



## Director Stock Ownership Guidelines

Plexus has adopted these stock ownership guidelines to ensure that the interests of Plexus' directors are aligned with the long-term interests of Plexus' shareholders and to support a Board culture of Plexus stock ownership.

Each member of the Board of Directors is required to own and maintain shares of Plexus Corp. common stock with a value equal to at least five times the director's annual base cash retainer. Such ownership must be achieved within five years from the director's initial election or appointment.

Qualifying common stock for the purpose of these guidelines shall include:

- Common stock (including deferred stock awards) owned by the individual, as well as the director's spouse, minor children, family trust, or through an individual retirement account
- Common stock owned through a 401(k) plan, employee stock purchase plan or other tax qualified plan account, if applicable, for any former employees of Plexus

Unvested restricted stock and unvested restricted stock units shall not be counted toward meeting these guidelines.

Directors are generally not permitted to sell shares of common stock until achieving compliance with these guidelines, nor will any sales of shares of common stock be approved that would cause a director to no longer comply with these guidelines.

Effective November 14, 2018