISSIONS (MT CO₂e)^{1,2}	FY19	FY20	FY21	FY22	FY23
Scope 3 Category 12 - End of life treatment of sold products	-	-	-	-	-
Scope 3 Category 13 - Leased assets	-	-	-	-	-
Scope 3 Category 14 - Franchises	NA	NA	NA	NA	NA
Scope 3 Category 15 - Investments	-	-	-	-	-
Total Location Based⁹	1,694,725	1,830,244	11,383,176	8,519,236	2,140,602
Total Market Based⁹	881,977	1,045,829	10,142,750	7,342,496	869,267
Revenue (in millions)	\$25,282	\$27,266	\$29,285	\$33,478	\$34,702
Location GHG Intensity - Scope 1 and 2 (MT/\$1M of revenue)	63.74	65.22	69.88	53.42	53.02
Market GHG Intensity - Scope 1 and 2 (MT/\$1M of revenue)	31.59	36.45	27.53	18.27	16.39
GHG emissions avoided through renewable energy use/ Scope 2 Location-Based	52%	45%	62%	68%	71%

Note: Based on 101 sites reporting.

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

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

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

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

⁵Scope 3 – All other value chain emissions (only partially quantified by Jabil.)

⁶During fiscal year 2022, we calculated and submitted the fiscal year 2021 emissions to the CDP for Scope 3 category 1 (purchased goods and services) and category 4 (upstream transportation). This was the first time Jabil submitted emissions for these categories.

⁷Not included in the third-party assurance activity (category 1 and category 5.)

⁸To be Calculated - category 1: purchasing of goods and services emissions were not yet available at the time of this report.

⁹Total Location and Market Based Emissions jumped significantly in fiscal year 2021 as we expanded our scope 3 GHG identification to include new categories. The fiscal year 2023 total emissions show a large drop from the previous year due to scope 3 category 1 emissions not being included at this time.



Effluents & Waste

GRI 306-1

Waste generation and significant waste-related impacts

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

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

handling procedures and working with qualified vendors for proper disposal. Any storage on site is contained in specified hazardous waste areas and facilities.

GRI 306-2

Management of significant waste-related impacts

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

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

Through Jabil's waste stewardship initiative, sites around the globe have initiated processes at their facilities and in their communities to divert waste from landfills, incineration, and the environment through methods like reuse and recycling. Taking these steps will move us toward our goal of achieving an assured 90% or more landfill diversion at 20% of our sites by the end of fiscal year 2026 (FY26). In fiscal year 2023 we executed the action plans generated from our waste stewardship tool research and analysis, enabling progress towards our site landfill diversion certification goal.

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

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

GRI 306-3

Waste generated

In fiscal year 2023, Jabil overhauled the waste data collection protocol and associated platform to align with the UL2799 standard, which we use to certify sites for Landfill Waste Diversion Claim validations and trained our workforce accordingly. This effort drives better standardization, provides more detailed insights into our waste data thus facilitating the pursuit of minimizing wastes being sent to landfill. This change was implemented in January of fiscal year 2023, meaning that our waste data for September through December was still collected through our original waste data collection protocol, as reflected in the first table below. Our waste data for January through August of fiscal year 2023 is reported in a new table.

GRI 306-4

Waste diverted from disposal

WASTE & SPILLS (MT) ¹	FY19	FY20	FY21	FY22	FY23 SEPT. - DEC.
eScrap/eWaste	3,496	3,245	2,457	1,584	884
Hazardous waste	21,219	29,528	44,636	33,319	17,507
Incinerated/destroyed waste	1,475	2,033	12,467	12,885	6,144
Landfilled waste	14,510	16,836	26,598	26,823	6,101
Recycled waste	44,530	63,027	75,256	108,760	36,180
Other wastes	1,742	1,903	1,310	1,109	613
Total	86,973	116,572	162,726	184,480	67,429
Revenue (in millions)	\$25,282	\$27,266	\$29,285	\$33,478	\$34,702
Waste intensity (MT/\$1M of revenue)	3.44	4.28	5.56	5.51	5.92 ²
# of spills	0	0	0	0	0
Volume of spills (gallons/liters)	n/a	n/a	n/a	n/a	n/a

GRI 306-5

Waste directed to disposal

SASB 150a.1

Amount of hazardous waste from manufacturing, percentage recycled

Note: Based on 101 sites reporting. n/a: Not applicable. ¹Estimated, based on site self-reporting (not third-party verified.)

² FY23 intensity figure includes data from table below



Effluents & Waste (cont.)

WASTE & SPILLS (MT)¹	FY23 JAN. - AUG.
Hazardous Waste	31,918
Anaerobic Digestion with Energy Recovery	1,007
Composting	0
Landfill	975
Recover	1,249
Recycle	20,336
Reduce	4,096
Reuse	109
Thermally Process with Energy Recovery (Waste to Energy)	2,208
Thermally Process without Energy Recovery (Waste to Ash)	1,938
Non-Hazardous Waste	106,173
Anaerobic Digestion with Energy Recovery	16
Composting	1,036
Landfill	17,496
Recover	832
Recycle	66,041
Reduce	73
Reuse	8,803
Thermally Process with Energy Recovery (Waste to Energy)	11,301
Thermally Process without Energy Recovery (Waste to Ash)	576
Total	138,091
# of spills	0
Volume of spills (gallons/liters)	N/A

Note: Based on 101 sites reporting. n/a: Not applicable.

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



Supplier Environmental Assessment

Management approach

For information on our approach to our supply chain, please see [GRI 2-6](#) on page 34.

GRI 308-1

New suppliers that were screened using environmental criteria

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

GRI 308-2

Negative environmental impacts in the supply chain

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

For more information, please see [GRI 2-6](#) on page 34 for information on our supply chain.



Employment

GRI 401-1

New employee hires and turnover

TURNOVER & HIRING	FY19	FY20	FY21	FY22	FY23
New Employee Hires	316,104	403,367	389,491	397,274	285,668
Americas	11%	5%	6%	15%	17%
Europe	2%	2%	2%	2%	2%
Asia	88%	93%	92%	83%	81%
Africa	0%	0%	0%	0%	0%
Age (<30)	73%	61%	59%	60%	54%
Age (30-50)	27%	38%	41%	39%	37%
Age (>50)	0.9%	0.5%	0.6%	1%	9%
Men ¹	61%	64%	62%	63%	58%
Women ¹	36%	33%	35%	33%	35%

TURNOVER & HIRING	FY19	FY20	FY21	FY22	FY23
Total Number & Rate of Employee Turnover by:²	147%	176%	172%	158%	116%
Americas	61%	48%	42%	45%	51%
Europe	40%	27%	26%	27%	24%
Asia	183%	224%	214%	203%	148%
Africa	7%	n/a	n/a	n/a	n/a
Age (<30)	201%	262%	233%	216%	164%
Age (30-50)	94%	125%	136%	127%	91%
Age (>50)	24%	21%	21%	22%	23%
Men	161%	205%	195%	179%	127%
Women	127%	140%	146%	135%	100%

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

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

²Turnover rate includes short-term employee contracts.

GRI 401-2

Benefits provided to full-time employees (United States)

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

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

Summary of benefits:

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

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

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

**GRI 401-3**

Parental Leave (Leave of Absence)

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

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

Eligible employees can take FMLA leave for the following reasons:

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

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

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

Effective January 1, 2022, Jabil Inc. has started offering paid parental leave to eligible employees in the U.S.

PARENTAL LEAVE (U.S. ONLY)

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

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



Labor/Management Relations

Management approach

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

Jabil promotes respect for fundamental human rights as an essential element of responsible corporate citizenship. Jabil is also a founding member of the Electronic Industry Citizenship Coalition

(EICC), which became the Responsible Business Alliance (RBA) in 2017. Jabil participates in the RBA Validated Assessment Process (VAP), which 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

GRI 403-1

Occupational health and safety management system

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

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

Jabil's global health and safety standards include:

Management System Standards

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

Safety Standards

- Control of Hazardous Energy
- Electrical Safety
- Machinery Safety
- Confined Space Safety
- Walking and Working Surfaces
- Elevated Work and Fall Prevention
- Warehouse, Loading Dock and Material Handling Safety
- Powered Industrial Trucks (PIT) and Automated Guided Vehicles (AGV)
- Cryogenic Liquid Safety
- Hazardous Materials Management (HMM)

- Dangerous Goods/Hazardous Material and Security Requirements
- Hot Work Safety
- Combustible Dust
- Crane, Hoist, and Lifting Equipment Safety
- Pressure Vessels and Piping Safety
- Personal Protective Equipment (PPE)
- Laser Safety
- Battery & Energy Storage Safety
- Safe Use and Handling of Oxygen Deficiency Hazards (ODH)

Industrial Hygiene/Occupational Health Standards

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



Occupational Health & Safety (cont.)

GRI 403-1 (cont.)

Occupational health and safety management system

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

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

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

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

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

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

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

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



Occupational Health & Safety (cont.)

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

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

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

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

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

When incidents do occur, Jabil requires an incident investigation and root cause analysis. Our Incident Reporting and Analysis Standard Incident Management Standard outlines the requirements for preparing for, responding to, reporting and investigating incidents. All safety incidents, no matter how minor, are required to be reported into the

company's enterprise incident management software – EHSIP. This allows Jabil to track incidents and resulting corrective & preventive actions, as well as thoroughly analyze incident-related data to identify trends and prevent recurrence.

There were no work stoppages, or days idle, due to strikes or lockouts in fiscal year 2023.

GRI 403-3
Occupational Health Services

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

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

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

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

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

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



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

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

cross-functional team approach to assess and mitigate risks in the areas in which they work. Jabil's safety culture maturity model, referred to as the AIM program, contains 6 levels of performance. A specific set of criteria must be achieved by a site to progress to the next level, where they are validated by a corporate team of qualified assessors. The objectives of the AIM program are to:

- 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 403-5
 Worker training on occupational health and safety

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

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

GRI 403-6
 Promotion of Worker Health

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

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

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

In addition, Jabil recognizes that mental health is essential to overall wellbeing; thus in fiscal year 2023, we continued with the

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

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

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

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

injury and ill health. Jabil's Master Services Agreement/ contact mandates that contractors adhere to Jabil EHS requirements.

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

In addition, the Jabil Health and Safety Policy communicates Jabil's commitment to ongoing health and safety standards that safeguard employees, contractors, and visitors to our facilities against

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

**GRI 403-8**

Workers covered by an occupational health and safety management system

Jabil's EHS Management System is mandatory for:

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

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

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

GRI 403-9

Work-related injuries

SASB 320a.1

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

INJURIES	FY19	FY20	FY21	FY22	FY23
FOR EMPLOYEES:					
Total Recordable Injury Rate (TRIR)	0.29	0.24	0.16	0.14	0.13
LTIR	0.21	0.15	0.09	0.08	0.07
Fatalities (#)	0	0	0	1	0
Health and safety-focused audits (#) SAT+CA	156	102	119	109	116
OHSAS 18001 / ISO 45001 certifications (# of sites)	14	21	36	36	34
High-consequence work-related injuries (# Tier1)	2	6	1	2	4
Main types of work-related injury	Slip/Fall	Slip/Fall	Slip/Fall	Slip/Fall	Slip/Fall
Number of hours worked¹	445,322,560	494,868,930	561,496,566	556,156,975	534,391,918

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

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

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



Training & Education

GRI 404-1

Average hours of employee training

Jabil views learning & 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	FY22	FY23
Men	52	43	19	47	35
Women	42	35	15	62	54
Chose not to identify	48	3	2	3	12
Employee category*	56	56	34	51	32
Sr. Executives	16	6	6	8	11
Mid-level	13	17	24	29	39
Entry level	20	19	12	40	48
Direct labor (average hours)	80	80	80	80	80
Indirect labor (average hours)	17	18	22	29	49

*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	FY22	FY23
Employees receiving annual performance and development reviews	92%	99%	98%	93%	93%



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.

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.

BOARD/EMPLOYEE DIVERSITY

	FY19	FY20	FY21	FY22	FY23
Total (#)	190,631	218,224	234,154	228,415	227,365
Men (%)	56%	56%	56%	55%	54%
Women (%)	42%	40%	41%	41%	41%
Age group (<30) (%)	53%	41%	43%	40%	41%
Age group (30–50) (%)	42%	52%	53%	54%	53%
Age group (>50) (%)	5%	6%	5%	6%	6%
Board (#)	10	10	10	10	10
Men (%)	70%	70%	70%	70%	80%
Women (%)	30%	30%	30%	30%	20%
Senior Executives (#)	967	1,071	970	1005	932
Men (%)	83%	81%	81%	79%	79%
Women (%)	17%	19%	19%	21%	21%
Age group (<30) (%)	0.4%	0.0%	0.0%	0.0%	0.00%
Age group (30–50) (%)	59%	52%	53%	50%	49%
Age group (>50) (%)	41%	48%	47%	50%	51%

BOARD/EMPLOYEE DIVERSITY

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

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



Freedom of Association & Collective Bargaining

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

We require suppliers to adopt the Responsible Business Alliance’s (RBA) Code of Conduct.
“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](#).
See section GRI 409-1 more information on at-risk operations.

Child Labor

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

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

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

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

Forced or Compulsory Labor

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

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

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

- All work must be voluntary, and workers must be free to leave or terminate employment.
- Treatment of workers must be free from discrimination and harsh or inhumane treatment.
- There should be no unreasonable restrictions on workers’ freedom of movement.
- No employer or agency recruitment fees should be paid by workers.

- Recruitment fees already paid by workers should be reimbursed.
- Workers’ passports should not be held by employers or agents unless required by law.
- Employment agreements must be written in workers’ native languages.
- Working hours and wages must be lawful.
- Additional protections summarized in the RBA Code of Conduct.



Local Communities

GRI 413-1

Operations with local community engagement, impact assessment, and development programs

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

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

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

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

GRI 413-2

Operations with significant potential and actual negative impacts on local communities

None in fiscal year 2023.

Supplier Social Assessment and Jabil Sites Self-Assessment

Management approach

Jabil’s supplier assessment strategy is to use Responsible Business Alliance (RBA) code to guide our core governance program. All sites are assessed for risk every six months, using 11-point risk evaluation criteria which was developed with both external and internal risk factors considered.

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.

GRI 414-1

New suppliers screened using social criteria

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

**SASB 320a.2**

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

RISK ASSESSMENTS	# OF HIGH-RISK SITES 2019	# OF RBA VAP AUDITS 2019	STRATEGIC CUSTOMER AUDITS 2019	# OF HIGH-RISK SITES IN 2020	# OF RBA VAP AUDITS 2020	STRATEGIC CUSTOMER AUDITS 2020	# OF HIGH RISK SITES IN 2021	# OF RBA VAP AUDITS 2021	STRATEGIC CUSTOMER AUDITS 2021
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

RISK ASSESSMENTS	# OF HIGH RISK SITES IN 2022	# OF RBA VAP AUDITS 2022	STRATEGIC CUSTOMER AUDITS 2022	# OF HIGH-RISK SITES IN 2023	# OF RBA VAP AUDITS 2023	STRATEGIC CUSTOMER AUDITS 2023
Europe	5	2	0	4	2	1
America	5	4	3	10	5	4
Asia	17	10	15	14	13	15

Approximately 35% (28/80) of facilities reviewed in our Annual Global Facilities Evaluation were identified as a "high-risk facility." For more information, please see page 39.

GRI 414-2

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

SASB 320a.3

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

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

**GRI 415-1**
Political Contributions

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

- Jabil does not authorize contributions or expenditures, direct or indirect, to support or oppose political candidates, parties, committees, or ballot initiatives.
- Jabil does not authorize payments to political organizations which may influence referendums or the selection, nomination, election, appointment, or defeat of political candidates, including but not limited to organizations created under section 527 of the U.S. Internal Revenue Code.

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

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

No known material breaches or substantiated complaints occurred in fiscal year 2023.



Task Force on Climate-Related Financial Disclosures (TCFD)

Governance

Our Board of Directors provides oversight of climate change action.

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

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

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

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

In fiscal year 2023, the council membership consisted of:

- Chief Executive Officer (CEO) – Council Sponsor
- SVP/Chief Compliance Officer – Council Chairperson
- SVP – General Council
- SVP – Supply Chain
- SVP – Global Sales
- SVP – Treasury
- SVP – Human Resources
- SVP – Global Business Units
- VP – Global Quality
- VP – Deputy General Counsel
- VP – Investor Relations
- Sr. Director – Supply Chain Compliance
- Sr. Program Manager Sustainability Engagement – Sustainability Lead/ Council Subject Matter Expert
- Global Governance Specialist – Council Secretary



Strategy

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

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

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

We are subject to risks associated with climate change and associated weather phenomena. Our operations and those of our customers and suppliers may be subject to climate change-related events, the severity of which depends on the location, and which could negatively impact the results of operations and increase our costs and expenses. We are susceptible to losses and interruptions caused by hurricanes (including in Florida, where our headquarters are located), earthquakes, power shortages, telecommunications failures, water or other natural resource shortages, tsunamis, floods, typhoons, drought, fire, extreme weather conditions, rising sea level, geopolitical events such as direct or indirect terrorist acts or acts of war, other natural or man-made disasters, boycotts, and sanctions, or widespread criminal activities. Such events could make it difficult or impossible to manufacture or to deliver products to our customers, receive production materials from our suppliers, or perform critical functions, which could adversely affect our business globally or in certain regions. 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. There are opportunities for business growth of new markets for more sustainable products. Jabil's industrial business, driven by a global demand for renewable energy, increased by approximately 30% year-over-year, reflecting strong growth here. Revenue for the DMS segment increased 13% on a year-over-year basis driven by strength in Jabil's automotive and healthcare end markets. In evaluating the growth in our business in fiscal year 2023, we can highlight that nearly 60% of our portfolio is aimed at markets with strong secular growth, specifically including electric vehicles, renewable energy, cloud and others. In response to the growing demand for more sustainable supply chain practices, Jabil acquired Retronix - a market leader in component recovery, reballing, retraining, and component authenticity testing services - to advance our customers' circular economy initiatives. Retronix services bolster Jabil's efforts to recover, refurbish, and recycle product components and materials to reduce electronic waste.

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

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

Jabil's recent [Annual Green Bond Impact Report](#) covers the cumulative allocation of Jabil's Green Bond proceeds to eligible expenditures between September 1, 2019 and August 31, 2022 - Jabil's 2020, 2021 and 2022 fiscal years. As of August 31, 2022, \$306.7 million of the \$500 million Use of Proceeds have been allocated to eligible green categories. The next annual green bond impact report will be released by May 2024.

Aligned to Jabil's overarching strategy, a significant portion of the net proceeds have been allocated to expenditures related to two of Jabil's sustainability pillars: **Our Innovative Solutions** and **Our Operations & Resources** (continued on next page).



Strategy (cont.)

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

Our Innovative Solutions

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

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

Our Operations & Resources

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

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

A cross-functional Sustainable Finance Committee oversees the project evaluation and selection process to ensure selected projects comply with the Green Financing Framework's eligibility criteria and are aligned with Jabil's sustainability strategy. The amount and extent of expenditures on projects meeting the framework's eligibility criteria is tracked and maintained through an internal management reporting process, and a report will be published annually until the net proceeds have been fully allocated.

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

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

With over 250,000 diverse, talented, and dedicated employees across 100 locations in 30 countries, our vision is to be the most technologically advanced and trusted manufacturing solutions provider. We provide comprehensive electronics design, production and product management services to companies in various industries and end markets.

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

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

Our global Risk Management & Insurance Director oversees the third-party risk assessment, proposed mitigation plan issuance and insurance claim management process. Our legal team, in partnership with our sustainability experts, survey climate-related legal risks, which includes evaluating the applicability of upcoming legal ESG disclosure requirements. The Enterprise Sustainability Leadership Council was established in 2021 and is currently sponsored by the CEO and chaired by Jabil's SVP - Chief Compliance Officer/corporate law department.



Strategy (cont.)

To set goals that further enhance our water conservation efforts, we conducted a refreshed scenario analysis on our facilities worldwide to understand which sites are in water stress areas in accordance with the World Resources Institute (WRI) Aqueduct Water Risk Assessment tool. During fiscal year 2023, sites that fell in the category of “low-medium” or “medium-high” developed or updated their water conservation plans, and applicable sites designed projects to reduce acquired water use.

Water management has been determined to be a significant environmental aspect for many sites, using a standardized risk assessment approach. A Jabil global EHS Standard for Water Management was established and applies to all sites owned or leased by Jabil that use water for domestic/manufacturing processes, generate wastewater during manufacturing processes, treat wastewater, discharge water to streams or treatment systems, or have 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-assessment teams and government inspections. Nonconformities are identified, such as through internal audits or external evaluations, are documented in Jabil’s incident tracking system, investigated as appropriate and reviewed by company management to evaluate and respond to potentially significant issues and emerging trends.



Risk Management

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

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

Identifying our company's risk includes site visits from our property insurer. Their specially trained engineers evaluate our facilities based on construction, occupancy, protection, and exposure (COPE). They also examine Jabil's hazard management programs to identify any gaps or processes that could put Jabil's business at risk. Jabil is then provided with a Risk Report that contains a detailed explanation of the exposures that could cause a property loss at our facility, and we work with the site to put together a thorough, cost-effective loss prevention program that mirrors Jabil's business and risk management objectives.

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

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

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

Our organization has processes for managing climate-related risks.

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

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

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

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

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

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

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

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

Jabil has implemented a transformational digitization solution at our U.S. sites. The goal of this initiative is to unburden site teams from manual data entry; eliminate the risk of human error in data entry, thus facilitating the data verification process; and improve the timeliness of data capture. The data is transferred into our enterprise environmental data platform which provides visibility into real-time data trends and progress toward goals.

Please see pages 21-22 for additional details on Jabil's strategy to cut Scope 1 and Scope 2 emissions.



Risk Management (cont.)

Metrics and targets

Jabil has set GHG reduction targets in line with the scientific community's recommendations for limiting global warming to 1.5 degrees Celsius and we have committed to setting all targets to the Science Based Targets Initiative. We committed to reducing Scope 1 and 2 GHG emissions (market-based) in our operations by 25% by the end of fiscal year 2025 – a goal we have met two years ahead of schedule - and by 50% by the end of fiscal year 2030, as compared to our 2019 baseline levels. We have expanded our scope 3 emissions analyses and are working on a strategy to address them. We set a target for carbon neutrality by 2045. We utilize digital dashboards that are accessible to the organization that show progress towards the achievement of the sustainability targets. The dashboards are reviewed regularly by leadership teams, and strategy adjustments are made as necessary. The

sustainability goals and targets are made publicly available through the company's annual corporate sustainability report.

Purchased electricity is the primary source of our operational emissions and has the greatest opportunity for improvement. Therefore, the initial focus of mitigation will be Scope 2 purchased energy. Jabil's Scope 2 strategy focuses on our highest GHG-emitting sites first to ensure we are aligning investments with the greatest CO₂e reduction return. Jabil enhanced its data management system to track usage at the country, segment, site and plug-load levels, deploy energy efficiently and implement renewable energy to achieve large levels of decarbonization. Jabil stakeholders (customers, investors, and the public) have been informed of our efforts, public reporting and engagements showcasing our achievements and progress.

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

For information on our GHG emissions, see pages 49-51 of this sustainability report.

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