

Sustainability Strategy and Goals



Jabil has a comprehensive sustainability strategy that is aligned with the United Nations' Sustainable Development Goals (SDGs). The company's sustainability strategy focuses on three key areas: **People & Communities**, **Operations & Resources**, and **Innovative Solutions**.

Jabil's Vision

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

How Jabil Defines Sustainability

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

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



Our People & Communities

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

DIVERSITY, EQUITY & INCLUSION

- 25%** of Leadership Positions (Defined as Director Level or Above) Held by Women
- 40+** Established Programs for Persons with Disabilities

HUMAN RIGHTS

- ≥160** Annual Average RBA Score of Sites Audited (Equates to a Silver Status Rating)

EMPLOYEE HEALTH & WELLBEING

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

COMMUNITY VOLUNTEERISM

- 1 Million** Volunteer Hours Each Calendar Year



Our Operations & Resources

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

CLIMATE ACTION

- 25%** Reduction in Operational Greenhouse Gas (GHG) Emissions by the End of FY25
- 50%** Reduction in Operational Greenhouse Gas Emissions by 2030
- 2045** Carbon Neutrality Target Date

HEALTHY ENVIRONMENT & SAFE OPERATIONS

- 80+** Target EHS Index Score

RESOURCE EFFICIENCY

- 6%** Average Global Reduction of our Acquired or Purchased Water
- 20%** of Applicable Sites Globally Achieving 90% or More Landfill Diversion (3P Assured)



Our Innovative Solutions

Delivering sustainable innovations throughout the product lifecycle

CIRCULAR ECONOMY

- 10** Total Circular Economy Projects Partnerships Engaged

CYBERSECURITY

- 8+** Achievement of Annual Average Cybersecurity Score



For more details on our sustainability strategy and performance, please see our **Fiscal Year 2022 Sustainability Progress Report** at [jabil.com/sustainability](https://www.jabil.com/sustainability)

Aiming for Zero

In 2020, we launched our first Climate Action Plan, committing to reduce our Scope 1 and 2 greenhouse gas (GHG) emissions in line with the scientific community's recommendations for limiting global warming to 1.5 degrees Celsius. We aim to achieve:

25%

Reduction In Operational GHG Emissions by the End of FY25

50%

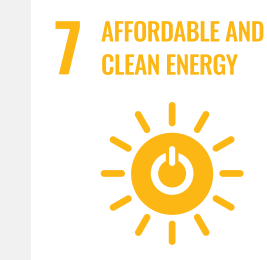
Reduction in Operational GHG Emissions by 2030

2045 Carbon Neutrality Target Date

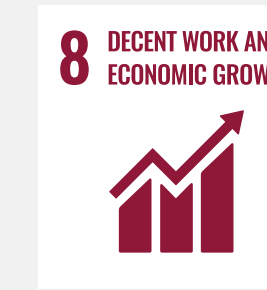
Impact Areas

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

Environment



Social



Governance



Our Awards & Partnerships

Jabil was the only contract manufacturer on **IBD's 100 Best ESG Companies of 2022 list**

2022 Disability Equality Index – **Best Place to Work for Disability Inclusion**

Signed Commitment Letter with the Science Based Target Initiative

Achieved Ecovadis Gold Status – Sustainability Performance Rating in the Top 5% Among Participating Companies

Forbes' America's Best Employers by State (No. 40 in Florida)

Newsweek America's Most Responsible Companies (No. 34)

Responsible Business Alliance (RBA)

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

About Jabil

Jabil (NYSE: JBL) is a manufacturing solutions provider with more than 250,000 employees at over 100 facilities in 28 countries. The world's leading brands rely on Jabil's unmatched breadth and depth of end-market experience, technical and design capabilities, manufacturing knowhow, supply chain insights and global product management expertise. Driven by a common purpose, Jabil and its people are committed to making a positive impact on their local community and the environment.



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