



U.S. Biometric Policy

Scope:

This Policy applies to all employees of Jabil, its subsidiaries, and third parties (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 0101010000101110110001100011010 (“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

