JABIL

SUSTAINABILITY
REPORT 2019

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Jabil is playing an important role in innovating sustainable technologies and developing products that are mitigating the impacts of climate change. We have reduced our carbon emissions 34 percent since 2015 and we are committed to continue reducing our environmental footprint of our operations. We are also partnering with our customers to help them achieve their own sustainability goals.

Leveraging the power of more than 200,000 people across 100 strategic global sites, Jabil simplifies complexity and delivers value in a broad range of industries for the largest and most innovative companies in the world.
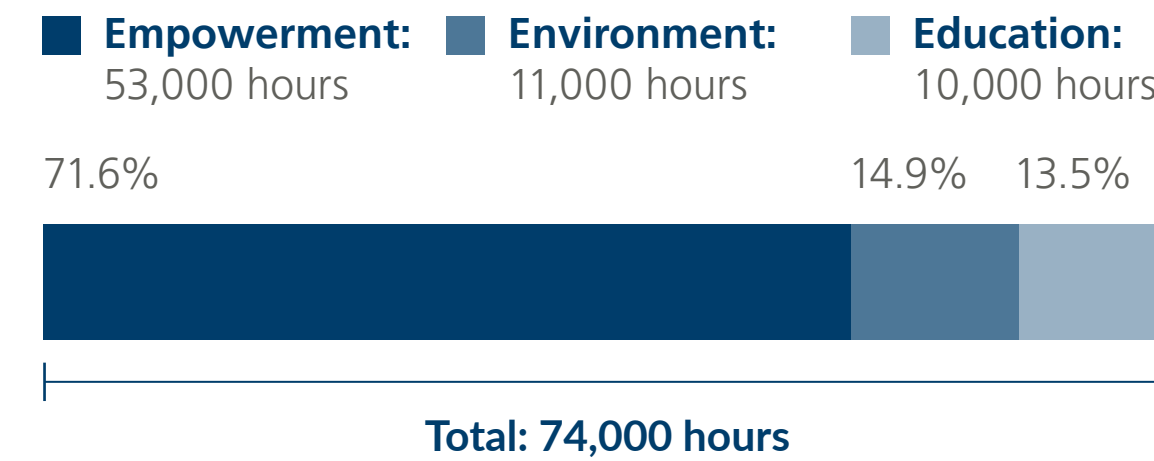
This report includes case studies (pages 5–17) as well as disclosures from the Global Reporting Initiative (GRI) and Sustainable Accounting Standards Board (SASB) (GRI SASB pages 18–57).

HIGHLIGHTS

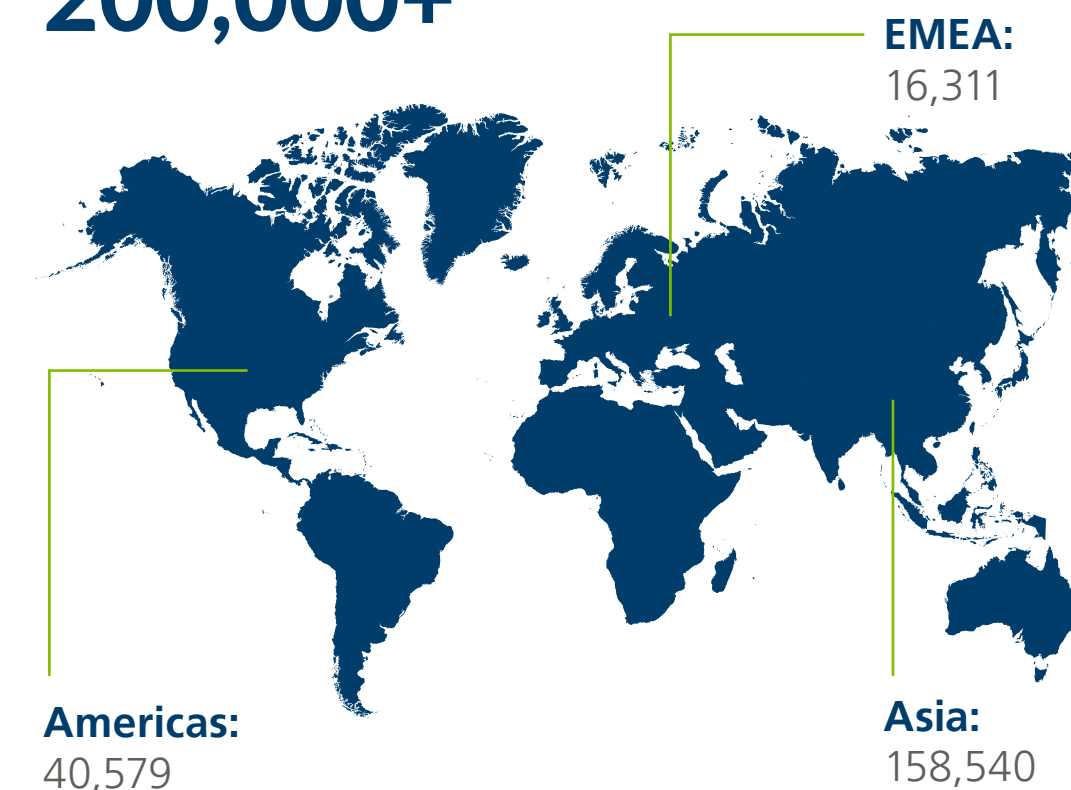## -45% Greenhouse gas emission reductions by 2030

As an interim step, we are aiming to reduce our GHG emissions by 25 percent by 2025, compared to 2019 levels.

Employee volunteer hours by focus area
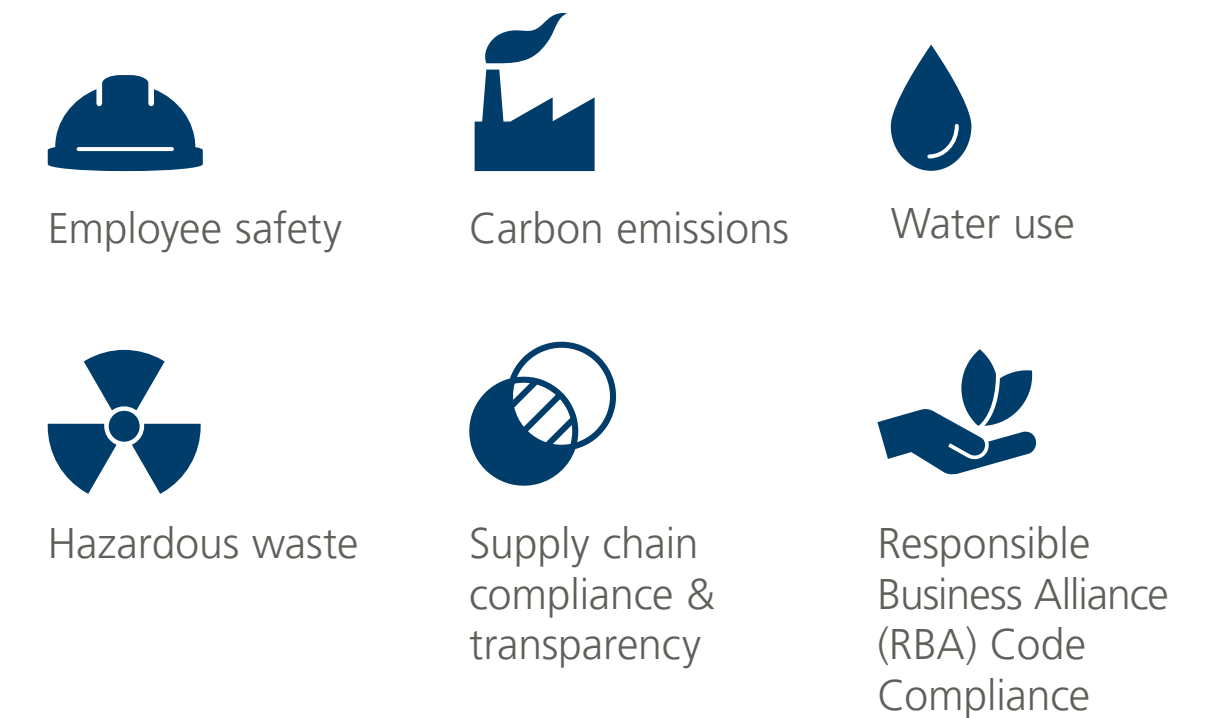(September 2018 – February 2020)

■ Empowerment:	■ Environment:	■ Education:
53,000 hours	11,000 hours	10,000 hours

71.6%   14.9%   13.5%

Total: 74,000 hours

Total Jabil employees*
200,000+

EMEA: 16,311

Americas: 40,579

Asia: 158,540

*as of June 3, 2020

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

3 GOOD HEALTH AND WELL-BEING 6 CLEAN WATER AND SANITATION 7 AFFORDABLE AND CLEAN ENERGY 8 DECENT WORK AND ECONOMIC GROWTH 12 RESPONSIBLE CONSUMPTION AND PRODUCTION 13 CLIMATE ACTION

Our most important environmental, social, and governance (ESG) topics include

Employee safety	Carbon emissions	Water use
Hazardous waste	Supply chain compliance & transparency	Responsible Business Alliance (RBA) Code Compliance

❯ *Newsweek* America's Most Responsible Companies 2020

❯ Founding member of the Responsible Business Alliance (RBA)

❯ Our packaging division is a signatory to the Ellen MacArthur Foundation's New Plastics Economy Global Commitment

CEO LETTER

MESSAGE FROM OUR CEO

To our Employees, Customers, Investors and other Stakeholders:

If the last three months of 2020 have proven anything, it's that the strength and ingenuity of our people is boundless. Through all the challenges of the past few months and looking forward to what lies ahead, I could not be prouder of their efforts.

Our more than 200,000 employees in 35 countries around the world have shown tremendous effort in keeping our employees, and their communities, safe. With extensive operations in China, when COVID-19 struck, companies like ours were the first to experience its impact on the complex global supply chain.

But our ability to tackle challenges head-on is why Jabil is relied upon by leading global brands.

From the very beginning, we have approached the global health crisis with the utmost caution and sincerity, focusing on the health and safety of our employees at every one of our locations.

Everyone entering a Jabil facility gets a health and temperature screening. Inside, there are hand-washing stations, plexiglass barriers, and best-practices to keep all of our workers safe. We restricted business travel early on; let high-risk employees work from home; and established comprehensive quarantine and tracing protocols for suspected cases.

We have also retooled numerous production facilities to make masks, gloves, hand sanitizer, face shields, ventilators and diagnostic products, including coronavirus test kits.

In a time of crisis like this, you find out just how good you can be.

We think about our response to COVID-19 as part of our responsibility as a global company, much like we think about our sustainability and corporate responsibility goals. And I'm incredibly proud of all we've accomplished this past year and the bold commitment we are making for the future.

We have reduced our greenhouse (GHG) emissions 34 percent since 2015, and even through a revenue growth period last year (more than 14 percent), our GHG intensity dropped by nearly 6 percent. We are determined to continue reducing the environmental footprint of our operations.

We are launching a Climate Action Plan, aiming to reduce our emissions, in line with the scientific community's recommendations for limiting global warming to 1.5- degree Celsius, reduce GHG in our operations 45 percent by 2030 compared to 2019 levels. Our strategy includes focusing on expanding our use of clean energy, increasing energy efficiency, and establishing an internal carbon price.

This sixth annual sustainability report covers our operations from September 1, 2018 to August 31, 2019. Inside you'll find case studies pages 5–17 showcasing our efforts, as well as disclosures from the Global Reporting Initiative (GRI) and Sustainable Accounting Standards Board (SASB) pages 18–57 that are of interest to our investors and other stakeholders.

We greatly appreciate the time you invest in reviewing what makes our company special — the commitment of our employees — to each other, to the communities in which they live and work and to always exceed the expectations of our great customers.

Mark T. Mondello
Chief Executive Officer

OUR ENVIRONMENTAL GOALS
AIMING FOR ZERO

Carbon Emissions

Addressing climate change is imperative both for ensuring the sustainability of the planet's resources but, also Jabil's climate resiliency.

In 2020, we will launch our first Climate Action Plan, committing to reduce our greenhouse gas (GHG) emissions in line with the scientific community's recommendations for limiting global warming to 1.5 degrees Celsius. We aim to reduce GHG in our operations 25 percent by 2025 compared to 2019 levels. By 2030, Jabil aims to reduce by 45 percent the GHG emissions of its global operations.

To achieve these bold targets, we are focusing on expanding our use of clean energy in our operations and continuing to increase energy efficiency. Approximately 80 percent of Jabil's emissions are from energy used in manufacturing operations. We will also be setting an internal price for carbon to guide our efforts.

Not only is this strategy important for our planet, it's good for business. We are providing key innovation and manufacturing capabilities for leaders in the rapidly expanding solar and wind energy sectors.
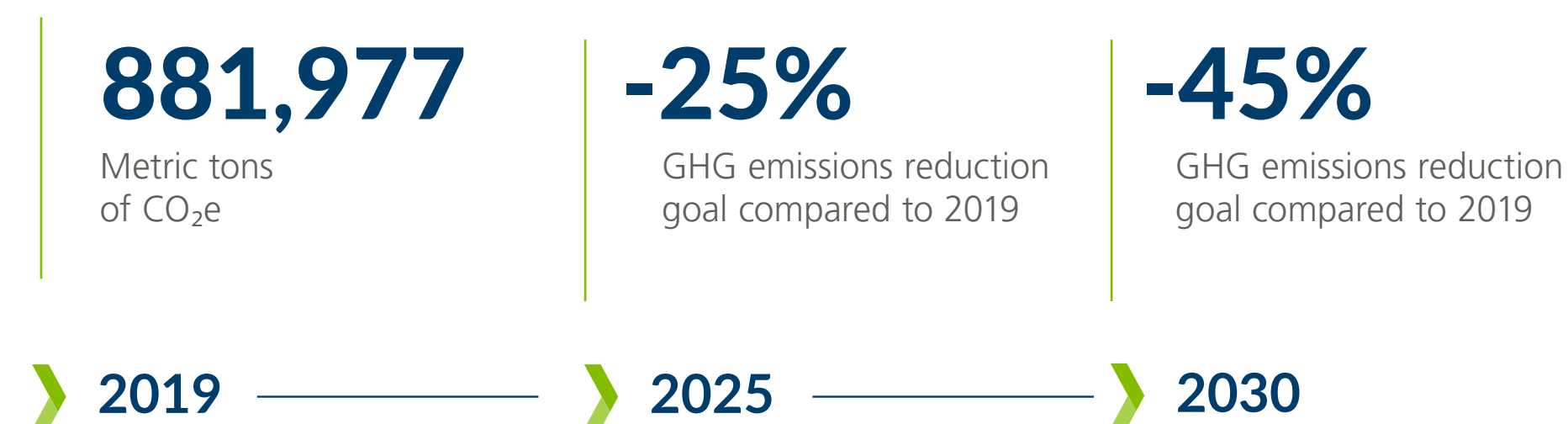
Water

Water is a vital component of our manufacturing process, and every Jabil site makes a conscious effort to minimize water usage in our processes. We have already had our Fiscal 2019 water data verified by a third party, and are aiming to establish global water goals and initiatives in Fiscal 2021.

While our purchased water has increased 20 percent over our 2015 baseline, we saw a 41 percent increase in revenue and 38 percent increase in square footage over the same period. Approximately 50 percent of our purchased water is recycled, and some of our largest sites recycle 100 percent of the water used in the manufacturing of our customers' products. All sites review, at least annually, all sources of wastewater for opportunities to reduce the generation of wastewater volume.

Waste

In addition to sites driving waste reduction and recycling efforts, we are committed to gaining further clarity on our waste data by the end of Fiscal 2021, with goal setting beginning in Fiscal 2022. Currently, our data is collected on a site-by-site basis at more than 70 sites, many of which have ongoing waste reduction, reuse and circular economy projects.

Our Climate Action Plan

881,977
Metric tons of CO_2e

-25%
GHG emissions reduction goal compared to 2019

-45%
GHG emissions reduction goal compared to 2019

❯ 2019 ———— ❯ 2025 ———— ❯ 2030

For more information on our climate and energy strategy, and water and waste performance, please see pages 35–40.

ELVIE
INNOVATING FOR MOTHERS

As the world's largest healthcare manufacturing solutions provider, Jabil enables brands to bring consumers products better designed for their health.

The design of the breast pump for nursing mothers, for example, hadn't changed for decades. It needed to be plugged into a wall. It also was noisy and often painful to use. Tania Boler, the CEO and founder of Elvie, envisioned a revolutionary new design — so she developed a device that upended tradition — a product tailored to the needs of modern women and families.

healthcare sector, we were able to move quickly and optimize the supply chain experience, which has a tendency to be traditionally slow and expensive.

Jabil was also able to support Elvie through the complex FDA regulatory requirements to bring the new pump to market. And, following the launch, we met the demand

> " **We needed expertise in everything from hardware and firmware to software. Selecting Jabil as our best-in-class manufacturing partner was a no-brainer decision because they brought so much experience across so many different partners and product categories.** "
>
> – Tania Boler, CEO and Founder, Elvie
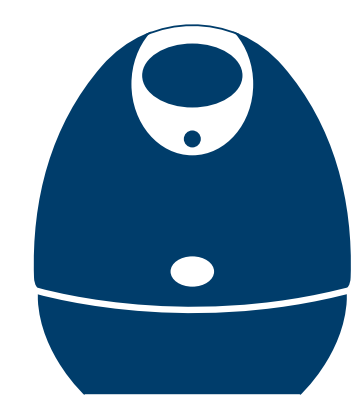
The Elvie:
Silent, hassle-free, and cordless, it is truly hands-free.

The Elvie is the world's first silent wearable breast pump. Jabil worked with Boler and her team to bring it to market, integrating our expertise in consumer electronics, digital healthcare and regulatory experience to address the biggest engineering challenges. By also leveraging Jabil's highly developed electronics supply chain for the

for doubled production within weeks of its release due to its unprecedented popularity.

Jabil is proud to be a partner to Elvie, to be able to showcase Jabil's manufacturing agility and engineering prowess to make a difference in the lives of the women and families.

For more information on this partnership, please visit the case study and video on our <u>website</u>.

"As a custom packaging solution provider, we are in a unique position to help the world's biggest brands reimagine and rejuvenate their packaging portfolios with the ultimate goal of diverting them from the waste stream."

– Brenda Chamulak, CEO, Jabil Packaging Solutions

NEW PLASTICS ECONOMY GLOBAL COMMITMENT

CLOSING THE LOOP ON WASTE

We envision a world without waste. Our employees are innovating and reimagining new approaches to packaging that will speed the transition from a linear to a circular economy for plastic packaging.

In 2019, Jabil's packaging division became a signatory to the Ellen MacArthur Foundation's New Plastics Economy Global Commitment. This initiative, in collaboration with the United Nations, seeks to change the way we produce, use and reuse plastic.

These practices will reduce use of plastic and ensure that any plastic packaging can either be efficiently recycled or become feedstock for another product line. Working together with our customers, we're making great strides towards a more circular economy.

In part, we have pledged to:

Leverage our Device and Digital solution suites to minimize plastic packaging intensity and promote reuse through durable/consumable product solutions

Provide sustainability solutions for our customers that include 100 percent recyclable or compostable packaging

Engage our customers to eliminate problematic and unnecessary plastic packaging from their current solutions

Target the use of 10 percent recycled content by 2025, where allowed by law and accepted by our customers

JABIL ENABLES
A WORKPLACE FOR ALL

People with disabilities make valuable contributions to Jabil everyday, and we are working to ensure they can continue to make a powerful and expanding impact long into the future.

About 15 percent of the global population has some type of disability, and yet their unemployment rate is double that of their non-disabled counterparts. We are working to change this in our own operations, and we have been making good progress.

In 2020, we launched Jabil Enables, an enterprise-wide program dedicated to employees with disabilities. We are focused on increasing employment and development for people with physical and neurological disabilities, facilitating adjustments and accessibility, building awareness among other employees, and creating a culture of inclusion.

~15% of the global population has some type of disability, and yet their unemployment rate is double that of their non-disabled counterparts

The Jabil Enables program includes an internship pilot for neurodiverse employees at our St. Petersburg, Florida, headquarters. Next year, we'll be introducing an awareness campaign to showcase and accelerate our employment opportunities.

Jabil's Guadalajara, Mexico, site originally inspired Jabil Enables. The site has a legacy of providing opportunities for people with physical disabilities, including development programs for career growth.

Maria Guadalupe Ponce Torres, who joined Jabil in 2015, said few companies would hire her because she is deaf, making it difficult to find a job. "Jabil has allowed me to develop myself on the job, and thanks to this I have been promoted several times and I am currently a Quality Inspector."

In 2019, the site created a scholarship for deaf and hard of hearing employees to continue their education, free of charge. In conjunction with Centro Universitario para Trabajadores e Hijos, this program provides facilities, teachers and a sign-language tutor, welcoming 27 Jabil employees, including Ponce Torres, in the program last year. "I always wanted to study high school, but since I am deaf I could never finish it," Ponce Torres said.

We are excited for what the future holds as we expand the initiatives and opportunities for employees with disabilities.

> " At Jabil, we tackle challenges by working together and having open, supportive dialogue. Each of us has a role to play in ensuring those suffering feel less afraid to ask for help at the times they need it most. No one needs to be alone. "
>
> – Mark Mondello, CEO

EMPLOYEE WELL-BEING
MAKING MENTAL HEALTH A PRIORITY

Jabil is committed to the entire health and well-being of our employees—including their psychological health. When they're at their best, they're able to best serve those who count on them every day—their family, friends, customers, colleagues and community.

Mental illness impacts millions of people every year, including one in five U.S. adults. Many face stigma and fewer than half of them receive treatment. We want to eliminate the stigma around mental health and help our employees and their families identify and leverage the mental health resources they need, wherever they may be.

To that end, we are working hard to enhance our well-being program, and aim to make mental health resources and information more accessible and open to all of our employees. In 2020, each month we will focus on a different mental health related issue, including stress, work-life balance, substance abuse awareness, child and adolescent mental health, and relationship skills.

The current COVID-19 crisis highlights the need for such an approach. While the outcomes for those who contract the virus can be terrible, it can also impact people who are not infected by increasing stress, depression and loneliness caused by the continued isolation caused by this global pandemic.

At our facility in Guangzhou, China, many young employees have come from rural areas hundreds of miles away, requiring them to leave their families to live and work. The Guangzhou programs are tailored to:

❯ **Address the psychological effects unique to this migration**

❯ **Deliver mental health training for managers and employees**

❯ **Offer one-on-one consultations**

❯ **Provide a 24-hour hotline**

❯ **Include a comfort consulting room**

We've been taking care of the physical health of our employees for as long as we've been in business. Through this program, we are giving equal priority to their mental health.

In 2019, our global landfilled waste decreased 31 percent against our 2015 baseline, despite our growth in revenues.

CIRCULAR ECONOMY
FROM WASTE TO WANT

When it started out in 2011, JHC Regional Environment, Health and Safety Manager, Cecil Black's project was aimed at consolidating waste vendors in Bray, Ireland. With few controls and little transparency around where waste ended up, Black wanted greater visibility and environmental investment.

Nearly a decade later, the Bray site is zero waste to landfill, and all of its materials are being repurposed—and many sold to vendors. Like Bray, sites across Jabil are working toward more circular solutions—no small task for a global business that supports a highly diverse customer base.

Early on, Bray partnered with technology supplier EIRAVATO S.A., aiming to digitize reports data and bring waste processing transparency. But it didn't stop there. Cecil and his team were able to apply EIRAVATO's waste classification to assess which materials could be utilized elsewhere, and in what quality and volumes.

New partnerships have been forged via this partnership marketplace and today:

70–80%

of the site's waste is captured and sold as a quality material

The plastic is reground on site, reducing transport costs by maximizing container volume and saving over 70 percent of waste storage space. Ultimately, the plastic is born into new products such as grocery baskets, car parts and chairs. What remains, such as clean-room gloves, is sent to an incinerator, allowing the ash to be mixed into cement. The whole process is closely monitored and certified by block chain technology.

PROJECTO GENTE GRANDE
EMPOWERING AT-RISK GIRLS

Access to education and opportunities are more difficult for people in some of the communities where we operate, including Belo Horizonte, Brazil. It's our responsibility to help.

For two decades, our site in Belo Horizonte has provided young, at-risk girls ages 8–18 opportunities for education, advancement and equality. Working with government-run program Projecto Gente Grande (the Great People Project), Jabil has engaged more than 1,000 girls in the program over the years.

Eliana da Silva Rodrigues was once one of those girls. Growing up in a family of five children in nearby Contagem, Eliana dreamed of being an engineer. Her neighborhood saw violence and crime and the Great People Project provided a way out.

"It was an opportunity to help my family and spend my time doing productive things," she said. "The project helped me stay off the street and avoid the wrong people and the wrong things."

The site hosts the Project and 15 employees volunteer four hours each month tutoring the girls in English, mathematics, reading, writing and computer science. The program also offers instruction on professional skills in preparation for the job market. Music instruction is also a priority and the girls perform for the local community as part of an All-Girls Orchestra.

All of the girls complete basic educational studies, as compared to the average of 50 percent in the same region. Some girls, like Eliana, go on to become Jabil employees. Today, Eliana is a Quality Intern, but she hasn't given up on her dream of becoming an engineer.

"I hope that I can work in the engineering field and that today's girls have the same opportunities that I had," Eliana said.

Projecto Gente Grande

20 yrs
of a strong partnership

15
employee volunteers each month

1,000
girls have participated in the program

100%
have completed their basic educational studies

Learn more about Jabil's community efforts around the world on our underline.

Jabil and its employees have funded and installed nine water systems, about three per year.

TARAHUMARA COMMUNITY

WATER FOR PEOPLE

In 2019, Jabil employees around the world, from China to Mexico, and Hungary to Spain, spent time in their communities living their values and making an impact. Indeed, some team members' most valuable work happens outside our factory walls.

For the last four years, Victor Sigala, Sr. Multimedia Design Specialist has led a team of Jabil Chihuahua volunteers to Norogachi, Mexico, in the remote Sierra Madre Mountains, to build rainwater capture systems for the indigenous Tarahumara people. Crippled by drought, village residents must walk as many as five miles to secure water for drinking, sanitation and animals.

Working with a non-profit organization, Jabil volunteers help to build sloped tin roofs for the homes, which capture the runoff from the rain. The water goes into a storage tank, providing life-giving water for crops and animals, and clean drinking and cooking water throughout the dry season.

Since 2017, Jabil and its employees have funded and installed nine water systems, about three per year. Two employees who placed in Jabil's global Deliver Best Practices Competition even directed their winnings:

$4,000

of corporate donations to the cause.

Last year, Jabil Chihuahua volunteers also brought children's coats, shoes, and Christmas presents for Tarahumara children.

Rainwater capture system

The storage tanks provide water for crops and animals throughout the dry season.
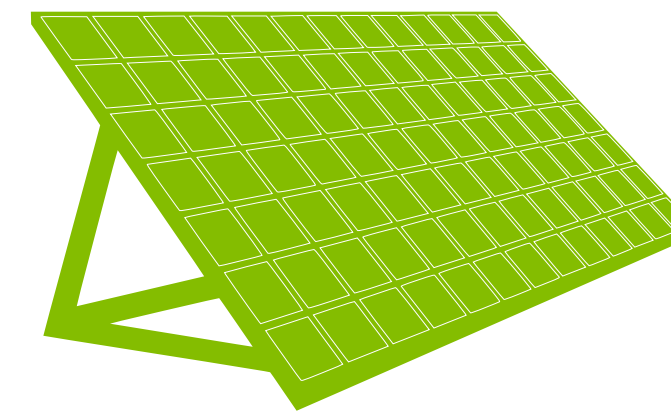
SOLAREDGE
HARNESSING THE SUN

Enabling the rapid adoption of renewable energy is one tangible way Jabil is doing its part to address climate change. Leveraging decades of electronics engineering expertise, we are partnering with some of the world's leading renewable energy companies to rapidly deploy new solutions for the energy grid.

The solar energy market is moving incredibly fast, and we are working to enable the growth of this industry for one of our key customers, SolarEdge. Solar energy is rapidly replacing traditional fossil-fuel generated energy and is critical to reducing the global contribution to climate change.

Our ability to scale our production to match growing demand allows our customers to bring new technologies to market faster and with unprecedented innovation. One such innovation is the SolarEdge power optimizer that changed the way power is harvested and managed in solar systems. This technology turns solar panels into "smart" panels, enabling them to maximize solar energy production throughout the day, thus improving system economics.

Jabil's years of solar technology development experience have been invaluable in our work with SolarEdge. The success of this partnership has been extremely gratifying.

Producing and manufacturing new renewable energy solutions that will lead to a more sustainable future is a vital goal for Jabil and our customers.

SolarEdge's power optimizers allow each module to produce at their maximum power point and monitor energy production.

> **The core value of sustainability affects every aspect of our business, including product development and manufacturing. With a joint focus on production efficiency and engineering excellence, our close collaboration with Jabil has allowed us to continue bringing high quality products to the energy market, quickly and efficiently.**
>
> – Uri Bechor, Chief Operating Officer, SolarEdge

GRI/SASB
STANDARDS INDEX

GENERAL DISCLOSURES

Organizational Profile

GRI 102-1

Organization name

GRI 102-2

Primary brands, products, and services

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

For more information on our divisions and markets served, please see our Annual Report, page 2.

For more information, please see our 2019 Annual Report, page 2.

GRI 102-3

Headquarters location

10560 Dr. Martin Luther King, Jr. Street North
St. Petersburg, Florida 33716

GRI 102-4

Location of operations

SASB 000.A

Number of manufacturing facilities

SASB 000.B

Area of manufacturing facilities

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

For more information, you may also visit our website, or our 2019 Annual Report, pages 2, 27.

Global Facilities Footprint (SF)

Region	Size
Asia	32,620,000
Americas	15,425,000
Europe	4,791,000
Total	**52,836,000**

Note: Approximately 11% of our total square footage is not currently used in business operations. The total consists of 18.1 million square feet in facilities that we own, with the remaining 34.7 million square feet in leased facilities. All figures are as of August 31, 2019.

GRI 102-5
Ownership and legal form

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

For more information, please see our 2019 Annual Report, Exhibit 4.8.

GRI 102-6
Markets served

We are one of the leading providers of worldwide manufacturing services and solutions. We provide comprehensive electronics design, production and product management services to companies in various industries and end markets. Our services enable our customers to reduce manufacturing costs, improve supply-chain management, reduce inventory obsolescence, lower transportation costs and reduce product fulfillment time. Our manufacturing and supply chain management services and solutions include innovation, design, planning, fabrication and assembly, delivery and managing the flow of resources and products.

We have two reporting segments: Electronics Manufacturing Services ("EMS") and Diversified Manufacturing Services ("DMS").

We serve our customers primarily through dedicated business units that combine highly automated, continuous flow manufacturing with advanced electronic design and design for manufacturability. We depend, and expect to continue to depend, upon a relatively small number of customers for a significant percentage of our net revenue, which in turn depends upon their growth, viability and financial stability.

Based on net revenue, for the fiscal year ended August 31, 2019, our largest customers include Amazon.com, Inc., Apple, Inc., Cisco Systems, Inc., GoPro, Inc., Hewlett-Packard Company, Ingenico Group, Keysight Technologies, LM Ericsson Telephone Company, NetApp, Inc. and Nokia Networks. For the fiscal year ended August 31, 2019, we had net revenues of $25.3 billion and net income attributable to Jabil Inc. of $287.1 million.

For more information, please see our 2019 Annual Report, page 2.

GRI 102-7
Scale of the organization

GRI 102-8
Information on employees and other workers

SASB 000.C
Number of employees

Jabil is a manufacturing solutions provider that delivers comprehensive design, manufacturing, supply chain and product management services. Leveraging the power of over 200,000 people across 100 sites strategically located around the world, Jabil simplifies complexity and delivers value in a broad range of industries, enabling innovation, growth and customer success.

Global Workforce	2015	2016	2017	2018	2019
Total employees (#)	161,000	144,849	148,891	179,333	190,631
Direct labor (%)	77%	70%	74%	76%	72%
Indirect labor (%)	23%	30%	26%	24%	28%
Americas (#)	20,907	28,343	23,432	26,562	38,347
Direct labor (%)	60%	44%	55%	55%	52%
Indirect labor (%)	40%	56%	45%	45%	48%

GRI 102-7 (cont.)

Scale of the organization

GRI 102-8 (cont.)

Information on employees and other workers

SASB 000.C (cont.)

Number of employees

Global Workforce	2015	2016	2017	2018	2019
Europe (#)	12,569	12,912	12,702	13,076	15,092
Direct labor (%)	51%	60%	59%	59%	55%
Indirect labor (%)	49%	40%	41%	41%	45%
Asia (#)	127,524	103,555	112,709	139,659	137,146
Direct labor (%)	51%	60%	59%	59%	80%
Indirect labor (%)	49%	40%	41%	41%	20%
Africa (#)	–	39	48	37	45
Direct labor (%)	–	11%	10%	0%	2%
Indirect labor (%)	–	89%	92%	100%	98%

Global Workforce	2015	2016	2017	2018	2019
Women (%)	46%	45%	43%	43%	42%
Direct labor (%)	51%	51%	48%	50%	46%
Indirect labor (%)	32%	30%	30%	27%	30%
New hires (%)	44%	40%	34%	40%	36%
Americas (%)	48%	44%	46%	46%	44%
Europe (%)	45%	46%	43%	43%	45%
Asia (%)	44%	45%	32%	42%	41%
Africa (%)	–	29%	20%	35%	31%

GRI 102-9

Supply chain

We provide comprehensive electronics design, production and product management services to companies in various industries and end markets. Our manufacturing and supply chain management services and solutions include innovation, design, planning, fabrication and assembly, delivery and managing the flow of resources and products.

Most of our business units are dedicated to serve one customer each and are empowered to formulate strategies tailored to individual customer's needs.
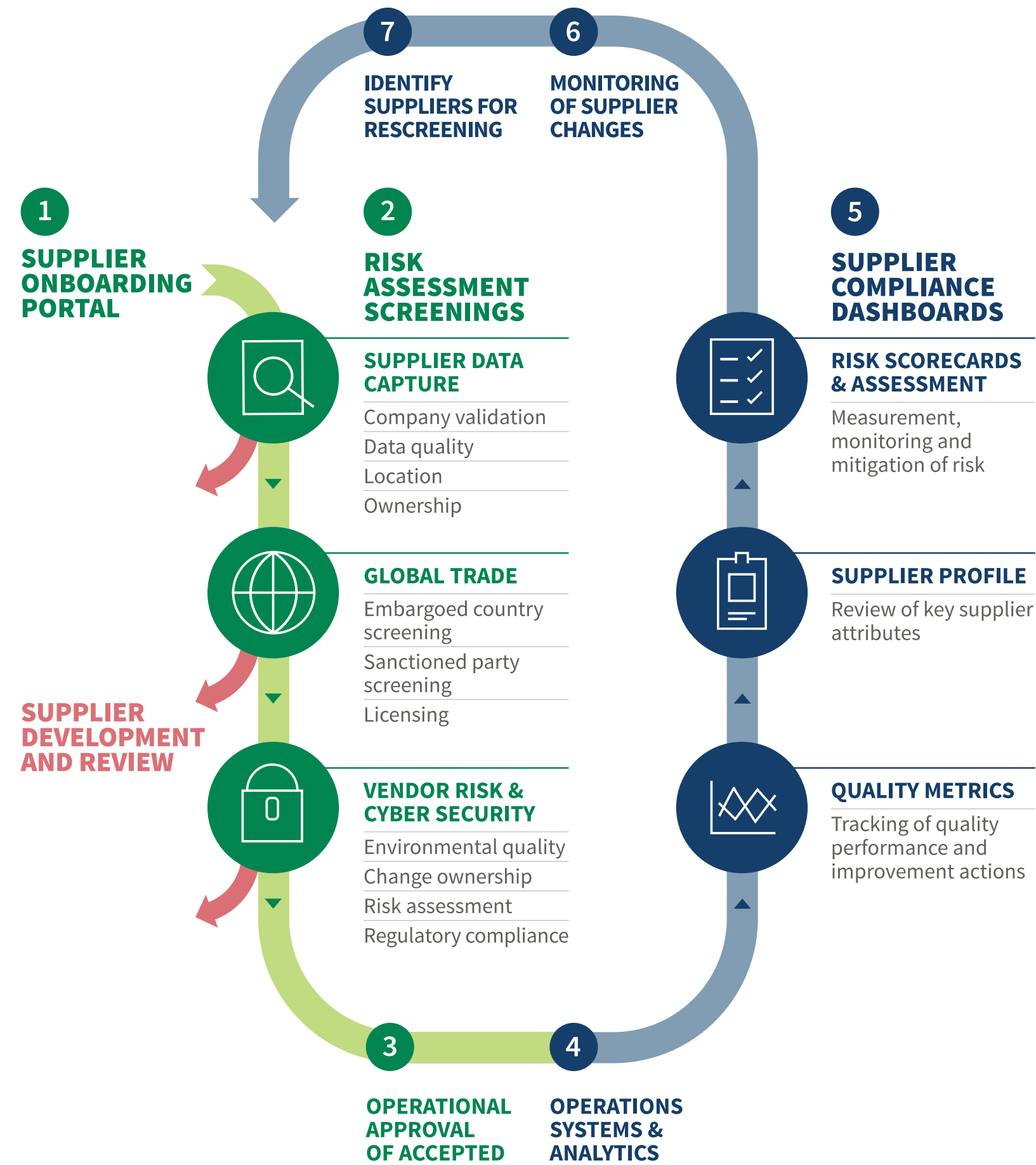
Our business units generally have dedicated production lines consisting of equipment, production workers, supervisors, buyers, planners and engineers. Under certain circumstances, a production line may serve more than one business unit to maximize resource utilization.

Business units have direct responsibility for manufacturing results and time-to-volume production, thereby promoting a sense of individual commitment and ownership. The business unit approach is modular and enables us to grow incrementally without disrupting the operations of other business units. Business unit management reviews the customer financial information to assess whether the business units are meeting their designated responsibilities and to ensure that the daily execution of manufacturing activities is being effectively managed.

We procure components from a broad group of suppliers, determined on an assembly-by-assembly basis. Some of the products we manufacture contain one or more components that are only available from a single source. Some of these components are allocated from time to time in response to supply shortages. In some cases, supply shortages will substantially curtail production of all assemblies using a particular component.

GRI 102-9 (cont.)

Supply chain

1 SUPPLIER ONBOARDING PORTAL

SUPPLIER DATA CAPTURE
Company validation
Data quality
Location
Ownership

GLOBAL TRADE
Embargoed country screening
Sanctioned party screening
Licensing

VENDOR RISK & CYBER SECURITY
Environmental quality
Change ownership
Risk assessment
Regulatory compliance

SUPPLIER DEVELOPMENT AND REVIEW

2 RISK ASSESSMENT SCREENINGS

7 IDENTIFY SUPPLIERS FOR RESCREENING

6 MONITORING OF SUPPLIER CHANGES

5 SUPPLIER COMPLIANCE DASHBOARDS

RISK SCORECARDS & ASSESSMENT
Measurement, monitoring and mitigation of risk

SUPPLIER PROFILE
Review of key supplier attributes

QUALITY METRICS
Tracking of quality performance and improvement actions

3 OPERATIONAL APPROVAL OF ACCEPTED

4 OPERATIONS SYSTEMS & ANALYTICS

With regard to screening our supply chain for environmental and social concerns, we have screened 17,200 partners to date, which represents over $16,000,000,000 (82%) of our total global spend. Approximately 4,500 previously unscreened partners completed their screening in 2019/2020.

Over 340 partner screenings were elevated in FY20 for further evaluation, with 240 closed to date, representing $271,000,000 in spend.

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

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

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

For more information on our supply chain, please visit our 2019 Annual Report, pages 2, 4, 7.

GRI 102-10

Organizational changes during the reporting period

For more information, please see our 2019 Annual Report, pages 45–46.

GRI 102-11

Precautionary principle

SASB 440a.1

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

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 question the impact of business decisions on employees, community and environment, including when dealing with plant closings, recruitment fees for migrant workers and remediation of pre-existing pollution acquired.

- Global Management System that drives insight and governance over environmental impacts and reducing uncertainty.

- Adoption of preventative engineering solutions to reduce total insurable value of Jabil assets. For example, site selection that considers flood risk and required engineering to mitigate or eliminate flood risk.

- EHS Due Diligence during M&A, including a robust process to identify, quantify and make decisions based on ESG risk associated with acquisitions.

GRI 102-12

External initiatives

- ISO 9001
- ISO 14001
- ISO 45001
- ISO 50001
- OSHAS 18001
- Sedex® (packaging sites)
- RBA Code of Conduct
- United Nations Guiding Principles on Business and Human Rights
- New Plastics Economy Global Commitment (Ellen MacArthur Foundation Global Commitment)

LEED Certifications: San Jose, Blue Sky; 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
  – Dequing, China
  – 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 many are also certified to ISO 14001:2015 environmental standards.

GRI 102-12 (cont.)
External initiatives

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, 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 manage EHS risks, continuously improve our processes, and achieving environmental performance excellence.

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

GRI 102-13
Membership associations

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

Strategy

GRI 102-14
CEO Letter

Ethics & Integrity

GRI 102-16

Values, principles, standards, and norms of behavior

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

The Jabil Code of Conduct (Code) provides guiding principles on how we interact with each other, our customers and suppliers, and the world in which we operate. The Code is translated into 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.

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

GRI 102-17

Mechanisms for advice and concerns about ethics

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

These options include:

- 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 at https://Jabilglobalcompliance.com to submit confidential questions or concerns online or by phone. The Jabil Integrity Hotline is available 24 hours a day, 7 days a week, and it is staffed by an independent third party and provides translation services in all languages.

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.

Governance

GRI 102-18

Governance structure of the organization

Our governance structure consists of the following:

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

All committees work in collaboration with SER on social and environmental matters.

For more information, please see the governance documents located on our website, as well as our 2020 Proxy Statement, pages 2, 4–5.

GRI 102-19

Delegation of responsibility

GRI 102-20

High-level accountability for sustainability topics

Our EVP, CHRO, Social and Environmental Responsibility oversees Jabil's Sustainability approach and performance globally. Regional and divisional directors of environment, health and safety oversee implementation of SER programs and policies, which are supported by regional teams and local plant managers.

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

Our EVP, CHRO, Social and Environmental Responsibility communicates SER risks and opportunities regularly to the BOD Audit Committee and the EVP Human Resources.

GRI 102-21

Access to the board

Communications directed to any director, or any group of directors, must be in writing and mailed to:

Jabil Inc.
Office of the Corporate Secretary
10560 Dr. Martin Luther King, Jr. Street North
St. Petersburg, Florida 33716

GRI 102-22

Composition of the board and its committees

Committees of the Board

2020 Proxy Statement, pages 4–5, 13

GRI 102-23

Chair of the highest governance body

Separation of the Chairman and CEO roles allows our CEO to focus his time and energy on operating and managing Jabil while leveraging our Chairman's experience and perspectives. Our Vice Chairman and Lead Independent Director, Mr. Sansone, oversees executive sessions.

The Board of Directors does not currently have a policy on whether the same person should serve as both the Chief Executive Officer and Chairman of the Board or, if the roles are separate, whether the Chairman should be selected from the non-employee directors or should be an employee. The Board believes that it should have the flexibility to make these determinations in the way that best provides appropriate leadership for Jabil. Our current Chairman, Mr. Main, is not an officer. Mr. Main has served as our Chairman since January 2013 and he was our Chief Executive Officer from 2000 until March 2013.

For more information, please see our 2020 Proxy Statement, pages 2, 4.

GRI 102-24

Board nomination and selection processes

GRI 102-25

Board conflicts of interest

For information on our board processes and policies, please see our Nominating & Corporate Governance Charter as well as our Code of Conduct, page 20.

GRI 102-26

Board and executive roles

Pursuant to current reporting and organizational structure, the highest governance bodies setting purpose, values, and strategy are the EVP, Human Resources and Audit Committee (Board).

GRI 102-29

Board identification of ESG impacts, risks and opportunities

GRI 102-30

Board ESG review of risk management processes

Our Office of Social and Environmental Responsibility addresses the Audit Committee on an annual basis to provide an update on environmental and safety.

GRI 102-33

Board communication

Please see GRI 102-21 on page 26.

GRI 102-34

Concerns communicated to the board

Of the matters open for investigation, three matters were determined to rise to the level of a critical concern, which required reporting to the Audit Committee of Jabil's Board of Directors. Critical concerns are handled by the Global Ethics and Compliance department at the direction and under the supervision of Jabil's Chief Ethics & Compliance Officer who reports to Chairman of the Audit Committee. Outside Counsel and external forensic consultants may be used to assist on critical matters.

GRI 102-35

Remuneration policies for the board and senior executives

GRI 102-36

Process for determining remuneration

For information on our remuneration practices, please see our 2020 Proxy Statement, pages 3, 19–22, and 25–47.

GRI 102-37

Remuneration shareholder resolutions

For information on shareholder resolutions related to remuneration, please see our 2020 Proxy Statement, page 48.

GRI 102-38

CEO/employee pay ratio

The fiscal 2019 annual total compensation of our CEO was $11,412,435, 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 1,605:1.

To set some context for the above CEO pay ratio, as a large global manufacturing company, the nature of our operations relies significantly on employees outside the United States. Of the 128,715 associates included in our analysis, more than 93% are located outside the United States. The compensation elements and pay levels of our employees differ from country to country based on market trends as well as fluctuations in currency exchange rates.

We annually conduct competitive market pay analysis in all of the countries we operate in to ensure we are competitive with local market practices.

For more information, please see our 2020 Proxy Statement, pages 46–47.

Stakeholder Engagement

GRI 102-40

Stakeholder engagement

GRI 102-41

Union representation

GRI 102-42

Stakeholder identification

GRI 102-43

Approach to stakeholder engagement

GRI 102-44

Key topics and concerns raised

Our key stakeholders include: customers, employees, suppliers, investors, governments, and NGOs/nonprofits.

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

Jabil follows local regulations, laws and policies as they relate to freedom of association and collective bargaining agreements. In some international locations, such as Europe, China and Mexico, Jabil employees are covered by work councils and labor unions. U.S. employees are not covered by labor unions.

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

Reporting Practice

GRI 102-45

Entities included in financial statements

This report covers all entities included in our financial statements. This includes all wholly owned facilities, and joint ventures in which we have operational control.

For more information on our locations, please visit our website.

GRI 102-46

Defining report content and topic boundaries

We continually evaluate materiality based on the Responsible Business Alliance (RBA, formerly EICC) Code of Conduct's guidelines, stakeholder engagement, and customer requests for information. Jabil frequently engages with a wide array of stakeholders to understand the issues most important to our business.

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

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

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

GRI 102-47

Material Aspects included

The material topics for Jabil are as follows:

Water use

- GRI 303 – Water

Hazardous waste

- GRI 306 – Effluents & Waste
- GRI 307 – Environmental Compliance

Supply chain compliance and transparency

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

Labor relations

- GRI 402 – Labor and Management Relations

Employee safety

- GRI 403 – Occupational Health & Safety

GRI 102-48

Restatements

Any performance tables that have been corrected are noted in the footnotes beneath those particular sets of data.

GRI 102-49

Reporting changes

For information regarding our recent acquisitions, please see our 2019 Annual Report, page 92.

GRI 102-50

Reporting period

GRI 102-51

Date of most recent report

GRI 102-52

Reporting cycle

This is Jabil's sixth annual sustainability report, which covers our global social and environmental performance data for our fiscal year from September 1, 2018, through August 31, 2019. Our previous report was released in 2018, covering September 1, 2016 through August 31, 2017.

GRI 102-53

Report contact

Michelle Smith, Vice President, Communications, michelle_smith@jabil.com

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GRI 102-54

Claims of reporting in accordance with the GRI Standards

GRI 102-55

GRI content index

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

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

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

For our full GRI index, please see page 53. For our SASB index, please see page 57.

GRI 102-56

External assurance

We did not seek external assurance for our full report. Our FY2019 greenhouse gas emissions, for Scope 1 & 2, were assured by TransReg LLC.

ECONOMIC

Economic Performance

GRI 201-1

Direct economic value generated and distributed

In fiscal year 2019, our five largest customers accounted for approximately 42% of our net revenue and 85 customers accounted for approximately 90% of our net revenue.

For more information on our financials, please see our 2019 Annual Report, pages 28–52, 67–71.

GRI 201-2

Financial implications and other risks and opportunities due to climate change

Certain of the components that we use in our manufacturing activities are petroleum-based. In addition, we, along with our suppliers and customers, rely on various energy sources (including oil) in our facilities and transportation activities. An increase in energy prices, which have been volatile historically, could cause an increase in our raw material costs and transportation costs.

In addition, increased transportation costs of certain of our suppliers and customers could be passed along to us. We may not be able to increase our product prices enough to offset these increased costs. In addition, any increase in our product prices may reduce our future customer orders and profitability.

Our operations and those of our customers and suppliers may be subject to natural disasters, climate change-related events, or other business disruptions, which could seriously harm our results of operation and increase our costs and expenses.

We are susceptible to losses and interruptions caused by hurricanes (including in Florida, where our headquarters are located), earthquakes, power shortages, telecommunications failures, water or other natural resource shortages, tsunamis, floods, typhoons, drought, fire, extreme

weather conditions, rising sea level, geopolitical events such as direct or indirect terrorist acts or acts of war, other natural or manmade disasters, boycotts and sanctions or widespread criminal activities. Such events could make it difficult or impossible to manufacture or to deliver products to our customers, receive production materials from our suppliers, or perform critical functions, which could adversely affect our business globally or in certain regions.

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

GRI 201-3

Benefit plan coverage

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

Anti-Corruption

GRI 205-1

Risks related to corruption

Jabil's Global Ethics 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, compliance policies, and targeted and tailored compliance communication and training.

GECT also works with Jabil Supply Chain to manage supplier and vendor risk and oversight through our partner life cycle 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 quarterly "Tone-at-the-Top" compliance videos and messaging that align to our vision and purpose statements, and reinforce the guidance provided in the Jabil Code of Conduct and Jabil policies. Jabil's Global Ethics and Compliance team also publishes a quarterly "Compliance Matters" newsletter that highlights key compliance risks, compliance program updates and initiatives, and that informs employees about Jabil's position on misconduct by spotlighting compliance investigation outcomes.

As to training, we issue annual Jabil Code of Conduct training to all existing and new employees. This training addresses compliance risk areas, and is assigned as required training in Jabil's LMS/HRIS Workday and in new employee onboarding. Also, we provide in person training to managers and individuals in control functions. These training sessions are tailored to address high risk topics and highlight key control responsibilities. Anti-corruption and the Jabil value of integrity are key topic in both our employee compliance communication and training.

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

Anti-Competitive Behavior

GRI 206-1

Anti-competitive behavior

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

The Jabil Code 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 2019 Annual Report, pages 21, 72–76.

GRI 207-2

Tax governance, control, and risk management

ENVIRONMENTAL

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)	2015[1]	2016[1]	2017	2018	2019
Scope 1 – on site generation (fuel)	131,642	159,325	176,412	174,031	181,689
Fuel (natural gas)	95,219	125,423	141,587	139,095	147,913
Other fuels[2]	36,423	33,902	34,825	34,936	33,776
Scope 2 – on site usage of electricity and steam	1,674,026	1,817,125	1,998,984	2,374,742	2,498,990
Electricity	1,622,819	1,761,393	1,942,223	2,247,959	2,282,069
Steam	51,207	55,732	56,761	126,783	216,921
Scope 3 – sponsored bus travel	32,261	34,988	28,689	30,574	19,092
TOTAL	**1,837,929**	**2,011,438**	**2,204,085**	**2,579,347**	**2,699,771**
Change from previous year	+20%	+9%	+10%	+17%	+5%
Revenue ($1,000)	$17,899,196	$18,353,086	$19,063,121	$22,095,416	$25,282,320
Square footage	38,206,000	39,905,000	42,072,000	44,613,000	52,836,000
Energy intensity (Scopes 1, 2, 3) (kWh/$1K sales)[3]	102.68	109.60	115.62	116.74	106.78
Energy intensity (Scopes 1, 2, 3) (kWh/square foot)	48.11	50.41	52.39	57.82	51.10

1. Due to data corrections after report publication, some figures may differ from those reported last year.
2. Other fuels used may include gasoline/petrol, diesel, natural gas, liquefied petroleum gas, jet fuel or refrigerants.
3. Carbon-generating revenue includes intercompany transactions, which are excluded from revenue totals in the Form 10-K.

Water

Management Approach

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

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

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

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

GRI 303-3
Water withdrawal

SASB 140a.1
(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress

GRI 303-4
Water discharge

GRI 303-5
Water consumption

As a first step toward our water conservation commitment, we are focused on establishing a water use baseline to support future water reduction goals. Toward that end, Jabil invests in water reporting infrastructure, including water meters and accounting systems, that allow us to better understand and manage water-related risks and impacts.

Jabil is also focused on water conservation. Currently, we have 21 sites located in regions experiencing high to very-high water-stress. Looking ahead, we will be focused on completing water savings projects in our most drought prevalent sites. We are currently working on a proposal to gather site specific information about what type of water source is used (blue, green or grey water). All of our water intake data has been verified by a third party.

Global Water Use (m³)	2015[1]	2016	2017	2018	2019
Water acquired[2]	11,010,244	12,399,003	11,858,551	13,871,813	13,170,345
Water discharged	5,255,128	5,185,921	5,967,586	6,384,200	5,955,248
Water consumption (acquired-discharge)	5,755,116	7,213,082	5,890,965	7,487,613	7,215,097
Water consumption in areas of high-water stress	1,357,362	2,058,510	685,504	790,676	814,783

Note: Data in the above table is for all 83 Jabil sites globally.

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

2. Water aquired data was third party verified at 83 sites in 26 countries according to ISO17029 2019.

SASB 140a.1 (cont.)

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

Water Use in Areas of High Water Stress (m³)	2015[1]	2016	2017	2018	2019
Water acquired[2]	3,935,887	4,421,072	2,826,197	2,981,609	3,188,433
Water discharged	2,578,525	2,362,563	2,140,693	2,190,933	2,373,649
Water consumption (acquired-discharge)[2]	1,357,362	2,058,510	685,504	790,676	814,783

Note: The data in the chart above only applies to the 21 Jabil sites that are located in water-stressed regions.

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

2. Jabil uses the term "acquired," rather than "withdrawn, when it pertains to our water use. Our sites currently only report their purchased water, rather than other sources of water intake such as rainwater, well water, etc.

Emissions

GRI 305-1

Direct GHG emissions (Scope 1)

GRI 305-2

Indirect GHG emissions (Scope 2)

GRI 305-3

Other indirect GHG emissions (Scope 3)

GRI 305-4

GHG emissions intensity

GRI 305-5

Reduction of GHG emissions

Methodology used:

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

GHG Emissions (MT CO_2e)	2015	2016	2017	2018[1]	2019
Scope 1	37,100	37,905	41,399	48,776	38,759
Scope 2	1,182,767	1,273,395	1,392,147	685,071	759,881
Scope 3	51,478	62,413	72,294	84,659	83,337
TOTAL	**1,271,345**	**1,373,713**	**1,505,840**	**818,506**	**881,977**
Revenue (x$1,000)	$17,899,196	$18,353,086	$19,063,121	$22,095,416	$25,282,320
GHG intensity (kg CO_2e/$1,000 sales)[2]	71.03	74.85	78.99	37.04	34.89

1. FY2018 was the first year we included Renewable Energy Utilization, resulting in lower emissions
2. Carbon-generating revenue includes intercompany transactions, which are excluded from revenue totals in the Form 10-K.

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

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

Scope 3 – All other value chain emissions, but in Jabil's case limited to business travels and sponsored buses for employee commuting

In 2019, GHG emissions (Scopes 1, 2, 3) were down 30 percent from our 2015 baseline, despite a 25 percent increase in headcount, revenues being up 41 percent, and facility square footage up 38 percent.

Effluents & Waste

Management Approach

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

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

The Standard sets forth the minimum company requirements for waste stream characterization, handling, storage, disposal, monitoring, use of approved vendors, emergency response, reporting, and applicable training. The requirements are monitored, including through the use of site self-assessments, corporate EHS assessment teams, and government inspections.

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

GRI 306-1
Water discharge

For information on our water use and discharge, please see GRI 303-4 on page 36.

GRI 306-2

Waste by type and disposal method

GRI 306-3

Significant spills

GRI 306-4

Transport of hazardous waste

SASB 150a.1

Amount of hazardous waste from manufacturing, percentage recycled

Managing potentially hazardous or flammable manufacturing waste is a challenge that Jabil addresses through rigorous risk management and by ensuring appropriate handling and disposal. Once waste is defined as hazardous, we comply with all global regulations regarding its proper processing, including following strict handling procedures and working with qualified vendors for proper disposal. Any storage on site is contained in specified hazardous waste areas and facilities.

Waste & Spills[2]	2015[1]	2016	2017	2018	2019
eScrap/eWaste (MT)	2,398	2,327	2,660	2,750	3,496
Hazardous waste (MT)	3,270	20,090[2]	15,967	22,737	21,219
Incinerated/destroyed waste (MT)	1,234	857	851	1,107	1,475
Landfilled waste (MT)	20,996	15,822	13,191	13,022	14,510
Recycled waste (MT)	27,170	25,770	34,691	37,369	44,530
Other wastes (MT)	1,868	998	987	1,386	1,742
Total (MT)	**56,936**	**65,864**	**68,347**	**78,372**	**86,973**
# of spills	0	0	0	0	0
Volume of spills (gallons/liters)	N/A	N/A	N/A	N/A	N/A

N/A: Not applicable.

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

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

GRI 306-5

Water bodies affected by water discharges and/or runoff

None.

Supplier Environmental Assessment

Management Approach

For information on our approach to our supply chain, please see GRI 102-9 on pages 21–22.

GRI 308-1

New suppliers screened using environmental criteria

GRI 308-2

Negative environmental impacts in the supply chain

Supplier Screening	2017	2018	2019
Suppliers screened using environmental criteria (%)	N/A	0.88%	0.65%
Suppliers assessed for environmental impact (#)	178	149	139
Suppliers with significant actual and potential environmental impacts	19	10	10
Suppliers with actual/potential negative impacts (with which improvements were agreed upon as a result of assessment) (%)	N/A	40%	70%
Suppliers terminated as the result of the assessment for actual/potential negative impacts (%)	0	0	0

N/A: Not available.

For more information, please see GRI 102-9 on pages 21–22 for information on our supply chain.

SOCIAL

Employment

GRI 401-1

New employee hires
and turnover

Turnover & Hiring	2015	2016	2017	2018	2019
New employee hires	—	—	—	—	316,104
Americas	—	—	—	—	10.6%
Europe	—	—	—	—	1.9%
Asia	—	—	—	—	87.5%
Africa	—	—	—	—	0.001%
Age (<30)	—	—	—	—	72.6%
Age (30-50)	—	—	—	—	26.5%
Age (>50)	—	—	—	—	0.9%
Men	—	—	—	—	61%
Women	44%	40%	34%	40%	36%
Total number and rate of employee turnover by:	130%	86%	107%	120%	147%
Americas	42%	45%	57%	57%	61%
Europe	20%	27%	31%	33%	40%
Asia	157%	103%	129%	148%	183%
Africa	—	11%	38%	16%	7%
Age (<30)	—	—	—	—	201%
Age (30-50)	—	—	—	—	94%
Age (>50)	—	—	—	—	24%
Men	—	—	—	—	161%
Women	—	—	—	—	127%

Historical hiring and demographic data prior to 2019 is not available due to decentralized HRIS systems and data.
Beginning in 2019, the company began using Workday globally, which enabled documentation and reporting on all dimensions.

GRI 401-2

Benefits provided to full-time employees

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.

If you're a newly hired full-time employee scheduled to work 30 hours or more per week, you're eligible for benefits on the first day of the month following 30 days of employment.

Summary of benefits:

- Medical Plan
- Prescription Drug Plan
- Dental Plan
- Vision Plan
- Long-term Disability

- Life and Accidental Death and Dismemberment (AD&D) Plan
- Employee Assistance Plan (EAP)

- Wellness Program
- 401(k) Retirement Plan
- Employee Stock Purchase Plan (ESPP)

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

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

GRI 401-3

Parental leave

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 leave available for family and medical reasons may vary based on state law requirements.

Jabil Inc. does not offer paid parental leave in the United States. Employees conveyed from the Johnson & Johnson acquisition 2/25/2019 (Albuquerque) and 4/29/2019 (Brandywine, Elmira and Monument) are eligible for paid parental leave only through the end of comparability (10/29/2020). After 10/29/2020, they will fold into the Jabil Inc. plan provisions.

Outside the United States, we provide benefits in line with local laws, and employees receive paid leave in line with these regulations.

GRI 401-3 (cont.)
Parental leave

Parental Leave (U.S. only)	2017		2018		2019	
	Female	Male	Female	Male	Female	Male
Number of employees entitled to parental leave, by gender	2,139	4,403	2,322	4,849	2,835	5,860
Number of employees that took parental leave, by gender	19	33	28	30	46	46
Number of employees who returned to work after parental leave, by gender	16	29	25	24	37	37

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 Responsible Business Alliance and audits it practices for compliance with the 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 internationally recognized standards:**

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

- Child labor must never be used in any stage of manufacturing.

- Working hours should not be more than 60 hours per week, including overtime, except in emergency or unusual situations. Workers should be allowed at least one day off every seven days.

- Wages and benefits must comply with all applicable wage laws, including those relating to minimum wages, overtime hours and legally mandated benefits.

- Harsh and inhumane treatment including sexual harassment, sexual abuse, corporal punishment, mental or physical coercion or verbal abuse is prohibited; nor should workers be subjected to threats of such treatment.

- The workplace should be free of harassment and unlawful discrimination.

- The right of all workers to form and join trade unions, to bargain collectively and to engage in peaceful assembly as well as the right of workers to refrain from such activities, must be respected.

GRI 402-1
Minimum notice periods regarding operational changes

Jabil follows all applicable local laws and agreements regarding notice of operational changes to our employees.

Occupational Health & Safety

Management Approach

Jabil has a comprehensive occupational safety program in place that includes a health and safety policy; a health and safety management system, global health and safety standards, and we utilize a corporate assessment to evaluate conformance status and to drive improvements. Jabil uses an environmental health and safety index as internal performance indicators, and the metrics are reviewed regularly by company leaders.

GRI 403-1

Occupational health and safety management system

Jabil has established a health and safety management system according to OHSAS 18001 and ISO 45001. More than 30 percent of Jabil manufacturing sites have obtained external certification on their health and safety management system.

GRI 403-2

Hazard identification, risk assessment, and incident investigation

SASB 310a.1

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

All Jabil manufacture sites follow Jabil's global standard EHS Risk Assessment Standard (00-ES20-00012) to evaluate our EHS-related hazards in the workplace, to investigate 100 percent of incidents, and to take corrective actions. To prevent incidents from reoccurring, we follow our global standard methods outlined in Jabil's Incident Reporting and Analysis guidelines (00-ES20-00002).

There were no work stoppages, or days idle, due to work-related injuries or illness in Fiscal 2019.

GRI 403-4

Worker participation, consultation, and communication on occupational health and safety

GRI 403-5

Worker training on occupational health and safety

100 percent of Jabil workers are trained on occupational health and safety, as well as have access to report any hazards observed at work.

We give all employees the ability to report with EHSIP, Jabil's software for comprehensive EHS management, and we do ask for the front line operators to participate in risk assessments to identify risks in the areas in which they work. As part of AIM, Jabil's

safety culture maturity program, when a site reaches AIM level 2, the site will have an EHS committee that has management from each of the functions, and the employees and management engage in constructive communication.

GRI 403-8

Workers covered by an occupational health and safety management system

Jabil's EHS Management System is mandatory for:

- All manufacturing locations owned or leased by Jabil, and all joint ventures where Jabil has operational control.
- All research and development (R&D) locations that have more than 50 percent non-administrative activities and more than 60 employees.
- Jabil locations with less than 50 percent non-administrative activities are not required to implement full EHS management system requirements, unless certain high-risk EHS concerns exist, such as explosive materials, high-flammable materials, toxic materials, etc.

GRI 403-9

Work-related injuries

SASB 320a.1

(1) Total recordable incident rate (TRIR) and (2) near miss frequency rate (NMFR) for (a) direct employees and (b) contract employees

Injuries	2017	2018	2019
For employees:			
Total Recordable Injury Rate (TRIR)	0.18	0.25	0.29
Fatalities (#)	0	0	0
Health and safety-focused audits (#)	99	123	156
OSHA 18001 certifications (# of sites)	14	14	14
High-consequence work-related injuries (#)	3	3	2
Main types of work-related injury	Machines	Slip/Fall	Slip/Fall
Number of hours worked	367,380,506	433,567,648	446,703,298

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 contractor injuries separately, as OSHA requires them to be treated as Jabil employees for injury reporting and tracking purposes.

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

Training & Education

GRI 404-1

Average hours of employee training

GRI 404-2

Programs for upgrading employee skills and transition assistance programs

Jabil views learning & develop as a high priority for its employees. We offer a robust learning curriculum that focuses on leadership/professional skills and functional/technical skills. In addition, all employees are required to complete annual compliance and/or EHS training. Training is offered in both a self-paced eLearning format as well as instructor led.

Employee Training (avg hrs)	2019
Men	52
Women	42
Chose not to identify	48
Employee category	56
Sr. Executives	16
Mid-level	13
Entry level	20
Direct labor (average hours)	80
Indirect labor (average hours)	17

GRI 404-3

Percentage of employees receiving regular performance reviews

Performance Reviews	2017	2018	2019
Employees receiving annual performance and development reviews (%)	74%	69%	92%

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	2019
Total (#)	190,631
Men (%)	56%
Women (%)	42%
Age group (<30) (%)	53%
Age group (30–50) (%)	42%
Age group (>50) (%)	5%

Board (#)	10
Men (%)	70%
Women (%)	30%

Senior executives (#)	967
Men (%)	83%
Women (%)	17%
Age group (<30) (%)	0.4%
Age group (30–50) (%)	59%
Age group (>50) (%)	41%

Board/Employee Diversity	2019
Mid-level (#)	22,799
Men (%)	70%
Women (%)	30%
Age group (<30) (%)	19%
Age group (30–50) (%)	72%
Age group (>50) (%)	9%

Entry-level (#)	166,865
Men (%)	54%
Women (%)	44%
Choose not to identify (%)	2%
Age group (<30) (%)	58%
Age group (30–50) (%)	38%
Age group (>50) (%)	4%

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.

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 and enforce a strict minimum age of 18 in all Jabil factories, which are reinforced and monitored constantly through internal evaluation. We hold our suppliers to internationally recognized requirements in Jabil's Supplier Code of Conduct, including a minimum employee age of 15.

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 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 consistently evaluate countries that are at-risk for compulsory or forced labor.

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

- All work must be voluntary, and workers must be free to leave or terminate employment.
- Treatment of workers must be free from discrimination and harsh or inhumane treatment.

- There should be no unreasonable restrictions on workers' freedom of movement.
- No employer or agency recruitment fees should be paid by workers.
- Recruitment fees already paid by workers should be reimbursed.
- Workers' passports should not be held by employers or agents unless required by law.
- Employment agreements must be written in workers' native languages.
- Working hours and wages must be lawful.
- Additional protections summarized in the RBA Code of Conduct.

Human Rights Assessment

GRI 412-1

Operations that have been subject to human rights reviews

GRI 412-2

Employee training on human rights policies and procedures

Jabil promotes respect for fundamental human rights and views them as an essential element of responsible corporate citizenship. In addition to support of the United Nations Global Compact and the United Nations Guiding Principles on Business and Human Rights, Jabil is also a member of the Responsible Business Alliance (RBA). 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 internationally recognized standards:**

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

We focus on training in high risk areas. Jabil relies upon the RBA Code of Conduct as its Human Rights proxy.

Human Rights	2017	2018	2019
Operations assessed for human rights (#)*	16	17	18
Operations assessed for human rights (% of high-risk facilities)*	57%	62%	72%

*Independent, external audits were conducted through the Responsible Business Alliance's (RBA) Validated Assessment Program (VAP)

Sites considered high-risk by Jabil are located in the following areas:

- Hungary
- Poland
- Ukraine
- Russia
- Israel
- Mexico
- China
- Malaysia
- Taiwan
- Vietnam

The list above is derived from the sites that we have categorized as high risk and conducted audits in. However, while we have conducted an audit on a site in a country that is classified as high risk, not all facilities in that country are considered to be high risk.

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. However, environmental impact assessments are already a part of our risk assessment process at each Jabil location, even if a documented EIA is not legally required. If an EIA is required, we prepare a public document to identify any potential environmental and social impacts. Jabil is continually conducting such assessments when there are environmental impacts from changes in operations and any new construction.

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, all controls are in place, risks are being minimized, and that no other risk reductions are possible. The risk associated with this activity is then reassessed within a year.

GRI 413-2

Operations with significant potential and actual negative impacts on local communities

None in FY19.

Supplier Social 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 an 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

GRI 414-2

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

SASB 320a.2

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

SASB 320a.3

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

Risk Assessments	High-Risk Site	RBA VAP 2019	Strategic Customer Audits	RBA VAP 2018
Europe	5	1	0	3
America	3	1	0	2
Asia	16	3	9	4

Approximately 22 percent (25/113) of facilities reviewed in our Annual Global Facilities Evaluation were identified as a "High Risk Facility." Of those, 24/25 "High Risk Facilities" were enrolled into RBA VAP 2018/2019 and/or audited by a key customer in 2019.

Supplier Screening	2017	2018	2019
Suppliers screened using social criteria (%)	N/A	1.03%	36.98%
Suppliers assessed for social impact (#)	211	174	7,919
Suppliers with significant actual and potential social impacts	30	37	159
Suppliers with actual/potential negative impacts (with which improvements were agreed upon as a result of assessment) (%)	31%	58%	100%
Suppliers terminated as the result of the assessment for actual/potential negative impacts (%)	1	6	6

N/A: Not available.

For more information, please see GRI 412 on page 50.

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