



7th June 2019

Lin Hancheng
Blk 283
Toh Guan Rd
#13-253,
Singapore 600283

Dear Hancheng,

ResMed Asia Pte Ltd (ResMed) is pleased to offer you employment on the terms contained in this letter.

ResMed is part of the ResMed Group of companies as defined in this letter (ResMed Group).

1. POSITION

You will initially be employed in the role of Design Engineer, Masks Development. Unless otherwise agreed, the terms and conditions in this letter will continue to apply to you in relation to any position that you hold.

2. REPORTING STRUCTURE

You will report to Tay Barry Eng Keong, Manager- Masks Development, or any other person nominated by ResMed from time to time.

3. COMMENCEMENT DATE AND TERM

Your employment under this letter commences on 16th September 2019 or such other date as agreed between the parties, and continues until the employment is terminated in accordance with the terms of this letter.

4. PRE-EMPLOYMENT CONDITIONS

4.1 This offer of employment and your ongoing employment are subject to you:

- (a) meeting all requirements necessary to reside and work in Singapore and continuing to do so.
- (b) ResMed being satisfied that your qualifications are genuine;
- (c) ResMed being satisfied with all background reports and reference checks;
- (d) You being examined by a doctor appointed or approved by ResMed who confirms that you are fit to undertake the responsibilities of the role as described in this letter;

Despite any other provision in this document, if the above condition[s] [is/are] not satisfied, ResMed may treat its offer of employment as withdrawn, or may treat the

contract and the employment relationship as at an end with immediate effect, whichever the case may be, without incurring any liability to you.

5. HOURS OF WORK

5.1 ResMed's normal working hours are Monday to Friday, 8.30am to 5.30pm, (including a one hour lunch break) and such reasonable additional hours necessary to fulfil the requirements of your position or as required by ResMed, including on weekends and holidays. ResMed may adjust the start and end times for operational needs.

5.2 Your remuneration includes compensation for all hours you are required to work, including any overtime. Due to the nature of your role, overtime pay will not apply.

6. LOCATION

Initially, you will be based at 1 Fusionopolis Way, #07-01 Connexis South Tower, Singapore 138632. ResMed may require you to travel to or work at other locations on occasion, including overseas.

7. PROBATIONARY PERIOD

7.1 Your employment is subject to a three month probationary period. ResMed may extend the probationary period if you are absent from work for more than one month, or for other reasons, including the need to further assess your performance or suitability for the position.

7.2 During the probationary period ResMed may conduct regular performance reviews with you.

7.3 During the probation period, either party may terminate the employment by providing two weeks' written notice, and in the case of ResMed by payment in lieu of all or part of the notice period.

8. DUTIES AND RESPONSIBILITIES

8.1 Your main duties and responsibilities are as set out in the job description, which is attached to this letter.

8.2 ResMed may vary your duties and responsibilities at any time or assign you additional duties and responsibilities. Unless otherwise agreed in writing, the terms and conditions in this letter will continue to apply in respect of any other position that you may hold.

8.3 During your employment you must:

- (a) diligently perform the duties and responsibilities that ResMed assigns to you; and
- (b) comply with all lawful and reasonable directions and instructions given by ResMed.

8.4 You warrant that you are skilled, trained and competent to work as a Design Engineer and all information provided by you about your work experience and qualifications is correct.

9. REMUNERATION

Your remuneration comprises a base salary of [REDACTED] payable in equal monthly instalments.