



Building a Stronger You

2026 BENEFITS ENROLLMENT GUIDE

Your Success Is Our Commitment

At Plexus, people are the heart of who we are and what we do. Our vision is rooted in the wellbeing and inclusive engagement of our team members, our customers, their end users and our communities. We value the diverse perspectives, backgrounds, and experiences each team member contributes. This leaves me inspired by how our global team embodies and brings our values to life.

We continue to foster a great culture through stronger team collaboration, innovative problem-solving and support for one another to help everyone realize their full potential, both professionally and personally. Our benefits options are one way we are committed to the overall well-being of you and your families.

I am excited about the journey that lies ahead for Plexus and for each of you, our incredible Plexus team. These benefits are part of our continued commitment to invest in you and be your employer of choice. I encourage you to dedicate time to explore and understand the resources highlighted in the guide so that you can take full advantage of these benefits. Should you have questions or require further information, please reach out to the Benefits team at PLXS-GHQ.Benefits.Team@plexus.com.

Our success as an organization is a direct result of your hard work. I am grateful for your continued dedication and passion toward living our vision of helping create the products that build a better world. I wish you and your families a happy and healthy 2026.

Todd Kelsey
President and Chief Executive Officer

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* Medicare Part D Creditable Coverage Notice located on pages 24-25.

At Plexus, we're building a better world through our day-to-day work and through our commitment to offering benefits and programs that help our people thrive.

Here's an overview of everything we offer to support you—and the people you love.

Live Better  Build a healthy foundation Live your best life with comprehensive health and insurance benefits, a wide range of wellbeing offerings and more. Health Coverage • Medical coverage • Prescription drug coverage • Dental coverage • Vision coverage Wellbeing • Virtual physical therapy • Diabetes Management and Prevention Program • Financial advice • Mental Health Program Plexus Discounts Maternity Support Program	Plan Better  Build a stronger future Save money on health and dependent care, protect your family from unexpected financial hardship, build retirement savings and take advantage of special Plexus discounts. Spending Accounts • Health Savings Account • Healthcare Flexible Spending Account • Dependent Care Flexible Spending Account Plexus Corp. 401(k) Retirement Plan Voluntary Benefits • Critical Illness Insurance • Accident Insurance • Hospital Indemnity Insurance • Identity Protection Insurance • Legal Insurance Income Protection Benefits • Company-paid Basic Life and Accidental Death and Dismemberment (AD&D) Insurance • Voluntary Supplemental Life and Accidental Death and Dismemberment (AD&D) Insurance • Disability insurance	Work Better  Build a better world Be engaged, challenged and inspired through fulfilling work, a supportive environment and continued professional and personal development. Career Development Tuition Reimbursement Paid Holidays and Time Off Paid Parental Leave Plexus Gives Back • Paid Volunteer Time Off • Charitable Giving Program Employee Resource Groups Continuous Feedback Culture Dress for Your Day
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Five Things to Know Before You Enroll

Plexus is committed to providing resources and support that make it easy to choose the benefits that are right for you.

1

No action, no coverage.

If you do not enroll by the enrollment deadline, you will not have Plexus benefits for 2026.

2

Team member eligibility.

As a Plexus team member who works at least 30 hours per week, you are eligible for all the benefits covered in this guide. If you work less than 30 but more than 20 hours per week, you are eligible for Basic Life and Accidental Death and Dismemberment (AD&D) Insurance and the Plexus Corp. 401(k) Retirement Plan.

3

Dependent eligibility.

Visit usbenefits.plexus.com for more information about dependent eligibility.

4

Verify your dependents.

It is important that you enroll only dependents that are eligible for Plexus' plans. **Any dependents added for 2026 benefits who were not previously verified must complete the verification process.** Download the necessary forms from the [US Benefits Drive](#). Return them with any requested documentation by the deadline shown on the forms.

5

Is your spouse eligible for medical coverage elsewhere?

If yes, and they are covered under your Plexus medical plan, you will pay an extra \$175 per month.

Newly Hired? Welcome to Plexus!

Review this guide to learn about your Plexus benefits and then enroll within 31 days of your eligibility date. If you do not enroll during this period, you will not receive any healthcare coverage, unless you experience a qualified life event later in the year or enroll in the next Open Enrollment period.

Your Checklist for Open Enrollment—and Beyond

Choosing your 2026 benefits is a big decision. And making the most of your coverage isn't always easy either. Plexus is committed to providing resources and support that can help—both during enrollment and throughout the year.

Enrolling Through Workday

- 1 Log on to your Workday account at <https://wd5.myworkday.com/plexus/d/home.html>. If accessing Workday from home, you will need to enter your network login credentials.
- 2 Go to the “My Tasks”
- 3 Select the “Open Enrollment Change” task.
Note: If you're a new hire, select “Benefit Change – New Hire.”
 - If you enroll in a Consumer Choice option, be sure to also elect the Health Savings Account (HSA) to receive the Plexus contribution.
 - Verify or add your spouse and/or dependents to your coverage or as beneficiaries. You will need to provide their names, birthdates, Social Security numbers, genders, and addresses.
- 4 Review your elections, select “I Agree” and then click “Submit.”
- 5 Print your **confirmation page** and keep it for future reference.

Mid-Year Changes

You can enroll or make a change to your benefits during the year if you have a qualified life event such as:

- Change in marital status, number of dependents (e.g., birth, death or adoption), employment status for you, your spouse or dependent impacting coverage, or a change in dependent eligibility (e.g., attaining age 26).
- Medicare or Medicaid entitlement causing gain or loss of coverage;
- Gain or loss of other coverage through your spouse or for your dependent
- Receipt of a Qualified Medical Child Support Order (QMCSO); and
- Job status changes.

You may add or terminate coverage, change coverage levels (e.g., from single to family coverage), and add or remove dependents. You cannot change plans mid-year.

Note: Be sure to make changes within 31 days of the event in Workday and provide support for the event.

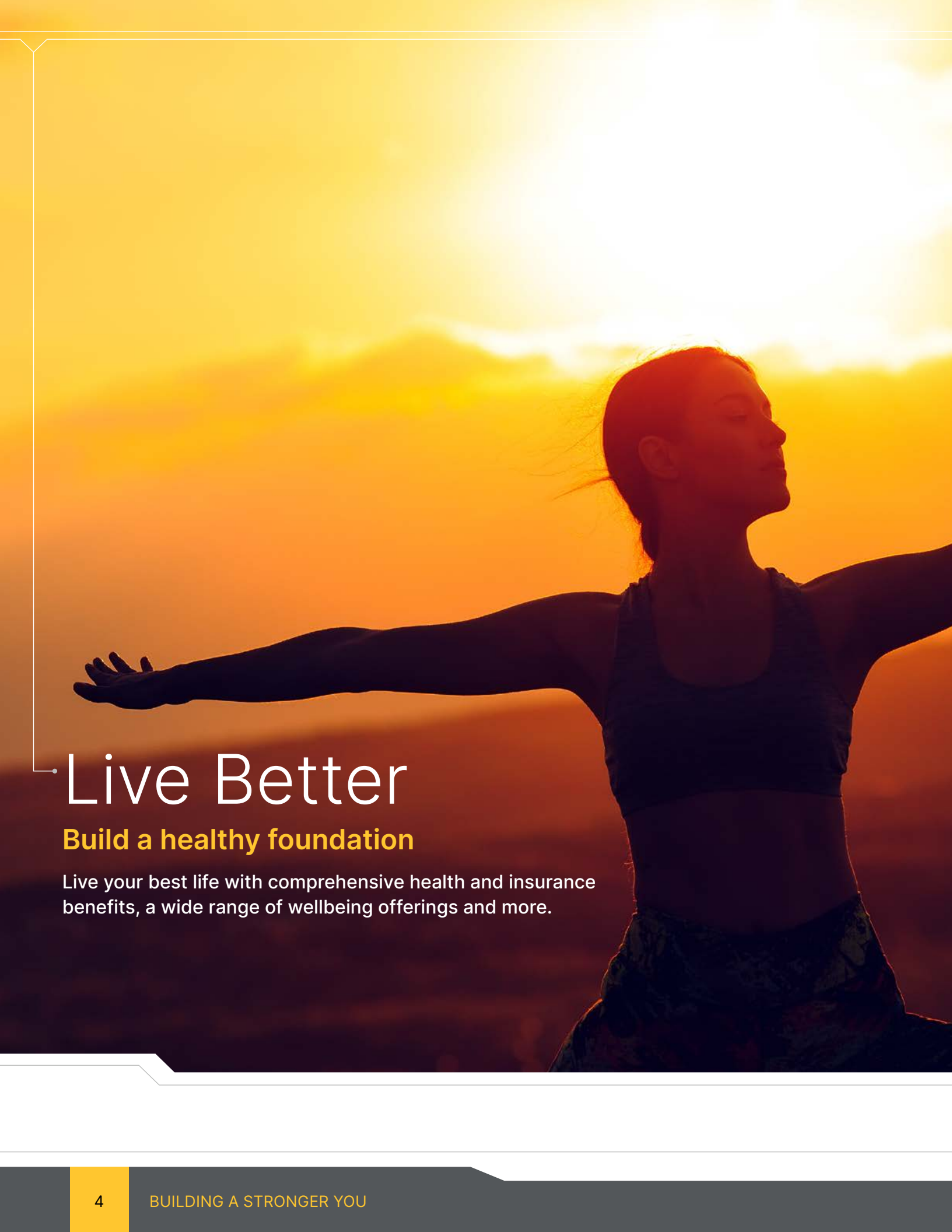
Benefit deductions will be withheld from your paycheck beginning on the effective date of your benefits.

Please enroll by the enrollment deadline, or as soon as possible, to avoid delay in receiving coverage and ID cards.

Your Enrollment Checklist

- Read this guide and visit usbenefits.plexus.com for more detailed information.
- Visit ALEX at <https://start.myalex.com/plexus> to aid in making enrollment decisions.
- Go to www.whyuhc.com/plexus to get more details and search for in-network providers.
- Contact Francis LLC at <https://francisway.com/services/participant-portal/plexus> or download the mobile app for spending account guidance.
- Contact the Benefits Team at PLXS-GHQ.Benefits.Team@plexus.com if you have questions.

Complete your enrollment in Workday by the deadline. Be sure to print your enrollment confirmation page for your records.



Live Better

Build a healthy foundation

Live your best life with comprehensive health and insurance benefits, a wide range of wellbeing offerings and more.

Your Medical Coverage

You have a choice of three medical plans administered by UnitedHealthcare (UHC):

- Surest
- Consumer Choice 2000
- Consumer Choice 4000*

Surest is a copay designed health plan with no deductible or coinsurance. Visit surest.care/plexus to preview plan details and search for care.

The Consumer Choice options are high deductible health plans (HDHPs) that are designed to work with a tax-advantaged Health Savings Account (HSA).

How Your Medical Coverage Works

While our plans differ in how costs are shared, they work in much the same way.

You'll always pay less when you stay in the network. If you go out of the network, you pay more.

Preventive Care vs. Diagnostic Care

Preventive Care:

Helps you stay healthy before you have symptoms. Annual screenings are an example of preventive care, which is covered at 100% in-network.

Diagnostic Care:

Helps when you have symptoms or need follow-up care after a preventive visit. When you get diagnostic care, you may share some of the costs through copayments, coinsurance or deductibles.

Visit www.myuhc.com to make sure your doctor is in-network. Refer to the Summary Plan Description on usbenefits.plexus.com to see what services are preventive. You can also contact UHC for more information about covered services.

Deductible	Coinsurance	Your Out-of-Pocket Limit
You pay 100% until your deductible is met. Network preventive care is covered 100% and not subject to the deductible. The Surest plan does not have a deductible.	Once you meet your deductible, the plan will begin to pay a percentage of your eligible healthcare costs; you and the plan will share the expenses. The Surest plan does not have coinsurance.	Once you reach your out-of-pocket maximum, the plan will pay 100% of eligible expenses for the rest of the plan year.

Your HSA

If you enroll in a Consumer Choice plan, be sure to also enroll in the HSA, so you can receive Company contributions. Plexus will contribute \$650 for individual coverage or \$1,000 for family coverage. Company contributions are made on a per-paycheck basis and are prorated based on your coverage effective date. You can use the money in your HSA to help meet your deductible, or save it for retirement! For more information, see page 13.



If You Have Family Coverage

Each family member enrolled in the Surest plan has an individual out-of-pocket maximum. Under the Consumer Choice plans, your family's combined healthcare costs are used to meet one deductible and one out-of-pocket maximum. Visit usbenefits.plexus.com to learn more.

* If you enroll in the Consumer Choice 4000 medical plan, you will automatically be enrolled in Basic Critical Illness Insurance at no additional cost based on your medical coverage level. Plexus pays the premium but will withhold tax for the premium amount to ensure any benefit received is tax-free. This will appear on your paycheck as Critical Illness imputed income.

How the Medical Plans Compare

This table is a summary of the benefits provided under the Plexus medical plans. Check out usbenefits.plexus.com for the Summary of Benefits and Coverage (SBC) and more details.

	Surest		Consumer Choice 2000		Consumer Choice 4000	
	In-network	Out-of-network	In-network	Out-of-network	In-network	Out-of-network
Deductible, coinsurance and out-of-pocket maximum						
Deductible (amount you pay before the plan starts paying benefits each year)	\$0	\$0	\$2,000 Team Member \$3,400 Team Member + Spouse/Child(ren) \$4,000 Family	\$2,000 Team Member \$3,400 Team Member + Spouse/Child(ren) \$4,000 Family	\$4,000 Team Member \$6,000 Team Member + Spouse/Child(ren) \$8,000 Family	\$4,000 Team Member \$6,000 Team Member + Spouse/Child(ren) \$8,000 Family
Coinsurance	0%	0%	20%	40%	20%	40%
Out-of-pocket maximum (the most you will pay out of pocket in a given calendar year)	\$4,000 Team Member \$8,000 Family	\$8,000 Team Member \$16,000 Family	\$4,000 Team Member \$6,000 Team Member + Spouse/Child(ren) \$8,000 Family	\$5,000 Team Member \$10,000 Team Member + Spouse/Child(ren) \$15,000 Family	\$6,000 Team Member \$9,000 Team Member + Spouse/Child(ren) \$12,000 Family (Individual \$8,500 on dependent tiers)	\$8,000 Team Member \$12,000 Team Member + Spouse/Child(ren) \$16,000 Family
Medical services (what you pay after meeting deductible)						
Emergency room	\$850	\$850	20%	20%	20%	20%
Primary Care Provider office visit	\$30 - \$125	\$220	20%	40%	20%	40%
Preventive Services/ Well baby	Fully covered	Not covered	Fully covered	Not covered	Fully covered	Not covered
Specialist office visit	\$30 - \$125	\$220	20%	40%	20%	40%
Ambulance	\$510	\$510	20%	40%	20%	40%
Urgent Care	\$80	\$210	20%	40%	20%	40%
Critical Illness	Optional		Optional		Critical Illness coverage is automatically included	

Support When and Where You Need It

Your Plexus health plan coverage includes:*

- **Virtual visits**—talk to a provider 24/7 via computer, tablet, or phone.
- **Mental health**—turn to our plan's behavioral health coverage if you're struggling.
- **Wellbeing benefits**—through your medical plan, you may be eligible for wellbeing support including virtual physical therapy, diabetes support, weight loss programming and more.

For more information on the programs and your eligibility, visit the following resources applicable to the health plan you are enrolled in.

Consumer Choice 2000
Consumer Choice 4000
Surest

* To qualify, you must meet eligibility requirements.



Your Prescription Drug Coverage

Your medical plan includes prescription drug coverage, administered by OptumRx®. You'll pay less at the pharmacy when you stay in the OptumRx network. You can also save money by exploring lower-cost alternatives, such as generic medications, or by signing up for our mail-order program for medications you take regularly for any physical and mental health conditions.

	Surest		Consumer Choice Plans	
	Retail (31 days)	Retail & Mail Order (90 days)	Retail (30 days)	Retail & Mail Order (90 days)
Preventive (Generic)	\$0	\$0	0%	0%
Tier 1	\$10	\$25	20%	10%
Tier 2	\$60	\$150	20%	10%
Tier 3	\$90	\$225	20%	10%
Specialty	\$240 - \$300	-	20%	10%

* All medications under the Consumer Choice plans are subject to the deductible prior to the application of coinsurance except for preventive medications.

Frequently Asked Questions

Looking for more details about OptumRx and your prescription drug coverage? Review the Frequently Asked Questions (FAQs) document in the Prescription Drug Coverage section at usbenefits.plexus.com.

Note: UHC reserves the right to reclassify drugs based upon scientific/medical research. Make sure you understand how your prescription is classified. This can affect whether a prescription is covered and at what cost. To confirm whether a medication is covered in-network and what tier the medication falls under, go to www.myuhc.com or benefits.surest.com.



Your Dental Coverage

Good dental health is important to your overall wellbeing. That's why Plexus gives you the choice to enroll in one of three dental plans offered through Delta Dental of Wisconsin: Basic, Standard or Enhanced.

Comparing the Plans

Delta Dental offers two provider networks—PPO and Premier. Both are considered in-network, but you may pay more at a Premier provider. Dentists in the Delta Dental PPO network offer the best pricing, which helps you stretch your annual maximum benefit.

Regular diagnostic and preventive services are important to maintain good oral health. These services are covered at 100%. Take a look at the summary chart below and assess your dental needs to ensure you choose the plan that works best for you and your family.

Know Your Oral Health Score

Your oral health can impact your overall health. Take the myDentalScore online assessment and see how your smile scores. Then, discuss the results with your dentist during your next exam.

Visit emds3.previser.com/ddwi/plexus to find out your score.

Keep Your Smile Healthy and Happy with News and Tips from Delta Dental

Explore grin!, a quarterly e-magazine from Delta Dental featuring oral health news, notes and entertainment. Subscribe to grin! at www.deltadentalwi.com/s/grin.

Need More Frequent Dental Cleanings?

Your dental coverage includes more frequent dental cleanings and/or fluoride treatments for people with certain medical conditions. The service is provided through Delta Dental of Wisconsin's Evidence-Based Integrated Care Plan (EBICP). For more information, view the Summary Plan Description on usbenefits.plexus.com.

	Basic	Standard	Enhanced
Individual Annual Maximum	\$1,000	\$1,500	\$2,000
Deductible			
Individual	\$50	\$50	\$25
Family	\$150	\$150	\$75
Diagnostic & Preventive Services (exams, cleanings, X-rays, sealants, fluoride treatments)	100%	100%	100%
Basic Services (fillings, endodontics, extractions)	50%	80%	90%
Major Services (crowns, bridges)	50%	50%	80%
Orthodontia (lifetime maximum)	0%	50%, up to \$1,500	50%, up to \$2,000

Your Vision Coverage

Our vision plan is provided through UnitedHealthcare's Spectera Eyecare Network. Enjoy the convenience of having the same provider for both vision and medical benefits. Designed to help you and your family with routine eye care costs, the plan covers annual eye exams at 100% if you seek services with a UnitedHealthcare (UHC) provider. Other covered services are listed in the table below.

Be sure to review the Summary Plan Description (SPD) and other policy documents for details. Go to usbenefits.plexus.com under **Health**.

Your Eyes: Windows to Your Overall Health

Using your preventive benefit to get a routine eye exam isn't just good for your vision; often, it can uncover the early signs of an underlying health condition such as diabetes or high blood pressure.

Visit www.myuhcvision.com to find a participating provider. An ID card is not required.

	In-network		Out-of-network
Exam	100%		Up to \$75
Contact Lenses (in lieu of frame and eyeglass benefits)	6 boxes every 12 months or up to \$150 allowance		Up to \$100
Frames	Up to \$150		Up to \$100
Lenses Clear, standard, plastic or glass (in lieu of contact lenses)	Single	100%	Single - up to \$50
	Bifocal	100%	Bifocal - up to \$60
	Trifocal	100%	Trifocal - up to \$80
LASIK	Up to 35% off the national average price of LASIK through QualSight LASIK		

To view additional benefits and discounts offered through UnitedHealthcare Vision, visit usbenefits.plexus.com.



Personalized Enrollment Suggestions from ALEX

Want expert help with your enrollment decisions? Ask ALEX!

Offered through Jellyvision, ALEX is an entertaining, online guide to your Plexus benefits that can:

- Answer questions
- Provide personalized advice
- Help you find the coverage that's best for you

Get acquainted at <https://start.myalex.com/plexus>.

Wellbeing Benefits Through Your Plexus Medical Plan

The programs below are available at no additional cost to team members and qualified family members enrolled in a Plexus medical plan, subject to eligibility requirements.

Virtual Physical Therapy

Virtual physical therapy solution that provides personalized care to participants. It pairs motion tracking technology and wearable pain relief with a complete clinical care team of physical therapists, physicians and board-certified health coaches who tailor the exercise program. The program is personalized based on medical history, self-reported information and a clinical questionnaire.

Eligible participants include Plexus team members, spouses and dependents (18+) who are enrolled in a Plexus medical plan.

Real Appeal

Designed to help you make lasting lifestyle changes, Real Appeal is a digital weight-loss program that has helped Plexus team members and family members lose 1,900+ pounds since 2020.

Enroll and participate in up to 52 weeks of engaging, customized support. The program offers group sessions with a live virtual coach as well as videos, customized digital coaching and online tracking tools. You'll also receive a Success Kit—with scales, balanced portion plate, recipes and more. Learn more and enroll at plexus.realappeal.com.

Eligible participants include Plexus team members, spouses and dependents (18+) who are enrolled in a Plexus medical plan with a body mass index (BMI) of 23 or greater.

Maven

Maven supports participants through the stages and challenges of parenting. With 24/7 access to on-demand advocacy and coaching with care advocates to content, communities, classes and drop-in groups there is education available for all parents.

Also available is direct access to tools and resources through three online modules: Maternity & High Risk Support, Parenting & Pediatrics and Menopause.

Eligible participants include Plexus team members and spouses who are enrolled in a Plexus medical plan.

Teladoc Health Chronic Care Program

Teladoc Health programs include multi-condition support to comprehensively address diabetes needs. Diabetes and prediabetes management programs support members of all backgrounds, regardless of where they are on their journey to improved health. These solutions care for the whole person by leveraging personalized and dedicated expert coaches for a unified experience with sustainable results.

Eligible participants include Plexus team members, spouses and dependents (18+) who are enrolled in a Plexus medical plan with a diabetes (type I or type II) or prediabetes diagnosis.

Diabetes management program:

- Provides a cellular-enabled blood glucose monitor with unlimited test strips providing personalized, real-time feedback, which syncs to the app
- 24/7 support for out-of-range readings
- Data-driven personalized insights, action plans and coaching
- Goal-setting, nutrition tracking and activity recommendations

Prediabetes management program:

- Requires a minimum body mass index to be eligible
- Provides a smart scale that syncs with the app and activity trackers
- Evidence-based curriculum, health challenges and coach-facilitated group sessions
- Goal-setting, nutrition tracking and activity recommendations

Your Wellbeing

Financial Wellbeing

Francis LLC offers financial investment advice services to Plexus team members—all at no cost to you.

In addition to helping with retirement planning and changes to your retirement account, advisors can help with overall financial wellbeing—including debt management, college planning and more. Francis LLC also provides free webinars throughout the year on relevant financial topics. Visit <https://francisway.com/services/participant-portal/plexus> to find more information.

Plexus Discounts

BenefitHub Marketplace is your home for saving on thousands of items all through an easy-to-use, exclusive discount marketplace.

BenefitHub negotiates the best discounts on the market for you and many of the offers include additional cash back to make it the best overall value to you. The diverse platform includes discounts on travel, hotels, restaurants, car rentals, your favorite local establishments and much more!

Visit <https://plexusdiscounts.benefithub.com> to register. When creating your account, enter referral code **NFNWMB** and start saving today.

Mental Health

Managing life's ups and downs can be overwhelming. Spring Health, your mental health benefit, can help you and your family know where to start and prepare for whatever comes your way with **eight no-cost therapy sessions** for each team member, spouse and dependent regardless of whether they are covered under a Plexus medical plan.

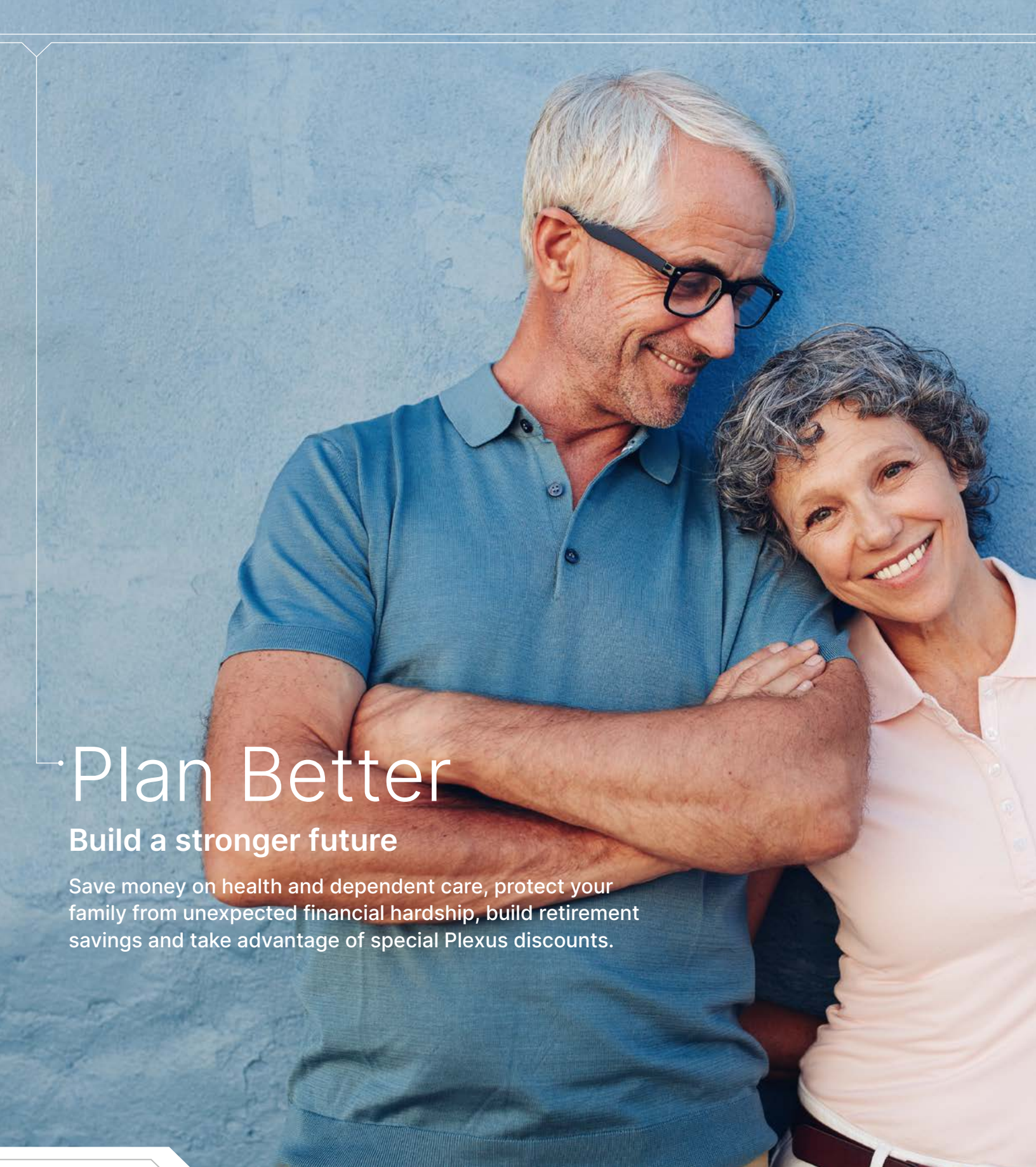
- 1 You'll start by taking a quick assessment through the web or on the mobile app that screens for a variety of mental health conditions, allowing Spring Health to craft a care plan personalized to your needs.
- 2 If therapy is right for you, you'll be able to easily find a provider and book sessions that fit your schedule and preference for therapy (virtual or in-person). Providers are available in as soon as one day and in most cases less than four days and can even be seen during evenings and weekends.
- 3 Tap into Moments, Spring Health's library of on-demand digital exercises in meditation, better sleep and more, available within the Spring Health mobile app. These bite-sized programs are designed to help you tackle any obstacle while promoting positive mental health habits for life.

Mental healthcare is not "one size fits all" and Spring Health provides services to address all mental health needs, whatever they may be. Spring Health can connect you with experts and resources to make managing your life easier through work/life services. You can connect with a dedicated consultant for a curated list of local resources and referrals, or browse a digital content library to learn about many topics.

Work/life services can support you with:

- Childcare and eldercare resources
- Daily living resources (emergency services, consumer comparisons, home repair and more!)
- Legal assistance
- Financial assistance

To get started, visit Plexus.SpringHealth.com or download the app.



Plan Better

Build a stronger future

Save money on health and dependent care, protect your family from unexpected financial hardship, build retirement savings and take advantage of special Plexus discounts.

Healthcare and Dependent Care Spending Accounts

Plexus offers an HSA and two FSAs to help you cover health and/or dependent care expenses tax-free. For more information on the HSA and FSAs, visit usbenefits.plexus.com.

Health Savings Account (HSA)

Our Consumer Choice medical plans are designed to work with an HSA. You can use our HSA, administered by Optum Bank®, to help cover out-of-pocket healthcare expenses. Your unused balance rolls over each year and accumulates tax-free.

	2026 IRS annual maximum	Plexus annual contribution	Team member annual maximum payroll contribution
Single	\$4,400	\$650	\$3,750
Family*	\$8,750	\$1,000	\$7,750

*Family includes Team Member + Spouse and Team Member + Children coverage levels.

Both your contributions and company contributions apply to the IRS limits. If you are 55 or older, you can make an additional \$1,000 catch-up contribution.

You can change your HSA contribution amount at any time during the year by submitting an HSA Change benefit event in Workday.

You must elect the HSA to receive Plexus contributions even if you don't plan to contribute to the HSA yourself.

HSA Highlights

- 1 It's yours to keep, similar to a personal bank account.
There's no "use it or lose it" rule. Your HSA balance rolls over and accumulates, year after year.
- 2 When your balance reaches \$1,000, you can invest your HSA much like your 401(k) plan.
- 3 You get a triple-tax advantage. Contributions are pre-tax, your account grows tax-free and you're not taxed on the money you use to pay qualified medical expenses.
- 4 It's easy to use. Pay qualified expenses with your Optum Bank debit card (sent within 45 days after you first enroll). Or save your money and medical receipts and request reimbursement in the future.

To Be Eligible for a Health Savings Account:

- You must be covered under one of the Consumer Choice medical plans.
- You cannot be covered under any other health plan, including a spouse's FSA.
- You cannot be enrolled in Medicare, TRICARE® or VA benefits.
- You cannot be claimed as a dependent on another person's tax return.

Questions about your eligibility or the HSA in general? Visit www.irs.gov or contact Optum Bank.

Healthcare Flexible Spending Account

If you enroll in the Surest medical option, or waive medical coverage, you can save pre-tax dollars in a Healthcare FSA through payroll deductions. Your contributions can be used to help cover medical, dental and vision expenses not covered by your health plan.

How the Healthcare FSA works

Your entire annual election amount is available at the beginning of each year to reimburse your eligible expenses for that year.

Annual contribution	
Minimum	Maximum
\$100	\$2,600

For a complete list of eligible Healthcare FSA expenses, visit www.irs.gov/forms-pubs/about-publication-502.

Dependent Care Flexible Spending Account

The Dependent Care FSA allows you to save money tax-free to help pay for eligible daycare or eldercare expenses that enable you to work and/or attend school full time. **This account cannot be used for healthcare expenses for your dependents in accordance with IRS regulations.**

How the Dependent Care FSA works

Under the Dependent Care FSA, you will be reimbursed up to the amount in your account when you request reimbursement.

Annual contribution	
Minimum	Maximum
\$100	\$5,000 for a married couple \$2,500 if you are single or married and file separately

For a complete list of eligible Dependent Care FSA expenses, visit www.irs.gov/forms-pubs/about-publication-503.

FSA Highlights

- The potential tax savings is like getting a discount on eligible expenses equal to your tax rate.
- **Any money left in your Healthcare and/or Dependent Care FSA will not carry over into the next plan year.**

Using Your FSA

- You must enroll in one or both FSAs during Open Enrollment or as a new hire. Otherwise, you'll have to wait until Open Enrollment for the next year (unless you have a qualified life event that allows you to change your coverage mid-year).
- You must incur eligible expenses between Jan. 1 (or the date your participation begins if enrolling as a new hire) and Dec. 31 of the plan year. There is no grace period or carryover, although you can submit 2026 claims through March 31, 2027.
- You will receive an FSA debit card to pay for eligible expenses where accepted. If enrolled in Plexus medical coverage, you can sign up at www.myuhc.com to automatically submit your medical out-of-pocket claims directly to your Healthcare FSA for reimbursement. Other expenses may be submitted to UnitedHealthcare for reimbursement.



401(k) Retirement Plan

Plexus wants you to be financially prepared when you are ready to retire, which is why we offer the Plexus Corp. 401(k) Retirement Plan—administered by T. Rowe Price. The plan's key features include:

- **Matching contributions:** Plexus matches 100% on the first 4% of pay you defer.
- **Pre-tax contributions:** Lower your current taxable income by making pre-tax contributions. You'll defer taxes on your contributions, matching contributions and any investment earnings until you receive funds from your account.
- **Roth contributions:** Pay taxes on your contributions now so you can withdraw the funds tax-free in the future. Investment earnings will never be taxed if you meet certain distribution requirements. And you'll defer taxes on your matching contributions, same as with before-tax contributions.
- **Catch-up contributions:** If you are age 50 or older, you can make catch-up contributions up to the IRS limit. If you are age 60–63, you can make additional catch-up contributions up to the IRS limit.
- **Tax-free growth of investment earnings:** As long as the money stays in your account, it is tax-free.
- **Range of investment options:** So you can choose the mix that's right for you.

Student Loan Education

- Log on to your account at rps.troweprice.com, and then click the “Plan & Learn” tab on the homepage to find the Student Loan Center. You'll find:
- Insightful quick-read articles that clearly explain student loan issues and potential options.
- Free educational resources that may help if you are planning for and managing education costs while also saving for retirement.

Ready to Enroll in the 401(k)?

Make sure you've selected your beneficiary.

When you name a beneficiary for your plan account—and keep it updated as life changes—you help ensure that your savings will be distributed the way you want in the event of your death.

Protect yourself from cyberfraud.

Be sure to establish an online account with T. Rowe Price and periodically review your account. It is best practice to have multi-factor authentication enabled.

Have questions?

Go to www.plexus401k.com to get started and/or get more details.



Income Protection Benefits

Company-Paid Basic Life and AD&D Insurance

Plexus offers Life and Accidental Death and Dismemberment (AD&D) Insurance benefits to protect you and your family in the event of your death or serious injury. All Plexus team members who work at least 20 hours per week will receive company-paid Basic Life and AD&D Insurance in the following amounts, based on employment status:

- **Hourly team members:** 1x your annual base salary, up to \$125,000
- **Salaried and Hourly Support team members:** 1.5x your annual base salary, up to \$500,000

Supplemental Life Insurance

For added protection, you can purchase supplemental life insurance for yourself, your spouse and your child(ren) at affordable rates. You may elect additional coverage for:

- 1 Yourself;** up to \$500,000, not to exceed 10x your annual earnings
 - Guaranteed Issue is \$150,000
 - Rates based on age
- 2 Your spouse;** up to \$250,000, not to exceed 50% of your election
 - Guaranteed Issue is \$75,000
 - Rates based on age
- 3 Your child(ren);** up to \$10,000
 - Flat rate applies

As a new hire or when newly eligible, you may elect up to the Guaranteed Issue amount without Evidence of Insurability (EOI). As a late entrant, you are subject to EOI for any amount elected. For EOI, you will receive a task in your Workday inbox. Click "Complete Unum Statement of Health" to complete. When done, click "Submit" to remove the task from your Workday inbox.

Supplemental AD&D Insurance

You are eligible to purchase up to \$500,000 in Supplemental AD&D Insurance. You may elect \$10,000 to \$500,000 of coverage in increments of \$10,000, not to exceed 10x your annual earnings.

Disability Coverage

The Plexus Short-Term Disability (STD) and Long-Term Disability (LTD) programs protect your pay if you are unable to work because of an illness or injury.

You are eligible for this coverage the first of the month following 90 days of employment. Plexus pays 100% of the premium and automatically enrolls you once you've met the eligibility period.

STD	LTD
100% of regular pay for the first 8 weeks and 60% for weeks 9 through 26*	Up to 60% of regular pay to a maximum of \$12,000 per month*

* The length of time you receive STD and/or LTD benefits is dependent upon medical certification by your healthcare provider and governed by the terms of the plan(s) as stated in their respective plan document(s).

Unum Administers Plexus Life, Disability and FMLA Benefits

Unum Total Leave provides a simple online tool that helps guide you through the claims and leaves process.

Go to <https://portal.unum.com> or call 866-868-6737 to start and get secure and easy access to:

- A helpful chat feature to connect with an expert
- File and manage your requests
- Upload your important documents
- Review status and view documents
- Update key dates and information

Voluntary Benefits: Added Protection for You and Your Family

Legal Insurance

A legal insurance plan can ease the biggest stresses—finding and paying for legal expertise when you need it most. Enrolling in a legal insurance plan reduces the stress of finding and paying for an attorney. LegalEASE offers a legal insurance plan that provides support and protection for unexpected personal legal issues.

What you get with a LegalEASE insurance plan:

- An attorney with expertise specific to your personal legal matter
- Access to a national network of attorneys with exceptional experience that are matched to meet your needs
- In- and out-of-network coverage
- Concierge help navigating common individual or family legal issues

As a member, you have access to a national network of over 20,300 attorneys who are matched to your specific legal needs. Being a LegalEASE insurance member also saves you time and costly legal fees. But most importantly, it gives you confidence and provides coverage for:

- Home and consumer (buying, selling, foreclosure and tenant disputes)
- Financial (debt collection, collections, contracts)
- Auto and traffic (traffic matters and license suspensions)
- Family (adoption, name change)
- Estate planning and wills (will, living will, healthcare power of attorney)

To learn more about your legal insurance plan, visit www.legaleaseplan.com/plexus, or call 800-248-9000.



Financial Protection

Plexus offers three voluntary benefits through Voya Financial to give you added financial protection if you experience a serious illness or accident:

- **Critical Illness Insurance:** Pays a lump-sum benefit if you or a family member covered under this plan is diagnosed with a covered illness or disease, such as heart attack, stroke, organ failure or cancer.
- **Accident Insurance:** Supplements your primary health insurance by providing benefits for specific injuries and events resulting from a covered accident. Benefits are provided regardless of other medical or disability benefits you receive.
- **Hospital Indemnity Insurance:** Provides a single lump-sum benefit if you or a family member covered under this plan is hospitalized for a covered condition. Benefit amount is based on the number of days spent in the hospital if you have a covered stay on or after your coverage date.

The cash payments provided through these programs can be used for any purpose, including health insurance deductibles and copayments, childcare and home healthcare. Premiums are deducted from your pay post-tax so the benefit amount paid is tax-free. This coverage is guaranteed issue, which means no medical questions or tests are required when you enroll. If you leave Plexus or retire, you can take the coverage with you. It's fully portable.

Annual Wellness Benefit

Critical Illness, Accident, and Hospital Indemnity coverages include an annual wellness benefit that makes these optional programs even more affordable:

Annual Wellness Benefits			
	Accident Insurance	Hospital Indemnity Insurance	Basic/Supplemental Critical Illness Insurance
Team member	\$150	\$75	\$50
Spouse	\$150	\$75	\$50
Child(ren)	\$75 (\$150 maximum)	\$75 (no maximum)	\$50 (no maximum)

Annual Wellness Benefit Examples

Health screening tests covered by the Wellness Benefit include, but are not limited to:

- Annual physical exam (adults)
- Biometric screenings
- Colonoscopy
- Mammography
- Routine eye exam
- Routine dental exam
- And more!

You can file an online wellness claim for each covered person with Voya, and you can receive your benefit by check or via direct deposit. Visit usbenefits.plexus.com under **VOYA Benefits** to find out how to file a claim with Voya and more.

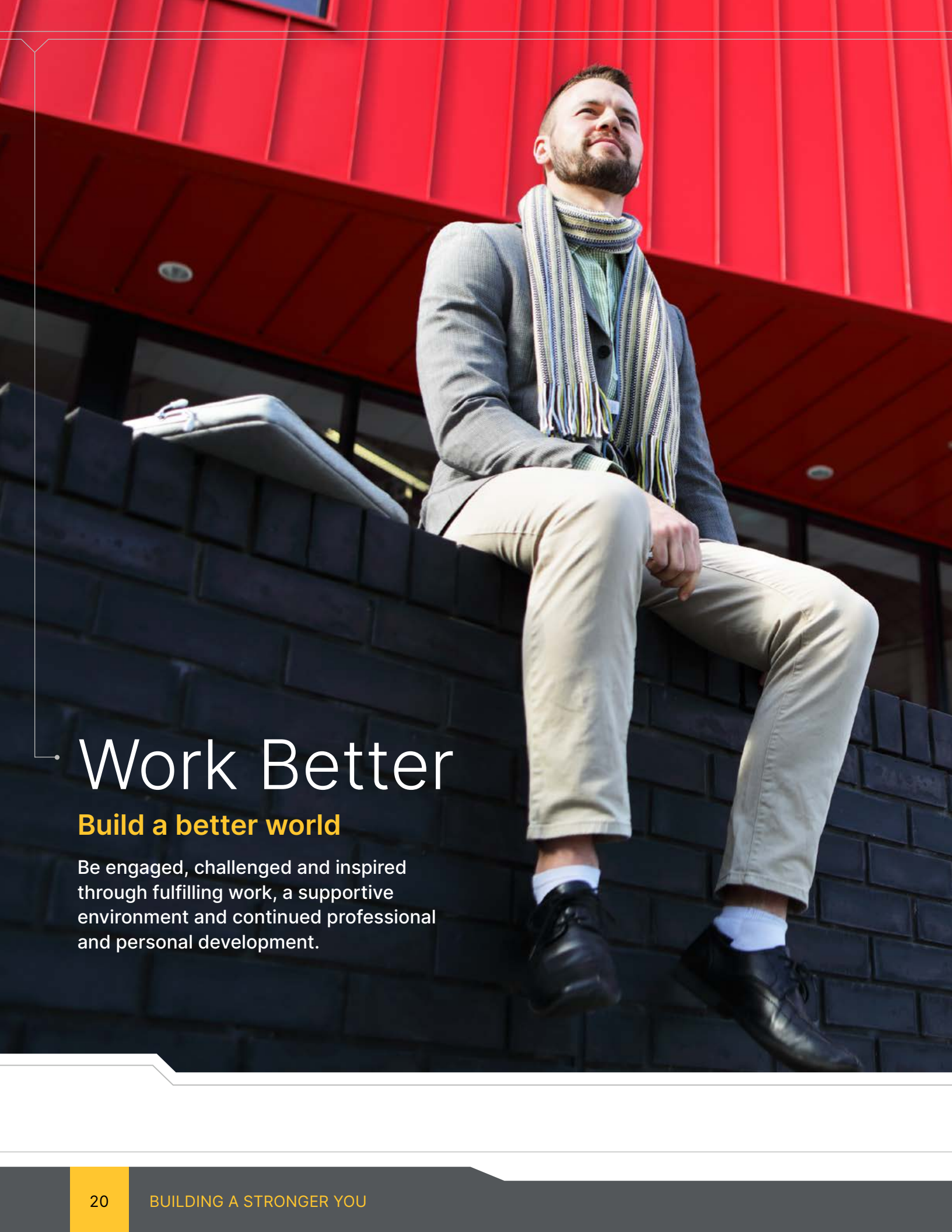




Identity Protection

With Allstate Identity Protection Pro+ Cyber, get identity and cyber protection features designed to help you defend yourself from today's risks. This optional coverage gives you access to see and control your personal data with their unique tool, Allstate Digital Footprint™, catch fraud at its earliest sign with comprehensive identity and financial monitoring, get personalized threat insights to help you protect yourself against the latest fraud trends, rely on cyber protection tools designed to protect against online threats such as viruses, phishing attacks and malware, and much more!

For more details on this program and coverages, visit usbenefits.plexus.com > Identity Protection.



Work Better

Build a better world

Be engaged, challenged and inspired through fulfilling work, a supportive environment and continued professional and personal development.

Your Growth and Success

Career Development

When we invest in our people, our whole company grows as a result. Whether through onboarding, training that relates back to your job-specific skills or development that enhances your personal and professional growth, we encourage team members to look for ways to realize and reach their potential.

Developing your career requires time and commitment. Our Plexus learning resources and programs empower team members to refine the knowledge and skills needed to best perform your role to grow at Plexus while also enhancing the knowledge and skills needed to pursue career aspirations. Your leader, HR Partner and Learning & Development Manager are resources at your fingertips — each can play a significant role in supporting you as you grow and develop at Plexus.

Plexus Academy is a global learning engagement platform that puts you, the team member, at the helm of your own development. With access to Plexus-centric learning for all key functional areas, as well as user-license access to over 10,000 online learning resources, Plexus Academy utilizes modern learning methods like micro-videos to make development easily integrated into your weekly schedule.

Check out the Plexus Learning and Development website for more resources.

Paid Holidays and Time Off*

Plexus provides time off so you can recharge, relax and spend quality time with family and friends—through paid holidays, volunteer time and time off.

Paid Parental Leave*

Life can pull you in many directions. We take the time to provide programs to help you manage your professional and personal lives so you can be successful at both. Plexus' paid parental leave assists and supports new parent relationships with a newborn or a newly placed child.

Tuition Reimbursement*

Plexus offers tuition reimbursement (maximum \$5,250 per calendar year) of pre-approved expenses for courses that are part of certain degree-seeking programs. Eligible expenses include tuition, registration fees, application fees, book and study guide fees, lab fees and transcript fees. Ask your HR Partner for more information.

Employee Resource Groups

Our Employee Resource Groups (ERGs) tap into leadership, growth and development opportunities in a unique setting.

Each ERG celebrates the diversity of our company, contributes to the communities where we live and provides its members the ability to collaborate across functions and locations. The organic, team member-driven nature of these groups—with direct support and engagement from executive leadership—has delivered a wide-reaching positive impact across Plexus and its stakeholders. Plexus has five established ERGs: Plexus Pride, Plexus Veterans Network, Plexus Young Professionals, UnusPlexus and Women in Network. More information on each ERG can be found on [Connect](#).

Plexus Gives Back

As a community partner, Plexus is committed to improving the communities where our team members work and reside.

Community service has a positive impact on everyone at Plexus and supports a continuous cycle of wellbeing that neither begins nor ends at our facilities. To provide additional engagement and involvement opportunities in our communities, Plexus provides eligible team members the opportunity to take up to eight hours of volunteer paid time off each calendar year.

The Plexus Community Foundation supports charitable giving on a large scale by donating to the charities and causes that are most important to our team members globally. Each site or campus receives a fixed amount of funds annually to give to charities of their choosing. In addition, sites and campuses will have the opportunity to gain additional funds based on volunteer time off hours contributed.

*For more information, visit usbenefits.plexus.com.



Terms to Know

We've used some terms in this guide that may be unfamiliar to you. UHC maintains an up-to-date glossary of key health plan terms (such as deductible, coinsurance, copayment, formulary and many others) and their definitions, here:

<https://www.justplainclear.com/en>.

Legal Notices

To communicate benefits information to our team members effectively and in a timely manner, we provide the legally required health, welfare and retirement plan disclosures along with annual notices to you in the Employee Handbook. However, you may receive some notices on paper via the U.S. mail in order to comply with the applicable laws that govern our plans.

Under this method of delivering electronic disclosures and notices, you will be notified via company email when a new disclosure or notice is posted or when existing documents or notices are modified. Please note, if you would like a paper copy of any disclosure document or notice, you may print the information, contact your HR Partner or contact the Benefits team at PLXS-GHQ.Benefits.Team@plexus.com.

This document also serves as a Summary of Material Modification (SMM) and describes important changes in the Plexus Corp. medical plans (collectively, "Plan") sponsored by Plexus Corp. (the "Company"). This SMM is intended to update and supplement the Summary Plan Description (SPD) booklet for the Plan. The Plan changes described in this document supersede any contrary provisions contained in the SPD, although the remainder of the SPD will remain in effect. This document together with the Plan's SPD make up your official summary plan description; please keep them together and refer to them as necessary. If there is any discrepancy between this SMM or the Summary Plan Description and the Plan document, the Plan document will govern.

The Company reserves the right to end, suspend or amend its benefit plans and programs at any time, for any reason, in whole or in part. Receipt of enrollment materials with respect to a benefit does not imply eligibility or coverage for that benefit. Providing team members with enrollment materials does not create any rights with respect to any benefit beyond those provided in the applicable plan documents. The plan administrator will determine eligibility for Plexus benefit plans.

HIPAA Special Enrollment Notice

If you are declining enrollment for yourself or your dependents (including your spouse) because of other health insurance or group health plan coverage, you may be able to enroll yourself or your dependents in this plan if you or your dependents lose eligibility for that other coverage (or if the employer stops contributing towards your or your dependents' other coverage). However, you must request enrollment within 31 days after your or your dependents' other coverage ends (or after the employer stops contributing toward the other coverage).

In addition, if you have a new dependent as result of marriage, birth, adoption, or placement for adoption, you may be able to enroll yourself and your dependents. However, you must request enrollment within 31 days after the marriage, birth, adoption, or placement for adoption.

Special enrollment rights also may exist in the following circumstances:

- If you or your dependents experience a loss of eligibility for Medicaid or a state Children's Health Insurance Program (CHIP) coverage and you request enrollment within 60 days after that coverage ends; or
- If you or your dependents become eligible for a state premium assistance subsidy through Medicaid or a state CHIP with respect to coverage under this plan and you request enrollment within 60 days after the determination of eligibility for such assistance.

Note: The 60-day period for requesting enrollment applies only in these last two listed circumstances relating to Medicaid and state CHIP. As described above, a 31-day period applies to most special enrollments.

To request special enrollment or obtain more information, contact your HR Partner or the Benefits team via email PLXS-GHQ.Benefits.Team@plexus.com.

Women's Health and Cancer Rights Act

As a participant of the Health and Welfare Plan for Employees of Plexus Corp (the "Plan"), if you have had or are going to have a mastectomy, you may be entitled to certain benefits under the Women's Health and Cancer Rights Act of 1998 (WHCRA). For individuals receiving mastectomy-related benefits, coverage will be provided in a manner determined in consultation with the attending physician and the patient, for:

- All stages of reconstruction of the breast on which the mastectomy has been performed;
- Surgery and reconstruction of the other breast to produce a symmetrical appearance;
- Prostheses; and
- Treatment of physical complications at all stages of the mastectomy, including lymphedemas.

These benefits will be subject to deductible and coinsurance that are consistent with those established for similar benefits under the Plan.

If you would like more information on WHCRA benefits, please contact:

U.S. Benefits team

PLXS-GHQ.Benefits.Team@plexus.com

Phone: 888-208-9005

Summaries of Benefits and Coverage (SBCs)

As required by the Affordable Care Act, Summaries of Benefits and Coverage (SBCs) are available on the Plexus Benefits website. If you would like a paper copy of the SBCs free of charge, you may also email a Benefits representative at PLXS-GHQ.Benefits.Team@plexus.com.

Important Notice from Plexus Corp. About Your Prescription Drug Coverage and Medicare

Please read this notice carefully and keep it where you can find it. This notice has information about your current prescription drug coverage with Plexus Corp. (administered by UHC) and about your options under Medicare's prescription drug coverage. This information can help you decide whether or not you want to join a Medicare drug plan. If you are considering joining, you should compare your current coverage, including which drugs are covered at what cost, with the coverage and costs of the plans offering Medicare prescription drug coverage in your area. Information about where you can get help to make decisions about your prescription drug coverage is at the end of this notice.

There are two important things you need to know about your current coverage and Medicare's prescription drug coverage:

1. Medicare prescription drug coverage became available in 2006 to everyone with Medicare. You can get this coverage if you join a Medicare Prescription Drug Plan or join a Medicare Advantage Plan (like an HMO or PPO) that offers prescription drug coverage. All Medicare drug plans provide at least a standard level of coverage set by Medicare. Some plans may also offer more coverage for a higher monthly premium.
2. Plexus Corp. has determined that the prescription drug coverage offered by the Plexus Corp. Health Plan administered by UHC is, on average for all plan participants, expected to pay out as much as standard Medicare prescription drug coverage pays and is therefore considered Creditable Coverage. Because your existing coverage is Creditable Coverage, you can keep this coverage and not pay a higher premium (a penalty) if you later decide to join a Medicare drug plan.

When Can You Join a Medicare Drug Plan?

You can join a Medicare drug plan when you first become eligible for Medicare and each year from Oct. 15 to Dec. 7.

However, if you lose your current creditable prescription drug coverage, through no fault of your own, you will also be eligible for a two (2) month Special Enrollment Period (SEP) to join a Medicare drug plan.

What Happens to Your Current Coverage If You Decide to Join a Medicare Drug Plan?

If you decide to join a Medicare drug plan, your current Plexus Corp. coverage will not be affected. You should compare your current coverage (including the drugs that are covered) with the coverage and cost of the plans offering Medicare prescription drug coverage in your area.

When the Medicare Part D benefit becomes available, you will still have the same prescription drug coverage with Plexus. The Plexus plan is the primary payor when your coverage for the plan's benefits is based on current employment with Plexus. If you elect the Consumer Choice 2000 or 4000 plan, the pharmacy benefit offers 80% coverage after deductible.

All Plexus plans offer you 100% coverage on certain wellness medications. The medications on this list are subject to change based on the IRS definition of "preventative." In addition, your current coverage pays for other health expenses, in addition to prescription drugs, and you will still be eligible to receive all of your current health and prescription drug benefits if you choose to enroll in a Medicare prescription drug plan.

If you do decide to join a Medicare drug plan and drop your current Plexus Corp. coverage, be aware that you and your dependents will not be able to get this coverage back.

When Will You Pay A Higher Premium (Penalty) To Join A Medicare Drug Plan?

You should also know that if you drop or lose your current coverage with Plexus Corp. and don't join a Medicare drug plan within 63 continuous days after your current coverage ends, you may pay a higher premium (a penalty) to join a Medicare drug plan later.

If you go 63 continuous days or longer without creditable prescription drug coverage, your monthly premium may go up by at least 1% of the Medicare base beneficiary premium per month for every month that you did not have that coverage. For example, if you go nineteen months without creditable coverage, your premium may consistently be at least 19% higher than the Medicare base beneficiary premium. You may have to pay this higher premium (a penalty) as long as you have Medicare prescription drug coverage. In addition, you may have to wait until the following October to join.

About Your Prescription Drug Coverage and Medicare, continued

For More Information About This Notice Or Your Current Prescription Drug Coverage

Contact the person listed below for further information:

U.S. Benefits team

PLXS-GHQ.Benefits.Team@plexus.com

888-208-9005

Note: You'll get this notice each year. You will also get it before the next period you can join a Medicare drug plan, and if this coverage through Plexus Corp. changes. You also may request a copy of this notice at any time.

For More Information About Your Options Under Medicare Prescription Drug Coverage

More detailed information about Medicare plans that offer prescription drug coverage is in the "Medicare & You" handbook. You'll get a copy of the handbook in the mail every year from Medicare. You may also be contacted directly by Medicare drug plans.

For more information about Medicare prescription drug coverage:

- Visit www.medicare.gov
- Call your State Health Insurance Assistance Program (see the inside back cover of your copy of the "Medicare & You" handbook for their telephone number) for personalized help
- Call **800-MEDICARE (800-633-4227)**. TTY users should call **877-486-2048**.

If you have limited income and resources, extra help paying for Medicare prescription drug coverage is available. For information about this extra help, visit Social Security on the web at www.socialsecurity.gov, or call them at **800-772-1213** (TTY **800-325-0778**).

Remember: Keep this Creditable Coverage notice. If you decide to join one of the Medicare drug plans, you may be required to provide a copy of this notice when you join to show whether or not you have maintained creditable coverage and, therefore, whether or not you are required to pay a higher premium (a penalty).

Effective September 2025

Coverage for Adult Children

Adult children may be eligible for coverage under Plexus Corp.'s health, dental, vision and optional life and accident plans. The eligibility rules for adult children and enrollment information are available on the Plexus Benefits website. Adult children who aren't already covered under your plan(s) may be added during Open Enrollment or within 31 days of a qualifying life event. Adult children who are already covered under your plan(s) may also be dropped during Open Enrollment or within 31 days of a qualifying event.

Reminder of Availability of Privacy Notice

Plexus Corp. wants to remind plan participants and beneficiaries of the Health and Welfare Plan for Employees of Plexus Corp. (the "Plan") that the Plan has issued a Health Plan Privacy Notice that describes how the Plan uses and disclosed protected health information (PHI). You can obtain a copy of the HIPAA Privacy Notice upon your written request to the Human Resources Department, at the following address: Plexus Corp., Attn: Benefits, PO Box 156, Neenah, WI 54957

If you have any questions, please contact a Benefits representative at PLXS-GHQ.Benefits.Team@plexus.com.

Resources for You

Get more information at usbenefits.plexus.com or contact our plan service providers directly.

Benefit	Plan Service Provider	Telephone	Website
401(k) Plan	T. Rowe Price	800-922-9945	www.plexus401k.com
Dental	Delta Dental	800-236-3712	www.deltadentalwi.com
EAP	Spring Health	855-629-0554	Plexus.SpringHealth.com
Financial Advice	Francis LLC	866-232-6457	https://francisway.com/services/participant-portal/plexus
FMLA, STD and LTD	Unum	866-868-6737	https://portal.unum.com
HSA	Optum Bank	888-445-8745	www.optumbank.com
Identity Protection	Allstate	800-789-2720	https://www.allstateidentityprotection.com
Legal Insurance	LegalEASE	800-248-9000	www.legaleaseplan.com/plexus
Life Insurance	Unum	N/A	usbenefits.plexus.com
Medical, Vision and FSAs	UnitedHealthcare	844-210-5456	www.myuhc.com
Plexus Discounts	BenefitHub Marketplace	N/A	https://plexusdiscounts.benefithub.com (referral code NFNWMB)
Prescription Drug	OptumRx	844-210-5456	www.myuhc.com
Surest Medical	Surest	866-683-6440	benefits.surest.com
VOYA Benefits	Voya Financial	855-663-8692	https://presents.voya.com/EBRC/Home/PlexusCorp

Need Help Deciding?

Visit ALEX at <https://start.myalex.com/plexus> to:

- Learn more about your benefits
- Decide which plans are right for you
- Estimate your healthcare costs
- See how health spending accounts (HSA & FSAs) work



Building a Stronger You

Live Better

Plan Better

Work Better



Scan the QR code to access your benefit options on usbenefits.plexus.com