

Title: DIRECTOR CANDIDATES NOMINATION POLICY
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PLANTRONICS, INC.

DIRECTOR CANDIDATES NOMINATION POLICY

1. Stockholder Recommendations and Nominations.

Candidate Recommendations. It is the policy of the Nominating and Governance Committee of the Board of Directors of Plantronics, Inc. (dba “Poly” or the “Committee”) to consider recommendations for candidates to the Board of Directors from stockholders.

A stockholder that desires to recommend a candidate for election to the Board of Directors shall direct the recommendation in written correspondence by letter to Plantronics, Inc. attention Corporate Secretary, at the Company’s offices at 345 Encinal Street, Santa Cruz, CA 95060. Such written letter must include the candidate’s name, age, home and business address and telephone numbers; detailed biographical data for the candidate including current principal occupation and employment and relevant qualifications; information regarding any relationships between the candidate and Plantronics, Inc. within the last three years; names, addresses and telephone numbers for at least three personal references for the candidate; a statement from the recommending stockholder in support of the candidate addressing issues of character, judgment, diversity of experience, independence, expertise, corporate experience, other commitments and the like; a detailed description of any shares of Plantronics, Inc. beneficially owned by the nominating stockholder and the candidate and any derivative positions held or beneficially held by the candidate and the nominating stockholder; a description of all arrangements or understandings between the nominating stockholder and the candidate and any other person or persons (naming such persons) pursuant to which the candidate is being recommended and a written indication by the candidate of

her/his willingness to serve, if elected, and her/his willingness to make such other information available as may reasonably be requested by the Committee.

Candidate Nominations. A stockholder that instead desires to nominate a person directly for election to the Board of Directors at a meeting of the stockholders must meet the deadlines and other requirements set forth in Article 2, Section 13 of the Bylaws of Plantronics, Inc. and the rules and regulations of the Securities and Exchange Commission.

2. Identifying and Evaluating Nominees for Director.

The Committee uses the following procedures to identify and evaluate any individual recommended or offered for nomination to the Board of Directors:

- The Committee regularly reviews the current composition and size of the Board.
- The Committee will review the qualifications of any candidates who have been properly recommended or nominated by a stockholder, as well as those candidates who have been identified by management, individual members of the Board of Directors or, if the Committee determines, a search firm. Such review may, in the Committee's discretion, include a review solely of information provided to the Committee or may also include discussions with persons familiar with the candidate, an interview with the candidate or other actions that the Committee deems proper, including the retention of third parties to review potential candidates.
- In its evaluation of director candidates, including the members of the Board of Directors eligible for re-election, the Committee will consider the current size and composition of the Board of Directors, the needs of the Board of Directors and the respective committees of the Board and the qualifications of candidates in light of these needs as well as such other factors as the Committee may consider appropriate.
- The Committee has not formally established any specific, minimum qualifications that must be met by each candidate for the Board of Directors or specific qualities or skills that are necessary for one or more of the members of the Board of Directors to possess.