



23 February 2016
Yuan Kee Wan Chloe
Blk 802 Yishun Ring Road
#09-4367
Singapore 760802

Dear Chloe,

Apple South Asia Pte Ltd ('Apple') is delighted to offer you the position of Senior Accountant, Malaysia and the job level of Individual Contributor 3 (IC3). In your new position you will report to Emily See, with the effective start date of Monday the 7th of March 2016. We look forward to welcoming you to Apple.

Compensation

Apple offers a highly competitive package of compensation and benefits. The details of your package are set forth below.

Salary

You will receive a monthly salary of S\$6,000.00 (less deductions required by local laws) payable 12 times a year in accordance with Apple's standard payroll procedures. Apple reserves the right to modify salaries and benefits from time to time as it deems necessary.

It is your sole responsibility to fully and completely report to the appropriate tax authorities, and pay all monies required for tax purposes.

Benefits

As a full-time employee, you will be eligible to participate in Apple's benefits program. We've enclosed a Corporate Benefits Program Summary in this package with more details. Apple's benefits program may be varied from time to time, at Apple's discretion.

Conditions

This employment offer is contingent on the following conditions.

- On the first day of your employment, and possibly from time to time thereafter, you must show proof of identity and approved employment pass to work in Singapore as required by the Ministry of Manpower. If you are unable to provide documentation of your authorization to work in Singapore, Apple may immediately terminate your employment.
- You must sign the Confidentiality and Assignment of all Rights of Invention Agreement and return the signed agreement with this offer letter. Any exceptions or approvals required under the terms of the Confidentiality and Assignment of all Rights of Invention Agreement must be approved by your division's vice president and Apple's Legal Department prior to your beginning work.
- We believe that every employee should use good judgment and exercise uncompromising integrity when conducting Apple business. By accepting this offer, you acknowledge that you have received and read Apple's Business Conduct Policy and that you agree to comply with its terms.
- You acknowledge that personnel information will be gathered about you within the scope of your employment, including as part of the hiring process ("Employee Personal Information"). Your Employee Personal Information is considered private and confidential and is treated in accordance with Apple's Personnel Information Privacy Policy. You understand that you may access, review, make changes to your information and object for legitimate reasons to the processing of your information by contacting hr_privacy_office@group.apple.com. You also acknowledge that Apple may transfer your Employee Personal Information to other Apple entities located outside of Singapore at its discretion, including to Apple Inc. in the United States. By signing this agreement you consent to such transfer, with the understanding that Apple complies with the Safe Harbor framework developed by the US Department of Commerce, and that compliance with this framework provides a comparable standard of protection to that as required under the applicable laws and regulations related to the protection of personal data in Singapore.
- You must receive a satisfactory background check in accordance with Apple policy. The criteria of satisfactory background check are decided by Apple at its sole discretion, and should include but not be limited to (a) that you provide an authentic diploma or graduation certificate; (b) that all the information provided on your CV and during the interview is true and authentic; and (c) that Apple is satisfied with the reference check with your previous employers and any other persons you designated.
- In your role, you may be providing services to countries outside Singapore. Accordingly, as advised by your manager in his or her discretion, you may be required to work on a public holiday in Singapore (as defined under the Holidays Act or any replacement legislation) (SPH) in which case you will be given a day in lieu, which day in lieu should, where practical, be taken on a day that is a public holiday in a country to which you provide services (OPH). If this is the case and there are more SPHs than

OPHs, your manager will advise you of the date to be taken in lieu of the additional SPHs. In no event will you be entitled to more public holidays than the number of SPHs in any one calendar year.

- For employees issued with S pass, employment pass, personalized employment pass, work holiday pass while working for Apple, you should bear and be liable for any costs associated with your repatriation upon the ending or termination of your employment with Apple.

If any of the above conditions are not satisfied, Apple may withdraw this employment offer.

Termination

Either party may, with or without cause, terminate this contract of employment by giving to the other party one month's written notice or one month's base salary as payment in lieu of notice.

Apple may at any time terminate this employment contract without the need of any period of notice in any of the following events:

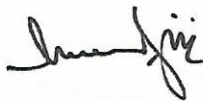
1. You commit any breach of this employment contract
2. You violate any rule or disobey any lawful instruction given by Apple
3. You violate any section of Apple's Business Conduct policy.
4. You commit any acts of dishonesty, or any action of impropriety which in Apple's opinion is likely to bring Apple or any related company into ridicule or disrespect of the public or any person, or otherwise damaging the reputation of Apple or any related company.

This agreement shall be governed and construed in accordance with the laws of Singapore, without regard to conflict of law principles. By signing this letter you agree that these are the only terms and conditions of your employment and acknowledge that you have not relied upon any other promises or representations, except those made in this letter.

This employment offer is valid until Tuesday, 1 March 2016. We must receive your written acceptance of this offer no later than 5:00 p.m. SGT time that day.

Chloe, please accept this offer by signing below. Be sure to retain copies for your personal records. If you have any questions regarding this offer or any of its enclosures, please contact me at +65 6480 8116.

Sincerely,



Zoe Tan
Apple Recruiting, Asia Pacific
On behalf of Apple South Asia Pte Ltd

I accept the offer (sign below):



Candidate Signature

YUAN KEE WAN, CHLOE

Printed Full Candidate Name,

7/3/2016

Expected Start Date

23/2/2016

Date Signed



Yuan Kee Wan Chloe
Blk 802 Yishun Ring Road
#09-4367
Singapore 760802

Re: Employee Stock Purchase Plan

Dear Chloe,

Once you are an employee of Apple South Asia Pte Ltd ('Employer'), you may be eligible to participate in the Apple Inc. Employee Stock Purchase Plan ('ESPP'). The ESPP lets eligible employees purchase Apple Inc. ('Apple') stock at the end of each purchase period at a price equal to the lesser of 85% of the fair market value of Apple's stock at the beginning or at the end of each purchase period, subject to the terms of the ESPP.

You acknowledge that if you decide to participate in the ESPP, your participation will be voluntary and it will not constitute an employment relationship with Apple. You further acknowledge that the benefits under the ESPP shall not be part of your employment contract with the Employer, your salary or other remuneration for any purposes, including for purposes of computing payment during the notice period, payment in lieu of notice, severance pay or other termination compensation or indemnity (if any). Apple reserves the absolute right in its sole discretion to suspend, modify, cancel or terminate any and all Apple stock plans at any time without compensation to you or any other of the participating employees.

You understand that the ESPP is governed by and will be construed in all respects by U.S. law, without giving effect to any law or rule that would cause the laws of any jurisdiction other than the U.S. to be applied. For purposes of litigating any dispute that arises directly or indirectly from the your participation in the ESPP, you hereby submit to and consent to the exclusive jurisdiction of the State of California and agree that such litigation shall be conducted only in the courts of the County of Santa Clara, California, or the federal courts for the United States for the Northern District of California, and no other courts.

As a result of your participation in the ESPP, you may be subject to certain tax and/or legal consequences. You will be responsible to comply with applicable legal requirements in connection with your participation in the ESPP and for any taxes arising from the purchase or sale of shares as well as the receipt of any dividends. You agree to seek tax advice from your personal accountant or tax advisor at your own expense regarding the tax implications of participating in the ESPP.

Heidi Holter, Director, Human Resources

Yuan Kee Wan Chloe

23/2/2016

Date

23/2/2016

Date