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**SUPPLEMENT TO 2023 SUSTAINABILITY REPORT**

Task Force on Climate-Related Financial Disclosures

## TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES (TCFD)

In our commitment to transparent reporting, we consolidated information contained in our Sustainability Reports and other public disclosures to align specifically with the TCFD framework.

### Governance

Our Board of Directors (Board) engages regularly on our sustainability program and enterprise risks and is updated annually on our enterprise sustainability strategy and on topical sustainability matters more frequently as determined by the Board or management. Plexus provides regular updates between Board meetings with regard to issues that could materially impact the business, including through our business continuity and crisis communications protocols.

The Governance & Sustainability Committee of our Board reviews details of our sustainability strategy at least quarterly to ensure alignment with business objectives, including policies and initiatives, sustainability reporting and trends that could impact operations, performance, reputation and sustainable growth. This includes, among other things, review and oversight of our management of risks and opportunities, such as those caused by the impacts of climate change, geopolitical dynamics, social unrest and related market disruption.

Our Compensation & Leadership Development Committee oversees our human capital strategy, including D&I efforts, talent development and global compensation policies and philosophies—all critical components of our social responsibility and social impact efforts. This committee also works with management to identify non-financial goals, such as those related to our environmental efforts or social impact, that are critical in positioning Plexus for sustainable, long-term success. These goals often comprise objectives under our executives' short-term variable incentive compensation plan, which is reviewed at least biannually as part of the compensation approval and performance evaluation process.

Our Audit Committee oversees the effectiveness of our internal controls over financial reporting and public disclosures, including sustainability reporting, our whistleblower and Ethics Hotline reporting, and management and governance of information technology and cybersecurity risks.

### Board Governance of Sustainable & Responsible Business Practices

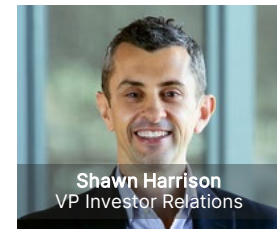
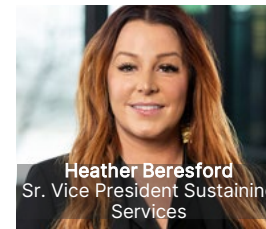
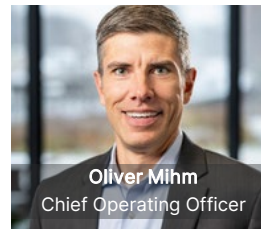
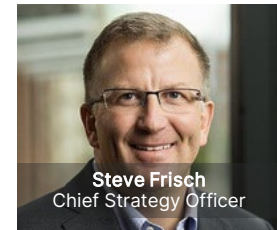
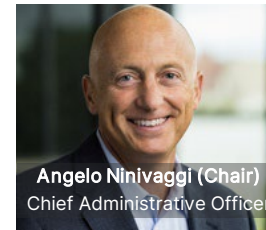
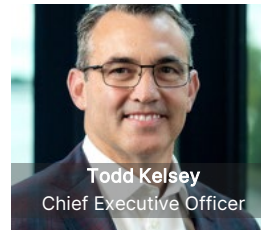


Our Plexus Leadership Team Sustainable & Responsible Business Practices Committee—which includes our CEO and is chaired by our CAO—oversees integration of sustainable and responsible business practices into our business strategy, sets short and long-term goals and drives organizational engagement and accountability. A broader set of functional leaders are responsible for integrating evolving business practices into their strategic planning process, driving education of and participation in our efforts, contributing to our environmental and social impact goals and maintaining health and progress in enduring sustainability categories.

The Sr. Director of Sustainability & Social Impact, along with their direct reports and dedicated resources throughout the organization, works closely with the Sustainable & Responsible Business Practices Committee to converge on a strategy that we believe will create long-term value for our business, meet key stakeholder expectations and ensure accountabilities are effectively embedded throughout our organization. This includes the development of near-term priorities and long-term initiatives, overseeing their implementation and progress, and communicating to key stakeholder groups, including the Board. engages regularly on our sustainability strategy and enterprise risks and is updated on topical matters more frequently as determined by the Board or management.

### Plexus Leadership Team

2023 Sustainable & Responsible Business Practices Committee



## *Strategy*

Our vision is to help create the products that build a better world, yet the opportunity and responsibility we have to build a better world goes far beyond the products we help to create. We are committed to elevating the standards of business conduct, which is why we are integrating sustainable and responsible business practices into our enduring enterprise strategy, represented by the following four pillars:

- **MARKET FOCUS:** We engineer innovative solutions for customers in growth markets with highly complex products and demanding regulatory environments.
  - *Integration Approach:* Our solutions across the product lifecycle position us to deliver more sustainable and responsible products to the market for our customers, helping them meet their sustainability goals. We seek to pursue new markets and disruptive technologies emerging from an evolving focus on circularity and a new climate economy.
- **SUPERIOR EXECUTION:** We are dedicated partners of our customers, committed to achieving zero defects and perfect delivery through Operational Excellence.
  - *Integration Approach:* Our commitment to superior execution is enhanced by our adoption of more sustainable and responsible business practices. We optimize operations, deliver high quality products and strive to limit our environmental impact and to advance the circular economy.
- **PASSION MEETS PURPOSE:** We are united as a team. We are guided by our values and leadership behaviors. We do the right thing to support our team members, communities and customers.
  - *Integration Approach:* People are at the heart of what we do and who we are. Our vision is rooted in the well-being and inclusive engagement of our team members, our customers, their end users and our communities.
- **DISCIPLINE BY DESIGN:** We hold ourselves accountable to delivering shareholder value through consistent application of a disciplined financial model.
  - *Integration Approach:* Our culture of accountability and systems of management ensure we are honest, fair and transparent in our practices. Sound corporate governance forms the foundation of a disciplined and resilient business model.

The strategic framework through which we seek to successfully integrate sustainability into our enduring business strategy helps focus our actions on three primary concepts: how we innovate, operate and communicate.

Our strategy is focused on how we drive innovation across our business and accelerate change throughout our operations in order to become a leader in sustainable and responsible business practices. The success of this approach requires integrated value chain thinking and an iterative review of our business model, with an initial and necessary focus on infrastructure development and baselining activities.

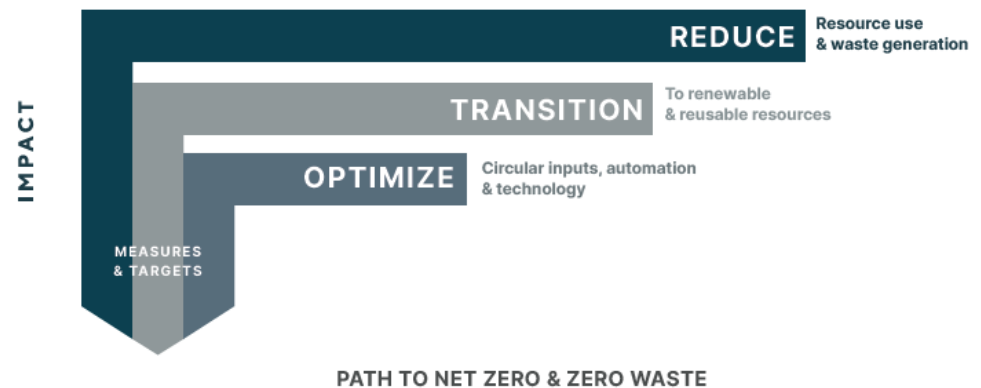
We also deploy a specific strategy on our environmental impact. As it relates to climate, our objective is to implement decarbonization measures in support of international climate initiatives. Our [Environmental Impact & Climate Policy](#) formalizes this objective and offers structure to aid in prioritizing our efforts.

### STRATEGIC FRAMEWORK

Corporate team driving a facilitation model to elevate the way we work.



### ENVIRONMENTAL SUSTAINABILITY STRATEGY



## *Materiality Assessment*

Our stakeholders' priorities inform our strategy. Plexus engaged a third party to perform a materiality assessment on environmental, social and governance risks and opportunities in fiscal 2022. We established a list of topics pulled from the Sustainability Accounting Standards Board (SASB), Global Reporting Initiative (GRI), UN Sustainable Development Goals, our peers' publicly-available reports and disclosures, and our existing disclosures and policies. From this list we identified 27 topics relevant to Plexus, included as an appendix.

We then conducted interviews with key stakeholders—such as Board members, investors, executive leadership, customers, talent acquisition leaders and other Plexus team members—to prioritize these topics in terms of (1) impact on Plexus' business success; and (2) stakeholder perspective on sustainability priorities. We next collated stakeholder input and prioritization to develop our materiality matrix, highlighting key qualitative insights. We held a Future State Working Session to synthesize the data to show the intersects of business impact and stakeholder perspectives to identify our most material topics, which served as inputs into our strategy planning process. The most important topics relevant to our stakeholders and business success identified through the assessment included:

1. **Employee Development and Retention:** investment in continued professional development and education opportunities for employees. Employee ability to envision their professional goals and put them into action, leading to career advancement opportunities.
2. **Greenhouse Gas Emissions:** greenhouse gas emissions including Scope 1, 2 and 3.
3. **Energy Management:** management of energy in the portfolio, including energy consumption, efficiency, intensity, energy mix, grid resilience and more.
4. **Diversity and Inclusion (D&I) + Equity:** efforts to diversity workforce, provide equal access to opportunity, and create a sense of belonging.
5. **Data Privacy and Cybersecurity:** risk management related to collection, retention and use of sensitive, confidential and/or proprietary customer or user data.

These areas of focus were captured in our short- and longer-term initiatives. In fiscal 2022, our annual executive incentive compensation goals included an energy intensity reduction goal, a D&I goal focused on expanding our Employee Resource Groups and a cyber-incident preparedness initiative, all of which were successfully completed. In fiscal 2023, we matured our Scope 1 and 2 emissions capture, set another energy intensity reduction goal and included diversity in our interviewing panels and talent sourcing strategy. These were also successfully completed.

In fiscal 2024, we are undertaking a double materiality assessment (DMA) at our largest sites in each of our three regions to refresh our 2022 assessment. In addition to identifying evolving key risks and opportunities, this DMA will help us set baselines, prioritize areas of opportunity and develop longer-term goals across key environmental and social impact categories.

### *Physical Risks*

Natural disasters including weather events caused by global climate change, breaches of security and other events outside our control, and the ineffective management of such events, may harm our business. Some of our facilities are located in areas that may be impacted by natural disasters including tornadoes, hurricanes, earthquakes, water shortages, tsunamis or floods. Further, there continues to be concern that global climate change is impacting the frequency and severity of these natural disasters. All facilities are subject to other potential natural or man-made disasters such as those related to weather events or global climate change, fires, acts of terrorism or war, breaches of security, theft or espionage, workplace violence and failures of utilities. If such an event were to occur and we did not have an effective business continuity plan in place, our business could be harmed due to the event itself or due to our inability to effectively manage the effects of the particular event, with the impact of the event potentially magnified in areas where we have multiple facilities in close proximity.

For example, we maintain significant production capacity in Penang, Malaysia, and an event in that geography could materially hinder our production capabilities. Potential harms include the loss of business continuity, financial risk, the loss of business data and damage to infrastructure. These natural disasters and physical climate risks could also disrupt our operations by impacting the availability and cost of materials within our supply chain, and could also increase insurance and other operating costs. These factors may impact our decisions to construct new facilities or maintain existing facilities in areas most prone to physical climate risks, such as our facilities in Malaysia that are at or near sea level.

### *Transition Risks and Opportunities*

Evolving expectations on environmental, social and governance (ESG) matters, including global climate change, by various stakeholders could negatively affect our business. Customer, investor and employee expectations relating to ESG have been rapidly evolving and increasing. In addition, government organizations are enhancing or advancing legal and regulatory requirements specific to ESG matters. The heightened stakeholder focus on ESG issues related to our business requires the continuous monitoring of various and evolving laws, regulations, standards and expectations and associated voluntary and involuntary reporting requirements. Specifically, certain stakeholders are beginning to request or require that we provide information on our plans relating to certain climate-related matters such as greenhouse gas emissions, and we expect this trend to continue and be amplified by legislation, such as the Corporate Sustainability Reporting Directive in the European Union and the U.S. Securities and Exchange Commission (SEC) regulations relating to climate change disclosure. A failure to adequately meet stakeholder expectations and reporting requirements may result in noncompliance with any imposed regulations, the loss of business, reputational impacts, an inability to attract and retain customers, and an inability to attract and retain talent. In addition, our adoption of certain standards, related reporting requirements, or mandated compliance to certain requirements could necessitate additional investments that could impact our profitability. There continues to be a lack of consistent climate legislation, which creates economic and regulatory uncertainty. Such uncertainty may have an impact on our

business, from the demand for our customers' products in various industries to our costs of compliance in the manufacturing and servicing of our customers' products, all of which may impact our results of operations.

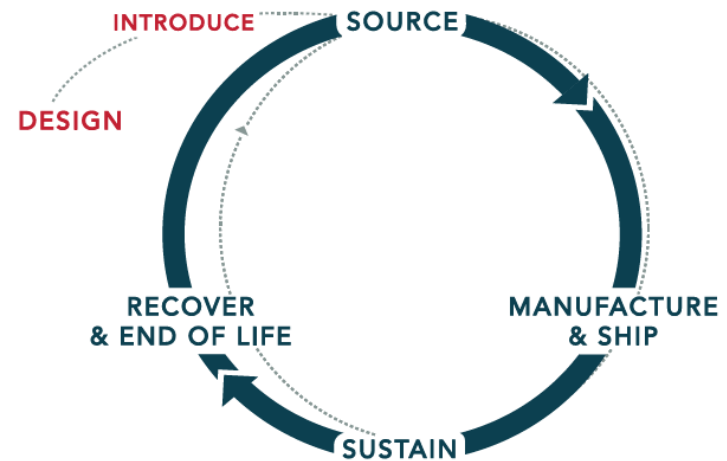
Further, increased public awareness and concern regarding global climate change may result in new or enhanced requirements and/or stakeholder expectations to reduce or mitigate the effects of greenhouse gas emissions and transition to low-carbon alternatives, driven by policy and regulations, low-carbon technology advancement and shifting consumer sentiment and societal preferences. These transition risks could negatively impact our financial condition and results of operations including by means of carbon pricing mechanisms, investments in lower greenhouse gas emissions technology, increased cost of raw materials and mandates on and regulation of existing products and services. In addition, transition to low-carbon alternatives could result in reduced demand or product obsolescence for certain of our customers' products and/or price modifications for our customers' products and the resources needed to produce them. This could in turn put pressure on our manufacturing costs and result in reduced profit margin associated with certain of our customer programs, or loss of customer programs that we may not be able to replace.

The transition also creates business opportunities for Plexus. As an electronics manufacturing services (EMS) provider, we partner with our customers to uncover opportunities to unlock financial and non-financial value and can help them eliminate emissions, waste and human impact risks associated with the creation of their products.

This includes product design services, packaging or logistics modifications, assessing and deploying product life extension and part recovery strategies, or enabling a more responsible, sustainable supply chain. These services are part of a larger suite of sustainability-oriented capabilities we are deploying to help accelerate the global shift to circularity, to attempt to lessen the environmental impact of our customers' products and their supply chains and to optimize shared value creation both within and beyond our industry.

This transition also creates business opportunities in our end markets, as Plexus' mission in being the leader in highly complex products and demanding regulatory environments aligns well with new, disruptive markets and technologies being deployed to combat climate change or its effects, such as complex industrial equipment supporting electrification, energy management and electric vehicle (EV) charging.

**SOLUTIONS ACROSS  
THE PRODUCT LIFECYCLE**



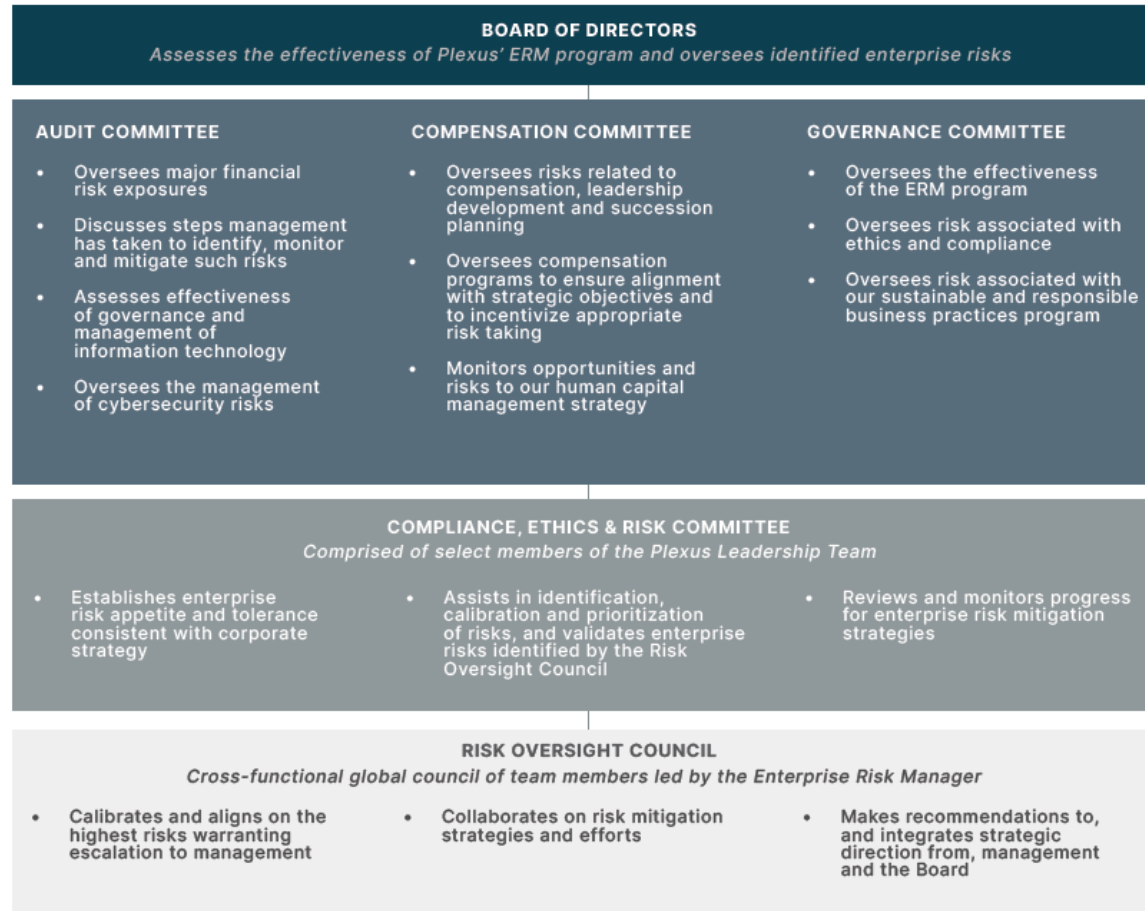


## Risk Management

Aptly managing enterprise risks and opportunities is a critical part of our governance infrastructure. Our enterprise risk management (ERM) approach and control framework includes Board oversight paired with integrated participation at all levels of the organization in order to ensure identification, assessment and appropriate response to risks and opportunities that may affect our ability to achieve our strategic objectives. This includes oversight by our executive Compliance, Ethics and Risk Committee and process execution by the Risk Oversight Council, a cross-functional global council of employees led by our Enterprise Risk Manager. Our risk methodology includes: processes to categorize and quantify the likelihood and impact of risks; risk appetite and tolerance review; risk mitigation and opportunity strategies; and subsequent strategic integration through the establishment of key risk indicators and controls, and recalibration of risk tolerances.

## Business Continuity & Resilience Planning

In addition to our ERM program, we maintain a global Emergency Management and Business Continuity Planning standard operating procedure and related processes and policies.



## Metrics & Targets

Plexus has set annual environmental and social impact goals the last three years, inclusive of initiatives tied to executive compensation.

### Fiscal 2022 Achievement

**-11.9%**

Energy intensity reduction achieved across global manufacturing facilities over fiscal 2020 baseline

### Fiscal 2023 Achievement

**-8.4%**

Energy intensity reduction achieved across global manufacturing facilities over fiscal 2022 baseline

### Fiscal 2024 Goal

**-5%**

Emissions intensity reduction goal over fiscal 2023 baseline across global manufacturing facilities

In fiscal 2024, Plexus joined the U.N. Global Compact and will participate in the U.N. Global Compact's Climate Ambition Accelerator, a six-month program that helps advance our understanding of carbon emissions accounting as well as the process to set science-based targets. A snapshot of our environmental impact goals are below:

## Snapshot | Environmental Impact 2024 Enterprise Initiatives

Impact Category <sup>1</sup>	Fiscal 2024 Enterprise Initiatives
<i>Ambition Setting</i>	Complete double materiality assessment at largest site in each of our three regions to set baseline, prioritize areas of opportunity and develop longer-term goals across impact categories
<i>Emissions Tracking</i>	Continue reporting on Scope 1 & 2 emissions
	Begin scoping priority categories of Scope 3 emissions
<i>Energy Reduction</i>	5% emissions intensity reduction goal versus prior year
	Integrate key environmental performance indicators into Plexus' System of Operational Excellence (PSOE), our integrated manufacturing execution system that sets the foundation for operational excellence and drives continuous improvement
<i>Energy Transition</i>	Participate in U.N. Global Compact's <i>Climate Ambition Accelerator</i> program to advance energy transition and align with longer-term aspirations
<i>Waste</i>	5% waste intensity reduction goal versus baseline

<sup>1</sup> Priority areas of focus identified; not exhaustive of all environmental impact categories. Includes enterprise-level goals and not all site-specific projects and activities helping to advance our environmental impact strategy.

As a services provider, we create products for other companies—we do not own or have branded products in the market. That is why a core feature and opportunity for our environmental sustainability strategy is how we can deliver innovative product design, manufacturing and service solutions to help our customers create and deploy more environmentally responsible products to the market. The positive impact we can have through the reach and depth of our customers' products and their various industries and end markets is expansive—and partnering with our customers to advance environmental sustainability through their products and directed suppliers will be both critical to the success of our reduction efforts and to achieving global environmental impact aspirations.

For more information on our business and our sustainable and responsible business practices, please see our most-recent Sustainability Report and SEC filings, available at [www.plexus.com](http://www.plexus.com).

*This report contains certain forward-looking statements within the meaning of Section 21E of the Securities Exchange Act of 1934, as amended, that are not historical in nature, including statements regarding the Company's beliefs, estimates, and expectations relating to its future prospects, developments, and business and other strategies. These statements are often identified by use of words such as "anticipate," "believe," "intend," "estimate," "expect," "continue," "should," "could," "may," "plan," "project," "predict," "will" and similar expressions. Such statements involve known and unknown risks, uncertainties and other factors that could cause our actual results, performance, or achievements to be materially different from any future results, performance or achievements expressed or implied by these forward-looking statements. Factors that could cause or contribute to such differences include those discussed in the company's filings with the Securities and Exchange Commission, including the Company's Annual Report on Form 10-K for the year ended September 30, 2023, quarterly reports on Form 10-Q and current reports on Form 8-K. You should not place undue reliance on these forward-looking statements. In addition, the forward-looking statements in this report speak only as of the date hereof and we undertake no obligation, except as required by law, to update or release any revisions to any forward-looking statement, even if new information becomes available in the future. The information captured in this report covers activities that occurred between October 1, 2022 and September 30, 2023, published as of June 24, 2024.*

APPENDIX | 2022 Materiality Assessment Universe of Topics

ESG Topic	Definition
<b>GHG Emissions</b>	Greenhouse gas emissions, including Scope 1 (direct emissions from company owned or controlled sources, e.g., fuel, company vehicles and facilities, fugitive emissions), 2 (indirect emissions from the generation of purchased electricity, steam, heating and cooling), and 3 (emissions generated from corporate value chain).
<b>Energy Management</b>	Management of energy in the portfolio, including energy consumption, efficiency, intensity, energy mix, grid resilience, and more.
<b>Waste and Hazardous Waste</b>	Waste management at facilities, as well as the handling of waste and scrap, including hazardous waste across the supply chain. This includes recycling schemes within company facilities.
<b>Water and Wastewater</b>	Water use, water consumption, wastewater generation, stormwater management, and other impacts of operations on water resources.
<b>Sustainable Product Design</b>	How the product is designed and the use of green design principles and materials in product development. Company’s ability to manage the lifecycle impacts of its products through end-of-life by utilizing recycled and renewable materials, reducing use of key materials/natural resources.
<b>Climate Risk</b>	Climate change risk exposure analysis and strategies for mitigating risks.
<b>Renewable Energy</b>	The sourcing and procurement of energy—understanding the mix of fossil fuel energy, grid electricity, and renewable energy that supplies the portfolio.
<b>Logistics Considerations</b>	Method of transportation for products throughout production and delivery to customers.
<b>Materials Sourcing</b>	Process for choosing raw material and managing risks associated with its material supply chains. Captures the impacts of external factors in operational activity of suppliers.

<b>Packaging</b>	Company's choice of packaging material (recycled, etc.) and utilization of the space inside the packaging box. Reduction of cushioning material resulting in new types of packaging boxes and thereby reducing resources and space.
<b>Resource Efficiency</b>	Ability to maximize resource efficiency in manufacturing and reduce use of key materials where possible.
<b>Community Engagement</b>	Engaging the community to achieve long-term and sustainable outcomes, processes, relationships, discourse, decision-making or implementation.
<b>Employee Health and Safety</b>	Measures to ensure employee health and safety within the company's facilities and across the supply chain, including mental health and wellness.
<b>Product Quality and Safety</b>	Unintended characteristics of products sold that may create health or safety risks to end-user (customer). Extends to company's ability to offer manufactured products that meet customer expectations, and includes liability, management of recalls, etc.
<b>Diversity and Inclusion (D&amp;I) + Equity</b>	Efforts to diversify workforce, provide equal access to opportunity, and create a sense of belonging.
<b>Human Rights and Labor Standards</b>	Direct and indirect impact(s) on core human rights issues, including treatment of indigenous peoples (company and suppliers). Includes workplace labor conditions, basic worker rights, fair wages and benefits, and relationship with organized labor.
<b>Employee Development and Retention</b>	Investment in continued professional development and educational opportunities for employees. Employee ability to envision their professional goals and put them into action, leading to career advancement opportunities in a company.
<b>Customer Service</b>	Meeting the evolving and demanding needs of the company's customers and exceeding their customer service expectations.

<b>Business Ethics</b>	Risk management around ethical conduct of business, including fraud, anti-corruption, etc.
<b>Supply Chain Management</b>	Choice and management of suppliers, through practices like screening, monitoring, follow-up and audits.
<b>Data Privacy and Cybersecurity</b>	Risk management related to collection, retention, and use of sensitive, confidential, and/or proprietary customer or user data.
<b>Intellectual Property</b>	Products and technologies developed in-house, patents, and research and development.
<b>Business Model Resilience</b>	Ability to meet new market demands and access new customer segments, as well as long-term business model planning and responsiveness to resource and climate constraints.
<b>Competitive Behavior</b>	Company's management of legal and social expectation around monopolistic and anti-competitive practices, including issues related to bargaining power, collusion, price, etc.
<b>Return on Investment</b>	Ability to create long-term value for shareholders and consistently improve company performance.
<b>Corporate Governance</b>	Extent to which an organization incorporates ESG and Sustainability into corporate strategy and major processes, as well as the structures and policies in place to govern ESG-related programs and initiatives. Includes alignment with ESG frameworks for reporting.
<b>Regulatory Compliance</b>	Alignment of management and investor views of regulatory engagement and compliance for company at large. Includes compliance with regulations, including ESG, trade, government contracting, Food and Drug Administration (FDA), state and local, etc.