

**Plexus Corp.**  
**Executive Compensation Clawback Policy**

In the event of a material restatement of the Company's financial results as a result of significant non-compliance with financial reporting requirements, the Compensation and Leadership Development Committee (the "Committee") will review incentive compensation that was paid to the Company's executive officers under the Variable Incentive Compensation Plan (or any successor plan thereto) based solely on the achievement of specific corporate financial goals ("covered compensation") during the period of the restatement. If any covered compensation would have been lower had the covered compensation been calculated based on the Company's restated financial results, the Committee will, as and to the extent it deems appropriate, recover any portion of covered compensation paid in excess of what would have been paid based on the restated financial results.

The period for which the Committee may seek the recoupment of covered compensation shall be up to three years preceding the date on which the Company is required to restate its financial results. The executive officers whose compensation is covered by this policy shall include, without limitation, all executive officers of the Company (within the meaning of Rule 3b-7 under the Securities Exchange Act of 1934). Further, the Company may take such other disciplinary action, including under other Company policies, against any executive officer whose misconduct led to the restatement as it deems necessary and appropriate, including termination of employment.

This policy shall apply in addition to any right of recoupment against the Chief Executive Officer and Chief Financial Officer pursuant to Section 304 of the Sarbanes-Oxley Act of 2002. This policy shall not apply in any situation where a restatement is not the result of significant non-compliance with financial reporting requirements, such as any restatement due to a change in applicable accounting rules, standards or interpretations, a change in segment designations or the discontinuance of an operation.