

**CHARTER FOR THE
PERFORMANCE AWARD SUBCOMMITTEE OF
THE COMPENSATION COMMITTEE OF
THE BOARD OF DIRECTORS OF
SANMINA CORPORATION**

(As amended and restated on September 10, 2018)

I. PURPOSE

The primary purpose of the Performance Award Subcommittee (the “Subcommittee”) of the Compensation Committee (the “Compensation Committee”) of the Board of Directors (the “Board”) of Sanmina Corporation (the “Company”) shall be to oversee and approve satisfaction or achievement of performance conditions relating to compensation, whether in the form of cash or equity awards, that is payable to individuals who are “covered employees” under Section 162(m) of the Internal Revenue Code of 1986, as amended (“Section 162(m)”, and such individuals, “Covered Employees”) and other executive officers of the Company whom the Subcommittee determines could become a Covered Employee (together with the Covered Employees, the “Covered Persons”) and that is intended to qualify as “performance based compensation” under Section 162(m) (“Performance Based Compensation”).

II. SUBCOMMITTEE MEMBERSHIP AND ORGANIZATION

- A. All members of the Subcommittee will be appointed by the Compensation Committee and shall serve at the discretion of the Compensation Committee.
- B. The Subcommittee shall consist of no fewer than two (2) members. All of the members of the Subcommittee shall meet (i) the independence requirements of the listing standards of the NASDAQ Global Select Stock Market, (ii) the non-employee director definition of Rule 16b-3 promulgated under Section 16 of the Securities Exchange Act of 1934, as amended (the “Exchange Act”) and (iii) the outside director definition of Section 162(m).
- C. The Compensation Committee shall choose a Chair of the Subcommittee, who shall prepare the agenda for and preside at each meeting of the Subcommittee.

III. SUBCOMMITTEE RESPONSIBILITIES AND AUTHORITY:

- A. The Subcommittee shall review and approve satisfaction or achievement of performance conditions relating to all compensation payable to Covered Persons that is intended to qualify as Performance Based Compensation, including, without limitation, (i) performance bonuses intended to qualify as Performance Based Compensation, including formulas and performance criteria for earning bonuses and payouts, and (ii) equity compensation intended to qualify as Performance Based Compensation, including stock options and restricted stock

awards. The Chief Executive Officer may be present during meetings at which the Performance Based Compensation of any Covered Person is discussed, but shall not be present during any Subcommittee deliberations or voting with respect to his or her compensation. Material decisions regarding Performance Based Compensation shall be reported to the Compensation Committee.

- B. To the extent required for compliance with Section 162(m) where desirable, the Subcommittee shall review and approve annual performance objectives and goals relevant to Covered Persons. In addition, the Subcommittee shall (i) review and advise regarding the annual performance objectives and goals relevant to Covered Persons, as appropriate, and (ii) evaluate and certify the performance of such Covered Persons in light of these goals and objectives.

- C. The Subcommittee shall administer, within the authority delegated by the Board of Directors, the Company's stock option plans and other equity incentive plans as may be approved by the Board from time to time (collectively, the "Plans") with respect to the grant of Performance Based Compensation to Covered Persons. In its administration of the Plans, the Committee (i) shall certify achievement of the performance goals or conditions contained in equity awards granted under the Plans and intended to qualify as Performance Compensation and (ii) may amend such stock options, restricted stock awards and other equity incentive awards consistent with the terms of the Plans and the requirements of Section 162(m).

- D. The Subcommittee shall review and reassess the adequacy of this Charter annually and recommend any proposed changes to the Board or Compensation Committee for approval.

- E. The Subcommittee shall have the authority, in its sole discretion, to retain or obtain the advice of compensation consultants, independent legal counsel and other advisors to assist the Subcommittee in the performance of its duties hereunder and who shall be chosen only after taking into consideration factors relevant to adviser independence set forth in NASDAQ Listing Rule 5605(d)(3). Any such advisors shall be independent from the Company as reasonably determined by the Subcommittee. The Subcommittee shall have direct responsibility for the appointment, compensation and oversight of the work of compensation advisors. The Subcommittee shall exercise its own judgment in fulfilling its duties hereunder with no obligation to implement or act consistently with the advice or recommendations of any compensation consultants, legal counsel or other advisors that it retains. The Subcommittee shall be entitled to sufficient funding from the Company to pay the fees of the consultants, counsel and other advisors that it retains to assist it in performing its duties hereunder.

IV. MEETINGS

The Subcommittee will meet at such times, and with such frequency, as it shall determine necessary or appropriate for it to fulfill its responsibilities under this Charter.

V. MINUTES

The Subcommittee will maintain written minutes of its meetings, which minutes will be filed with the minutes of the meetings of the Compensation Committee.