

Data Protection Information for Job Applicants

Plexus collects personal information about you when you or third-parties acting on your behalf apply or search for employment opportunities with Plexus, including via Plexus' Careers page. Plexus operates on a global basis through its parent company, Plexus Corp, located in the United States, and its worldwide affiliates („Plexus“). As a result, Plexus makes information about its current job openings available on a global basis through the Careers page on our www.plexus.com website (this „website“). This Applicant Privacy Statement (“Statement”) applies to persons anywhere in the world who submit their information through Plexus' Careers page, or whose information is otherwise provided to or is collected by Plexus in connection with an application or search for a position with Plexus. This includes information submitted by you or on your behalf by a third-party, such as a recruitment agency or an existing Plexus employee.

This Statement does not apply to information we collect from or about persons visiting our website to obtain general information about Plexus, submitting contact request forms related to Market Sectors or Business Development opportunities, Investors or subscribing to our e-newsletter or other communication events through our website. Please refer to our general [Privacy Statement](#) for users of our website for more details regarding personal data processed in connection with these activities.

Below you find information on the controller and the data protection officer of the controller (**Section A**) as well as on your rights regarding the processing of your personal data (**Section B**).

Below you also find information on the processing of your personal data (**Section C**) in context with the consideration of application data within our recruiting and hiring processes.

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A. Information on the controller

I. Identity and contact details of the controller

For data subjects applying for positions offered in the United States or other countries outside of the European Economic Area:

Plexus Corp.
One Plexus Way
P.O. Box 156
Neenah, WI 54957-0156, USA
privacy@plexus.com
+ 1 888 208 9005

For data subjects applying for positions offered in Germany:

Plexus Deutschland GmbH
Bratustraße 7, 64293 Darmstadt, Germany
+49 6151 1377 5500

For data subjects applying for positions offered in the United Kingdom:

Plexus Corp (UK) Limited
Pinnacle Hill, Kelso
TD5 8XX, United Kingdom
+44 1573 223601

For data subjects applying for positions offered in Romania:

Plexus Services RO SRL
Eugeniu Carada Street, No 2-4
Oradea, 410610
Bihor, Romania
+40 259 400500

II. Contact details of the controller's representative

For applicants applying to positions offered by the United States parent company or another Plexus affiliate in a country outside of the European Economic Area, you may contact our Corporate Compliance Department with the details of your inquiry by emailing privacy@plexus.com.

For applicants applying for positions offered by our Plexus affiliates established in the European Economic Area, you may contact our EU representative at the postal address or email address provided below:

Plexus Deutschland GmbH
Attention: Data Protection Representative
Bratustraße 7, 64293 Darmstadt, Germany
privacy@plexus.com

III. Contact details of the data protection officer

For applicants applying to positions offered by the United States parent company or another Plexus affiliate in a country outside of the European Economic Area, you may contact our Corporate Compliance Department with details of your inquiry by emailing privacy@plexus.com.

For applicants applying for positions offered by our Plexus affiliates established in the European Economic Area, you may contact the Plexus European Data Protection Officer at the postal address or email address provided below:

Plexus Data Protection Officer
Max-Planck Strasse 20
63303 Dreieich, Germany
eu-dpo@plexus.com

B. Information on the rights of EU data subjects

If you are a natural living person residing in the EU, the General Data Protection Regulation (GDPR) generally provides data subjects with additional rights, subject to the restrictions stipulated in the GDPR or other applicable law. If you are an EU resident, you have the following rights with regard to the processing of your personal data:

- Right of access (Article 15 of the General Data Protection Regulation)
- Right to rectification (Article 16 of the General Data Protection Regulation)
- Right to erasure (“right to be forgotten”) (Article 17 of the General Data Protection Regulation)
- Right to restriction of processing (Article 18 of the General Data Protection Regulation)
- Right to data portability (Article 20 of the General Data Protection Regulation)
- Right to object (Article 21 of the General Data Protection Regulation)
- Right to withdraw consent (Article 7 paragraph 3 of the General Data Protection Regulation)
- Right to lodge a complaint with a supervisory authority (Article 57 paragraph 1 point f of the General Data Protection Regulation)

You may contact our European data protection officer (Section A.II.) for the purpose of exercising your rights.

If you are a natural living person residing in a country outside of the EU, you may have similar rights under your local laws. If you believe these rights apply to you under your local laws, please contact our Corporate Compliance Department as outlined in Section A.II.

Where applicable, you find information on any specific modalities and mechanisms which facilitate the exercise of your rights, in particular the exercise of your rights to data portability and to object, in the information on the processing of personal data in Section C of this Data Protection Information.

Below you find more detailed information on your rights with regard to the processing of your personal data:

I. Right of access

As an EU data subject, you have a right to obtain access and information under the conditions provided in Article 15 of the General Data Protection Regulation.

This means in particular that you have the right to obtain confirmation from us as to whether we are processing your personal data. If so, you also have the right to obtain access to the personal data and the information listed in Article 15 paragraph 1 of the General Data Protection Regulation. This includes information regarding the purposes of the processing, the categories of personal data that are being processed and the recipients or categories of recipients to whom the personal data have been or will be disclosed (points (a), (b) and (c) of Article 15 paragraph 1 of the General Data Protection Regulation).

You can find the full extent of your right to access and information in Article 15 of the General Data Protection Regulation, which can be accessed using the following link: <http://eur-lex.europa.eu/legal-content/EN/TXT/HTML/?uri=CELEX:32016R0679>.

II. Right to rectification

As an EU data subject, you have the right to rectification under the conditions provided in Article 16 of the General Data Protection Regulation.

This means in particular that you have the right to receive from us without undue delay the rectification of inaccuracies in your personal data and completion of incomplete personal data.

You can find the full extent of your right to rectification in Article 16 of the GDPR, which can be accessed using the following link: <http://eur-lex.europa.eu/legal-content/EN/TXT/HTML/?uri=CELEX:32016R0679>.

III. Right to erasure (“right to be forgotten”)

As an EU data subject, you have a right to erasure (“right to be forgotten”) under the conditions provided in Article 17 of the General Data Protection Regulation.

This means that you have the right to obtain from us the erasure of your personal data and we are obliged to erase your personal data without undue delay when one of the reasons listed in Article 17 paragraph 1 of the General Data Protection Regulation applies. This can be the case, for example, if personal data are no longer necessary in relation to the purposes for which they were collected or otherwise processed (point (a) of Article 17 paragraph 1 of the General Data Protection Regulation).

If we have made the personal data public and are obliged to erase it, we are also obliged, taking account of available technology and the cost of implementation, to take reasonable steps, including technical measures, to inform controllers which are processing the personal data that you have requested the erasure by such controllers of any links to, or copy or replication of those personal data (Article 17 paragraph 2 of the General Data Protection Regulation).

The right to erasure (“right to be forgotten”) does not apply if the processing is necessary for one of the reasons listed in Article 17 paragraph 3 of the General Data Protection Regulation. This can be the case, for example, if the processing is necessary for compliance with a legal obligation or for the establishment, exercise or defence of legal claims (points (a) and (4) of Article 17 paragraph 3 of the General Data Protection Regulation).

You can find the full extent of your right to erasure (“right to be forgotten”) in Article 17 of the GDPR, which can be accessed using the following link: <http://eur-lex.europa.eu/legal-content/EN/TXT/HTML/?uri=CELEX:32016R0679>.

IV. Right to restriction of processing

As an EU data subject, you have a right to restriction of processing under the conditions provided in Article 18 of the General Data Protection Regulation.

This means that you have the right to obtain from us the restriction of processing if one of the conditions provided in Article 18 paragraph 1 of the General Data Protection Regulation applies. This can be the case, for example, if you contest the accuracy of the personal data. In such a case, the restriction of processing lasts for a period that enables us to verify the accuracy of the personal data (point (a) of Article 18 paragraph 1 of the General Data Protection Regulation).

Restriction means that stored personal data are marked with the goal of restricting their future processing (Article 4 paragraph 3 of the General Data Protection Regulation).

You can find the full extent of your right to restriction of processing in Article 18 of the GDPR, which can be accessed using the following link: <http://eur-lex.europa.eu/legal-content/EN/TXT/HTML/?uri=CELEX:32016R0679>.

V. Right to data portability

As an EU data subject, you have a right to data portability under the conditions provided in Article 20 of the General Data Protection Regulation.

This means that you generally have the right to receive your personal data with which you have provided us in a structured, commonly used and machine-readable format and to transmit those data to another controller without hindrance from us if the processing is based on consent pursuant to point (a) of Article 6 paragraph 1 or point (a) of Article 9 paragraph 2 of the General Data Protection Regulation or on a contract pursuant to point (b) of Article 6 paragraph 1 of the General Data Protection Regulation and the processing is carried out by automated means (Article 20 paragraph 1 of the General Data Protection Regulation).

You can find information as to whether an instance of processing is based on consent pursuant to point (a) of Article 6 paragraph 1 or point (a) of Article 9 paragraph 2 of the General Data Protection Regulation or on a contract pursuant to point (b) of Article 6 paragraph 1 of the General Data Protection Regulation in the information regarding the legal basis of processing in Section C of this Data Protection Information.

In exercising your right to data portability, you also generally have the right to have your personal data transmitted directly from us to another controller if technically feasible (Article 20 paragraph 2 of the General Data Protection Regulation).

You can find the full extent of your right to data portability in Article 20 of the General Data Protection Regulation, which can be accessed using the following link: <http://eur-lex.europa.eu/legal-content/EN/TXT/HTML/?uri=CELEX:32016R0679>.

VI. Right to object

As an EU data subject, you have a right to object under the conditions provided in Article 21 of the General Data Protection Regulation.

At the latest in our first communication with you, we expressly inform you of your right, as a data subject, to object.

More detailed information on this is given below:

1. Right to object on grounds relating to the particular situation of the data subject

As an EU data subject, you have the right to object, on grounds relating to your particular situation, at any time to processing of your personal data which is based on point (e) or (f) of Article 6 paragraph 1, including profiling based on those provisions.

You can find information as to whether an instance of processing is based on point (e) or (f) of Article 6 paragraph 1 of the General Data Protection Regulation in the information regarding the legal basis of processing in Section C of this Data Protection Information.

In the event of an objection relating to your particular situation, we will no longer process your personal data unless we can demonstrate compelling legitimate grounds for the processing which override your interests, rights and freedoms or for the establishment, exercise or defence of legal claims.

You can find the full extent of your right to objection in Article 21 of the General Data Protection Regulation, which can be accessed using the following link: <http://eur-lex.europa.eu/legal-content/EN/TXT/HTML/?uri=CELEX:32016R0679>.

2. Right to object to direct marketing

Where personal data are processed for direct marketing purposes, EU data subjects have the right to object at any time to processing of their personal data for such marketing, which includes profiling to the extent that it is related to such direct marketing.

You can find information as to whether and to what extent personal data are processed for direct marketing purposes in the information regarding the legal basis of processing in Section C of this Data Protection Information.

If you object to processing for direct marketing purposes, we no longer process your personal data for these purposes.

You can find the full extent of your right to objection in Article 21 of the General Data Protection Regulation, which can be accessed using the following link: <http://eur-lex.europa.eu/legal-content/EN/TXT/HTML/?uri=CELEX:32016R0679>.

VII. Right to withdraw consent

Where an instance of processing is based on consent pursuant to point (a) of Article 6 paragraph 1 or point (a) of Article 9 paragraph 2 of the General Data Protection Regulation, as an EU data subject, you have the right, pursuant to Article 7 paragraph 3 of the General Data Protection Regulation, to withdraw your consent at any time. The withdrawal of your consent does not affect the legitimacy of the processing that occurred based on your consent until the withdrawal. We inform you of this before you grant your consent.

You can find information as to whether an instance of processing is based on point (a) of Article 6 paragraph 1 or point (a) of Article 9 paragraph 2 of the General Data Protection Regulation in the information regarding the legal basis of processing in Section C of this Data Protection Information.

VIII. Right to lodge a complaint with a supervisory authority

EU data subjects have a right to lodge a complaint with a supervisory authority under the conditions provided in point (f) of Article 57 paragraph 1 of the General Data Protection Regulation.

The supervisory authorities responsible for Plexus affiliates operating in the European Union are listed below. In addition, a list of each supervisory authority can be found at the website of the European Data Protection Board: https://edpb.europa.eu/about-edpb/board/members_en

For Data Subjects residing in Germany:

The Hessian Commissioner for Data Protection and Freedom of Information
Post Office Box 3163
65021 Weisbaden
Germany
+49 611 1408
<https://datenschutz.hessen.de/>

For Data Subjects residing in Scotland:

Information Commissioner's Scotland Regional Office
45 Melville Street
Edinburgh EH37HL
0303 123 1115
Scotland@ico.org.uk

For Data Subjects residing in Romania:

National Supervisory Authority for Personal Data Processing

B-dul Magheru 28-30

District 1, 010336

Bucharest, Romania

+40 31 805 9211

anspdc@dataprotection.ro

<http://www.dataprotection.ro/>

C. Information on the processing of personal data

In context with Plexus' recruiting and application processes, including the offering of our online application system to potential applicants, different types of personal data, such as your name, contact information and professional and educational history are processed for the following purposes:

- To communicate with you regarding the status of your application throughout the recruitment process.
- For the operation of the application process, particularly the assessment of applications and conduction of job interviews for determining suitability for the role for which you have applied. Should you choose to provide a resume or CV, this document may, at your own election, include additional information about you such as your photograph, gender, marital status or personal interests. This information is neither required nor requested by Plexus and we suggest that you carefully consider whether you include this information in your submission to us.
- Where you or an external recruiter acting on behalf of an applicant uses our online application tool to apply for a position with Plexus, our third party application tool provider, at our instruction, processes certain technical data obtained from your device to make our online application tool available to you and to protect the security of the information you submit through the tool.
- Our third party application tool provider also processes the technical information about the device with which you connect to our online application tool to ensure the security of the IT infrastructure used to provide the tool, in particular to identify, eliminate and preserve evidence of disruptions or malicious attacks (e.g. DDoS attacks).
- If you are issued an offer of employment, to verify eligibility for employment according to the employment and immigration laws of the country of employment.
- Where you are not selected for the position to which you applied and have provided your consent to do so, your information is stored for consideration for future job openings and further processed when comparable job openings arise.
- Where your application, CV or resume have been provided to us by an external recruiter, to inform the recruiter of the outcome of your candidacy for purposes of concluding on any fees due to the recruiter.
- Where permitted under local employment law, to complete pre-employment reference checks by contacting references provided by you.

Insofar as we, as controller, alone or jointly with others, determine the purposes and means of the processing of personal data, you will find additional information below in particular on

- the personal data or categories of personal data concerned,
- the purposes for which the personal data are intended to be processed,

- the legal basis for the processing and, where the processing is based on point (f) of Article 6 paragraph 1 of the General Data Protection Regulation, the legitimate interests pursued by us or by a third party,
- the recipients or categories of recipients of the personal data,
- where applicable, the fact that we intend to transfer personal data to a third country or international organisation and the existence or absence of an adequacy decision by the EU Commission, or in the case of transfers referred to in Article 46 or 47 of the General Data Protection Regulation, or the second subparagraph of Article 49 paragraph 1 of the General Data Protection Regulation, reference to the appropriate or suitable safeguards and the means by which to obtain a copy of them or where they have been made available,
- the period for which the personal data will be stored, or if that is not possible, the criteria used to determine that period,

Where we obtain your personal data from you as the data subject, you also find below information on whether the provision of personal data is a statutory or contractual requirement, or a requirement necessary to enter into a contract, as well as whether you are obliged to provide the personal data and the possible consequences of failure to provide such data.

Where we do not obtain personal data from you as the data subject, you will also find below information on from which source the personal data originate, and if applicable, whether it came from publicly accessible sources.

Insofar as we process personal data as joint controllers, i.e. determine the purposes and means of the processing of personal data jointly with others, you will also find below information on the joint controllership.

1. Details on the personal data processed

Categories of personal data processed	Personal data included in the categories	Sources of the data	Obligation to provide the data	Storage period
Applicant Master Data	First name, last name, personal phone number, mobile phone number, personal e-mail address, and home address	Applicant or external recruiters or existing employees acting on behalf of the applicant	The disclosure is optional. Where this data is not disclosed, the recruitment process and a potential hiring is not possible.	In case the applicant is hired, for the duration of employment plus an additional period after termination of employment, as defined in applicable local employment law. In case the applicant is not hired, the data will be deleted upon closure of the requisition or, to the extent the applicant has provided their consent, up to 6 months from the date of the application.
Application Data	<u>Mandatory Information:</u> Data entered into the application form, including employment history / dates of employment, educational history, licenses or certifications, and professional memberships <u>Optional Information:</u> Other information included at the discretion of the Applicant within their resume or curriculum vitae (CV) such as gender, date of birth, marital status, photograph and/ or	Applicant or external recruiters or existing employees acting on behalf of the applicant	The disclosure is optional. Where Mandatory Information is not disclosed, the recruitment process and a potential hiring is not possible.	In case the applicant is hired, for the duration of employment plus an additional period after termination of employment, as defined in applicable local employment law. In case the applicant is not hired, the data will be deleted upon closure of the requisition or, to the extent the applicant has provided their consent, up to 6 months from the date of the

	leisure activities/personal interests outside of work.			application.
Online Application Tool-HTTP Data	Certain protocol data which accrue via the Hypertext Transfer Protocol (Secure) (HTTP(S) ("HTTP Data") for technical reasons when our online application tool is used: IP address, type and version of your internet browser, operating system used, last site accessed before visiting the site (referrer URL), date and time of visit.	User of the online application tool	The disclosure is optional. Where this data is not disclosed, the recruitment process cannot be initiated via our online application tool.	Data are stored in server log files in a form allowing the identification of data subject for a maximum period of 7 days, unless any security related event occurs (e.g. a DDoS attack). If there is a security related event, server log files are stored until the security relevant event has been eliminated and clarified in full.
Online Application Tool-Account Data	Registration data which is necessary to create an account in our online application tool: E-mail-address, password	User of the online application tool	The disclosure is optional. Where this data is not disclosed, the Applicant will not be able to submit their Application to us via our online application tool.	Data are stored until you request your account be closed.
Evaluation Results	The conclusion reached or results of the screening or interview conducted with HR recruiters, Hiring Managers or other Interviewers.	Generated by Plexus or obtained from other Plexus entities (e.g. Hiring Manager in another Plexus entity) taking part in the application process.	An applicant's participation in an interview is voluntary. Where the Applicant elects not to participate, Plexus will be unable to evaluate their suitability for the position and the recruiting process cannot proceed.	In case the applicant is hired, for the duration of employment plus an additional period after termination of employment, as defined in applicable local employment law. In case the applicant is not hired, the data will be deleted upon closure of the requisition or, to the extent the applicant has provided

				<p>their consent, up to 6 months from the date of the application.</p> <p>We in addition store these data for evidence purposes for the assertion, exercise or defence of any legal claims and in the event of any legal disputes until such have been concluded.</p>
<p>Employment Reference Data [Not applicable to Applicants applying for a job opening offered by Plexus Deutschland GmbH or Plexus Services RO SRL]</p>	<p>First/ last name, personal phone number, personal mobile phone number, personal email address of data subjects named as references by the Applicant</p>	<p>Applicant</p>	<p>The disclosure is optional.</p> <p>Where this data is not provided, the hiring process cannot be completed.</p>	<p>Employment Reference Data is stored until such time as the reference process is completed, not to exceed 30 days, after which it is deleted or destroyed.</p>
<p>Employment Eligibility Data [Applicable to Applicants Selected for an Employment Offer only]</p>	<p>First/ last name, date of birth, gender, photograph, country of citizenship, signature as indicated on an original form of government-issued identification documents such as, passport, national identification card, entry/ work visa, and/ or birth certificate.</p> <p>Applicable to Applicants in Germany and Romania – in addition to the above listed data, personal (home) address</p>	<p>Applicant</p>	<p>The disclosure of this information by the Applicant is required to enter into an employment contract with Plexus.</p> <p>Where this data is not provided, the eligibility of the Applicant for employment in the hiring country cannot be verified as required under local employment and immigration law and the hiring process cannot be completed.</p>	<p>A copy of the Employee’s passport, birth certificate, entry/ work visa or other government-issued identity documents are retained in the Employee’s personnel file for the duration of their employment with Plexus plus an additional period after termination of employment, as defined in applicable local employment law.</p> <p>Upon expiration of the above term, the data is deleted or destroyed.</p>

2. Details on the processing of the personal data

Purposes of the processing of the personal data	Categories of personal data processed	Automated decision-making	Legal basis and, where applicable, legitimate interests	Recipients
Communication with the applicant in regards to the application process	Applicant Master Data	There is no automated decision-making.	Conduction of pre-contractual measures (Article 6 Section 1 letter b of the General Data Protection Regulation)	<p>HR recruiter of the Plexus affiliate (legal entity) offering the job opening</p> <p>IT Technical Staff at Plexus Corp as E-Mail Service Provider</p> <p>Online Application Tool Provider</p> <p>In addition to the above, to the extent the position is offered by a Plexus affiliate in the European Union and reports to a Hiring manager in another Plexus location or has Regional or Global responsibilities, the following recipients may apply on a strict, need to know basis:</p> <p>HR recruiter of Plexus Corp</p> <p>HR recruiter of Plexus Deutschland GmbH</p> <p>HR recruiter of Plexus Services RO SRL</p> <p>HR recruiter of Plexus Corp (UK) Limited</p>
Operation of the application process, particularly assessment of applications and conduction of	Applicant Master Data, Application Data, Evaluation	There is no automated decision-making.	Conduction of pre-contractual measures (Article 6 Section 1 letter b of the General Data	Hiring Manager, HR recruiter of the Plexus affiliate (legal entity)

<p>job interviews for assessing suitability for the role for which the applicant has applied.</p>	<p>Results</p>		<p>Protection Regulation)</p>	<p>offering the job opening</p> <p>IT Technical Staff at Plexus Corp as E-Mail Service Provider</p> <p>Online Application Tool Provider</p> <p>In addition to the above, to the extent the position is offered by a Plexus affiliate in the European Union and reports to a Hiring manager in another Plexus location or has Regional or Global responsibilities, the following recipients may apply on a strict, need to know basis:</p> <p>Hiring manager or HR recruiter of Plexus Corp</p> <p>Hiring manager or HR recruiter of Plexus Deutschland GmbH</p> <p>Hiring manager or HR recruiter of Plexus Services RO SRL</p> <p>Hiring manager or HR recruiter of Plexus Corp (UK) Limited</p>
<p>Provision of our online application tool for the use by applicants and external recruiters acting on behalf of the applicant.</p>	<p>Online Application Tool-HTTP Data, Online Application Tool-Account Data</p>	<p>There is no automated decision-making.</p>	<p>Conduction of pre-contractual measures (Article 6 Section 1 letter b of the General Data Protection Regulation) and balancing of interests (Article 6 Section 1 letter f of the General Data Protection Regulation). Our legitimate interest is the provision of our online</p>	<p>Online Application Tool-Provider</p>

			application tool.	
Ensuring the security of the IT infrastructure used to provide our online application tool, in particular to identify, eliminate and preserve evidence of disruptions (e.g. DDoS attacks)	Online Application Tool-HTTP Data	There is no automated decision-making.	<p>Balancing of interests (Article 6 Section 1 letter f of the General Data Protection Regulation).</p> <p>Our legitimate interest is ensuring the security of the IT infrastructure used to provide the website, in particular to identify, eliminate and preserve evidence of disruptions (e.g. DDoS attacks) as well as our obligation under Article 32 of the General Data Protection Regulation to have adequate technical measures to protect personal data stored on our systems in place.</p>	Online Application Tool-Provider
Storage of applicant's data for consideration for future job openings and consideration of such data which was stored for consideration for future job openings.	Applicant Master Data, Application Data, Evaluation Results	There is no automated decision-making.	Consent (Article 6 Section 1 letter a of the General Data Protection Regulation).	<p>Hiring Manager, HR recruiter of the Plexus affiliate (legal entity) offering the job opening</p> <p>IT Technical Staff at Plexus Corp as E-Mail Service Provider</p> <p>Online Application Tool Provider</p> <p>In addition to the above, to the extent the position is offered by a Plexus affiliate in the European Union and reports to a Hiring manager in another Plexus location or has Regional or Global responsibilities, the following recipients may apply on a strict, need to know basis:</p>

				<p>Hiring manager or HR recruiter of Plexus Corp</p> <p>Hiring manager or HR recruiter of Plexus Deutschland GmbH</p> <p>Hiring manager or HR recruiter of Plexus Services RO SRL</p> <p>Hiring manager or HR recruiter of Plexus Corp (UK) Limited</p>
Cooperation with external recruiters	<p>Applicant Master Data</p> <p>Status of hiring process of candidates presented by the external recruiter</p>	There is no automated decision-making.	Conduction of pre-contractual measures (Article 6 Section 1 letter b of the General Data Protection Regulation) and balancing of interests (Article 6 Section 1 letter f of the General Data Protection Regulation). Our legitimate interest is the cooperation with the external recruiter to receive appropriate applicants and to provide feedback to the external recruiter on the hiring decision for purposes of concluding any professional fees due to the recruiter as a result of a successful referral.	Third party professional recruiters
Completion of pre-employment reference checks by contacting references provided by the applicant [Not applicable to Applicants applying for a job opening offered by Plexus Deutschland GmbH or Plexus	<p>Employment Reference Data</p> <p>Applicant Master Data (first/ last name) and Application Data (employment history/ dates)</p>	There is no automated decision-making.	Conduction of pre-contractual measures (Article 6 Section 1 letter b of the General Data Protection Regulation) and balancing of interests (Article 6 Section 1 letter f of the General Data Protection Regulation). Our	<p>References provided by the applicant</p> <p>HR Manager or recruiter of the Plexus affiliate (legal entity) offering the job opening</p> <p>IT Technical Staff at Plexus Corp</p>

<p>Services RO SRL]</p>			<p>legitimate interest is the verification of the employment history, educational background or skills and experiences of Applicants.</p>	<p>as E-Mail Service Provider</p> <p>In addition to the above, to the extent the position is offered by a Plexus affiliate in the European Union and reports to a Hiring manager in another Plexus location or has Regional or Global responsibilities, the following recipients may apply on a strict, need to know basis:</p> <p>HR Manager or recruiter of Plexus Corp</p> <p>HR Manager or recruiter of Plexus Deutschland GmbH</p> <p>HR Manager or recruiter of Plexus Services RO SRL</p>
<p>Completion of verification of eligibility for employment according to the employment and immigration laws of the country of employment</p>	<p>Employment Eligibility Data</p>	<p>There is no automated decision-making</p>	<p>Compliance with Laws and Regulations (Article 6 Section 1 letter c of the General Data Protection Regulation)</p>	<p>HR Manager or Team Member of the Plexus affiliate (legal entity) offering the job opening</p>
<p>Storage and processing for evidence purposes for any assertion, exercise or defence of legal claims.</p>	<p>Applicant Master Data, Application Data, Evaluation Data, Employment Reference Data (where applicable), Employment Eligibility Data</p>	<p>No automated decision-making takes place.</p>	<p>Balancing of interests (Article 6 paragraph 1 point f of the General Data Protection Regulation). Our legitimate interest is the assertion, exercise or defence of legal claims.</p>	<p>Hiring Manager, HR recruiter of the Plexus affiliate (legal entity) offering the job opening</p> <p>IT Technical Staff at Plexus Corp as Network Storage Service Provider</p>

3. Details on the recipients of the personal data and details on the transfer of personal data to a third country and/or international organisation

Recipients	Role of the recipient	Establishment of recipient	Adequacy decision or appropriate or suitable safeguards for transfers to a third country and/or international organisation
Hiring Manager, HR Manager, Interviewer or HR recruiter of Plexus Deutschland GmbH	Controller	Germany	-
Hiring Manager, HR Manager, Interviewer or HR recruiter at Plexus Corp	Controller	USA	<p>There is no adequacy decision by the Commission within the meaning of Article 45 Section 3 of the General Data Protection Regulation.</p> <p>This transfer of personal data is subject to standard data protection clauses pursuant to Article 46 Section 5 of the General Data Protection Regulation and Article 26 Section 4 of Directive 95/46/EC. A copy of the standard data protection clauses can be obtained from our data protection officer (see contact details in section A.II above).</p>
Hiring Manager, HR Manager, Interviewer or HR recruiter at Plexus Services RO SRL	Controller	Romania	-
Hiring Manager, HR Manager, Interviewer or HR recruiter at Plexus Corp (UK) Limited	Controller	UK	-
Online Application Tool Provider [Plexus Corp HR Systems Personnel and its third party sub-processor]	Processor	USA	<p>There is no adequacy decision by the Commission within the meaning of Article 45 Section 3 of the General Data Protection Regulation.</p> <p>This transfer of personal data is subject to standard data protection clauses pursuant</p>

			to Article 46 Section 5 of the General Data Protection Regulation and Article 26 Section 4 of Directive 95/46/EC. A copy of the standard data protection clauses can be obtained from our data protection officer (see contact details in section A.II above).
Plexus Corporate IT Personnel, as E-Mail Service and Network Storage Service Provider	Processor	USA	<p>There is no adequacy decision by the Commission within the meaning of Article 45 Section 3 of the General Data Protection Regulation.</p> <p>This transfer of personal data is subject to standard data protection clauses pursuant to Article 46 Section 5 of the General Data Protection Regulation and Article 26 Section 4 of Directive 95/46/EC. A copy of the standard data protection clauses can be obtained from our data protection officer (see contact details in section A.II above).</p>

4. Details on joint controllership

Plexus is a global enterprise whose operations are executed under a matrix-style structure most suited to meet the needs of our global customers. For processing information submitted by, or on behalf of, Applicants we determine the purposes and means of the processing of personal data jointly with other controllers, particularly in cases where the job opening is offered by one Plexus legal entity, but reports to a Manager employed by another Plexus affiliate or whose job responsibilities are Regional or Global in nature. Below you will find more detailed information on this:

Joint Controllers	Contact data	Arrangement on joint controllership
Due to Plexus' matrix organizational structure, it is common for the Hiring Manager for a position in a Site to reside	Plexus Corp. One Plexus Way P.O. Box 156	We are happy to make the essence of the arrangement between us and the other joint controllers available to you at your request (contact data see Section A.I.).

<p>in another Site or at the Corporate headquarters in the US. The level or nature of the position may also demand that the HR Recruiter, HR Manager and Interviewers assigned to support the recruiting effort may also reside outside of the country of employment.</p> <p>To the extent open positions are offered by a Plexus affiliate located in the EU, but report to or collaborate with employees of other Plexus affiliates, the following Plexus entities may act as joint controllers:</p> <ul style="list-style-type: none"> • Plexus Corp • Plexus Deutschland GmbH • Plexus Services RO SRL • Plexus Corp (UK) Limited 	<p>Neenah, WI 54957-0156, USA privacy@plexus.com + 1 888 208 9005</p> <p>Plexus Deutschland GmbH Bratustraße 7, 64293 Darmstadt, Germany +49 6151 1377 5500</p> <p>Plexus Services RO SRL Eugeniu Carada Street, No 2-4 Oradea, 410610 Bihor, Romania +40 259 400500</p> <p>Plexus Corp (UK) Limited Pinnacle Hill, Kelso TD5 8XX, United Kingdom +44 1573 223601</p>	
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5. Details on exercise of data subject rights

Plexus' Online Application Tool provides data subjects with the ability to access and manage certain elements of their personal data directly within the system. Data subjects who apply for a position with Plexus through our Online Application Tool may access their Applicant Data and Online Application Account Data by logging into the Online Application Tool and viewing their profile. Data subjects may correct or delete their own contact information directly within their profile and may view the status of their application within their Applicant "Home" view. Should the Applicant no longer wish to be considered for a position to which they have applied, they may follow the instructions within the Online Application Tool to withdraw their application at any time. Please note that this will not withdraw the application from all positions to which the Applicant has applied – each application must be withdrawn on an individual basis.

Data subjects who have consented to the retention of their Applicant Master Data and Application Data for consideration for future job openings may revoke their consent at any time by sending a request for revocation to the Corporate Compliance team at privacy@plexus.com. Data subjects should

include their first and last name, online application tool account name or email address, and the date of their request to enable the revocation of the consent.

Data subjects who require assistance, who have applied for a position with Plexus through an external recruiter or an internal referral from an employee (i.e., outside the Online Application Tool) or who wish to exercise rights not directly accessible to them through the Online Application Tool may contact the Plexus HR representative with whom they have been communicating about the job opening or may submit a request to the Corporate Compliance team at privacy@plexus.com.

As described in Section B, Information on the Rights of EU Data Subjects, natural living persons residing in the EU are afforded specific rights to privacy under the EU's General Data Protection Regulation (GDPR), subject to the restrictions stipulated in the GDPR or other applicable law. EU data subjects may submit requests associated with exercising their rights to the Corporate Compliance team as outlined above or may contact our EU Data Protection Officer at eu-dpo@plexus.com or via the contact information provided in Section A.II of this Applicant Privacy Statement.

D. Effective date of and changes to this Data Protection Information

This Data Protection Information is effective as of 25 May 2018 and was last updated on 9 July 2018.

It may be necessary to modify this Data Protection Information for Job Applicants due to technical developments and/or amendment of statutory or official requirements.

An up-to-date version of this Data Protection Information for Job Applicants can be retrieved at any time at <https://www.plexus.com/en-us/privacy-policies>.