

# Jabil Community Unites to Support Employees Amidst Ukraine Invasion

## Russia Site Closure

Jabil has ceased operations at our site in Tver, Russia, and we have notified the approximately 90 employees there. These actions are in no way a reflection of the hard work and dedication of the employees at this location. We are working with our customers to minimize the impact on their business.

As a global company with employees all over the world, Jabil comes together in challenging times. Our top priority, as always, is keeping our people safe and healthy, and we are focused intently on our people in and around Ukraine.

Jabil employees in Kharkiv and Uzhgorod, along with their families, are safe. We are in contact with them regularly and providing immediate relief through direct financial assistance; housing; transportation; and shelter.

We are also supporting employees in Ukraine and their families in getting to, or crossing, the border into Hungary; providing translators for those arriving in Hungary from Ukraine; and providing mental health support for employees and their family members, especially their children.

## Employees Come Together to Support Teams in Ukraine

Many of our employees in Hungary and Poland have opened their hearts and homes to Jabil employees and their families who have been forced to flee Ukraine and sought shelter away from the danger and destruction in their communities. We remain in close contact with our teams in Tiszaújváros, Hungary, and Kwidzyn, Poland, to ensure they have the necessary support and resources.

In response to the humanitarian impacts of the invasion, Jabil has also set up a Ukraine Relief Fund. Our employees around the world are making donations to assist our teammates impacted by this unprecedented event. Donations will provide immediate financial support to employees and their families in Ukraine. As their needs evolve throughout this crisis, funds may also be used to purchase necessary supplies.

## Sharing Messages of Hope

As the events in Ukraine continue to unfold, hundreds of employees across the globe have been sharing messages of hope on the Jabil intranet to uplift their colleagues in Ukraine.

## Operations in Uzhgorod

Our operation in Uzhgorod, which is situated on the far western side of Ukraine near the Hungarian border, remains unaffected at this time; comprehensive business continuity plans are in place to ensure we can support the supply chain and manufacturing needs of our customers to the best of our ability.

Jabil's main priority is to support the health, safety and well-being of our employees and their families throughout the region. We are committed to monitoring the developments in this situation and providing employees with the resources they need during this challenging time.