

Jabil In: GLOBAL ANTI-BRIBERY ANDANTI-CORRUPTION POLICY

Approved Date



Government Official -

Any faeignardonestic official elected or appointed to political office, political party official or candidate for political office,

Anoficeroremployee of any foreign or donestic government or government agency, department or ministry (examples tax authority, health or sanitation agency, ministry of energy, netional security agency, customs, transportation authority, or labor regulatory agency);

An employee crofficial of agovernment owned or controlled entity (example: state owned energy company);

Anemployeed apublic internetional organization, or

A personading on behalf of one of the above persons (example a close advisor; Family Member or business associate, a third perty consultant tetained by a government agency).

Then angement team of a state owned back that. It bill seeks to secure firm on given a project are considered government officials under this Policy.

IV. POLICY

Jabil Person el arestrictly prohibited from offering giving pronising approving or accepting a Bribe, directly or through a third party, to/from a Government Official or any Connercial Partne: Jabil Reson el areasop dibited from offering or making Facilitation Payments

Vidations of this Relicy could result in disciplinary action (up to and including termination of employment), as well as criminal and civil penalties including imprisonment and substantial fines and penalties against Jabil and the includes included

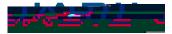
RedFlags

Recognizing warring signs or 'red flags' is a critical step in complying with this Policy. Certain factors have been identified as indications that a compresent or illegal activity may be at higher is k of occuring <u>I bill</u> <u>Personnel may proceed with a complicit relationship exhibiting "red flags" only after consulting with the</u> <u>Clobal Effics & Compliance Team directly or using the Integrity Hotline</u> (www.lbilClobalCompliance.com) or sending an email to Clobal_Compliance@jabil.com

Some examples of "hedflags" are

Requests for unusual payments Success fees Cashpaynerts Invices without appropriate supporting documentation Unsullyhighcomission Porreputation of the third party representative or Commercial Partner; Close relationship between the third party representative or Commercial Partner and a gvermert official, including though affiliation, friendship or Family Member; Recommendation from a Government Official to engage a third party representative or eterintoaComercial Patrenelationship Lackof transparency in Jubil's accounting records Third party representative or Commercial Partner "consulting agreements" that include arty vaguely described services Third party representative or Commercial Partner is in a different line of husiness than thetforwhichithesbeenergeged Paynents to accounts in countries other then where agent is located or business is to be

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4 Political or Charitable Contributions

A contribution to apolitical candidate, or even a contribution made to admity associated with a Government Official, is considered aberefit to that Government Official. As such, Jabil strictly publishers:

contributions nace on behalf of Jabil to candidates for any political office as well as contributions to admity associated with a political political party or candidate,



Jabil is required to make and keep books and records that accurately and fairly reflect payments, expenses, and disposition of assets. Jabil is also required to develop and maintain a system of internal accounting controls for payments, expenses and disposition of assets. Jabil Personnel must reference. Jabil's