

Code of Conduct and Business Ethics

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LETTER FROM CEO

Plexus Team,

At Plexus, we help create the products that build a better world. Our vision is rooted in the wellbeing and inclusive engagement of our team members, our customers, their end users and our communities. People are at the heart of who we are and what we do.

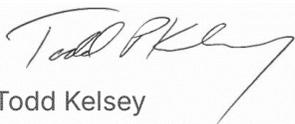
Our culture is a key differentiator for Plexus – built on strong collaboration, excellence, and doing the right thing with the highest integrity. Foundational to our culture is our Code of Conduct and Business Ethics (The Code). It is evident that Plexus' culture has evolved over time, reflecting the growth of our values, priorities, skills, and inclusivity. This includes the acceleration of our Sustainability efforts, in pursuit of building a better world.

I am deeply committed to fostering an even stronger culture, focused on creating and promoting opportunities for all team members. Central to our culture and its continued evolution are our Plexus Values. Our Values unite us as Plexus and guide us in everything we do, from how we operate and behave to how we interact at every level. They help us foster a workplace where every team member feels valued and empowered to contribute their best:

- **Growing Our People:** We foster a culture of trust, courage, and growth, empowering each team member to realize their full potential.
- **Building Belonging:** We build an inclusive environment, valuing each team member, embracing diversity, and promoting teamwork to achieve extraordinary outcomes together.
- **Innovating Responsibly:** We innovate and leverage technology, guided by a clear strategy, to boldly drive positive change and promote a sustainable future.
- **Delivering Excellence:** We commit to exceptional quality and perfect delivery by standardizing, scaling, and continuously improving.
- **Creating Customer Success:** We exceed customer expectations and forge relationships built on trust, candor, and shared successes.

Your commitment to living our Values and The Code is instrumental in building our culture and achieving extraordinary outcomes together. It is critical that you understand and internalize The Code and use it as a guide in your behavior and decision-making. The Code outlines and summarizes our culture and the duty we all have in maintaining it. It reinforces our passion for operating responsibly and ethically and articulates our obligations as a trusted leader in the business community. It also emphasizes the importance of having an open, welcoming environment where all team members feel empowered to do what is right and are encouraged to voice concerns about potential violations.

The success of Plexus depends on each of us following The Code and living our Values. By uniting as Plexus, we will continue to make an impact in building a better world.



Todd Kelsey
President & Chief Executive Officer

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INTRODUCTION

Professional and ethical conduct, including compliance with the law, is everyone's responsibility. Plexus Corp. (including its subsidiaries, "Plexus" or "Company") expects all employees and representatives, including all directors, agents, consultants and independent contractors (collectively, "you" or "team members"), to obey the laws and regulations of all countries in which we do business and to conduct themselves in a professional and ethical manner. The Plexus Code of Conduct and Business Ethics (also referred to simply as the "Code") encompasses this expectation and provides guidance and expectations on carrying out day-to-day activities in accordance with the law and Plexus' ethical standards world-wide.

While the Code cannot answer all questions or address all situations that may arise, it summarizes our corporate policies and provides general guidance on how to act responsibly. By reading the Code, you acknowledge your understanding and acceptance of the Code and its associated policies. Failure to abide by the Code or other Plexus policies may result in disciplinary action up to and including termination.

All directors, employees, and other representatives subject to the Code are expected to:

Follow the Code

Read the Code and seek to comply with its principles and requirements and all legal requirements.

Use Ethical Judgment

Exercise ethical judgment in all Plexus business activities. The Code is intended to help guide you in using ethical judgment. Page 5 provides specific guidance on how to exercise ethical judgment.

Raise Issues and Concerns

Any time you suspect a violation of the law, the Code or other Plexus policy, you should immediately raise the concern. You should raise concerns early. The longer we wait to address a concern, the worse it may become. You can find more information on how to raise issues and concerns on pages 7 and 8.

If you have any questions, you can access Plexus' policies on CONNECT or talk with your supervisor or Human Resources representative. More detailed contact information, including the Ethics Hotline phone number and web portal, can be found on pages 7 and 8.

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USING ETHICAL JUDGMENT

We expect all team members to exercise good judgment in Plexus business activities. To help you make business decisions consistent with the Code, you should ask yourself these questions:

Does the decision violate legal requirements?

Plexus is committed to complying with all laws and legal requirements applicable to our business. We expect all team members to strive to make decisions consistent with our commitment to comply with legal requirements.

Does the decision violate Plexus policy?

We are equally committed to complying with Plexus policies. Team members should familiarize themselves with policies relevant to their work activities and seek to follow the policies.

Is the decision consistent with our Plexus Values?

The Plexus Values, outlined on page 6, are a useful tool to help guide decision-making.

Would you be comfortable with others finding out about the decision?

A good rule to follow in making decisions is whether you would be comfortable sharing your decision with family, friends or co-workers. This is sometimes referred to as the "headline test" - would you be comfortable with your decision being the subject of a news story?

Remember, you are not alone in making decisions. You can always get help or guidance from your supervisor or manager, Human Resources, or the resources described in the "Raising and Resolving Issues and Concerns" Section below. If you are not sure whether a decision is ethical, you should wait to make the decision and seek guidance.

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OUR VALUES

All Plexus team members are expected to demonstrate our Values. These values should be used to guide your decisions and conduct as a team member with Plexus.

OUR VALUES

Growing
our people

WE foster a culture of trust, courage and growth, empowering every team member to realize their full potential

Building
belonging

WE build an inclusive environment, valuing each team member, embracing diversity and promoting teamwork to achieve extraordinary outcomes together

Innovating
responsibly

WE innovate and leverage technology, guided by a clear strategy, to boldly drive positive change and promote a sustainable future

Delivering
excellence

WE commit to exceptional quality and perfect delivery by standardizing, scaling and continuously improving

Creating
customer success

WE exceed customer expectations and forge relationships built on trust, candor and shared successes

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RAISING AND RESOLVING ISSUES AND CONCERNS

Open Door Philosophy

Plexus believes in continuous improvement of our products, services, and the development of our team members. We encourage constructive comments and opinions, without fearing retaliation, because it is important to Plexus that any problems or complaints be discussed and resolved. We value open communication, and we encourage you to raise any issues and concerns.

When You Should Raise Issues & Concerns

Any time you suspect a violation of the law, the Code, or other Plexus policies, including accounting or financial issues, it is your responsibility to immediately raise these concerns. It is essential to raise concerns promptly. Addressing issues early minimizes potential negative impacts and facilitates efficient resolutions.

How to Contact the Right People

Your immediate supervisor or manager is typically the most appropriate point of contact for addressing concerns or questions related to the Code. They will provide guidance on complying with the Code and assist in resolving any issues that may arise. You can also contact your Human Resources representative or the Plexus team members named in the "Plexus Team" Section below. Alternatively, you can report your concerns through the Ethics Hotline (instructions in the "Ethics Hotline" Section below). Where permitted by local law, you can make reports to the Ethics Hotline anonymously. You should use the communication method that is most comfortable for you.

Plexus Team

To raise issues or concerns relating to the Code, ask questions or seek guidance relating to the Code, you may contact your supervisor/manager, Human Resources representative or any of the following individuals below:

Todd Kelsey	President & Chief Executive Officer	Todd.Kelsey@plexus.com
Oliver Mihm	Executive VP & Chief Operating Officer	Oliver.Mihm@plexus.com
Angelo Ninivaggi	Executive VP, Chief Legal and Public Affairs Officer & Secretary	Angelo.Ninivaggi@plexus.com
Pat Jermain	Executive VP & Chief Financial Officer	Pat.Jermain@plexus.com
Lori Ney	Chief Human Resources Officer	Lori.Ney@plexus.com
Victor Tan	Regional President – APAC	Victor.Tan@plexus.com
Mike Running	Regional President - AMER	Mike.Running@plexus.com
Frank Zycinski	Regional President - EMEA	Frank.Zycinski@plexus.com
Nichole Kuss	Senior Director of Internal Audit	Nichole.Kuss@plexus.com
Michael Weber	Corporate Compliance Officer	Michael.Weber@plexus.com

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Ethics Hotline

You may raise issues and concerns via the Plexus Ethics Hotline. The hotline is operated by an independent third party, and is available 24 hours each day, 7 days a week, and throughout the entire year.

For Telephone Reporting (Toll-Free):

China	400-1-200-439
Germany	0800 1822661
Malaysia	1 800 81 5123
Mexico	800 681 1827
Romania	0800 890 490
Thailand	1800014782
United Kingdom	0800 102 6408
United States	1 888 873 3711

For Web Reporting:

In the U.S.: www.reportlineweb.com/plexus

Outside the U.S.: <https://iwf.tnwgrc.com/plexus>

PO Box:

You can also mail your concerns to: Senior Director of Internal Audit, PO Box 304, Neenah, WI 54957-0304.

No Retaliation for Reporting

Plexus treats all reports seriously and fairly, and will promptly investigate them. Plexus investigators will conduct all investigations discretely and make every effort to maintain, within the limits allowed by law, the confidentiality of anyone requesting anonymity. All team members will be treated with dignity and respect and no team member will be subject to any retaliation or threats for reporting concerns in good faith. Team members who believe they have experienced retaliation for reporting concerns should contact their Human Resources representative or Plexus' Deputy General Counsel. Withholding information, knowingly providing false information, or retaliation against a team member for reporting a suspected violation will result in disciplinary action.

Team Member Participation

Team members are required to cooperate fully with any investigation and respond truthfully and completely to any inquiries made relating to actual or suspected violations of the Code, Plexus policies, or legal requirements. Withholding information, knowingly providing false information, or retaliation against a team member for reporting a suspected violation will result in disciplinary action. Team members must maintain strict confidentiality of all investigation details.

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Repercussions of Violations

Violations of the Code or the Plexus policies forming the basis for the Code may result in disciplinary action, up to and including termination. Any illegal acts will be reported to the appropriate authorities and may be cause for immediate termination. Plexus is committed to taking any actions necessary to correct such violations and prevent their recurrence.

PERSONAL INTEGRITY AND CONFLICTS OF INTEREST

Plexus' reputation in the community is determined by the work we do and by the team members who represent us. All team members must maintain the highest degree of personal conduct, integrity, and honesty when engaged in activities representing Plexus. This includes not only while performing their jobs, but also while out in the community representing Plexus. The team member responsibilities described below are important to our success and must be a commitment shared by everyone.

Personal Conduct

Team members are expected to conduct themselves in an appropriate and ethical manner at all times. Team members shall refrain from:

- Creating destructive conflict with co-workers, supervisors, visitors or others;
- Engaging in vulgar, abusive, or harassing language or conduct toward others;
- Engaging in indecent or inappropriate behavior;
- Treating anyone in a discourteous, inattentive or unprofessional manner;
- Using intimidation tactics or making threats; or
- Becoming involved in a situation that could be embarrassing to you or Plexus.

Honesty

We expect our team members to tell the truth. No team member should make a false or misleading statement (written or oral) regarding any matter to any government official, Company official, other Plexus team members, or any representative or employee of Plexus' business partners.

Fiduciary Responsibility

Your position at Plexus may place you in a position of special trust and confidence with respect to our systems and information, and the systems and information of our customers, suppliers and other business partners. You should never use your access to such systems or information, or otherwise abuse your privileges for personal gain or satisfaction apart from your job responsibilities.

Privacy

Many countries regulate the collection, use, storage, and retention of personal information. Personal information is any information that directly identifies an individual, such as name, address, contact information, or government identification number. Plexus is committed to managing personal information responsibly and respects the privacy of our team members (including former and prospective), customers, business partners, and online visitors. Plexus collects, uses, stores, and retains personal information only as needed to effectively operate and

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does so in compliance with applicable laws. Team members should not collect, access, use, retain or disclose personal information unless required for a legitimate business purpose within the scope of their job duties. Should team members have concerns about the handling of their personal information or the personal information of others, or wish to exercise their privacy rights, they should email privacy@plexus.com, or escalate according to the guidance in the "Raising and Resolving Issues and Concerns" Section of this Code.

Related Policies

Employee Privacy Policy (13725 in DCS)

External Facing Privacy Notice (14857 in DCS)

Conflicts of Interest

The work you do for Plexus must be performed in the best interest of Plexus and its stakeholders. All team members must avoid any activity that conflicts with this interest, or that even appears to conflict with this interest. A conflict occurs when a person or situation compromises your judgment or your ability to conduct business in the best interest of Plexus, or even gives the appearance of compromise or divided loyalty. Conflicts can occur in any business matter including purchase and sale transactions, supplier selection, investment opportunities, and hiring or promoting team members. As such, Plexus does not extend personal loans or other forms of credit to any team member.

Without prior approval, team members may not:

- Engage in any activity, including outside employment, which places their interests, or the interest of other persons or groups, ahead of the best interests of Plexus;
- Participate in or influence a work decision that may be viewed as providing a personal gain or gain for a person with whom you have a close personal relationship;
- Hold a direct or indirect financial interest in any company or business which is a supplier, customer, or competitor of Plexus, except that team members and members of their immediate family may hold up to 2% of any publicly traded company;
- Engage in other transactions with Plexus for which they receive direct or indirect payment other than their employment compensation; or
- Maintain a direct or indirect reporting relationship with another team member who is a relative or romantic partner without immediately disclosing to Human Resources.

If you believe you have a potential or actual conflict of interest, you must disclose the conflict to your supervisor and obtain written approval from your supervisor, Human Resources or Legal before you proceed.

Related Policies

Anticorruption Policy (CP 7143 in DCS)

Employment of Relatives & Romantic Partners Policy (CP 13861 in DCS)

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Conflict of Interest Disclosure Form (Form 12968 in DCS)

Other Employment and Membership on Corporate Boards

Team members may not pursue a second job or outside business activity (including volunteer service, personal business, board of director service, advisor services, consulting services or industry membership) that creates a conflict of interest with Plexus or that interferes with the job duties they perform for Plexus. Team members are encouraged to serve on the boards of charitable or community organizations. Membership on the board of another company must be pre-approved by the Deputy General Counsel.

Securities Trading on Inside Information

Team members may not trade Plexus securities (including stocks, options, puts, calls and other traded derivative securities), or the securities of a customer, supplier or other business partner, when in possession of material information that is not known to the general public. Plexus helps directors and team members routinely in possession of material non-public information comply with this policy by creating blackout periods during which such individuals cannot trade Plexus securities.

If you become aware of any material, non-public information relating to Plexus or to any of the companies we work with, you may not:

- Trade the securities of such company(ies), directly or indirectly;
- Disclose this information to anyone else unless explicitly authorized by Plexus; or
- Tell someone else to trade the securities of those companies on your behalf or on their own behalf.

Team members are subject to additional restrictions and requirements, as described in Plexus' Insider Trading Policy.

Related Policies

Insider Trading Policy (CP 9448)

OUR WORK ENVIRONMENT

Open Communication and Fair Treatment

Plexus strives to treat all team members fairly and with respect as well as provide an atmosphere of open communication and teamwork. We encourage constructive comments and opinions, without fear of retaliation, because it is important to Plexus that any problems or concerns be discussed and resolved. While we encourage you to talk with your immediate supervisor, all levels of management and Human Resources are available to discuss any such issues. Plexus believes open communication with management is the best way to resolve workplace issues.

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Plexus strives to comply with all applicable employment laws and regulations, including all laws regarding wages, overtime hours, time off and benefits.

Plexus will never use forced, indentured or involuntary labor in any of our operations. Plexus supports the U.S. federal government's zero tolerance policy regarding trafficking in persons, the U.K.'s Modern Slavery Act, and other such laws established to prevent abuse of labor. We do not employ child or forced labor, even if allowed by local laws.

Related Policies

Human Rights Policy (CP 14000 in DCS)

Labor Policies (CP 12216 in DCS)

Diversity and Inclusion

Our people create our best Plexus. Ingrained in our culture of inclusion is the philosophy that each individual offers diverse perspectives, backgrounds and experiences that create great outcomes when we are united as a team. We respect our people and embrace our differences. We welcome everyone and value the ideas generated by our collective uniqueness. We aspire that all of our people reach their full potential.

We define diversity in the broadest sense, including diversity in race, ethnicity, gender, sexual orientation, geographical background, cultures, interests, age, experiences, belief systems and life challenges. We appreciate our uniquenesses and each of our differences, and understand how important this is to our success, including the unique skills and behaviors that will help us collaborate and build strong relationships. All team members should feel appreciated for their uniqueness and therefore comfortable sharing their ideas and other aspects of their true and authentic selves.

Anti-Discrimination and Harassment-Free Workplace

Consistent with our commitment to diversity and an inclusive culture, we are committed to providing and maintaining a professional work environment free of harassment and discrimination, including but not limited to sexual harassment. Moreover, we are an equal opportunity employer and recruit, hire, develop, promote, discipline and provide other conditions of employment based on Plexus' needs and without regard to race, gender, age, religion, background, or the like. We protect our culture through a commitment and expectation that no person, whether employed by Plexus or those with whom we partner, will be subject to discrimination and we passionately oppose, and will actively work in opposition to, any acts, notions and communications that foster sentiments of discrimination.

Related Policies

Prohibition of Harassment, Discrimination and Retaliation Policy (CP 13860 in DCS)

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Workplace Violence and Threats

Plexus places significant importance on the safety and security of our team members, customers, suppliers and visitors and does not tolerate any aggressive, violent, intimidating or threatening behavior in the workplace or while representing Plexus. Any team member, customer, vendor, contractor or other third party, who believes they have been subject to, witnessed, or became aware of any form of violence, should share the alleged act immediately with their Supervisor, Human Resource Representative, Security Personnel, or through the Plexus Ethics Hotline.

Related Policies

Workplace Violence Prevention Policy (CP 14662 in DCS)

Alcohol and Drugs

No team member may represent Plexus while under the influence of alcohol or illegal drugs that impair their ability to perform their job safely, effectively or professionally. Plexus permits limited and responsible consumption of alcohol at Plexus-sponsored or other business-related events where service of alcohol is approved, provided such consumption is not excessive and does not impair the team member's ability to comply with this policy or local laws. Similarly, no team member may possess illegal drugs while working for or representing Plexus.

Health and Safety

Our commitment is to provide a workplace that is the safest place our team members can be outside of their own home. Plexus is committed to providing a safe and healthy workplace that complies with all applicable regulations. As such, we rely on our team members, suppliers and visitors to support these efforts. All team members have a right and a duty to work safely and to notify leaders of any unsafe acts, conditions and accidents. Plexus proactively identifies and assesses hazards to eliminate or reduce workplace safety risks through engineering and administrative controls. Our management system is regularly reviewed to ensure its effectiveness in mitigating health and safety risks and help keep our team members and visitors safe.

Plexus team members are responsible for:

- Ensuring contractors and visitors are familiar with and follow applicable health and safety procedures;
- Only conducting job tasks they are trained, competent and medically able to perform;
- Complying with health and safety procedures that are relevant to their work.

Plexus leaders of people are responsible for:

- Monitoring the overall health and safety conditions at their location;
- Ensuring all incidents and accidents are investigated and corrective actions implemented and communicated;
- Maintaining two-way communication in order to understand team members' concerns and input.

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Related Policies

Corporate Policy for Quality, Environmental, Health & Safety and Social Responsibility Management (CP 5 in DCS)

ACCOUNTING PRACTICES AND COMPANY RECORDS

Financial Integrity

Financial integrity is critical to maintaining the trust and support of Plexus' team members, customers, suppliers and investors. Plexus strives for accurate reporting of all transactions in compliance with the generally accepted accounting principles (GAAP). Plexus aims to provide full, fair, accurate, timely, and understandable disclosures in its filings with the Securities and Exchange Commission, as well as in other public communications made by the Company. No team member shall cause, allow or conceal any financial or other irregularity. No undisclosed or unrecorded fund, liability, or asset of the Company shall be established for any purpose. All Company payments will be entered into the books and records of the Company and no payment shall be disguised by false or misleading entries. No payment shall be made with the intent or understanding that any portion is to be used other than as described in supporting documents.

Related Policies

Plexus Financial Policy – Record Retention (Global Finance SharePoint site)

Supporting Audits

It is against Company policy to fraudulently influence, mislead or otherwise misstate information to internal or outside auditors. All team members are expected to fully cooperate with those personnel in the Company who prepare the Company's financial information and disclosures, with our auditors, and with any investigations of wrong-doing. All team members are required to report any suspected fraudulent or inappropriate activity.

No Side Agreements

Plexus' contracts must reflect the totality of the agreement and include all material terms and conditions agreed to by Plexus and the other party signing the contract. Undocumented or secret side agreements are not permitted.

Data and Record Retention

Plexus team members shall maintain all records and other information assets such as documents, e-mails, electronic files related to Plexus' business as required by law and in accordance with retention policies established by the Company.

If the Company is involved in litigation or other legal matters, you may receive written instructions from Legal to retain documents, e-mails, electronic files, books and records beyond the normal retention period. Team members must follow any such instructions from Legal.

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Related Policies

Control of Records (SOP 9 in DCS)

IT Data Retention (SOP 13245 in DCS)

Email Retention (Manual 13603 in DCS)

Use of Company Assets & Protection of Information

As a Plexus team member, you are responsible for the protection of Company-owned assets you are assigned, have access to, and otherwise use in support of your job duties, including but not limited to your workstation, computing device, business applications, and proprietary information. These assets are to be used in a productive, ethical and lawful manner and in support of company operations. You are also responsible for adhering to asset protection policies such as physical controls, password management, and data privacy. We expect you to treat these assets with care and protect them as you would your own.

Related Policies

Acceptable Use Policy (15085 in DCS and on the bottom of the CONNECT homepage)

IT Corporate Policy (2135 in DCS)

Plexus Proprietary Information

As part of your job at Plexus, you may receive access to "Plexus Proprietary Information" - information that may involve technologies, processes, designs, or other confidential data about Plexus, our team members, or our business partners. In some cases, the existence of our relationship with a customer or supplier may be confidential. You are legally required to keep Plexus Proprietary Information confidential during and after your employment with the Company. Disclosure of this information outside of Plexus could result in harm to Plexus, our team members, customers, suppliers, or our investors. It could also violate the terms of confidentiality agreements you have signed. All current and former team members are expected to protect Plexus Proprietary information.

Each individual with access to Plexus Proprietary Information has a duty to:

- Respect, protect and keep confidential this information;
- Refrain from using this information for personal gain, including not taking copies of the information when employment ends; and
- Refrain from disclosing this information to those outside the Company or other team members who do not need to know this information.

Discussions with third parties, such as customers and suppliers, often involve exchanging information that is confidential in nature. Before engaging in business discussions with any third party, you should confirm that Plexus and the other party to the discussions have signed an appropriate non-disclosure agreement.

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Keep the following rules in mind when handling Plexus Proprietary Information:

DO

- ✓ Share information with other team members only on a need-to-know basis.
- ✓ Ensure that all third parties have signed an approved non-disclosure agreement and have a need-to-know the confidential information.
- ✓ Use information in a productive, ethical and lawful manner.
- ✓ Support a clean desk and clear screen approach to protecting Plexus assets and information.
- ✓ Mark, label or designate information appropriately.

DO NOT

- ❌ Share information with friends, family or former colleagues or team members.
- ❌ Share information with team members or third parties unless they have a need to access the information to assist Plexus.
- ❌ Copy and/or transfer information for personal use.
- ❌ Discuss or view information in public places where people who should not have access to the information are present.

Social Media

Plexus expects responsible social media conduct from all team members. This includes:

- **Confidentiality:** Do not disclose Plexus Proprietary Information or violate confidentiality agreements.
- **Respectful Interaction:** While we value personal expression, content that demeans human dignity, or that is abusive, is threatening, or is promoting violence is strictly prohibited on all platforms. Such behavior contradicts our Plexus Values and will not be tolerated.
- **Representation:** Representing Plexus or using its branded materials on social media or news blogs requires prior approval from the Vice President of Brand, Strategy Deployment & Community Engagement.

Intellectual Property

The protection of Plexus' intellectual property, including trademarks, patents, copyrights, and trade secrets is vital to the success of our business. All inventions, including any processes, techniques, or improvements you create during the course of your employment with Plexus, remain the property of Plexus. All team members are responsible for protecting Plexus' Proprietary Information and intellectual property, just like any other Company asset.

We also respect the proprietary rights of others by complying with all applicable laws and agreements that protect the intellectual property rights of others, including all vendors,

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competitors, suppliers, or customers. Unless Plexus has obtained the owner's specific prior consent, you may not copy, distribute, display, or otherwise use intellectual property not owned or licensed by Plexus.

Information and Technology Resources

Team members are provided access to, and use of, Plexus information and technology resources (which may include computing devices, cell phones, email and voicemail, the enterprise network and data systems, and data) to help them more productively do their jobs. All team members are expected to use these information and technology resources appropriately. Where permitted, team members may access the Company's enterprise data and systems with their personal devices. Occasional personal use of assigned Plexus IT equipment and/or network access should be kept to a minimum and must be appropriate at all times. Inappropriate uses include but are not limited to: distributing material for third-parties; soliciting (including any commercial, political or charitable solicitation); disclosing information without authorization; hacking; pirating software; uses or communications that are discriminatory, harassing, pornographic, sexually explicit or otherwise offensive; any use that could reflect negatively on Plexus; or any activities which attempt to circumvent Plexus security policies or technology.

All data created, used, or stored on Plexus assets are the property of Plexus. This includes usernames and passwords, which must be kept private and not shared with others. Users shall lock computers when away from work areas. When using Plexus information technology resources, you may be required to provide an electronic signature to verify that you have reviewed, approved, and/or acknowledged documentation or data. Your electronic signature is equivalent to a handwritten signature in the sense that individuals are accountable and responsible for actions executed as a result of their handwritten or electronic signature.

You are responsible for immediately reporting any suspicious activity, misuse, abuse, or situation that violates the Acceptable Use Policy.

To the extent permitted by applicable law:

- Plexus has the right to monitor each team member's use of electronic resources, even when that use is for personal reasons or is a personal mobile device accessing the Company's enterprise data and systems.
- Plexus team members should have no expectation that their messages, documents or other uses of Plexus' electronic resources are considered private.
- Plexus retains the right to gain access to any information received by, transmitted by, or stored in any such electronic resources.

Related Policies

Acceptable Use Policy (15085 in DCS and on the bottom of the CONNECT homepage)

IT Corporate Policy (2135 in DCS)

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Travel and Entertainment

It is Company policy to reimburse employees for reasonable and authorized expenses incurred on Company business in accordance with the applicable travel and expense reimbursement policy. All business travel by Plexus employees must further the interests of Plexus to be eligible for reimbursement. We expect all team members to use their best judgment when using an expense account or incurring travel and entertainment costs and to keep those expenses limited.

Related Policies

Travel & Expense Reimbursement Policy (on the Travel Portal page on CONNECT)

Theft and Fraud

When a team member commits theft or fraud against the Company, everyone associated with Plexus is affected. Fraud is when someone is intentionally deceitful or dishonest in a manner that could result in a gain, profit or advantage for that person or damage to the Company. Plexus does not tolerate any kind of fraud and will investigate and prosecute violators when appropriate.

Theft, misuse, or abuse of any Company assets will not be tolerated. We trust our team members to use Company assets to do their jobs productively. Any theft or other abuse of this trust will be immediately investigated and appropriate corrective action will be taken, including possible termination of employment and the notification of law enforcement.

Political Engagement

To protect the integrity of governmental process and our Company's reputation, we must ensure that political engagements are never used to exert improper or unethical influence and are aligned to regulation and internal policy.

Corporate political contributions of any kind are forbidden. Plexus will not reimburse or otherwise compensate team members for personal contributions to political causes. In addition, team members shall not use Plexus resources to personally support candidates or campaigns and shall not give gifts with the intent to influence official action or to reward an official for his or her official actions. Team members must closely adhere to our Anti-Corruption Policy and Gifts and Entertainment Policy.

While Plexus is active in trade associations for industry advocacy, our dues are not authorized for political or election-related contributions. We monitor these groups to ensure they align with this expectation. Plexus also will not sponsor or contribute to any Political Action Committee or similar organization.

Occasionally, authorized team members may participate in the public policy process to support our business objectives. When engaging with government officials, we are committed to maintaining the highest standards of transparency and legal compliance. All advocacy is conducted in accordance with applicable laws, including the Lobbying Disclosure Act (LDA), the Foreign Agents

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Registration Act (FARA), and global anti-corruption and bribery regulations, and in strict adherence with our internal Political Engagement Policy. Team members may not engage in political or public policy activities, lobbying efforts, or government relations activities on behalf of the Company without explicit prior authorization from the Chief Legal and Public Affairs Officer. This helps to ensure that our corporate voice remains consistent and that we mitigate legal and reputational risks associated with government relations.

The Company does not seek to inhibit team members' rights to participate in the political process. Team members may voluntarily pursue personal political activities on their own time and with their own resources. However, these activities must remain separate from the Company and comply with the Political Engagement Policy.

Related Policies

Political Engagement Policy (CP 15799 in DCS)

Gifts and Entertainment Policy (CP 9515 in DCS)

Anti-corruption Policy (CP 7143 in DCS)

Charitable Contributions

We encourage Plexus team members to be active and engaged in their local communities. All requests for contributions from Plexus must be approved by the Plexus Community Foundation. If you receive any request for charitable contributions by Plexus, please forward them to the Plexus Community Foundation email address at communityfoundation@plexus.com.

OUR CONDUCT WITH CUSTOMERS, SUPPLIERS AND OFFICIALS

We all work hard to gain the trust and confidence of Plexus customers and suppliers and to maintain and nurture good relationships.

Gifts and Entertainment

Our relationships with our customers and suppliers are key to Plexus' continued success. We expect to gain and keep these relationships based on the value of our services and people, not based on any type of bribe, gift, incentive, or payment. Any Plexus team member offering or accepting a business courtesy must ensure that it is ethical, legal and in compliance with Plexus' policies. Regions and functional groups within Plexus may adopt more restrictive policies and practices on gifts and entertainment than the restrictions described in the Code and the Gifts and Entertainment Policy. Team members must follow any such more restrictive regional or functional group policy or practice where applicable.

Generally, reasonable business entertainment and gifts of nominal value (such as Plexus or supplier clothing or merchandise) are permitted so long as these offers are made in good faith, consistent with usual business practice and cannot be construed as a bribe, kickback, or other form of improper payment. For meals and entertainment involving a customer or supplier, representatives of both Plexus and the customer or supplier must be present at the meal or event.

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More stringent restrictions apply regarding the offering of business courtesies to any government employees, officials, and representatives. For more information on restrictions relating to payment and receipt of gifts and entertainment, including guidance on the acceptable value of gifts, team members should review the Gifts and Entertainment Policy (CP 9515).

You should make every effort to acquire goods and services for Plexus on the most favorable terms possible, however, you must not be influenced by gifts or favors of any kind from our suppliers and vendors. Plexus team members are not to accept a payment, reward or other incentive of any kind from any person, company or governmental agency to secure any kind of preferential treatment. Team members may never solicit gifts. Any gifts or other business courtesies received from suppliers must be reported to your supervisor.

The Code cannot anticipate every instance where a team member may be offered a gift or may wish to extend a business courtesy to a third party. If there is any doubt whether the gift would negatively affect your or Plexus' reputation, you should decline the gift or choose not to extend the offer.

If you know or suspect that another team member is accepting or offering these types of gifts or payments, you should immediately report it.

Related Policies

Gifts & Entertainment Policy (CP 9515 in DCS)

Anti-Corruption

Plexus strictly prohibits the payment or acceptance of any bribe, kickback, facilitation payment or other transaction intended to improperly influence a person's, company's or other entity's judgment or to secure an unfair advantage or benefit. These restrictions apply to all transactions, including transactions with customers, suppliers and government officials. Regardless of local practices, you should never directly or indirectly pay or receive a bribe, kickback, or facilitation payment (whether it is cash or any other item) for any purpose. This includes the payment or receipt of bribes through a third-party representing Plexus.

All team members must comply with the anti-corruption laws in the countries in which we do business, including the U.S. Foreign Corrupt Practices Act and the U.K. Bribery Act. For more information on restrictions relating to bribery, kickbacks, facilitation payments and other forms of improper payments, you should review the global Anti-Corruption Policy.

Related Policies

Anti-Corruption Policy (CP 7143 in DCS)

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Supplier Code of Conduct and Responsible Sourcing

If you are engaging any person or firm to represent Plexus (such as a consultant, agent, sales representative, distributor or contractor), you shall require them to comply with the Plexus Supplier Code of Conduct and applicable laws. Plexus also requires our supply chain partners to comply with the Plexus Supplier Code of Conduct.

Plexus has developed a conflict minerals program aligned with the Organisation for Economic Co-operation and Development (OECD) Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas, and requires all of our suppliers to provide us with completed conflict minerals declarations using the RMI Conflict Minerals Reporting Template.

Related Policies

Supplier Code of Conduct (11896 in DCS)

Conflict Minerals Compliance (12115 in DCS)

OUR RELATIONSHIPS WITH OTHERS

Sustainability

In service to this vision and rooted in our values, our approach to sustainability centers around our value of **INNOVATING RESPONSIBLY** as we boldly drive positive change and promote a sustainable future for and through Our People, Our Solutions and Our Operations, all of which is built on a foundation of trust and transparency.

OUR PEOPLE

OUR SOLUTIONS

OUR OPERATIONS

TRUST & TRANSPARENCY

We Innovate Responsibly for Our People

People are the heart of who we are and what we do.

We are deeply committed to growing our people, building belonging and strengthening our communities.

This includes valuing and protecting human rights, fostering an inclusive environment, empowering our team members to reach their full potential, and giving back to society through our volunteer time off and charitable giving programs.

We Innovate Responsibly through Our Solutions

We create customer success through our innovative solutions to design, manufacture and

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service products to be more sustainable and responsibly produced.

This includes how we design products to reduce their environmental impact, how we optimize production and how we extend a product's useful life through sustaining services.

We Innovate Responsibly through Our Operations

To deliver excellence, we must continuously improve how we operate to reduce our environmental impact and promote circular thinking.

This includes a global focus on key environmental impact areas like energy, emissions, waste and water.

Our efforts to innovate responsibly are built on a foundation of **Trust & Transparency**, as we hold ourselves and our business partners to high ethical standards of professional conduct, upheld through a culture of accountability.

This includes our commitment to enforcement of this Code, enterprise risk management, corporate governance best practices and stakeholder responsiveness to ensure fair, responsible and ethical business conduct.

At Plexus, we are committed to **innovating responsibly** as we've always been driven to do something more for our customers, our team members and the world.

Fair Competition

Plexus conducts all of its business in a fair, honest, ethical and lawful manner. No team member should take unfair advantage of anyone by manipulating or misrepresenting facts. Plexus wins and keeps customers based on the high value proposition of our services and our ethical and responsible culture and reputation.

Plexus team members must take special care to be truthful and accurate in all dealings with customers when representing information about our services, especially regarding pricing. You should be especially careful not to:

- Start or encourage boycotts on specific products or services for reasons arising out of Plexus' business;
- Refuse to deal with certain customers or suppliers for no legitimate reason;
- Require others to buy from us before we buy from them;
- Require customers to take a product or service they do not want, just to get one they do want;
- Disparage others or their products, services or credit; or
- Act in a manner that may be considered as fixing or rigging competitive bids.

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Competitors

Employees of Plexus should not establish direct individual business relationships with employees of Plexus competitors. Employees of Plexus must refrain from proposing or entering into agreements or understandings, formal or informal, as an individual with any competitor regarding any aspect of competition between Plexus and the competitor. Confidentiality requirements must be strictly respected and Plexus team members as individuals should not give or attempt to obtain information concerning prices, terms and conditions of sale, profits, or profit margins, customer activities, business plans or practices, product specifications, or similar items to or from those employed by a competitor.

Corporate Communications

Only team members specifically designated by the Chief Executive Officer are authorized to communicate to the public, the media, investors, and securities analysts on behalf of the Company. The Company's communications with the public must be accurate and controlled. If you are speaking, writing an article, teaching or performing another similar activity related to your job but not as a part of your regular job duties, you must have that activity pre-approved by the Vice President of Brand, Strategy Deployment & Community Engagement. Consult the Corporate Communications Policy on CONNECT for further guidance.

COMPLIANCE

Plexus is subject to an increasing number of regulations around the world. We expect all team members to demonstrate a commitment to comply with all applicable laws and legal requirements, foreign and domestic, in the conduct of their jobs. Employees are trained on compliance requirements affecting their jobs. Compliance personnel are dedicated to ensuring compliance with these laws through written policies and procedures. If you are aware of any non-compliance or have been asked to violate any law, you must report the situation. Some specific examples of applicable laws and legal requirements are described below.

Import/Export Trade Compliance

Many countries, including the U.S., the UK and Malaysia, have international trade laws that regulate the import and export of goods, services and technology (i.e. technical data and information), including both military and sensitive commercial products. These laws apply to many aspects of our operations including purchases and shipments of products and components, exchanges of electronic information and hosting non-U.S. nationals within our U.S. locations. Plexus, under the laws of the U.S. and other countries where we conduct business, is prohibited from dealing directly or indirectly with certain sanctioned countries, entities and individuals and supporting certain end-uses. Plexus complies with the import and export regulations of each country where we conduct business.

Government Contracts and Relations

Plexus values the work it does for government contractors and wants to continue to nurture these relationships. Due to the complex nature of regulations affecting these relationships, Plexus strives to avoid even the appearance of misconduct. Plexus is often subject to additional rules and

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regulations in these relationships. Failure to comply with any of these rules and regulations could have serious consequences including debarment from future government work as well as civil or criminal penalties.

Team members must promptly report, using one of the methods in the “Raising and Resolving Issues and Concerns” Section above, any known or suspected fraud, conflicts of interest, bribery, or intentional or unintentional improper handling or dissemination of government-controlled information connected to any work Plexus performs under a government contract or subcontract. This includes influencing or attempts to influence an officer or employee of any government agency, or member of Congress in connection with federally appropriated funds, overpayments made to Plexus in connection with U.S. government subcontract orders, incorrect or unauthorized cost-charging on government contracts or the submission of inaccurate or incomplete cost or pricing data required by the U.S. government.

The Environment

We are committed to minimizing our environmental impact. As a part of these efforts, we ensure that our operations comply with all environmental laws and regulations. We prioritize the safe handling, storage and disposal of chemicals and hazardous substances. Wastewater, solid waste and air emissions are monitored, controlled and treated prior to discharge or disposal as required by local law. All required permits and registrations are obtained and kept current.

EXPLANATORY NOTES

No Contract

The Code is not a contract and does not create an agreement to employ any individual, nor does it alter any employee’s employment status. Plexus retains the right to modify the Code at any time. All discretion with respect to the interpretation and the enforcement of the Code, including waiver of any provision of the Code, rests exclusively with Plexus’ Board of Directors and executive management.

Affiliates

All references to “Plexus” include Plexus Corp. and its subsidiaries and affiliates in which Plexus Corp. directly or indirectly owns more than 50% of the voting control.