



Executive Officer Stock Ownership Guidelines

Plexus has adopted these stock ownership guidelines to ensure that the interests of the executive leaders of Plexus are aligned with the long-term interests of Plexus' shareholders and to support a company culture of Plexus stock ownership. The Plexus Leadership Team (the "PLT"), which is comprised of the Chief Executive Officer, the Chief Financial Officer and other executive officers designated by the Chief Executive Officer, is subject to these stock ownership guidelines.

The Chief Executive Officer is required to own a value of Plexus common stock equal to at least three times his annual base salary, and to maintain this minimum amount throughout his tenure as Chief Executive Officer. Each other PLT member of Plexus is required to own a value of Plexus common stock equal to his or her annual base salary, and to maintain this minimum amount throughout his or her tenure as a PLT member.

There is no required time period to meet this guideline; however, PLT members cannot sell Plexus common stock received or acquired as an officer (including common stock underlying stock options and other equity awards) until the ownership requirement is met, unless the sale is conducted to fund (i) a stock option exercise and the underlying shares of common stock will be held by the PLT member in furtherance of his or her ownership requirements under these guidelines, or (ii) any applicable tax consequence as a result of such a transaction or the vesting of an equity award.

Types of Allowable Stock Ownership:

- Common stock beneficially owned by the officer, his or her spouse, or beneficially owned in a trust, by a spouse and/or minor children;
- 401 (k) and employee stock purchase plan common stock holdings, and under other tax-qualified plans, if applicable;
- Common stock obtained through stock option exercises;
- Common stock obtained through the vesting of restricted stock units;
- Common stock obtained through the vesting of performance share units.

There may be unusual circumstances when these Stock Ownership Guidelines would place a significant hardship on an officer as determined by the Chief Executive Officer. The Compensation and Leadership Development Committee will have authority to approve any modification to these guidelines in such cases.