



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") is subject to these stock ownership guidelines. The PLT is comprised of the Chief Executive Officer, the Chief Financial Officer, Chief Operating Officer and other executives designated by the Chief Executive Officer (which include executive officers designated by the Board of Directors as well as non-executive officers).

The Chief Executive Officer is required to own and maintain a value of Plexus common stock equal to at least five times his or her annual base salary. The Chief Financial Officer and Chief Operating Officer are required to own and maintain a value of Plexus common stock equal to at least three times his or her annual base salary. Other executive officers, as defined by Section 16 of the Securities Exchange Act of 1934, are required to own a value of Plexus common stock equal to at least two times his or her annual salary. PLT members who are not executive officers are required to own a value of Plexus common stock as determined by the Chief Executive Officer. Minimum ownership requirements must be maintained by each PLT member throughout his or her tenure as a PLT member.

There is no required time period for executives to meet this guideline; however, executives 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 in furtherance of 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 PLT member, his or her spouse or partner, or beneficially owned in a trust by a spouse, partner, and/or minor children.
- 401(k) and employee stock purchase plan common stock holdings held by the PLT member and under other tax-qualified plans, if applicable.
- Common stock obtained through stock option exercises.
- Restricted stock units that vest over time.
- Common stock obtained through the vesting of performance stock units.

Unvested performance stock units are excluded when calculating a PLT member's compliance with these stock ownership guidelines. There may be unusual circumstances when these stock ownership guidelines would place a significant hardship on an officer. The Compensation and Leadership Development Committee will have authority to excuse compliance with these guidelines in such cases.