

Jabil Employee Stock Purchase Plan

Frequently Asked Questions for Plan Participants

The Jabil Inc. 2011 Employee Stock Purchase Plan (“ESPP or the “Plan”) offers employees the opportunity to purchase shares of common stock of Jabil Inc. (the “Company”) at a discounted price. The questions and answers below provide general information about the Plan. You are encouraged to read the Plan Prospectus and Plan Document to gather more complete information about the Plan. These documents are available on the UBS Website, on the Jabil Benefits Service Center (<https://jabilbenefits.bswift.com> - United States only), or from your local Human Resources department.

How does the ESPP work?

The ESPP allows eligible Jabil employees the option to purchase Jabil stock (JBL on the New York Stock Exchange) at a discounted price. After 90 days of employment, employees are eligible to contribute up to 10% of their pay to purchase company stock at a discounted price during an Offering Period. At the end of the Offering Period, employee contributions are used to purchase stock at a 15% discount based on the share price at the beginning of the period or the share price at the end of the period, whichever is lower.

When are the Offering Periods?

There are two Offering Periods each calendar year. The first Offering Period begins January 1 and ends June 30. The second Offering Period begins July 1 and ends December 31.

Who is eligible to participate in the ESPP?

An employee who has been employed by Jabil or one of its designated subsidiaries in an eligible location for at least 90 days and is regularly scheduled to work at least twenty hours per week and more than five months per year on the first day of the next Offering Period.

When Can I enroll in the Plan?

To participate, you must be employed by Jabil on or before the 90 days prior to the start of the Offering Period. For example:

- For the Offering Period beginning January 1, you must have a hire date on or before October 3.
- For the Offering Period beginning July 1, you must have a hire date on or before April 2.

When is the Open Enrollment Period?

- For the Offering Period beginning January 1, the Open Enrollment Period is December 1 - December 15.
- For the Offering Period beginning July 1, the Open Enrollment period is June 1 - June 15.

You must complete the enrollment process during Open Enrollment. The enrollment period will not be extended. If you miss completing your enrollment you must wait until the next offering Period to participate in the plan.

What is the enrollment process?

U.S. enrollment is completed online at <https://jabilbenefits.bswift.com> or by calling the Benefits Service Center at 877-525-2363. You are allowed to contribute between 1 and 10 percent of your eligible pay to the plan.

Jabil Employee Stock Purchase Plan

Does my enrollment carry over the next Offering Period?

Yes. You are not required to re-enroll each Offering Period. Your contributions to the Plan will continue and any contributions remaining from the prior Offering Period will be used to purchase stock in the next Offering Period.

Is there a limit on the number of shares I can purchase under the Plan?

Yes. There is a limit on the amount of Jabil stock you can purchase each offering period. You cannot purchase more than the number of shares determined by dividing \$12,500 by the fair market value of a share of Jabil stock on the first day of the Offering Period. Any money remaining after the purchase will be refunded to you in your paycheck.

Can I change or stop my deductions?

Deductions begin with the first pay period following the beginning of the Offering Period. You can end or change your deductions by completing an Enrollment Change Form. You are allowed one change each Offering Period. Changes must be completed by May 31 or November 30. Enrollment Change Forms are available through your Local Human Resources department or, in the US, on the Benefits Portal at <https://jabilbenefits.bswift.com>

Can I get my money back if I stop contributing during an Offering Period?

No. Contributions made to the Plan during an Offering Period will be used to purchase stock.

What happens to my contributions made during the Offering Period if I leave Jabil before the end of the offering period?

All contributions that accumulated during that offering period will be refunded to you through payroll after your termination of employment. Your refund will be processed as soon as administratively possible after your term date.

When is the stock purchased and where is it held?

Whole shares of stock are purchased after each Offering Period. The stock for each employee is placed in an account with UBS. Participants can access their accounts to sell or transfer stock once the stock is placed in their account approximately 3 weeks after the end of the Offering Period for US participants, and as soon as administratively possible for participants located outside the US.

Is the value of shares of Company stock guaranteed by the Plan?

No, neither the Plan nor the Company provide any guarantee with respect to the value of Company stock.

What is the “holding period”?

The “holding period” for each share ends on the later of the following two dates:

- The date two years after the first day of the 6-month Offering Period in which you purchased the share; or
- The date one year after you bought the share, which is the last day of the 6-month Offering Period.

Because the Plan has a 6-month Offering Period, the holding period for each share you purchase under the Plan ends 18 months after the date you buy the share.

Jabil Employee Stock Purchase Plan

Participants should reference the Prospectus and ask their tax advisor about the tax impact of selling stock under the plan.

How do I sell/transfer my shares and are there any blackout periods?

Employees who are “insiders” may not sell Jabil stock during “closed” windows. Employees who are not “insiders” can sell at any time. However, you may want to consult your tax advisor about any potential tax liability. A 1099 will be issued for the tax year in which you sold shares.

I just enrolled in the ESPP, when will I get my account information from UBS?

After the first shares are purchased for your account in the month after the close of the Offering Period, you will be able to login to your UBS account. Your initial UBS User ID will be your Workday Employee ID.

What is the UBS website and phone number?

- www.ubs.com/onesource/jbl
- Within the US: 1-800-679-0921
- Outside the US: 1-201-272-7501

I forgot my UBS account User ID, who can give me my User ID?

Please email Jabilteam@ubs.com to receive your UBS ID.

In the event of my death, who will receive the shares relating to the current Offering Period contributions?

There are no beneficiary election forms to complete. The Company will deliver any shares of the Company's stock and/or payroll deductions attributable to the current Offering Period to the executor or administrator of your estate. Any shares previously purchased and deposited in your UBS account will be distributed in accordance with UBS policies.

What do I do with the shares acquired under the ESPP after I leave Jabil?

The shares are yours to keep when your employment ends with the Company.

What happens if I transfer outside of the U.S.?

If you transfer to another Jabil location outside of the US, contributions only from your previous site will be used for the ESPP stock purchase. Any residual balance will be refunded to you by your previous site. Contributions will not start at your new site location until the next Offering period. You will be required to re-enroll in the ESPP during the ESPP Open Enrollment at the new site location in order to participate in the next Offering Period.

Due to the complexity of the US tax consequences associated with the plan, Participants should reference the Prospectus and ask their tax advisor for more information surrounding the tax impact of selling stock under the plan. In many countries, Participants will be subject to income tax and/or social security taxes upon the purchase of shares at the end of each Offering Period.

This document is intended to provide a summary of the ESPP provisions. Detailed information about the plan, including tax benefits for US employees, is contained in the Plan Prospectus. If any of the information contained in this presentation conflicts with information contained in the plan document or plan prospectus, the plan document and the prospectus will contain the correct information.