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**UNITED STATES  
SECURITIES AND EXCHANGE COMMISSION  
Washington, D.C. 20549**

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**FORM 8-K**

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**CURRENT REPORT  
Pursuant to Section 13 OR 15(d)  
of The Securities Exchange Act of 1934**

**Date of Report (Date of earliest event reported) September 26, 2024**

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**Jabil Inc.**

(Exact name of registrant as specified in its charter)

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**Delaware**  
(State or other jurisdiction  
of incorporation)

**001-14063**  
(Commission  
File Number)

**38-1886260**  
(IRS Employer  
Identification No.)

**10800 Roosevelt Boulevard North, St. Petersburg, Florida 33716**  
(Address of principal executive offices) (Zip Code)

**Registrant's telephone number, including area code (727) 577-9749**

(Former name or former address, if changed since last report.)

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Check the appropriate box below if the Form 8-K filing is intended to simultaneously satisfy the filing obligation of the registrant under any of the following provisions:

- Written communications pursuant to Rule 425 under the Securities Act (17 CFR 230.425)
- Soliciting material pursuant to Rule 14a-12 under the Exchange Act (17 CFR 240.14a-12)
- Pre-commencement communications pursuant to Rule 14d-2(b) under the Exchange Act (17 CFR 240.14d-2(b))
- Pre-commencement communications pursuant to Rule 13e-4(c) under the Exchange Act (17 CFR 240.13e-4(c))

Securities registered pursuant to Section 12(b) of the Act:

Title of each class	Trading symbol(s)	Name of each exchange on which registered
Common Stock, \$0.001 par value per share	JBL	New York Stock Exchange

Indicate by check mark whether the registrant is an emerging growth company as defined in Rule 405 of the Securities Act of 1933 (§230.405 of this chapter) or Rule 12b-2 of the Securities Exchange Act of 1934 (§240.12b-2 of this chapter).

Emerging growth company

If an emerging growth company, indicate by check mark if the registrant has elected not to use the extended transition period for complying with any new or revised financial accounting standards provided pursuant to Section 13(a) of the Exchange Act.

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## **Item 2.02 Results of Operations and Financial Condition.**

On September 26, 2024, Jabil Inc. (the “Company”) issued a press release announcing its results of operations for the fourth fiscal quarter and full fiscal year ended August 31, 2024. A copy of the press release is furnished as Exhibit 99.1 hereto and is incorporated herein by reference.

The information furnished herewith pursuant to Item 2.02 of this Current Report, including Exhibit 99.1, shall not be deemed to be “filed” for the purposes of Section 18 of the Securities Exchange Act of 1934, as amended (the “Exchange Act”), or otherwise subject to the liabilities of that section. The information in this Current Report shall not be incorporated by reference into any filing under the Securities Act of 1933, as amended, or the Exchange Act, whether made before or after the date of this Current Report, regardless of any general incorporation language in the filing.

## **Item 2.05 Costs Associated with Exit or Disposal Activities.**

On September 24, 2024, the Board of Directors of Jabil Inc. (the “Company”) approved a restructuring plan to align our support infrastructure to further optimize organizational effectiveness. This action includes headcount reductions across our Selling, General and Administrative and manufacturing cost base and capacity realignment (the “2025 Restructuring Plan”). The 2025 Restructuring Plan reflects the Company’s intention only and restructuring decisions, and the timing of such decisions, at certain locations are still subject to consultation with the Company’s employees and their representatives.

Based on the analysis done to date, the Company currently expects to recognize approximately \$150 million to \$200 million in pre-tax restructuring and other related costs over the course of the Company’s 2025 fiscal year. The charges relating to the 2025 Restructuring Plan are currently expected to result in net cash expenditures of approximately \$100 million to \$130 million that will be payable over the course of the Company’s fiscal years 2025 and 2026. The exact timing of these charges and cash outflows, as well as the estimated cost ranges by category type, have not been finalized. This information will be subject to the finalization of timetables for the transition of functions, consultation with employees and their representatives as well as the statutory severance requirements of the jurisdictions impacted, and the amount and timing of the actual charges may vary due to a variety of factors. The Company’s estimates for the charges discussed above exclude any potential income tax effects.

To the extent required by applicable rules, the Company will file one or more amendments to this Current Report on Form 8-K as details of the 2025 Restructuring Plan are refined and estimates of related costs and charges are finalized.

## **Item 9.01 Financial Statements and Exhibits.**

### (d) Exhibits

The following exhibit is furnished herewith:

<u>Exhibit No.</u>	<u>Description</u>
99.1	<a href="#">Press Release dated September 26, 2024.</a>
104	Cover Page Interactive Data File - Embedded within the inline XBRL document

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## SIGNATURES

Pursuant to the requirements of the Securities Exchange Act of 1934, as amended, the Registrant has duly caused this report to be signed on its behalf by the undersigned hereunto duly authorized.

JABIL INC.  
(Registrant)

September 26, 2024

By: /s/ GREGORY B. HEBARD  
Gregory B. Hebard  
Chief Financial Officer



## Jabil Posts Fourth Quarter and Fiscal Year 2024 Results

*Company Announces New \$1 Billion Share Repurchase Authorization, Provides Fiscal Year 2025 Outlook*

**ST. PETERSBURG, Fla. – September 26, 2024** – Today, Jabil Inc. (NYSE: JBL), reported preliminary, unaudited financial results for its fourth quarter and fiscal year ended August 31, 2024.

“It’s evident that Jabil has undergone a substantial transformation this fiscal year: a year during which we sold our Mobility business, saw growth in the AI datacenter sector, and faced challenges in multiple end-markets,” said CEO Mike Dastoor. “Despite these changes, we delivered core margins of 5.5% and \$8.49 of core diluted EPS in FY24, while generating more than \$1 billion in adjusted free cash flow. Additionally, we returned \$2.5 billion to shareholders via buybacks. While short-term demand is facing challenges in certain end-markets, we are confident that in the mid-to-long term, we are well-positioned to capitalize on secular trends in areas such as datacenter power and cooling, electric and hybrid vehicles, healthcare and pharmaceutical delivery solutions, semiconductor equipment, and warehouse automation,” he concluded.

### Fourth Quarter of Fiscal Year 2024 Highlights:

- Net revenue: \$7.0 billion
- U.S. GAAP operating income: \$318 million
- U.S. GAAP diluted earnings per share: \$1.18
- Core operating income (Non-GAAP): \$401 million
- Core diluted earnings per share (Non-GAAP): \$2.30

### Fiscal Year 2024 Highlights:

- Net revenue: \$28.9 billion
- U.S. GAAP operating income: \$2.0 billion
- U.S. GAAP diluted earnings per share: \$11.17
- Core operating income (Non-GAAP): \$1.6 billion
- Core diluted earnings per share (Non-GAAP): \$8.49

### First Quarter of Fiscal Year 2025 Outlook:

• Net revenue	\$6.3 billion to \$6.9 billion
• U.S. GAAP operating income	\$143 million to \$223 million
• U.S. GAAP diluted earnings per share	\$0.26 to \$0.83 per diluted share
• Core operating income (Non-GAAP) <sup>(1)</sup>	\$304 million to \$364 million
• Core diluted earnings per share (Non-GAAP) <sup>(1)</sup>	\$1.65 to \$2.05 per diluted share

<sup>(1)</sup> Core operating income and core diluted earnings per share exclude anticipated adjustments of \$12 million for amortization of intangibles (or \$0.10 per diluted share) and \$49 million for stock-based compensation expense and related charges (or \$0.43 per diluted share) and \$100 million to \$80 million (or \$0.86 to \$0.69 per diluted share) for restructuring, severance and related charges.

**Fiscal Year 2025 Outlook:**

• Net revenue	\$27.0 billion
• Core operating margin (Non-GAAP)	5.4%
• Core diluted earnings per share (Non-GAAP)	\$8.65 per diluted share
• Adjusted free cash flow (Non-GAAP)	\$1.2 billion

**Capital Return Update:**

The Board of Directors has authorized a share repurchase program of up to \$1 billion in common stock. The shares will be repurchased from time-to-time using various methods, including in the open market at the Company's discretion and subject to market conditions and other factors.

**(Definitions:** "U.S. GAAP" means U.S. generally accepted accounting principles. Jabil defines core operating income as U.S. GAAP operating income less amortization of intangibles, stock-based compensation expense and related charges, restructuring, severance and related charges, distressed customer charges, loss on disposal of subsidiaries, settlement of receivables and related charges, impairment of notes receivable and related charges, goodwill impairment charges, business interruption and impairment charges, net, gain from the divestiture of businesses, acquisition and divestiture related charges, plus other components of net periodic benefit cost. Jabil defines core earnings as core operating income, less loss on debt extinguishment, loss (gain) on securities, other components of net periodic benefit cost, income (loss) from discontinued operations, gain (loss) on sale of discontinued operations and certain other expenses, net of tax and certain deferred tax valuation allowance charges. Jabil defines core diluted earnings per share as core earnings divided by the weighted average number of outstanding diluted shares as determined under U.S. GAAP. Jabil defines adjusted free cash flow as net cash provided by (used in) operating activities less net capital expenditures (acquisition of property, plant and equipment less proceeds and advances from sale of property, plant and equipment). Jabil reports core operating income, core earnings, core diluted earnings per share and adjusted free cash flow to provide investors an additional method for assessing operating income, earnings, diluted earnings per share and free cash flow from what it believes are its core manufacturing operations. See the accompanying reconciliation of Jabil's core operating income to its U.S. GAAP operating income, its calculation of core earnings and core diluted earnings per share to its U.S. GAAP net income and U.S. GAAP earnings per share and additional information in the supplemental information.)

**Forward Looking Statements:** This release contains forward-looking statements, including those regarding our anticipated financial results for our fourth quarter and full fiscal year 2024 and our guidance for future financial performance in our first quarter of fiscal year 2025 (including, net revenue, U.S. GAAP operating income, U.S. GAAP diluted earnings per share, core operating income (Non-GAAP), core diluted earnings per share (Non-GAAP) results and the components thereof, including but not limited to amortization of intangibles, stock-based compensation expense and related charges and restructuring, severance and related charges); and our full year 2025 (including net revenue, core operating margin (Non-GAAP), core diluted earnings per share (Non-GAAP) results and Adjusted Free Cash Flow (Non-GAAP)) and our plans to repurchase stock. The statements in this release are based on current expectations, forecasts and assumptions involving risks and uncertainties that could cause actual outcomes and results to differ materially from our current expectations. Such factors include, but are not limited to: our determination as we finalize our financial results for our fourth quarter and full fiscal year 2024 that our financial results and conditions differ from our current preliminary unaudited numbers set forth herein; unexpected costs or unexpected liabilities that may arise from the Mobility transaction; scheduling production, managing growth and capital expenditures and maximizing the efficiency of our manufacturing capacity effectively; managing rapid declines or increases in customer demand and other related customer challenges that may occur; the effect of COVID-19 on our operations, sites, customers and supply chain; our dependence on a limited number of customers; our ability to purchase components efficiently and reliance on a limited number of suppliers for critical components; risks arising from relationships with emerging companies; changes in technology and competition in our industry; our ability to introduce new business models or programs requiring implementation of new competencies; competition; transportation issues; our ability to maintain our engineering, technological and manufacturing expertise; retaining key personnel; risks associated with international sales and operations, including geopolitical uncertainties; energy price increases or shortages; our ability to achieve expected profitability from acquisitions; risk arising from our restructuring activities; issues involving our information systems, including security issues; regulatory risks (including the expense of complying, or failing to comply, with applicable regulations; risk arising from design or manufacturing defects; risk arising from compliance, or failure to comply, with environmental, health and safety laws or regulations and intellectual property risk); financial risks (including customers or suppliers who become financially troubled; turmoil in financial markets; tax risks; credit rating risks; risks of exposure to debt; currency fluctuations; and asset impairment); changes in financial accounting standards or policies; risk of natural disaster, climate change or other global events; and risks arising from expectations relating to environmental, social and governance considerations. Additional factors that could cause such differences can be found in our Annual Report on Form 10-K for the fiscal year ended August 31, 2023 and our other filings with the Securities and Exchange Commission. We assume no obligation to update these forward-looking statements.

**Supplemental Information Regarding Non-GAAP Financial Measures:** Jabil provides supplemental, non-GAAP financial measures in this release to facilitate evaluation of Jabil's core operating performance. These non-GAAP measures exclude certain amounts that are included in the most directly comparable U.S. GAAP measures, do not have standard meanings and may vary from the non-GAAP financial measures used by other companies. Management believes these "core" financial measures are useful measures that facilitate evaluation of the past and future performance of Jabil's ongoing operations on a comparable basis.

Jabil reports core operating income, core earnings, core diluted earnings per share and adjusted free cash flows to provide investors an additional method for assessing operating income, earnings, earnings per share and free cash flow from what it believes are its core manufacturing operations. Among other uses, management uses non-GAAP financial measures to make operating decisions, assess business performance and as a factor in determining certain employee performance when determining incentive compensation.

The Company determines an annual normalized tax rate ("normalized core tax rate") for the computation of the non-GAAP (core) income tax provision to provide better consistency across reporting periods. In estimating the normalized core tax rate annually, the Company utilizes a full-year financial projection of core earnings that considers the mix of earnings across tax jurisdictions, existing tax positions, and other significant tax matters. The Company may adjust the normalized core tax rate during the year for material impacts from new tax legislation or material changes to the Company's operations.

Detailed definitions of certain of the core financial measures are included above under "Definitions" and a reconciliation of the disclosed core financial measures to the most directly comparable U.S. GAAP financial measures is included under the heading "Supplemental Data" at the end of this release.

**Meeting and Replay Information:** Jabil will hold a conference call today at 8:30 a.m. ET to discuss its earnings for the fourth quarter and full fiscal year ended August 31, 2024 and to provide an investor briefing. To access the live audio webcast and view the accompanying slide presentation, visit the Investor Relations section of Jabil's website, located at <https://investors.jabil.com>. An archived replay of the webcast will also be available after completion of the call.

**About Jabil:** At Jabil (NYSE: JBL), we are proud to be a trusted partner for the world's top brands, offering comprehensive engineering, manufacturing, and supply chain solutions. With over 50 years of experience across industries and a vast network of over 100 sites worldwide, Jabil combines global reach with local expertise to deliver both scalable and customized solutions. Our commitment extends beyond business success as we strive to build sustainable processes that minimize environmental impact and foster vibrant and diverse communities around the globe. Discover more at [www.jabil.com](http://www.jabil.com).

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**JABIL INC. AND SUBSIDIARIES**  
**CONDENSED CONSOLIDATED BALANCE SHEETS**  
(in millions)

	August 31, 2024 (unaudited)	August 31, 2023
<b>ASSETS</b>		
Current assets:		
Cash and cash equivalents	\$ 2,201	\$ 1,804
Accounts receivable, net	3,533	3,647
Contract assets	1,071	1,035
Inventories, net	4,276	5,206
Prepaid expenses and other current assets	1,710	1,109
Assets held for sale	—	1,929
Total current assets	12,791	14,730
Property, plant and equipment, net	3,024	3,137
Operating lease right-of-use assets	360	367
Goodwill and intangible assets, net	804	763
Deferred income taxes	96	159
Other assets	276	268
Total assets	\$ 17,351	\$ 19,424
<b>LIABILITIES AND EQUITY</b>		
Current liabilities:		
Current installments of notes payable and long-term debt	\$ —	\$ —
Accounts payable	6,190	5,679
Accrued expenses	5,499	5,515
Current operating lease liabilities	93	104
Liabilities held for sale	—	1,397
Total current liabilities	11,782	12,695
Notes payable and long-term debt, less current installments	2,880	2,875
Other liabilities	416	319
Non-current operating lease liabilities	284	269
Income tax liabilities	109	131
Deferred income taxes	143	268
Total liabilities	15,614	16,557
Commitments and contingencies		
Equity:		
Jabil Inc. stockholders' equity:		
Preferred stock	—	—
Common stock	—	—
Additional paid-in capital	2,841	2,795
Retained earnings	5,760	4,412
Accumulated other comprehensive loss	(46)	(17)
Treasury stock, at cost	(6,818)	(4,324)
Total Jabil Inc. stockholders' equity	1,737	2,866
Noncontrolling interests	—	1
Total equity	1,737	2,867
Total liabilities and equity	\$ 17,351	\$ 19,424

**JABIL INC. AND SUBSIDIARIES**  
**CONDENSED CONSOLIDATED STATEMENTS OF OPERATIONS**  
(in millions, except for per share data)  
(Uunaudited)

	Three Months Ended		Fiscal Year Ended	
	<u>August 31, 2024</u>	<u>August 31, 2023</u>	<u>August 31, 2024</u>	<u>August 31, 2023</u>
Net revenue	\$ 6,964	\$ 8,458	\$ 28,883	\$ 34,702
Cost of revenue	<u>6,301</u>	<u>7,692</u>	<u>26,207</u>	<u>31,835</u>
Gross profit	663	766	2,676	2,867
Operating expenses:				
Selling, general and administrative	270	295	1,160	1,206
Research and development	10	9	39	34
Amortization of intangibles	13	9	40	33
Restructuring, severance and related charges	44	12	296	57
Gain from the divestiture of businesses	2	—	(942)	—
Acquisition and divestiture related charges	<u>6</u>	<u>—</u>	<u>70</u>	<u>—</u>
Operating income	318	441	2,013	1,537
Interest and other, net	<u>65</u>	<u>71</u>	<u>262</u>	<u>275</u>
Income before income tax	253	370	1,751	1,262
Income tax expense	<u>115</u>	<u>215</u>	<u>363</u>	<u>444</u>
Net income	138	155	1,388	818
Net income attributable to noncontrolling interests, net of tax	—	—	—	—
Net income attributable to Jabil Inc.	<u>\$ 138</u>	<u>\$ 155</u>	<u>\$ 1,388</u>	<u>\$ 818</u>
Earnings per share attributable to the stockholders of Jabil Inc.:				
Basic	<u>\$ 1.20</u>	<u>\$ 1.18</u>	<u>\$ 11.34</u>	<u>\$ 6.15</u>
Diluted	<u>\$ 1.18</u>	<u>\$ 1.15</u>	<u>\$ 11.17</u>	<u>\$ 6.02</u>
Weighted average shares outstanding:				
Basic	<u>115.1</u>	<u>131.2</u>	<u>122.4</u>	<u>133.0</u>
Diluted	<u>116.7</u>	<u>134.1</u>	<u>124.3</u>	<u>135.9</u>

**JABIL INC. AND SUBSIDIARIES**  
**CONDENSED CONSOLIDATED STATEMENTS OF CASH FLOWS**

(in millions)  
 (Unaudited)

	Fiscal Year Ended	
	August 31, 2024	August 31, 2023
Cash flows provided by operating activities:		
Net income	\$ 1,388	\$ 818
Adjustments to reconcile net income to net cash provided by operating activities:		
Depreciation and amortization	696	924
Restructuring and related charges	95	5
Recognition of stock-based compensation expense and related charges	89	95
Deferred income taxes	(64)	85
Gain from the divestiture of businesses	(942)	—
Other, net	(18)	13
Change in operating assets and liabilities, exclusive of net assets acquired:		
Accounts receivable	(200)	267
Contract assets	(32)	171
Inventories	1,179	370
Prepaid expenses and other current assets	(587)	(214)
Other assets	6	53
Accounts payable, accrued expenses and other liabilities	106	(853)
Net cash provided by operating activities	1,716	1,734
Cash flows provided by (used in) investing activities:		
Acquisition of property, plant and equipment	(784)	(1,030)
Proceeds and advances from sale of property, plant and equipment	123	322
Cash paid for business and intangible asset acquisitions, net of cash	(90)	(29)
Proceeds from the divestiture of businesses	2,108	50
Other, net	(6)	(36)
Net cash provided by (used in) investing activities	1,351	(723)
Cash flows used in financing activities:		
Borrowings under debt agreements	1,992	4,047
Payments toward debt agreements	(2,103)	(4,204)
Payments to acquire treasury stock	(2,500)	(487)
Dividends paid to stockholders	(42)	(45)
Net proceeds from exercise of stock options and issuance of common stock under employee stock purchase plan	58	51
Treasury stock minimum tax withholding related to vesting of restricted stock	(68)	(36)
Other, net	(5)	(6)
Net cash used in financing activities	(2,668)	(680)
Effect of exchange rate changes on cash and cash equivalents	(2)	(5)
Net increase in cash and cash equivalents	397	326
Cash and cash equivalents at beginning of period	1,804	1,478
Cash and cash equivalents at end of period	\$ 2,201	\$ 1,804

**JABIL INC. AND SUBSIDIARIES**  
**SUPPLEMENTAL DATA**  
**RECONCILIATION OF U.S. GAAP FINANCIAL RESULTS TO NON-GAAP MEASURES**  
(in millions, except for per share data)  
(Unaudited)

	Three Months Ended		Fiscal Year Ended	
	August 31, 2024	August 31, 2023	August 31, 2024	August 31, 2023
<b>Operating income (U.S. GAAP)</b>	\$ 318	\$ 441	\$ 2,013	\$ 1,537
Amortization of intangibles	13	9	40	33
Stock-based compensation expense and related charges	17	15	89	95
Restructuring, severance and related charges <sup>(1)</sup>	44	12	296	57
Net periodic benefit (credit) cost	(1)	—	6	11
Business interruption and impairment charges, net <sup>(2)</sup>	2	—	16	—
Gain from the divestiture of businesses <sup>(3)</sup>	2	—	(942)	—
Acquisition and divestiture related charges <sup>(3)</sup>	6	—	70	—
Adjustments to operating income	83	36	(425)	196
<b>Core operating income (Non-GAAP)</b>	<b>\$ 401</b>	<b>\$ 477</b>	<b>\$ 1,588</b>	<b>\$ 1,733</b>
<b>Net income attributable to Jabil Inc. (U.S. GAAP)</b>	<b>\$ 138</b>	<b>\$ 155</b>	<b>\$ 1,388</b>	<b>\$ 818</b>
Adjustments to operating income	83	36	(425)	196
Net periodic benefit credit (cost)	1	—	(6)	(11)
Adjustments for taxes	48	137	99	169
<b>Core earnings (Non-GAAP)</b>	<b>\$ 270</b>	<b>\$ 328</b>	<b>\$ 1,056</b>	<b>\$ 1,172</b>
Diluted earnings per share (U.S. GAAP)	\$ 1.18	\$ 1.15	\$ 11.17	\$ 6.02
<b>Diluted core earnings per share (Non-GAAP)</b>	<b>\$ 2.30</b>	<b>\$ 2.45</b>	<b>\$ 8.49</b>	<b>\$ 8.63</b>
Diluted weighted average shares outstanding (U.S. GAAP and Non-GAAP)	116.7	134.1	124.3	135.9

(1) Charges recorded during the three months and fiscal year ended August 31, 2024, related to the 2024 Restructuring Plan.

(2) Charges recorded during the three months and fiscal year ended August 31, 2024, related to costs associated with product quality liabilities.

(3) We completed the divestiture of our mobility business and recorded a pre-tax gain of \$942 million, subject to certain post-closing adjustments that are still being finalized. We incurred \$70 million of acquisition and divestiture related charges during the fiscal year ended August 31, 2024, primarily related to the divestiture of our mobility business.

**JABIL INC. AND SUBSIDIARIES**  
**SUPPLEMENTAL DATA**  
**ADJUSTED FREE CASH FLOW**  
(in millions)  
(Unaudited)

	Fiscal Year Ended	
	August 31, 2024	August 31, 2023
<b>Net cash provided by operating activities (U.S. GAAP)</b>	\$ 1,716	\$ 1,734
Acquisition of property, plant and equipment ("PP&E") <sup>(1)</sup>	(784)	(1,030)
Proceeds and advances from sale of PP&E <sup>(1)</sup>	123	322
<b>Adjusted free cash flow (Non-GAAP)</b>	<u><u>\$ 1,055</u></u>	<u><u>\$ 1,026</u></u>

<sup>(1)</sup> Certain customers co-invest in PP&E with us. As we acquire PP&E, we recognize the cash payments in acquisition of PP&E. When our customers reimburse us and obtain control, we recognize the cash receipts in proceeds and advances from the sale of PP&E.