

# JABIL CARES

FOUNDATION



FY25

# Social Impact Report



# JABIL CARES FOUNDATION

The Jabil Cares Foundation was established in 2022 through a generous gift from Jabil Inc. As a 501(c)(3) nonprofit organization, the Foundation oversees and supports Jabil’s philanthropic initiatives by partnering with nonprofit organizations (foreign and domestic) that support education, empowerment, and the environment.



## Board of Directors & Officers

### Board Responsibilities:

- Manage the business and affairs of the Foundation
- Ensure the Foundation maintains its charitable purpose
- Govern direction, mission, and goals of the Foundation
- Provide guidance to sub-committees
- Review of financials
- Review of grant requests received, awarded and distributed
- Approve grants and related criteria for educational institutions/scholarships



**FRED MCCOY**

Director & President



**ANDREW PRIESTLEY**

Director



**APRIL BUTTERFIELD**

Director  
(joined November 2024)



**DAN LYNCH**

Director



**GREG HEBARD**

Director & Treasurer



**MAY YAP**

Director



**SUSAN WAGNER-FLEMING**

Secretary



**DAVID GRUNWELL**

Assistant Secretary



# Message from Fred McCoy —



When the Jabil Cares Foundation launched in 2022, our goal was to provide structure and oversight for Jabil’s philanthropic efforts to expand the impact in the communities where we live and work, and to support employees impacted by natural disasters—regardless of their location.

After the US hurricanes last Fall, we saw firsthand the impact the Foundation can have on the lives of our employees. Throughout the year, we heard countless stories of strength and resilience from team members in Florida and North Carolina who were affected by these devastating storms and needed a little help. I’m proud that the Foundation was able to support not only our employees, but also the local communities as they began to recover.

Unsurprisingly, Jabil employees and suppliers stepped up, donating over \$100,000 to support their colleagues. We also received a very generous contribution from Kelly and Bill Morean (former Jabil CEO, Chairman of the Board, and son of Jabil’s founder). Including support

for other weather-related disasters in Lexington, KY, and Chihuahua, Mexico, the Foundation provided over \$1.1 million in aid during FY25.

The Foundation also launched the Children of Jabil Employees Scholarship to help families manage the rising costs of undergraduate education. Now in its second year, 41 students received scholarships to attend four-year universities, community colleges, or technical schools.

I want to extend my thanks to all the Jabil leaders who serve on the Grant, Disaster Relief Fund, and Scholarship Committees. Your dedication and time ensure that the Foundation stays true to its mission and continues to make a meaningful impact.

These efforts are just a few of the reasons why Jabil is such a special place to work. I couldn’t be prouder of what the Foundation has accomplished in its first three years—and I’m excited for what’s ahead.

**FRED McCOY**

Director & President, Jabil Cares Foundation



# Grants (Non-Scholarships)



**\$736,345**

GRANTS AWARDED IN FY25

**13**

NONPROFIT ORGANIZATIONS  
(8 new to the Jabil Cares Foundation)



## Grants (Non-Scholarships)

The Jabil Cares Foundation awards grants to certified charitable organizations that align with its three core pillars: Education, Empowerment, and Environment.

### EDUCATION

Supports programs ranging from early childhood education to college, universities, and technical schools. Also includes research grants focused on medical conditions and public health issues, such as mental health.

### EMPOWERMENT

Funds organizations that assist individuals facing food or housing insecurity, discrimination based on age, ethnicity, gender, or sexual orientation, and those living with disabilities or cognitive differences.

### ENVIRONMENT

Invests in sustainability initiatives such as reforestation and ocean conservation, as well as efforts to address environmental issues like lake, river, park, and roadside waste cleanups.

## Grant Committee Members

### JEFFERSON CHEETHAM

Associate General Counsel

### TUBA KUKLEN

VP Talent

### KATHLEEN LIEVER

VP HR

### MIKE MAHAZ

SVP Business

### FRANK MCKAY

SVP Supply Chain

### RAVI RAVISHANKAR

VP IT

(resigned January 2025)

### JON SCHNEIDER

Sr Director Tax



# Education



## FIRST Robotics – FIRST Tech Challenge Rookie Program

Empowering needs-based, first-time teams to participate in the FIRST Tech Challenge program through targeted support. (July 2025)

**30**  
TEAMS

were awarded funds to participate in their first TECH Challenge during the 2025–2026 school year.



## Great Explorations Museum – Community Outreach

Offering hands-on, play-based learning experiences, and outreach programs to help economically disadvantaged children build foundational skills in a supportive and engaging environment. (August 2024)

**240**  
STUDENTS

from four schools accessed the museum’s educational resources at no cost, breaking down financial barriers to hands-on learning between September 2024 and July 2025.

**471**  
CHILDREN

across eight centers took part in our STEM outreach programs, extending the museum’s commitment to accessible, high-quality education beyond its walls.



### Pinellas Education Foundation – Closing the Gap Program

Helps close the gender literacy achievement gap among boys in Title I elementary and middle schools across Pinellas County, Florida, by providing targeted resources and support. (May 2025)

**2,282**  
STUDENTS

students across eight schools will be equipped with innovative resources—such as boy-centered literature, flexible classroom furniture, and gamified learning tools—to enhance student engagement.

**171**  
TEACHERS

will receive coaching to effectively implement these strategies, fostering more inclusive and dynamic learning environments to ensure lasting impact.



# Empowerment



## Children's Home Network – Cultural Activities, Recreation and Education (CARES) Program

Services for at-risk children and families, designed to strengthen family stability, support caregivers, promote academic and social development, and ensure access to vital mental health resources. (August 2025)



## Crisis Center of Tampa Bay – Trauma Therapy and Mental Health & Wellness Training

The program provides trauma-informed counseling services to sexual assault survivors in Southern Hillsborough County. It also offers free mental health training to nonprofits, clubs, and schools that support the community. Together, these efforts strengthen local mental health capacity and promote equitable access to care.

**271**  
COUNSELING  
SESSIONS

delivered to 26 survivors of sexual assault, providing critical mental health care in Southern Hillsborough County.

**260**  
INDIVIDUALS

from Tampa Bay area nonprofits received mental health and wellness training, strengthening the region's capacity to support vulnerable communities.



### Common Man for Ukraine – Ukrainian Children’s Trauma Retreat

Delivers trauma counseling and psycho-social support for Ukrainian children who have experienced the death of one or both of their parents in the war. (February 2025)

**34**

UKRAINIAN CHILDREN

affected by war found refuge and healing at a three-week therapeutic camp in Zakopane, Poland in April 2025. Supported by a dedicated team of teachers, doctors, and counselors, the program delivered trauma-informed care through counseling, creative therapies, physical activities, and free play—offering a safe space for recovery, resilience, and renewed hope.



### Special Olympics Minnesota – Unified Champion Schools Program

Empowers a generation of student leaders to champion an inclusive culture in their schools. Matching Grant with Jabil’s Maple Grove facility. (May 2025)

**14**

NEW SCHOOLS

adopted the program in the East Metro area of the Twin Cities, reaching 1,272 additional students.



VETERANS STRIDE FOUNDATION  
AT IIOF

### Veterans Stride Foundation at IIOF – Innovated Technology & Research for Amputees

Delivers customized rehabilitation using the Balance Tutor system to improve mobility, balance, and independence for individuals with limb loss. (June 2024)

**28**

INDIVIDUALS

with lower-limb amputations completed a 12-week structured training program focused on improving balance, gait stability, and response to sudden movements. The results were powerful: 54% reported better balance, a 30% increase in balance confidence, 71% fewer falls, and noticeable improvements in overall quality of life.



### Wheelchair 4 Kids – Let’s Roll Program

Provides wheelchairs and home or vehicle modifications to support low-income families in the Tampa Bay area, helping children with mobility challenges live more safely and independently. (February 2025)

**3**

CHILDREN

received customized wheelchairs that significantly improved their mobility, comfort, and overall health, reducing pressure sores, enhancing posture, and aiding vital functions like breathing and digestion.

**1**

BATHROOM

renovation featuring a roll-in shower empowered another family with a safer, more accessible space that protects both the child and caregivers, preserves dignity, and promotes daily independence.



**JOHNS HOPKINS  
ALL CHILDREN'S HOSPITAL**

**Johns Hopkins All Children's Hospital**

Multi-year sponsorship that supports the Tampa Bay Area:

**Center for Behavioral Health:** The Center for Behavioral Health provides therapeutic interventions and weekly psychiatric follow-ups for patients experiencing mental or behavioral health concerns.

**8,000**  
CHILDREN

supported through inpatient and outpatient services, addressing issues such as anxiety, trauma, and depression.

**Community Health Department – All in 4 Health Equity**

**Integration Program:** This initiative focuses on addressing health disparities in underserved communities through education and access to essential resources. Key efforts include:

Food Distribution

**5,000**  
HOUSEHOLDS

were provided food through AllKids Campus Market, totaling over 22,772 individuals.

**15,000**  
STUDENTS &  
FAMILIES

across four local high schools supported by High School Food Pantry.

Health Education

**49,390**  
STUDENTS

received interactive lessons in topics such as injury prevention, safety, nutrition, personal health, and disease prevention.

Safety Outreach

**30,000+**  
INDIVIDUALS

educated on safety measures as well as 825 life jackets and 2,289 helmets distributed.



# Environment



## More Action for Regeneration (MAR) – Lower Green Swamp Nature Preserve Native Plant Restoration Planting

Restores and protects natural habitats by planting native species to reflect natural biodiversity and support long-term restoration of Florida’s ecosystems. (August 2024).

**1,000**  
LONGLeAF  
PINES

and another 500 native ground covers planted in January 2025. As of August 2025, 60 percent of the trees have survived despite an unusually long and intense dry season.



# Employee Disaster Relief Fund



**508**  
EMPLOYEES

**\$1,160,276**  
IN DISASTER AID



The Jabil Cares Foundation is proud to support Jabil employees whose primary residences have been affected by natural or other qualified disasters, helping when they are evacuated, displaced, stranded, or otherwise significantly impacted.

The Disaster Relief Fund Committee reviewed applications for the following natural disaster in FY25:

- Tropical Storm Debby (August 2024)
- Hurricanes Helene and Milton (September / October 2024)
- Lexington (KY) Flooding (April 2025)
- Chihuahua (MX) Flooding (July 2025)

## Disaster Relief Fund Committee Members

### **STEPHANIE ADE**

VP Finance

### **CHASE CHRISTENSEN**

VP IT

### **HEIDI BANKS**

VP Supply Chain  
(joined November 2024)

### **JOHN MATZKE**

VP Operations  
(joined July 2025)

### **APRIL BUTTERFIELD**

VP Engineering  
(October 2022 – November 2024)

### **ANATOLIY MIKULA**

VP Operations  
(December 2023 - July 2025)

### **THOMAS CETTA**

VP Legal



# Jabil Cares Foundation Stands Strong

## with Employees and Communities Impacted by Hurricanes Helene and Milton

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

ST. PETERSBURG EMPLOYEE

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

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

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

ASHEVILLE EMPLOYEE

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

[Watch the Video >](#)



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



### Feeding America Tampa Bay – Phase 2 / Hurricane Milton Relief

Grant allowed the organization to rebuild its capacity to serve Tampa Bay and surrounding communities—particularly those affected by power outages and the loss of perishable goods—ensuring consistent food access for families throughout their recovery journey. In addition to meeting immediate needs, this support also strengthened the emergency food reserves of our trusted community partners, enhancing regional resilience and preparedness for future crises.

**19,841**  
POUNDS

of nutritious food distributed to individuals and families across the region who are rebuilding their lives in the aftermath of the storm.



### St. Petersburg Free Clinic – Hurricane Relief / Client Advisory Services

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

**527**  
BUS PASSES

were distributed—helping individuals access essential services, employment, and education.

**6,319**  
PACKS

of diapers were provided to 1,910 families, easing financial burdens and meeting critical needs.

**337**  
INDIVIDUALS

obtained vital identification documents, unlocking access to jobs, housing, and government assistance.



### Metropolitan Ministries – Hurricane Relief / “Wrap-Around Services”

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

**143**

MOTEL NIGHTS

secured providing safe and stable temporary housing for families displaced by the hurricane.

**\$1,000**

IN GIFT CARDS

were distributed, empowering individuals to purchase essential items such as food, hygiene products, and transportation services.

**4,000+**

NUTRITIOUS MEALS

were delivered directly to families affected by the storm, addressing immediate hunger and supporting recovery efforts.



### Manna Food Bank – Food Bank and Recovery

Grant helped this Western North Carolina organization rebuild its facilities and operations after they were devastated by Hurricane Helene.

**60,000**

MEALS

prepared and served as a financial bridge—empowering MANNA to nourish the community, support its network of partner agencies, and contribute to long-term recovery and revitalization.



# Scholarships



12

AREAS OF STUDY  
SCHOLARSHIPS AWARDED  
(2025-2026)

41

SCHOLARSHIPS AWARDED  
TO CHILDREN OF JABIL  
EMPLOYEES



## Scholarships

The Jabil Cares Foundation is deeply committed to the power of education and has chosen to invest in a range of scholarship programs.

## Committee Members

**TRAVIS CUSTER**  
VP Business  
(joined November 2024)

**DOUG GUILFOILE**  
VP Business

**CHRISTA KERLIN**  
SVP Operations

**MELINDA LAMONTE**  
Finance

**PATRICIA LIM**  
Sr Director Business

**ANDY PEPPER**  
VP Supply Chain

**SUMMER RAWLINS**  
Sr Director Operations

**VIVIAN SUN**  
Sr Director IT



# Children of Jabil Employees Scholarship Program

This program supports the post-secondary academic goals of employees' children attending accredited four-year universities, two-year colleges, or trade/technical schools.

To ensure fairness and transparency, the Foundation partnered with Scholarship America to manage all administrative aspects of the program. This partnership guarantees an equitable process, with unbiased third-party evaluation of all applications. The primary factor in determining scholarship recipients is financial need, assessed through a comprehensive review of family income, tax information, number of dependents, major medical expenses, and assets.

This program reflects Jabil's commitment to supporting educational access and opportunity for employees' families, helping to build a brighter future across our global community.

87%

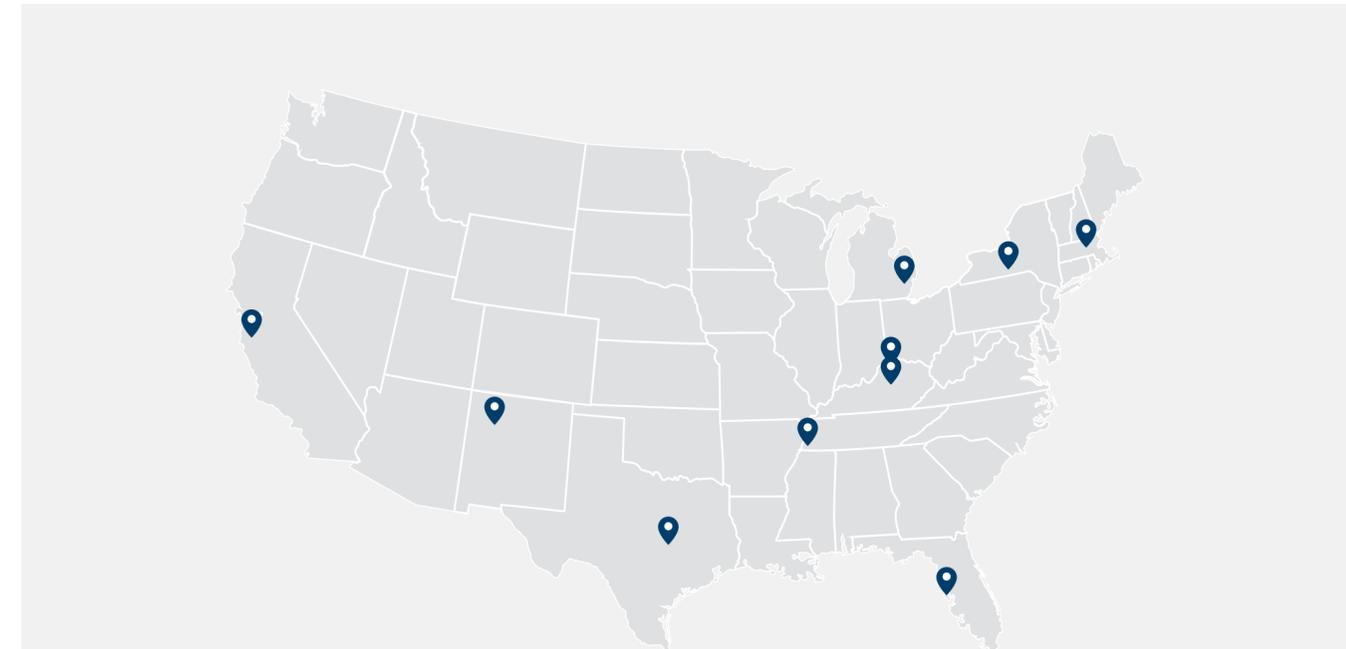
OF SCHOLARSHIPS AWARDED TO CHILDREN OF SUPPORT OR PROFESSIONAL-LEVEL EMPLOYEES

13

DIFFERENT JABIL LOCATIONS OF RECIPIENTS' PARENTS

16

YEARS AVERAGE PARENT TENURE AT JABIL



Parents of scholarship recipients came from the following 13 different Jabil Locations:

- St. Petersburg FL (3)
- Lexington KY
- Auburn Hills MI
- San Jose CA
- Clinton MA
- Florence KY
- Elmira NY
- Memphis TN
- Austin TX
- Albuquerque NM



# Area of Study Scholarships

The Jabil Cares Foundation is also committed to supporting students pursuing academic fields that align with and strengthen the electronics manufacturing industry.

New Scholarships Established in 2025:

- Gateway Community & Technical College (Florence, KY)
- Institute of Industrial and Systems Engineers
- Society of Women Engineers

The Foundation continued to support the following scholarships that were established in the Fall 2024:

## UNDERGRADUATE

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**San Jose State University**  
Mechanical or Electrical  
Engineering (two scholarships)



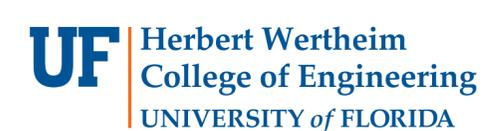
**University of South Florida**  
Cybersecurity and Industrial &  
Management Systems

## GRADUATE

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**Michigan State University**  
Supply Chain Management



**University of Florida**  
Electrical & Computer  
Engineering



# Financials

## INCOMING

Donations	\$2,618,778
Employee Donations	\$79,816
Investment Income	\$127,971

## OUTGOING

Employee Disaster Aid Assistance	\$1,158,987*
Grants	\$736,345
Scholarships	\$275,500
Administrative Fees	\$72,271

<b>ENDING NET ASSETS</b>	<b>\$3,080,659</b>
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\*\$1,289 in aid awarded in FY25, disbursed in FY26.



# JABIL CARES

FOUNDATION