

# 2026 Jabil Health Plan Contributions

## Bi-Weekly Employee Payroll Deductions

### Jabil Inc. – U.S. Rates

| Medical Plans         | Base PPO | Healthy Premier with HRA | Healthy Plus with HSA |
|-----------------------|----------|--------------------------|-----------------------|
| Employee Only         | \$101.44 | \$73.84                  | \$45.58               |
| Employee + Spouse     | \$282.49 | \$218.01                 | \$154.64              |
| Employee + Child(ren) | \$262.64 | \$201.70                 | \$143.15              |
| Family                | \$412.29 | \$317.60                 | \$225.26              |

| Dental Plan           | Dental PPO |
|-----------------------|------------|
| Employee Only         | \$4.32     |
| Employee + Spouse     | \$10.29    |
| Employee + Child(ren) | \$11.07    |
| Family                | \$16.21    |

| Vision Plans          | Vision Plan Option 1 | Vision Plan Option 2 |
|-----------------------|----------------------|----------------------|
| Employee Only         | \$2.71               | \$3.63               |
| Employee + Spouse     | \$5.15               | \$6.89               |
| Employee + Child(ren) | \$5.42               | \$7.26               |
| Family                | \$7.97               | \$10.67              |

Note: The information contained in this document is not a contract of employment or guarantee of benefits. Rates may be subject to rounding and your per paycheck deduction may vary slightly based on rounding, enrollment dates, and other factors. Rates are also subject to change without notice.

Effective Date: 1/1/2026