Jabil Inc., its subsidiaries and affiliates (collectively, "Jabil", the "Company", "us", "our" or "we") are committed to being responsible custodians of the information you provide to us and the information we collect in the course of operating our business. Jabil currently maintains a Privacy Policy ("Policy") that governs and describes Jabil's practices in connection with personal information that we collect online and offline through: our websites, applications, portals, platforms, communications, informational and educational features, and services associated with our customer and supplier/vendor engagements (collectively, "Services").

This CCPA Privacy Policy supplements the Policy to provide additional information concerning our practices relating to personal information of California residents as required under the California Consumer Privacy Act ("CCPA"), as amended. This CCPA Privacy Policy describes our policies and practices regarding the personal information we collect, use, and disclose about you including, without limitation, personal information you submit or we obtain when you access this website, receive our Services, or the following:

- Use our websites, including this website ("Website"), mobile applications, and Customer and Supplier Portals,
- Visit to our locations or attendance at one of our events,
- Engage in phone or email communications,
- Social media interactions on our websites and other third-party websites like Facebook, YouTube, Instagram, and Twitter, and
- View our online advertisements.

Any terms defined within the CCPA have the same meaning when utilized within this CCPA Privacy Policy. The other provisions of the Policy continue to apply except as modified in this CCPA Privacy Policy. However, personal information as used in this CCPA Privacy Policy does not include:

- Publicly available information.
- De-identified or aggregated consumer information.
- Information excluded from the CCPA's scope, such as personal information covered by certain sector-specific privacy laws, including the Fair Credit Reporting Act (FRCA), the Gramm-Leach-Bliley Act (GLBA), the California Financial Information Privacy Act (FIPA), the Health Insurance Portability and Accountability Act of (1996), and the Driver's Privacy Protection Act of 1994.

Information We Collect

As described below, the Company may collect or has collected in the preceding 12 months the following categories of personal information ("PI" or "personal information"). We may add to the categories of personal information we collect. In that case, we will inform you as described below. The categories of the sources of PI we collect are set forth in the "**Information We Collect**" section of the Privacy Policy. We will retain your data for the duration of our relationship, subject to our legal obligations.

- **Identifiers.** Examples include real name, alias, postal address, unique personal identifier, online identifier, Internet Protocol address, email address, account name, social security number, driver's license number, or other similar identifiers.
- **Other elements**. Examples include name, signature, characteristics or description, address, telephone number, education, bank account number, credit card number.

- **Characteristics of protected classifications under California or federal law.** Examples include race, religion, and age.
- **Commercial information**. This includes services purchased, obtained, or considered, or other purchasing or consuming histories or tendencies.
- **Education information.** This includes information that is not publicly available personally identifiable information as defined in the Family Educational Rights and Privacy Act (20 U.S.C. section 1232g, Sec. 1232g; 34 C.F.R. Part 99).
- **Internet or other electronic network activity.** Examples include browsing history, search history, a consumer's interaction with an internet website, application, or advertisement.
- **Geolocation data.** This might include location information while using one of our apps.
- **Audio, electronic, visual, thermal, olfactory, or similar information.** Examples of this category including identifiable information obtained about you while speaking with our customer service representatives on the telephone.
- **Professional or employment-related information**.
- **Health and Wellness, Nutritional and Fitness Information.**
- **Consumer profile.** This includes inferences drawn from any of the information identified above to create a profile about a consumer reflecting the consumer's preferences, characteristics, psychological trends, and behaviors.
- **Sensitive personal information**. This includes personal information that would reveal identifiers such as social security, driver's license, state identification card, or passport numbers, as well as log-in, financial account, required security or access code and other information that would permit access to an account. It also would include precise geolocation and racial or ethnic origin, religious or philosophical beliefs, union membership or a consumer's genetic, biometric or medical information.

Purposes We Collect, How We Use, and How We Retain Your Personal Information.

The purposes we collect and how we use your PI are set forth in the "**How We Use Your Information**" section of the Policy, incorporated herein by reference. We also may collect and use your PI for the following purposes:

- To review, improve, and monitor our website, applications, online services, and overall client experience, including to provide customization to meet the specific needs, ensure a consistent experience, and to assess trends, interests, and the demands of clients.
- To respond to law enforcement requests and as required by applicable law, court order, governmental regulations, or other lawful processes.
- As described to you when collecting your personal information or as otherwise set forth in the CCPA.
- As necessary or appropriate to protect the rights, property, security, and safety of us, our employees, our consumers, our information systems, and the public.
- To evaluate or conduct a merger, divestiture, restructuring, reorganization, dissolution, or other sale or transfer of some or all of our assets, whether as a going concern or as part of bankruptcy, liquidation, or similar proceeding, in which personal information held by us is among the assets transferred.

Additionally, our Cookie Policy, incorporated herein by reference describes how we and our service providers collect and use cookies and other similar tracking technologies to facilitate our Services, including our websites, associated online features, and email communications.

We do not sell or share your PI as those terms are defined under the CCPA, and we do not have actual knowledge that we have sold personal information of minors under age 16. We may change or add to the purposes we collect PI. In that case, we will inform you and, if required by law, obtain your consent.

Disclosing Personal Information

Of the categories of PI noted above, during the past 12 months, we disclosed the following:

Categories of Personal Information Disclosed	Categories of Third Parties to Whom Disclosed
Identifiers **Other elements** **Characteristics of protected classifications under California or federal law** **Commercial information** **Education information** **Internet or other electronic network activity** **Geolocation data** **Audio, electronic, visual, thermal, olfactory, or similar information** **Biometric Information** **Professional or employment-related information** **Consumer profile** **Sensitive personal information**	• **Third parties as directed by you.** We will disclose your PI with those third parties to whom you direct. For example, if you decide to send one of our products as a gift, we may include your name. • **Our business partners.** For example, we might disclose your PI with one of our business partners for purposes of collaborating on providing services to you, or to invite you to an event we are organizing. These business partners should also have their own privacy statements that set out the manner in which they will collect, use, and disclose PI. Where applicable, we encourage you to review each such business partner's privacy statement before signing on with them. • **Third parties who perform services on our behalf.** For example, we disclose information with certain service providers, including marketing companies, professional service providers, debt collectors, information technology providers, and data storage companies. We might also authorize our service providers to collect PI on our behalf. • **Governmental entities, legal service providers.** We may disclose your PI in order to comply with the law and in the course of providing our products and services. We may also disclose information if a government agency or investigatory body submits a request. • **Successors to all or portions of our business.** If all or part of our business is sold, we may disclose PI in preparation for or as part of that transaction.

Do Not Track.

"Do Not Track" is a privacy preference that you can set in your Internet search browser that sends a signal to a website that you do not want the website operator to track certain browsing information about you. However, because our Website is not configured to detect Do Not Track signals from a user's computer, we are unable to respond to Do Not Track requests.

Contact Us

If you have additional questions you may call us at 1-888-705-3044 or reach us by email at privacy@jabil.com.

Changes to this CCPA Privacy Policy

Effective Date: January 1, 2023.

From time to time we may change our privacy policies. We will notify you of any material changes to our CCPA Privacy Policy by posting an updated copy on our Website. Please check our Website periodically for updates.

Consumer Rights

As stated above, this CCPA Privacy Policy applies solely to individuals, visitors, users, and others who are natural persons and residents of the State of California ("consumers" or "you"). Accordingly, this CCPA Privacy Policy does not apply to individuals who are not natural persons and who are not California residents.

Pursuant to the CCPA, and as detailed below, consumers have various rights with respect to their PI.

- ***Request to Delete.*** You have the right to request that we delete your PI from our records and direct any service providers or contractors to delete your PI from their records, subject to certain exceptions. Upon receipt of a confirmed verifiable consumer request (see below), and as required by the CCPA, we will delete and direct any service providers or contractors to delete your personal information from our records.

  The Company is not required to comply with your request to delete your PI if it is reasonably necessary for us (or our service providers or contractors) to maintain your PI in order to:

  1) Complete the transaction for which the PI was collected, provide a good or service requested by you, or reasonably anticipated by you within the context of our ongoing business relationship with you, or otherwise perform a contract between the Company and you.
  2) Help to ensure security and integrity to the extent the use of the consumer's PI is reasonably necessary and proportionate for those purposes.
  3) Debug to identify and repair errors that impair existing intended functionality.
  4) Exercise free speech, ensure the right of another consumer to exercise his or her right of free speech, or exercise another right provided for by law.
  5) Comply with the California Electronic Communications Privacy Act pursuant to Chapter 3.6 (commencing with Section 1546) of Title 12 of Part 2 of the Penal Code.
  6) Engage in public or peer-reviewed scientific, historical, or statistical research that confirms or adheres to all other applicable ethics and privacy laws, when the Company's deletion of

the information is likely to render impossible or seriously impair the ability to complete such research, if you have provided informed consent.
7) To enable solely internal uses that are reasonably aligned with your expectations based on your relationship with the Company and compatible with the context in which the consumer provided the information.
8) Comply with a legal obligation.

Upon receipt of a confirmed verifiable consumer request (see below), and as required by the CCPA, we will provide a response to such requests.

If you are under the age of 18, and a registered user of any website where this CCPA Privacy Policy is posted, California law permits you to request and obtain removal of content or information you have publicly posted. You may submit your request using the contact information in the CCPA Privacy Policy. Please be aware that such a request does not ensure complete or comprehensive removal of the content or information you have posted and that there may be circumstances in which the law does not require or allow removal even if requested.

- ***Request to Know.*** We generally describe in the Policy our current practices related to the categories of personal information we collect and how we disclose your personal information. Upon receipt of a verifiable consumer request (see below), in addition to what is described above, as a California resident, you also have the right to request more information regarding the following items. In general, any disclosures we provide will only cover the 12-month period preceding the receipt of your verifiable consumer request. However, with respect to personal information collected on and after January 1, 2022, and to the extent expressly required by applicable regulation, you may request that such disclosures cover a period beyond the 12 months referenced above, provided doing so would not require a disproportionate effort by us.

  1) The categories of PI we have collected about you.
  2) The categories of sources from which the PI was collected.
  3) The business or commercial purpose for collecting PI.
  4) The categories of PI we disclosed for a business purpose.
  5) The categories of third parties to whom we disclose PI.
  6) The specific pieces of PI we collected about you.

  Upon receipt of a verifiable consumer request (see below), and as required by the CCPA, we will provide a response to such requests.

- ***Request to Correct Inaccurate Information.*** You have the right to request that we correct inaccurate PI that we maintain. Upon receipt of a verifiable consumer request (see below), and as required by the CCPA, we will provide a response to such requests.

- ***Direct the Company to Limit the Use of Sensitive Personal Information.*** You have the right to direct that we limit the use of sensitive personal information we collect about you to (i) uses that an average consumer would expect are reasonably necessary to provide the goods and or services you have requested, (ii) perform certain other activities permitted under the CCPA, and (iii) what is permitted by applicable law. Your right to direct the Company under this paragraph applies only to sensitive personal information that we collect or processed for the purpose of inferring characteristics about you.

- ***Nondiscrimination.*** We will not discriminate against you in violation of the CCPA for exercising any of your CCPA rights. For example, we generally will not provide you a different level or quality of goods or services if you exercise your rights under the CCPA. It also includes an employee's, applicant's, or independent contractor's right not to be retaliated against for the exercise of their CCPA rights.

Submitting Consumer Rights Requests.

To submit any of the Consumer Rights requests as outlined above, please contact us at 1-888-705-3044 or privacy@jabil.com. We reserve the right to only respond to verifiable consumer requests. A verifiable consumer request is one made by any individual who is:

i. the consumer who is the subject of the request,
ii. a consumer on behalf of the consumer's minor child, or
iii. by a natural person or person registered with the Secretary of State authorized to act on behalf of a consumer.

If we request, you must provide us with sufficient information to verify your identity and/or authority to act on behalf of the consumer. In general, we may ask you to provide identifying information that we already maintain about you or we may use a third-party verification service. In either event, we will try to avoid asking you for sensitive PI to verify your identity. We may not be able to respond to your request or provide you with PI if we cannot verify your identity or authority to make the request and confirm the PI relates to you. However, making a verifiable consumer request does not require you to create an account with us. Additionally, you will need to describe your request with sufficient detail to allow us to review, understand, assess, and respond. PI collected from an individual to determine whether a request is a verifiable consumer request may not be used or disclosed for any other purpose except as required by law. We will endeavor to respond to a verifiable consumer request within forty-five (45) calendar days of receipt, but we may require an extension of up to forty-five (45) additional calendar days to respond and we will notify you of the need for the extension.

If you have an account with us, we will deliver our written response to that account. If you do not have an account with us, we will deliver our written response by mail or electronically, at your option. The response we provide will also explain the reasons we cannot comply with a request, if applicable. To the extent permitted by the CCPA, we will respond to no more than two requests during any 12-month period

You may authorize a natural person or a business (the Agent) to act on your behalf with respect to the rights under this CCPA Privacy Policy. When you submit a Request to Know, Correct, Limit, or Delete, the Agent must provide proof that you gave the Agent signed permission to submit the request, and you either must (i) verify you own identity with the business or (ii) directly confirm with us that you provide permission to the Agent. However, these steps are not required when you have provided the authorized agent with power of attorney pursuant to Probate Code sections 4000 to 4465. We reserve the right to deny requests from persons or businesses claiming to be authorized agents that do not submit sufficient proof of their authorization. **Questions.** If you have questions about this CCPA Privacy Policy, please contact us as described above.