JABIL CARES
FOUNDATION



FY26
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 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 grant requests and determine related criteria for educational institutions/ scholarships



GREG HEBARD
Director & President



STEPHANIE ADE
Director & Treasurer



APRIL BUTTERFIELD
Director



MATT CROWLEY
Director



DAN LYNCH
Director



MIKE MAHAZ
Director



ANDREW PRIESTLEY
Director



CHRISTINA FRANGOS
Secretary



DAVID GRUNWELL
Assistant Secretary

Message from Greg Hebard, President



As we entered the fourth year of the Jabil Cares Foundation, our focus was on expanding our reach beyond the Tampa Bay region, increasing the positive impact we make in communities around the world.

Of the 27 grants awarded during the year, 14 supported organizations outside of the Tampa Bay region, and **three additional grants** funded nationwide programs. We continued to invest in initiatives addressing food and housing insecurity, mental health awareness and treatment, and inclusion opportunities for individuals with disabilities.

Following the success of the **Children of Jabil Employees Scholarship Program** in the United States, we expanded the program to Malaysia in FY26. Across both countries, 74 students were awarded scholarships to pursue post-secondary education, helping them achieve their academic and career aspirations.

We also expanded our **Areas of Study Scholarship Program**, awarding first-time scholarships to **five students** at **Gateway Community & Technical College** in Florence, Kentucky, as well as scholarships to students affiliated with the **Institute of Industrial and Systems Engineers** and the **Society of Women Engineers**. These investments support the development of future talent in fields that are critical to engineering, supply chain, and manufacturing innovation.

As we reflect on another year of growth and impact, we are grateful to help strengthen communities, expand access to opportunities, and support organizations creating meaningful change. We are deeply grateful to our employees, volunteers, and donors whose ongoing support makes this work and its impact possible.

GREG HEBARD
Director & President, Jabil Cares Foundation

Grants (Non-Scholarships)



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 individuals 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 CHEATHAM
Senior Associate General Counsel

TUBA KUKLEN
VP, Talent Management

KEITH LAPINSKI
VP, Supply Chain

KATHLEEN LIEVER
VP, Human Resources

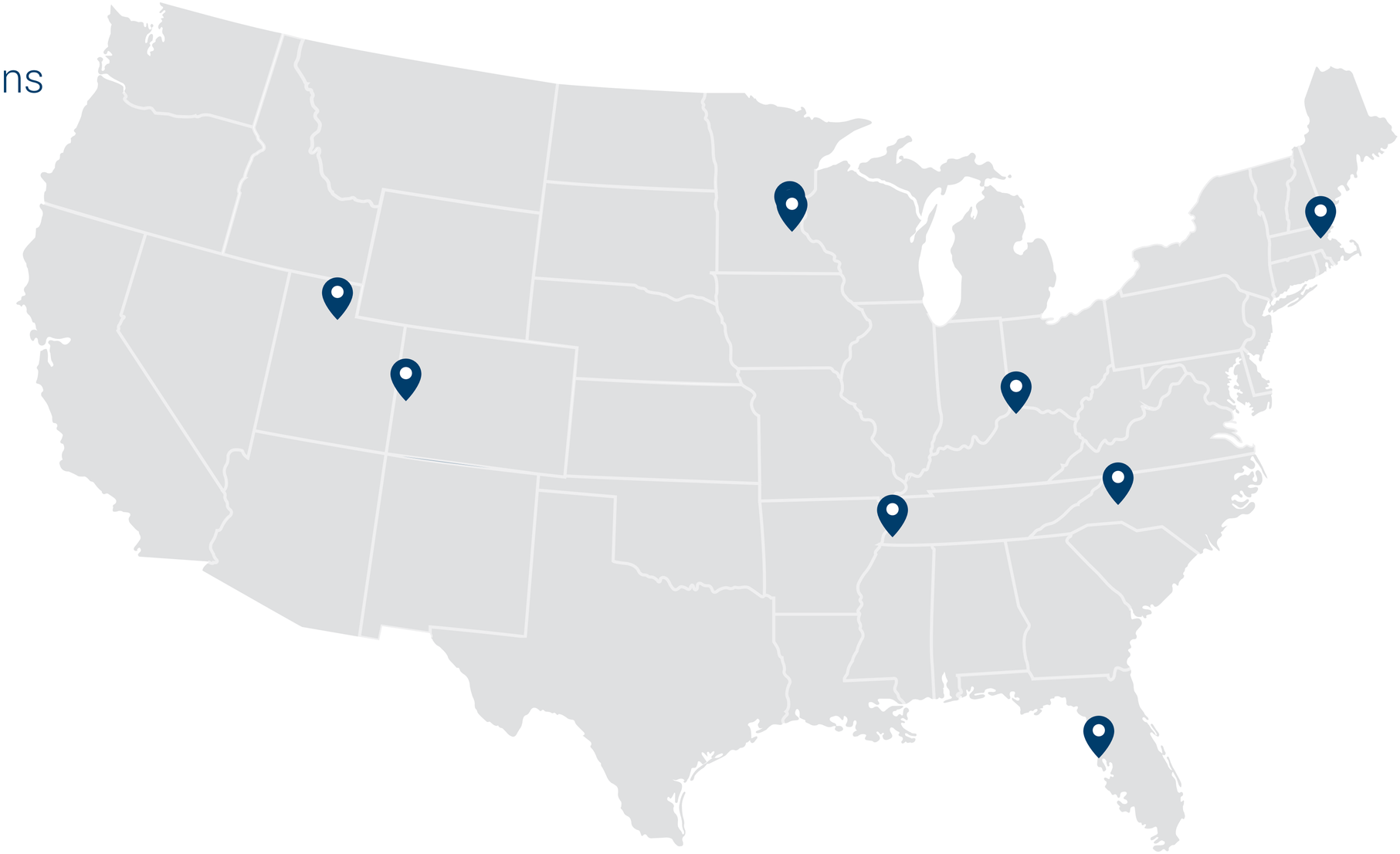
DOMINIC PATRUNO
Director, IT

RAFAEL RENNO
SVP, Global Business Units

JON SCHNEIDER
Senior Director, Tax

US Grant Locations

- Brooklyn Park, MN (1)
- Clinton, MA (2)
- Florence, KY (2)
- Grand Junction, CO (1)
- Maple Grove, MN (1)
- Memphis, TN (1)
- Nationwide (3)
- Salt Lake City, UT (2)
- Tampa Bay, FL (10)
- Western North Carolina (4)



Empowerment

Food & Housing Insecurities

The Jabil Cares Foundation supports programs addressing food and housing insecurity, as consistent access to basic needs is essential for individuals and families to achieve long-term health, educational, and economic success. By helping people meet these fundamental needs, the Foundation empowers communities, strengthens their resilience, and creates pathways for individuals to gain greater self-sufficiency and access opportunity.

Community Emergency Assistance Program / CEAP Food Market

(January 2026)

Through the CEAP Food Market, **8,969 households** in Brooklyn Park, Minnesota, including **881 households seeking aid for the first time**, gained access to nutritious food in a dignified, choice-based setting that helped reduce food insecurity and improve household food stability. Beyond meeting immediate nutrition needs, participants were connected to supportive programs and community resources that addressed underlying challenges, helping families strengthen their long-term well-being and resilience.

Family Support Services of Tampa Bay / STEPS Program

(October 2025)

The STEPs (Strengthening Ties and Empowering Parents) program helped **36 families, representing 145 individuals**, strengthen family stability and reduce risks that could lead to child welfare involvement. By addressing critical needs related to housing, food security, health, and family support, the program improved caregivers' ability to provide safe, stable environments for their children while increasing families' resilience and capacity to remain together.

Freestore Food Bank / School Pantry Program – Nourishing Students and Families in Northern Kentucky (January 2026)

Through 10 school-based pantry sites in Northern Kentucky, the program supported more than **6,100 students and family members (approximately 2,431 families)** each year. By providing nearly **80,000 pounds of nutritious food and household essentials**, the program reduced food insecurity and financial strain, helping families better meet basic needs such as housing, healthcare, and nutrition. Locating services within schools increased access to support by removing common transportation, scheduling, and stigma-related barriers.

Friends of Switchpoint / Tooele Empowerment Through Stability Initiative (May 2026)

Grant funds support the Tooele Harris Community Village and the Tooele Emergency Food Pantry in Tooele, Utah. The Tooele Harris Community Village provides **emergency shelter and community drop-in resource services** (including showers, laundry, and a community soup kitchen) to help **869 households (1,048 individuals)**. The Tooele Emergency Food Pantry provides weekly **emergency food assistance to 1,228 households (2,949 individuals)** in the community who are experiencing food insecurity, including households who are working but still unable to consistently afford groceries.

Habitat for Humanity Salt Lake City / Habitat Cares Second Chance Program (January 2026)

With support from the Jabil Cares Foundation, Habitat for Humanity Greater Salt Lake Area's Habitat Cares program helped **169 low-income families transition into stable, permanent housing** following homelessness, disasters, or other significant hardships. By providing essential household resources to families earning less than 30% of the area median income, the program strengthened housing stability, reduced barriers to maintaining permanent homes, and improved quality of life while also promoting environmental sustainability through the reuse and recycling of household goods.

Homeward Bound of Western North Carolina / "Housing is Healthcare" Linkages to Care for Buncombe County's Most Vulnerable Program (May 2026)

Jabil Cares Foundation funding helped **12 households transition from homelessness or housing** instability into permanent housing by removing key financial barriers such as rental arrears, security deposits, rent, and utility costs. As a result, participating households achieved greater housing stability, reduced their risk of continued homelessness, and gained a stronger foundation for long-term self-sufficiency and well-being.

Johns Hopkins All Children's Hospital / Community Health Department "All in 4 Health Equity Integration" Program (January 2026)

This initiative helped address health disparities and improve community well-being by supporting **thousands of children, families, and individuals** in the Tampa Bay area. The program distributed **107,912 pounds of food,** helping reduce food insecurity, **while 1,542 individuals** gained knowledge and skills through maternal, paternal, and child health education. An additional **698 people** were connected to critical community resources and support services. The program also strengthened child safety and injury prevention by providing **586 swim lessons, 2,389 helmets, and 564 car seats**, helping protect children and families while promoting healthier, safer outcomes.

Manna Food Bank / Food Bank and Recovery (February 2026)

The Jabil Cares Foundation's grant helped strengthen food security across this organization's 16-county service area in Western North Carolina, providing funding for an estimated **40,000 meals** to individuals and families facing economic hardship. The support improved access to reliable food resources, including in remote communities with limited access to assistance, helping households preserve income for other essential needs such as housing, utilities, transportation, and healthcare. By reducing financial strain and the risk of hunger, the program helped families maintain greater stability and dignity during periods of recovery and rising living costs.

North Kentucky Community Action Commission / Lincoln Grant Scholar House / Family Stability Service (February 2026)

This funding helped **42 families and 90 children** build greater stability by reducing barriers related to housing, food security, and education. As a result, families were better positioned to pursue long-term goals in a safe and supportive environment. A key outcome was educational advancement, with **12 residents graduating from their chosen program and nine continuing their education**, demonstrating sustained progress toward improved academic and career opportunities. Access to essential resources also helped ease financial strain, enabling families to focus on achieving greater self-sufficiency and long-term success.

Seniors in Service / Operation: Veteran Connect (February 2026)

Operation: Veteran Connect exceeded its goal by supporting **518 veterans** in the Tampa Bay area, with **87% (453 veterans)** reporting an increased capacity for independent living, significantly surpassing the program's target of 65%. The program helped veterans strengthen their stability, independence, and ability to navigate housing and health-related challenges. In addition, **32 veterans transitioning into permanent housing** received essential furnishings, helping them establish safe, functional homes and supporting long-term self-sufficiency.

Sixth Avenue Psychiatric Rehabilitation Center / Thrive for Health: Homeless Prevention Program (May 2026)

Jabil Cares Foundation funding helped **18 individuals, including 7 children, remain safely housed** after a housing assistance program in Western North Carolina ended earlier than expected. The support enabled families to maintain stable housing, including **three families with children who remain on track to stay housed**, as well as older adults and individuals working toward long-term financial stability through Social Security benefits and income-based housing. By preventing housing disruptions and reducing financial hardship, the grant helped preserve stability and improve outcomes for vulnerable households.

St. Pete Free Clinic / Community Navigation Direct Assistance (February 2026)

From February through July 2026, the program delivered **5,802 service encounters, helping 126 people obtain state IDs, 106 secure birth certificates, 247 complete SNAP applications,** and **691 receive transportation support through bus passes**, improving access to employment, benefits, healthcare, and other essential services. Clients were also connected to critical community resources, strengthening their ability to address housing, financial, legal, health, and other long-term needs.

United Way of Tri-County / WHEAT Kitchen Community Connections Program (October 2025)

WHEAT helped address food insecurity for **12,831 individuals** around Clinton, Massachusetts, providing **475,343 pounds of food** while supporting long-term access to nutrition assistance. In addition, **404 clients successfully enrolled in SNAP**, connecting households to an ongoing source of food support beyond immediate assistance. These outcomes helped reduce hunger, improve food security, and strengthen household stability for vulnerable individuals and families.

Disability Inclusion

The Foundation supports programs that advance inclusion and accessibility for people with disabilities. Inclusive communities create greater opportunities for everyone to learn, work, connect, and thrive. By reducing barriers to education, employment, and community life, these programs expand opportunity, strengthen belonging, and help build a society where everyone can participate fully and share their unique strengths and talents.

ARC Nature Coast / Project Thrive at Neff Lake (January 2026)

Project Thrive enhanced opportunities for approximately **100 adults with intellectual and developmental disabilities** in the Tampa Bay area by improving access to adaptive learning and **communication tools that support individualized goals. As a result, participants strengthened communication, literacy, comprehension, digital skills, vocational readiness, confidence, and independence**, enabling more meaningful participation in educational and workforce development programs. The expanded accessibility resources also helped individuals with varying abilities engage more fully in daily learning activities and build skills that support greater self-sufficiency and community inclusion.

Best Buddies / Jobs Program (October 2025)

Through the Best Buddies Jobs program, funding supported the goal of creating **49 new employment opportunities** for individuals with intellectual and developmental disabilities across seven markets. Participants achieved meaningful employment, working an average of **18.3 hours per week**, supporting greater financial independence and community inclusion. The program also maintained a **94.09% job retention rate** in 2025-2026, demonstrating strong long-term employment success and stability for participants.

Lighthouse of Pinellas / Adaptive Toys Program (January 2026)

Jabil Cares Foundation funding helped **30 children with fine or gross motor challenges** gain greater independence through accessible play. As a result, children developed foundational skills such as **cause-and-effect learning, improved movement and range of motion, enhanced visual tracking and hand-eye coordination**, and increased ability to independently interact with their environment. These early developmental gains also help support future communication and learning outcomes, including readiness for augmentative and alternative communication technologies.

Matching grant with Jabil's St. Petersburg, Florida, Defense & Aerospace facility

Project Focus Foundation / School Security & Expansion Support Services (October 2025)

Jabil Cares Foundation funding enhanced safety, communication, and operational efficiency for individuals with developmental disabilities served across multiple Focus programs in Tampa, Florida. The investment in **60 two-way radios, 16 safety cones**, and facility security improvements resulted in faster staff response times, improved supervision and support during transitions, safer arrival and dismissal processes, and a more secure campus environment. These enhancements strengthened the organization's ability to provide consistent, responsive care for students and clients who require additional behavioral, developmental, and daily living support.

Special Olympics Minnesota / Unified Champion Schools Program (May 2026)

Special Olympics Minnesota's Unified Champion Schools program reached **370 schools** during the 2025-2026 school year and will engage more than **6,000 students** through initiatives that promote inclusion and acceptance. By empowering students to champion inclusive school cultures, the program helps reduce bullying, strengthen peer relationships, and increase opportunities for students of all abilities to participate, connect, and feel a sense of belonging within their school communities.

Matching grant with Jabil's Maple Grove, Minnesota, facility.

Wheelchairs 4 Kids / Let's Roll Program (October 2025)

Jabil Cares funding helped **nine children with mobility challenges** gain greater independence, safety, and participation in daily life. Through improved mobility and accessibility solutions, children were better able to navigate their homes and communities, enhancing their overall quality of life and daily functioning. The support also contributed to better long-term health outcomes by improving positioning and mobility, helping reduce the risk of secondary complications associated with physical disabilities while increasing comfort and independence for children from low-income families.

Mental Health – Education, Awareness, and Treatment

The Jabil Cares Foundation identifies mental health education, awareness, and treatment as priorities within its Empowerment focus area, recognizing that stronger mental health outcomes contribute to stronger individuals, families, and communities. Supporting these programs helps increase understanding, reduce stigma, expand access to resources and treatment, and equip people with the tools needed to manage challenges and build resilience.

American Foundation for Suicide Prevention / Out of Darkness Walk (January 2026)

Through this program, individuals received support through suicide prevention and mental health initiatives, **increasing participants' knowledge of suicide warning signs, connecting individuals connected to mental health resources, and providing policy, research, or community-level improvements** that strengthened suicide prevention efforts.

Matching Grant with Jabil's Clinton, Massachusetts, facility.

Crisis Center of Tampa Bay / Trauma Therapy and Mental Health & Wellness Training (December 2025)

Jabil Cares Foundation funding helped **21 trauma survivors** access specialized mental health support through **328 counseling sessions**. As a result, participants received trauma-informed care that supported their healing, recovery, and overall well-being. The program also expanded its capacity to serve individuals in need, increasing access to mental health services for community members seeking treatment and support.

Johns Hopkins All Children's Hospital / Center for Behavioral Health (January 2026)

A team of **70 behavioral health providers supported nearly 9,804 children** through inpatient and outpatient care, helping address critical mental health challenges including **anxiety, trauma, depression, eating disorders, and crisis-related needs**. Investments in specialized treatment spaces and intensive outpatient programming expanded access to safe, family-centered care, strengthening long-term support for children and families while improving the Tampa Bay community's capacity to respond to complex behavioral health needs.

National Association Mental Illness / NAMI Helpline and NAMI TYA Helpline (October 2025)

With support from Jabil Cares Foundation, more than **1,000 individuals** were connected to the NAMI HelpLine for mental health information, resources, and support. The program contributed to a record-breaking year in which the NAMI and NAMI Teen & Young Adult HelpLines served **93,452 people**, the highest reach in the program's history. By expanding access to trusted mental health guidance and support, the program helped individuals and families better navigate mental health challenges, connect to appropriate resources, and access care when needed.

PARDEE
HOSPITAL FOUNDATION

Pardee Memorial Hospital Foundation / Trauma Informed Behavior Health Program (February 2026)

Jabil Cares Foundation funding helped advance access to specialized behavioral healthcare for adolescents by **supporting the launch of the Pardee Adolescent Behavioral Health Center in Hendersonville, North Carolina**. The new center will provide a **safe, therapeutic environment designed specifically for youth experiencing behavioral health challenges**, improving access to age-appropriate care and treatment. The program has also expanded capacity to serve adolescents in crisis through specialized staff training focused on evidence-based de-escalation and crisis response, helping improve patient safety and reduce the need for escalated interventions.

Education

The Jabil Cares Foundation supports STEM education because it equips students with the knowledge, skills, and opportunities needed to succeed in an increasingly technology-driven world. By investing in STEM learning, the Foundation helps develop future innovators and problem-solvers, expands access to high-demand career pathways, and strengthens the talent pipeline needed to address society's most pressing challenges.

Organization of Black Aerospace Professionals / Memphis ACE Academy & Advanced Solo Flight Academy (February 2026)

The Memphis ACE Academy **introduced 49 Memphis-area students to aviation and aerospace career opportunities,** increasing awareness of potential career pathways through immersive industry exposure and discovery flight experiences. The program strengthened participants' understanding of aviation professions and inspired future career exploration, **with four high-performing students selected to advance to an intensive flight training academy,** creating a direct pathway toward achieving a solo flight milestone and deeper engagement in aviation careers.

Science Buddies / Strengthening Cutting-Edge STEM Learning for Students and Educators (May 2026)

Science Buddies expanded access to high-quality STEM learning by launching a new environmental science and computer science project that engaged **503 students and educators within its first month online**. Through this resource, learners developed measurable skills in **computational modeling, scientific inquiry, data analysis, and problem-solving** while exploring real-world wildfire mitigation strategies, helping build STEM competencies that support future academic and career success.

Environment

Supporting environmental initiatives aligns with the Jabil Cares Foundation's commitment to strengthening the communities where employees and their families live and work. These investments help create healthier neighborhoods, increase resilience to environmental challenges, and ensure that future generations inherit vibrant, sustainable communities.



More Action for Regeneration / Pinellas Trail Planting (August 2026)

This community greening initiative will expand environmental equity in St. Petersburg's Childs Park neighborhood by adding **131 native and Florida-friendly trees** along the Pinellas Trail corridor in a historically underserved community. The project is expected to increase tree canopy coverage, enhance access to green space, improve neighborhood livability, and contribute to long-term environmental benefits such as reduced urban heat and improved air quality for residents and trail users throughout the area. The planting event is scheduled in October 2026.

Employee Disaster Relief Fund



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.

No qualified disaster events were identified in fiscal year 2026.

Disaster Relief Fund Committee Members

HEIDI BANKS
VP, Supply Chain

CHASE CHRISTENSEN
VP, Information Technology

DIANA KOLLEN
Director, Finance

JOHN MATZKE
VP, Operations

AMY PRESSLEY
VP, Human Resources

ROBERT QUICK
Associate General Counsel

Scholarships



Scholarships

Education is one of the most powerful tools for creating opportunity and transforming lives. By helping students pursue post-secondary education and training, Jabil Cares Foundation scholarships remove financial barriers, promote academic achievement, and empower individuals to reach their full potential. These investments strengthen families, develop future leaders, and create lasting benefits for communities.

Committee Members

TRAVIS CUSTER
SVP, Global Business Units

CHRISTA KERLIN
SVP, Operations

MELINDA LAMONTE
Director, Finance

PATRICIA LIM
VP, Business

ANDY PEPPER
VP, Supply Chain

VIVIAN SUN
VP, IT

Children of Jabil Employees Scholarship Program

The Jabil Cares Foundation believes that investing in education is an investment in the future. By supporting the post-secondary aspirations of employees' children, whether through a four-year university, community college, or trade and technical program, we help remove financial barriers, expand opportunities, and empower students to achieve their academic and career goals. These investments strengthen families today while helping build the skilled, innovative workforce of tomorrow.

To ensure equity and transparency, the Foundation partners with Scholarship America, an independent scholarship administrator, to manage the entire application and selection process. Scholarship recipients are chosen through an unbiased evaluation that places primary emphasis on financial need, ensuring that support is directed to students facing the greatest economic barriers to pursuing higher education. Financial need is determined through a comprehensive review of household income, tax information, dependents, major medical expenses, and assets.

> "As a first-generation college student beginning the nursing program at the University of Memphis this fall, this scholarship will **make a meaningful difference** in helping me pursue my education while reducing the financial burden of college. Your investment in students like me allows us to focus on achieving our academic and career goals."
>
> **MEMPHIS-BASED** SCHOLARSHIP RECIPIENT

> "I am truly grateful for this generous support, which will **greatly assist me** in pursuing my studies and continuing to develop myself academically and professionally. Receiving this award is a meaningful encouragement for me, and it motivates me to work harder toward achieving my goals."
>
> **PENANG-BASED** SCHOLARSHIP RECIPIENT

> "Thank you so much for renewing my scholarship again this year. It **genuinely means so much to me** and takes a huge weight off my shoulder in heading to another year at UC Berkley. You have enabled me to focus on my studies instead of stressing about how to pay for everything."
>
> **SAN JOSE-BASED** SCHOLARSHIP RECIPIENT

Parents of scholarship recipients came from the following Jabil locations:

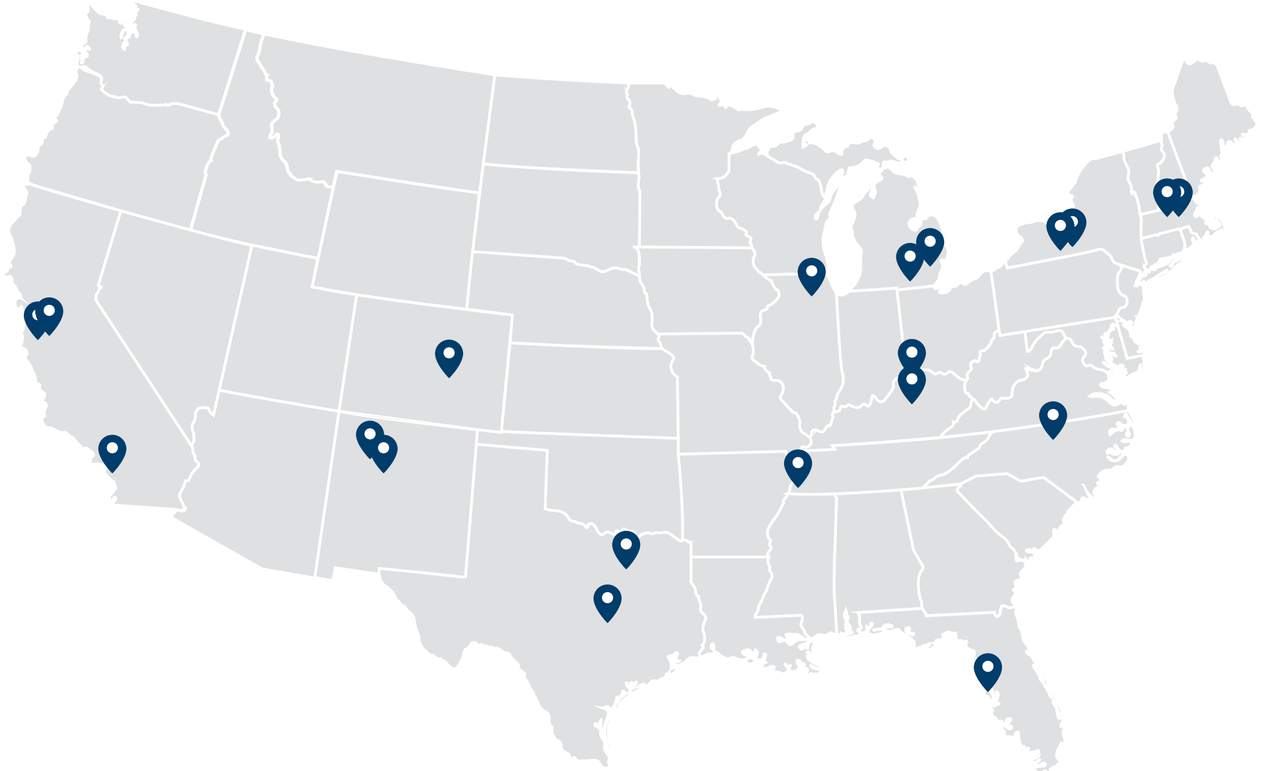


Malaysia

2026	Started in January 2026
133	Applications Received
$48,900	Financial Assistance
21	Student Recipients

LOCATIONS:

- Penang Electronics Manufacturing Services (EMS)
- Penang Global Business Services (GBS)



United States

2024	Started in January 2024
125	Applications Received
$261,000	Financial Assistance
53	Student Recipients*

***33 recipients** are returning scholars, highlighting the program's multi-year impact

LOCATIONS:

- Albuquerque
- Auburn Hills
- Brandywine
- Clinton
- Devens
- Elmira
- Florence
- Gurnee
- Lexington
- Mebane
- Memphis
- Remote
- Salt Lake City
- San Jose
- St. Petersburg

Area of Study Scholarships

The Jabil Cares Foundation supports scholarships for students pursuing fields that align with the electronics manufacturing industry. By helping students pursue studies in disciplines critical to advanced manufacturing and technology, the Foundation expands access to opportunity, strengthens the talent pipeline, and supports the continued growth and competitiveness of an industry that powers modern life. In FY26, the Jabil Cares Foundation provided scholarships for 18 students.

New Scholarships Established in FY26:

- 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

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

University of South Florida
Cybersecurity and Industrial & Management Systems

GRADUATE

Michigan State University
Supply Chain Management

University of Florida
Electrical & Computer Engineering

Financials

INCOMING	
Donations	$1,500,000
Employee Donations	$18,400
Investment Income	$189,475
OUTGOING	
Employee Disaster Aid Assistance	$1,289*
Grants	$1,192,693
Scholarships	$412,800
Administrative Fees	$46,090
TOTAL CASH BALANCE	**$3,047,958**

*Individual employee disaster assistance from FY25, paid out in FY26.

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