# U.S. Biometric Policy

**Purpose:**

During your employment or engagement with Jabil Inc. (the "Company"), you may use biometric devices, equipment, systems or software ("Device") that utilize a scan of your finger, hand, face, retina, or iris or your voiceprint to record your time worked, for secure entry or exit, for security or safety monitoring, to unlock or use the Device, or for other business purposes. This policy explains how the Company collects, stores, uses, and destroys a scan of your finger, hand, face, retina, or iris or your voiceprint for such Device in compliance with the Biometric Information Privacy Act, the Capture or Use of Biometric Identifiers Act, the Washington Biometric Privacy Law, or other applicable state laws, and it supplements any prior communications and policies that relate to this subject.

**Scope:**

This Policy applies to all employees of Jabil, its subsidiaries, and third parties (e.g., contractors, contingent workers) performing work or services at Jabil work locations within the U.S.

**Policy:**

**Conversion of Your Scan into an Unrecognizable Mathematical Representation**

The first time you use a Device, it takes a scan of your finger, hand, face, retina, or iris or your voiceprint and converts it into a template or mathematical representation, which is a string of characters such as 72E&7F#AD4CA@AB532B*4DA$6A338! or 01010100001011101100011000011010 ("Mathematical Representation"), which may then be stored on the Device or housed on a server. Subsequent scans of your finger, hand, face, retina, or iris or your voiceprint may be compared to your collected, stored Mathematical Representation as a verification process. For example, if you scan your finger to clock into work, your finger scan is compared to your collected and stored Mathematical Representation to confirm it is a match.

**Retention and Destruction of Your Mathematical Representation; Prohibition on Unauthorized Disclosure**

Depending on the Device used, your Mathematical Representation may be housed on Devices and/or servers that are maintained and secured by the Company or authorized third-party vendors. The Company and its vendors treat your Mathematical Representation as confidential and sensitive information and exercise reasonable care to protect it from disclosure to unauthorized third parties. Your Mathematical Representation will be timely destroyed by the Company and/or its vendors when the initial purpose for collecting or obtaining it has been satisfied, or within three years of your last interaction with the Company, whichever occurs first, or in accordance with applicable law or court order.

The Company and its vendors will not sell, lease, trade or otherwise profit from your Mathematical Representation. They will not disclose your Mathematical Representation unless

required by law; the disclosure completes a financial transaction authorized by you or your legally authorized representative; or you otherwise consent to the disclosure.

If the Company or its vendors service the Devices or servers, you consent to disclosing your Mathematical Representation or otherwise giving them access to it when effecting the repair, maintenance, upgrade or change, or when destroying your Mathematical Representation.

**Complaint Procedure and Enforcement**

Violations (or suspicion of violations) of this Policy should be reported so that the situation can be reviewed and addressed, by:

- Discussing the issue with the employee's supervisor, other member of Jabil management, Human Resources, or the Legal Department; or
- Using the Jabil Compliance Website (www.JabilGlobalCompliance.com) to make a report or obtain the applicable Integrity Hotline telephone number.

Violations of this Policy are prohibited and may result in disciplinary action up to and including termination of employment. Violations by third parties may be considered breach of contract and may result in expulsion from Company premises, in addition to any other remedies that may be available to Jabil.

**No Retaliation**

Jabil strictly prohibits retaliation against anyone for:

- Using the complaint procedure described in this Policy
- Good faith reporting of conduct in violation of this Policy or any other Jabil policy, Code of Conduct, or law; or
- Filing, testifying, assisting with or participating in any investigation, proceeding, or hearing conducted by Jabil or a governmental enforcement agency.

Prohibited retaliation is broadly defined, and includes, but is not limited to termination, demotion, suspension, failure to hire, failure to give equal consideration in making employment decisions, failure to make employment recommendations impartially, adversely affecting working conditions or otherwise denying any employment benefit.