



## SAFE HARBOR PRIVACY POLICY

Plexus Corp. and its U.S. subsidiaries (collectively "Plexus") respect the privacy of its employees, customers, and vendors. Plexus endeavors to collect, use and disclose personal data in a manner consistent with the laws of the countries in which it conducts business. This Safe Harbor Privacy Policy (the "Policy") sets forth the privacy principles that Plexus follows regarding employee, customers, and vendors' personal data transfers from the European Union ("EU") and/or Switzerland to the United States. Plexus complies with the seven Safe Harbor Principles developed by the U.S. Department of Commerce, the European Data Protection Authorities, and Swiss Federal Data Protection and Information Commissioner.

### 1. SAFE HARBOR

Plexus designates Angelo Ninivaggi as the person responsible for Plexus' compliance with and enforcement of this Policy. Mr. Ninivaggi is available to any of its employees who may have questions concerning this Policy or data security practices. Contact information: Angelo Ninivaggi, Senior Vice President and General Counsel; One Plexus Way, Neenah, WI 54957 USA; phone number: 920-751-3524; email: angelo.ninivaggi@plexus.com.

### 2. SCOPE

Plexus collects, processes, and stores employee personal information for the following purposes:

- Determining, evaluating, and implementing employment-related actions and obligations.
- Designing, evaluating, and administering compensation, benefits, and other human resources programs.
- Designing, evaluating, and implementing employment-related education and training programs.
- Monitoring and evaluating employee conduct and performance.
- Maintaining facility and employee security, health and safety.

Plexus also collects, processes, and stores customer and vendor contact information for the purposes of providing services to its customers and vendors and conducting Plexus' business in the ordinary course.

Plexus will only share this information with third parties for the purposes identified in this Policy or as authorized by the data subject.

### 3. PRIVACY PRINCIPLES

**A. Notice.** When Plexus collects personal data directly from its employees, customers or vendors, it will, if the purpose differs from the scope above, inform them of the purpose(s), the types of non-agent third parties (e.g., consultants, tax advisors and preparers, accountants, auditors, lawyers, financial services and benefits vendors) to which Plexus discloses the data and the choices and means Plexus offers individuals for limiting the use and disclosure of their personal information. Notice will be provided in clear and conspicuous language when individuals are first asked to provide personal information, or as soon as practicable thereafter, and in any event before Plexus uses the information for a purpose other than that for which it was originally collected. Plexus may disclose personal information if required to do so by law or to protect and defend the rights or property of Plexus.

**B. Choice.** Plexus will offer its employees, customers, and vendors the opportunity to choose whether their personal information is (i) disclosed to a non-agent third party; or (ii) used for a purpose other than the purposes identified in this Policy. For sensitive personal information (e.g. medical or health condition), Plexus will give the employee the opportunity to consent to the disclosure of the information to a non-agent third party or the use of the information for a purpose other than the purpose for which it was originally collected or subsequently authorized by the individual.

**C. Data Integrity.** Plexus will use personal information only for purposes outlined in this Policy. Plexus will take reasonable steps to ensure that personal information is relevant accurate, complete and current, to its intended use.

**D. Onward Transfer.** Plexus will obtain assurances from third party agents that they will safeguard personal information in accordance with this Policy, or at least the same degree of protection, prior to disclosing any personal information to such agent. Where Plexus has knowledge that a third party agent is violating this Policy, Plexus will actively pursue such alleged violations by the agent. For any non-agent third parties, Plexus shall apply the Notice and Choice Principles.

**E. Access.** Plexus will limit access to personal information and data to those persons that have a legitimate purpose, consistent with the scope identified in this Section 2, for receiving such personal information and data. Persons granted access to personal information will be made aware of their responsibilities to protect the security and confidentiality of such personal information. Upon request of the employee, customer, or vendor, Plexus will take reasonable steps to permit the requestor to correct, amend or delete information that is demonstrated to be inaccurate or incomplete. Employees that desire to review or update their personal information can do so by contacting their site human resources contact. Customers and vendors that desire to review or update their contact information can do so by contacting their Plexus business contact.

**F. Security.** Plexus takes reasonable precautions to protect personal information in its possession. Physical security measures are in place to prevent unauthorized access to personal information and various electronic security measures to provide protection from loss, misuse and unauthorized access, disclosure, alteration and destruction.

**G. Enforcement.** Plexus will annually review its compliance to this Policy and the US Department of Commerce Safe Harbor Principles. If Plexus determines that an employee violates this Policy, the employee may be subject to disciplinary action up to and including employment termination.

### 4. DISPUTE RESOLUTION

Any questions or concerns regarding the use or disclosure of personal information should be directed to the individual identified in Section 1 of this Policy. Plexus will investigate and attempt to resolve complaints and disputes regarding personal data of a Plexus employee in accordance with the principles established by the European Data Protection Authorities and the Swiss Federal Data Protection and Information Commissioner (FDPIC).

### 5. POLICY CHANGES

Plexus reserves the right to modify or amend this Policy at any time consistent with the requirements of the Safe Harbor Principles.

Plexus Corp complies with the US-EU Safe Harbor Framework and the US-Swiss Safe Harbor Framework as set forth by the US Department of Commerce regarding the collection, use, and retention of personal information from the EU member countries and Switzerland. Plexus Corp. has certified that it adheres to the Safe Harbor Privacy Principles of notice, choice, onward transfer, security, data integrity, access and enforcement. To learn more about the Safe Harbor program, please visit: <http://www.export.gov/safeharbor/>.