

2025

JABIL IRELAND

Gender Pay Gap Report



JABIL



A Global Leader

Jabil is a global leader in engineering, supply chain, and manufacturing solutions, with over 140,000 employees across more than 100 locations in 25 countries. We work with 400 of the world's leading brands to bring their products to market across industries like healthcare, data center infrastructure, automotive and transportation, and home appliances.

Recognized as an employer of choice by Fortune and TIME, Jabil is committed to being a place where everyone is psychologically and physically safe to be authentically themselves.

Our global workforce is made up of employees from diverse cultures, experiences, and generations. Our employees come from different academic and professional backgrounds and contribute their unique talents and expertise. We celebrate all these differences and know they make us stronger as an organization.

JABIL IRELAND

Jabil operates three Irish sites – Bray, Dublin, and Waterford – and also has corporate employees paid through Ireland. As of 2025, the company employs 1,524 people in Ireland, an increase of 16% from 2024, with female employees making up 31.2% of the workforce.

Jabil's pay structures are equitable, with 74% of employees on set hourly pay rates. However, a gender pay gap exists due to:

- Lower female representation at senior levels.
- Higher proportion of male employees in shift and overtime-based roles.



Understanding the Gender Pay Gap

The gender pay gap shows the difference in the average hourly rate of pay between women and men in an organization, expressed as a percentage of the average male earnings.

The hourly rate of pay is made up of basic hourly rate, overtime, shift premium, bonus payments, and benefits in kind.

It compares the pay of all employees; not just those in the same jobs, with the same working patterns or the same competencies, qualifications, or experience.

It does not indicate discrimination or bias, but it does report a gender representation gap and captures whether females are equally represented and rewarded across the organization.

Many factors can contribute to a gender pay gap, including: differences in education attainment and qualifications, experience, positions held, full or part-time working, and occupations.

There are two separate ways the Gender Pay Gap is reported:

THE MEAN PAY GAP

The average hourly difference between men and women

THE MEDIAN PAY GAP

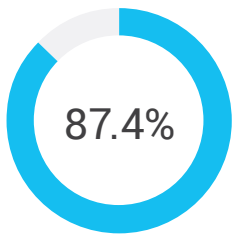
The difference between the midpoints of male and female pay distributions

Jabil Ireland's Figures

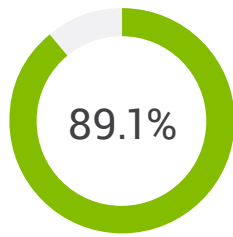
GENDER PAY GAP

Reporting Method	Hourly Pay Gap Male / Female	Bonus Pay Gap Male / Female	Hourly Pay Part Time Male / Female	Hourly Pay Temporary Male / Female
Median Pay Gap	8.8%	17.9%	44.1%	1.7%
Mean Pay Gap	19.4%	47.1%	34.1%	3.0%

% of employees, male and female, who were paid a bonus

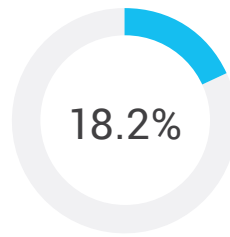


Male

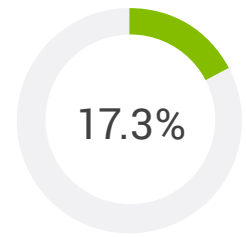


Female

% of all employees, male and female, who received benefits in kind



Male



Female

PERCENTAGES OF ALL EMPLOYEES WHO FALL WITHIN EACH OF REMUNERATION QUARTILE PAY BAND

	2024		2025	
	Male	Female	Male	Female
Lower Remuneration Quartile	65.5%	34.5%	58.8%	41.2%
Lower Middle Remuneration Quartile	59.0%	41.0%	61.2%	38.8%
Upper Middle Remuneration Quartile	73.6%	26.4%	74.3%	25.7%
Upper Remuneration Quartile	79.9%	20.1%	81.1%	18.9%

Our Action Plan

Jabil recognizes we have a gender pay gap in Ireland and are committed to challenging ourselves to increase the representation of females at senior levels for the benefit of employees, customers, and the communities in which we live and work.

A reduction in both the mean and median hourly remuneration was observed this year, representing a positive development.

KEY MILESTONES IN THE LAST YEAR

1ST FEMALE APPOINTED TO EXECUTIVE LEVEL

32% NEW HIRES WERE FEMALE

16% OF WOMEN RECEIVED A PROMOTION IN THE PAST YEAR

Our Five Key Focus Areas:

1

TALENT ACQUISITION

Implementing and practicing best-in-class and unbiased recruitment practices, ensuring our recruitment assets and employer branding are reflective of the inclusive nature of our business to attract a diverse candidate pool for positions at all levels of the organization.

2

FLEXIBLE WORKING POLICIES

Continuing to actively promote programs aimed at improving flexibility for employees to support them in their work-life balance.

3

TALENT MANAGEMENT

Continuing to strengthen and support female representation in leadership positions through regular reviews of succession plans and targeted development opportunities.

4

TALENT DEVELOPMENT

Providing educational opportunities to develop employees, including leadership development and mentoring programs to drive growth, development, and internal promotion. Providing opportunities for development positions, internships, and apprenticeship positions.

5

COMMUNITY ENGAGEMENT

Working and partnering with schools, colleges, universities and other educational partners to promote STEM careers to women of all ages in Ireland.

We recognize as an organization, and at a societal level, we still have work to do in addressing the gender pay gap.



Our Commitment

We understand that addressing the gender pay gap is a long-term journey – requiring cultural change, leadership accountability, and continuous action.

By fostering inclusive practices and supporting career development for women, we aim to create a future where gender parity is a hallmark of Jabil's success in Ireland.

If you are a Jabil employee and would like to discuss the Gender Pay Gap Report 2025 in more detail, please contact your local HR Business Partner.

For additional information, visit [jabil.com](https://www.jabil.com)

About Jabil

At Jabil (NYSE: JBL), we are proud to be a trusted partner for the world's top brands, offering comprehensive engineering, supply chain, and manufacturing solutions. With over 50 years of experience across industries and a vast network of over 100 sites worldwide, Jabil combines global reach with local expertise to deliver both scalable and customized solutions. Our commitment extends beyond business success as we strive to build sustainable processes that minimize environmental impact and foster vibrant and diverse communities around the globe. Discover more at www.jabil.com.