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7 June 2022

Jerome Lim
Blk 871C Tampines St 86
#16-50
Singapore 523871
Singapore

Dear Jerome,

Apple South Asia Pte Ltd ('Apple') is delighted to offer you the position of Retail Fulfilment Operations, Supply/Demand Planner and the job level of Individual Contributor 3 (IC3). In your new position you will report to Shay Neo, with the effective start date of Monday the 13th of June 2022. We look forward to welcoming you to Apple.

Hours of Work

Your standard office work hours will be 8 hours per day, 5 days per week. You may be required to work reasonable additional overtime based on business needs and your manager's instruction from time to time.

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 basic salary of S[REDACTED] (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.

Discretionary Bonus

You may be eligible to receive a discretionary bonus based on your individual performance and Apple's overall performance. Whether a bonus is paid and the amount and timing of the bonus payment is at the sole discretion of Apple.

Hire-On bonus

You will be eligible to receive a hire-on bonus of S[REDACTED] subject to the following conditions. In order to earn the bonus you must be actively employed by Apple for 12 months following your

start date. Apple will advance you payment of the bonus in the next regular payroll cycle. Should you voluntarily terminate your employment within 12 months of your start date, you will be responsible for reimbursing all or part of the bonus payment at Apple's sole discretion. By your signature below, you authorize Apple to deduct any unearned bonus advance from your final paycheck.

Probation Period

You will be on probation for a period of 3 months from the effective date of employment. This period of probation may be extended at Apple's discretion, and unless a letter in writing notifying you otherwise is given, you will be deemed to have passed your probation period when such period expires. Unless indicated otherwise, there will be no changes to your remuneration package upon passing of probation period.

Benefits

As a full-time employee, you will be eligible to participate in Apple's benefits program. We've enclosed a 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.

- You are hired on the explicit understanding that there are no bars or restrictions upon your employment with Apple. Apple reserves the right to consider any such impediments to be a cause for termination of employment.
- 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 dpo@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 local data protection laws (if any), the APEC Cross Border Privacy Rules (CBPR) system or any other regime ensuring equivalent or adequate protection, or by appropriate contractual arrangements or binding corporate rules, and that compliance with these programs 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 a valid work pass while working for Apple, including a S pass, employment pass, personalized employment pass, work holiday pass or miscellaneous work pass, you agree and consent to bear and be liable for all costs associated with your repatriation upon the ending or termination of your employment with Apple for any reason whatsoever.

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

Termination

During the probation period, either party may, with or without cause, terminate this contract of employment by giving to the other party two weeks' written notice or payment of two weeks' base salary in lieu of notice.

After the probation period expires, 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, 31 May 2022. We must receive your written acceptance of this offer no later than 5:00 p.m. SGT time that day.

Jerome, 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 Kay (Recruiting) Lee at kay_lee2@apple.com.

Sincerely,

Apple Worldwide Recruiting
On behalf of Apple South Asia Pte Ltd

I accept the offer (sign below):

Candidate Signature

I understand that by electronically signing this document by typing my full name below, that I acknowledge, agree and attest that the information provided by me is true and correct and I am freely intending to create and adopt as my own a legally binding electronic signature that carries the same legal effect and enforceability as my handwritten signature.



Printed Name: Jerome Lim

Date: 5/25/2022

Electronically signed by jeromelimg@gmail.com, on 2022-05-25T04:39:41.860Z, IP: 116.14.16.5

Apple South Asia Pte Ltd | No. 7 Ang Mo Kio Street 64 | Singapore, 569086 | Co. Reg. no. 198903166R
Apple Confidential

Retail Fulfilment Operations, Regional Supply/Demand Planner

Job Summary

Be part of a highly competent team in Retail Fulfillment Operations (RFO) to ensure that anyone who walks into our Apple Retail Stores across the countries in APAC can always find their favourite Apple products. We work with various cross-functional teams to achieve our goal - WW SDM for product allocation, Merchants and Finance on demand assumptions, and Logistics to move supply. On exciting new product launches, we also work closely with Readiness team and drive process improvement with Business Process Reengineering (BPR) team.

Key Qualifications

- Razor-sharp analytical skills, should have the ability to evaluate, analyse and present data
- Practical and proactive approach to problem solving and process improvement
- Creative thinker who can identify opportunities to optimise and enhance existing processes which enable scalability
- Superb communication
- Positive energy and attitude with a passion in customer service excellence
- Embrace change and continuous innovation mindset
- Masters core skills, sees beyond own silo
- Organised and able to react to the challenges of a fast moving environment
- Ability to build effective relationships in a cross-functional team environment
- Ability to deliver quality work to tight deadlines
- Strong excel skills and trend analysis
- Excellent systems understanding and experience
- Experience in use of forecasting system will be advantageous

Description

Apple's Retail Business in APAC is expanding at an amazing speed. To support this growth, we are recruiting for a Demand Planning Analyst. We are looking for a highly analytical and motivated individual who can keep a finger on the pulse of our retail business.

This individual must be meticulous, independent, challenge status quo, "think-out-of-box", embrace changes and have excellent communication skills. The position will interest candidates from fast moving consumer goods environments. We are also interested in meeting candidates from Electronics, Retail and Finance fields.

Responsibilities include but are not limited to:

- Develop units demand forecasts for APAC retail stores based upon a thorough analysis of trends, business cycles and Merchants input.
- Provide meaningful business insights through detailed analysis and understanding what are the key business drivers and market dynamics.
- Prepare commentaries and charts to articulate and present forecast assumptions and methodology in a clear and concise manner.
- Building demand planning models, 'what if' scenarios that analyze new product introductions and impact on existing products.
- Drive efficiency and scalability through utilization of forecasting system to generate forecasts.
- Proactive in understanding the supply strategy at country, store and product levels.
- Ability to crunch complex data from multiple sources and make recommendations to support business case
- Work in close cooperation with the WW RFO team, Merchants and SDM to drive accurate demand forecasts.
- Take the lead to manage and represent the region in demand planning related projects.
- Overall management of the demand planning aspects of New Product Introductions and holiday season planning for Retail
- A key player in identifying and working with others to develop automated solutions and enhancements to drive forecast accuracy.
- Ability to conceptualize and work with cross-functional teams to create scalability tools to increase work efficiency.

Education & Experience

We are looking for graduates with Masters/Bachelors degree, with more than 6 years of experience. Graduates with Business/ Information Systems/ Statistics / Computer Engineering degrees will be preferred.

Every day, people do amazing things at Apple. What will you do?

Apple is an Equal Opportunity Employer that is committed to inclusion and diversity. We also take affirmative action to offer employment and advancement opportunities to all applicants, including minorities, women, protected veterans, and individuals with disabilities. Apple will not discriminate or retaliate against applicants who inquire about, disclose, or discuss their compensation or that of other applicants.

We will ensure that individuals with disabilities are provided reasonable accommodation to participate in the job application or interview process, to perform essential job functions, and to receive other benefits and privileges of employment. Please contact us to request accommodation.



Re: Restricted Stock Unit Awards and Employee Stock Purchase Plan

Dear Jerome,

This letter provides information on your eligibility to receive a restricted stock unit (**RSU**) award from Apple Inc. (**Apple**). Management intends to recommend to the Compensation Committee of the Board of Directors of Apple (the **Committee**) that you be granted an award of RSUs with a value of [REDACTED] on the date of grant. This award is subject to the approval of the Committee, on a date to be determined. The number of RSUs will be determined by dividing US [REDACTED] by the Nasdaq closing price of a share of Apple stock on the date the award is approved by the Committee and rounding up to the nearest whole share.

An RSU is the right to receive shares of Apple common stock upon vesting; one unit represents one share of Apple stock. After Committee approval, the specific terms and conditions applicable to the grant, including the vesting schedule, will be available in the RSU award agreement. Except as otherwise provided in the RSU award agreement, vesting of any RSU award will cease upon termination of employment.

The grant will be subject to the terms and conditions of Apple's 2014 Employee Stock Plan (the **2014 Plan**) as well as the terms and conditions of the RSU award agreement. This letter does not modify or amend those documents in any manner. You understand that any RSU awards granted to you will be 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 your participation in any Apple stock plan, 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 where this grant is made.

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 (the **ESPP**). The ESPP lets eligible employees purchase Apple stock at the end of each six-month purchase period at a purchase price that is equal to the lesser of 85% of the fair market value of Apple's stock on the first day and the last day of each purchase period, subject to the terms and conditions of the ESPP.

You acknowledge that if you decide to participate in the ESPP or if Apple grants you an RSU award, your participation in any Apple stock plan will be voluntary and it will not constitute an employment relationship with Apple. You further acknowledge that the benefits under any Apple stock plan shall not be part of your employment contract with 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.

Please note that Apple can make the RSU grant to you and offer you participation in the ESPP only if and as long as it is permitted and feasible under the laws of the country in which you reside or to whose laws you are subject.

If the Committee grants you an RSU award, the grant will be a one-time benefit and all determinations with respect to future grants are at the sole discretion of the Committee. You acknowledge that, if Apple grants you any RSU award:

- the grant of the RSU award is an exceptional, discretionary, one-time benefit and will not create any contractual or other right to receive future grants of RSU awards, or benefits in lieu of RSUs;
- all determinations with respect to any future grants, including but not limited to, the times when awards will be granted, the number of shares subject to each award, and the time or times when each award will become vested will be at the sole discretion of Apple; and
- the future value of the underlying shares will be unknown, indeterminable and cannot be predicted with certainty.

As a result of your participation in Apple's stock plans, you may be subject to certain tax and/or legal consequences. You will be responsible to comply with any applicable legal requirements in connection with your participation in Apple's stock plans and for any income tax and/or social insurance contribution obligations arising from the grant or vesting of RSUs, including any Employer obligations that Apple has determined may be legally transferred to you, and, if applicable, any obligations arising from the purchase of shares and the sale of any shares or the receipt of any dividends or dividend equivalents. You agree to seek advice from your personal accountant or tax advisor at your own expense regarding the tax implications of any RSU award granted to you or your participation in the ESPP.

Apple may, in its sole discretion, decide to deliver any documents related to current or future participation in any Apple stock plan by electronic means. You hereby consent to receive such documents by electronic delivery and agree to participate in any Apple stock plan through an on-line or electronic system established and maintained by Apple or a third party designated by Apple.

If you received this letter in a language other than English, you understand that the translated version of this letter is provided for your reference only. Where there is any discrepancy between the translated version and English version, the English version shall prevail. Apple stock plans and all other materials related to RSUs and the ESPP will be provided to you in the English language. By participating in the ESPP or accepting your RSU award, you confirm having read and understood the documents relating to the Apple stock plans. You acknowledge that it is your responsibility to understand each and all of the provisions of the Apple stock plans and other related materials.

By your signature below: (1) you acknowledge that any RSUs granted to you in the future shall be subject to Apple's current acceptance policy; and (2) you understand and agree that you will be deemed to have accepted the RSUs in accordance with the terms and conditions of the 2014 Plan

as well as the terms and conditions of the RSU award agreement unless you expressly reject the RSUs by the date specified in the applicable award agreement.



Heidi Holter, Senior Director, Compensation, Apple Inc.

Date

05/25/2022

Signature

I understand that by electronically signing this document by typing my full name below, that I acknowledge, agree and attest that the information provided by me is true and correct and I am freely intending to create and adopt as my own a legally binding electronic signature that carries the same legal effect and enforceability as my handwritten signature.



Printed Name: Jerome Lim

Date: 5/25/2022

Electronically signed by jeromeling@gmail.com, on 2022-05-25T04:42:47.470Z, IP: 116.14.16.5

Address

Blk 871C Tampines St 86 #16-50 Singapore 523871



Confidentiality and Assignment of All Rights of Invention Agreement

Confidentiality

The employee shall not disclose to Apple South Asia Pte Ltd ("Apple") or induce Apple to use any confidential information of other persons or companies, including former employers (if any).

The employee shall not during or after employment disclose to any person or company, confidential information which belongs to Apple or to any person or company which the employee may learn in the course of employment with Apple, whether or not such information is produced by the efforts of the employee.

Such confidential information includes, without limitation, matters not generally known outside Apple, such as developments relating to existing and future products and services marketed or used, or to be marketed or used or rejected by Apple, its related companies or persons, or companies dealing with Apple or its related companies and also information relating to the general business operations of Apple, its related companies or persons or companies dealing with Apple (e.g. concerning sales, costs, profits, organization, customer lists, pricing methods, etc.)

Assignment of all rights and invention

The employee acknowledges that the following belong to Apple:

1. All inventions, discoveries and novel designs whether or not registrable as designs or patents;
2. All writings (including programs), art work and other copyright work created during and in the course of employment (whether or not in normal working hours or using Apple premises or equipment).

The employee shall disclose any inventions, discoveries, designs or copyright works referred to above and, if required by Apple, assign to Apple any other inventions, discoveries, designs or copyright works devised or created by the employee whilst employed by Apple and which may touch upon the future or present business or products of Apple and its related companies.

The employee shall both during and after employment do all such acts and things, and sign all such documents, as Apple or its solicitors may reasonably request to secure Apple's ownership or rights in the inventions, discoveries or copyright works referred to above.

Applicable law



This Agreement shall be governed by and construed in accordance with the laws of Singapore.
Understood and agreed by:

I understand that by electronically signing this document by typing my full name below, that I acknowledge, agree and attest that the information provided by me is true and correct and I am freely intending to create and adopt as my own a legally binding electronic signature that carries the same legal effect and enforceability as my handwritten signature.

A handwritten signature in black ink, appearing to be 'Jerome Lim', is written over a horizontal line.

Printed Name: Jerome Lim

Date: 5/25/2022

Electronically signed by jeromeling@gmail.com, on 2022-05-25T04:51:12.661Z, IP: 116.14.16.5



Personal Information Notice

Personal Information

No

Have you worked for Apple previously?

Lim

Jerome

Last Name

First Name

Middle Name

Jerome

04/07/1989

Preferred English First Name (to appear in Apple Directory)

Date of Birth (DD/MM/YY)

Male

Married

Gender

Marital Status

Chinese

Free Thinker

Race

Religion

Singapore Address only

Blk 871C Tampines St 86 #16-50

Singapore

523871

Street Address

Country

Postal Code

+6581253287

Mobile

Home

Primary Phone Number

Primary Phone Type

Secondary Phone Number

Secondary Phone Type

Immigration Details

Singapore

S8921765B

Nationality

NRIC/FIN Number

SG

Passport Number (Foreign Workers only)

Country of Issue

Right to Work Status

- ☐ Singapore Citizen
- ☐ Singapore Permanent Resident
- ☐ Dependent Pass (Letter of Consent)
- ☐ Employment Pass
- ☐ S Pass
- ☐ Student Pass
- ☐ Work Permit
- ☐ Other (Please Specify) _____

Education/Highest Qualification

Bachelor of Science

Chemistry

Highest Qualification

Speciality/Major

National University of Singapore

2013

Name of Education Institution

Year Graduated

Emergency Contact

Goh Chun Ling

Wife

Contact Name

Relationship

97689638

Gohcl168@gmail.com

Mobile Phone

E-mail Address

By completing this form, I declare that, to the best of my knowledge, any information that I have provided is true, correct and complete and that any falsification or misrepresentation of information that I have provided may be subject to disciplinary action including but not limited to termination of employment.

I acknowledge and, where necessary, under applicable local law consent to Apple collecting and processing my Personal Information/Data pursuant to Apple's privacy policies and in accordance with the rights of workers enshrined in such applicable laws. I am aware that Apple will process this information in order to improve and maintain effective personnel administration, for general business management purposes, and to comply with obligations imposed by law including right to work and export control requirements.

I understand that by electronically signing this document by typing my full name below, that I acknowledge, agree and attest that the information provided by me is true and correct and I am freely intending to create and adopt as my own a legally binding electronic signature that carries the same legal effect and enforceability as my handwritten signature.



Printed Name: Jerome Lim

Date: 5/25/2022

Electronically signed by jeromelim@gmail.com, on 2022-05-25T04:48:07.115Z, IP: 116.14.16.5



Business Conduct: The Way We Do Business Worldwide

Apple conducts business ethically, honestly and in full compliance with all laws and regulations. This applies to every business decision in every area of the company worldwide. Apple's Business Conduct Policy, a copy which is enclosed, reflects our continued commitment to doing business the right way.

Policy Acceptance

Business Conduct

5/25/2022 4:48:58 AM UTC

1. I confirm that I have received, read and understand the policy.
2. I acknowledge that Apple may make updates at its absolute discretion from time to time, and it is my responsibility to familiarise myself with the policies and comply with any updated requirements.

I understand that by electronically signing this document by typing my full name below, that I acknowledge, agree and attest that the information provided by me is true and correct and I am freely intending to create and adopt as my own a legally binding electronic signature that carries the same legal effect and enforceability as my handwritten signature.

Printed Name: Jerome Lim

Date: 5/25/2022

Electronically signed by jeromelimg@gmail.com, on 2022-05-25T04:50:30.269Z, IP: 116.14.16.5



Business Conduct

The way we do business

October 2020



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The way we do business worldwide

Apple conducts business ethically, honestly, and in full compliance with applicable laws and regulations. This applies to every business decision in every area of the company worldwide.

The following principles guide Apple's business practices:

- **Honesty**—Demonstrate honesty and high ethical standards in all business dealings.
- **Respect**—Treat customers, partners, suppliers, employees, and others with respect and courtesy.
- **Confidentiality**—Protect Apple's confidential information and the information of our customers, partners, suppliers, and employees.
- **Compliance**—Ensure that business decisions comply with applicable laws and regulations.

Apple expects its suppliers, contractors, consultants, and other business partners to follow these principles when providing goods and services to Apple or acting on our behalf. Apple also requires its suppliers to comply with the Apple Supplier Code of Conduct.

The Business Conduct Policy applies to all full and part-time employees of Apple and its subsidiaries, and provides a standard guide for what is required of everyone at Apple. Relevant sections also apply to members of Apple's Board of Directors. The Business Conduct Policy also provides information on additional resources available to employees, including the [Business Conduct Helpline](#) and the Business Conduct website, which contains guidance and frequently asked questions to assist employees in understanding Apple's approach to Business Conduct.

All employees are required to complete annual, online Business Conduct training, and review and certify their understanding of the Business Conduct Policy. Employees are also required to complete online Respect at Apple and Privacy trainings, and depending on job responsibilities and location, may be required to participate in additional mandatory online trainings on specific topics, such as anti-corruption. Focused live training is also arranged periodically on Business Conduct and other relevant topics.

On rare occasions, local laws may impose requirements on Apple and its employees that differ from those set out in the Business Conduct Policy. Contact a local People Business Partner for more information on how these laws may apply to you.

Any waiver of this Policy for our directors, executive officers, or principal accounting officer may be made only by our Board of Directors, and will be disclosed as required by law or applicable listing rules.

Your Responsibilities and Obligation to Take Action

Everything we do is a reflection of Apple. We expect you to:

- **Follow the Policy.** Comply with the letter and spirit of Apple's Business Conduct Policy and all applicable legal requirements.
- **Speak up.** If you see or hear of any violation of Apple's Business Conduct Policy, other Apple policies, or legal or regulatory requirements, you must notify either your manager, People Team, Legal, or [Business Conduct](#).
- **Use good judgment and ask questions.** Apply Apple's principles of business conduct, and review our policies and legal requirements. When in doubt about how to proceed, discuss it with your manager, your People Business Partner, Legal,

or Business Conduct. Any failure to comply with Apple's Business Conduct Policy—or failure to report a violation—may result in disciplinary action, up to and including termination of employment.

You are also required to fully cooperate in any Apple investigation, and keep any information shared with you confidential to safeguard the integrity of the investigation.

Reporting a Concern

To report a concern or ask a question about Apple's Business Conduct Policy, you can contact Business Conduct by phone, email, or web form. For contact details, visit the Business Conduct website or the Resources section at the end of this policy. Apple's external helpline (apple.ethicspoint.com) also allows employees and external parties to report concerns with the option of remaining anonymous, where permissible under applicable laws. The external helpline provides local, toll-free phone numbers that connect employees and external parties to a multilingual reporting service.

Your information will be shared only with those who have a need to know to help answer your questions or investigate concerns, ensure the prompt enforcement of this Policy, and, if appropriate, determine disciplinary action. If your information involves accounting, finance, or auditing, the law may require that necessary information be shared with the Audit and Finance Committee of the Board of Directors. Apple's Business Conduct Policy is administered by the Business Conduct organization, under the oversight of Apple's Chief Compliance Officer, who provides regular updates to the Audit and Finance Committee of the Board of Directors. The Business Conduct team is available to support all employees and answer questions on business conduct issues, policies, regulations, and compliance with legal requirements.

No Retaliation

Apple will not retaliate—and will not tolerate retaliation—against any individual for reporting a good-faith concern or complaint to a manager, People, Legal, Business Assurance and Audit, Finance, or Business Conduct, or for participating in the investigation of a concern or complaint. We do not tolerate knowingly false reporting.

Your Rights as an Employee

While we expect employees to follow the Business Conduct Policy, nothing in this Policy should be interpreted as being restrictive of your right to speak freely about your wages, hours, or working conditions.

Human Rights

Apple is committed to respecting internationally recognized human rights. Apple's approach to respecting human rights is based on the United Nations Guiding Principles on Business and Human Rights, the global standard on business and human rights. For more information, see the [Human Rights Policy](#).

Workplace Behaviors

Drugs and Alcohol

Apple cares about the health and safety of our employees. You are expected to comply with Apple's guidelines regarding alcohol, drugs, and smoking, whether it is in the workplace, at Apple-sponsored events, or while conducting Apple business. You are not permitted to be under the influence of any legal or illegal drug that impairs your ability to perform your job, and employees are prohibited from manufacturing, soliciting, distributing, possessing, or using any illegal drugs or substances in the workplace, or while working. Use good judgment and keep in mind that you are expected to perform to your full ability at work. For more information, see the Alcohol, Drugs and Smoke-Free Environment Policy.

Environment, Health, and Safety (EH&S)

Apple is committed to protecting the environment, health, and safety of our employees, customers, and the global communities where we operate.

Apple's EH&S team provides guidance on how to conduct your job while meeting or exceeding all applicable environmental, health, and safety requirements. Use good judgment and always put the environment, health, and safety first. Work proactively with the EH&S team to anticipate and manage EH&S risks in a timely manner.

For more information on the EH&S team, policies, training, and programs, visit the EH&S website.

Harassment and Discrimination

Apple is committed to providing a workplace free of harassment (including sexual harassment) or discrimination based on a personal trait. Personal traits include race, color, ancestry, national origin, religion, creed, age, mental and physical disability, sex, gender, sexual orientation, gender identity or expression, medical condition, genetic information, marital status, military or protected veteran status, or any other characteristic protected by law.

We are dedicated to maintaining a creative, culturally diverse, and supportive work environment, and do not tolerate discrimination or harassment of employees or non-employees with whom we have a business, service, or professional relationship. This applies to all interactions where you represent Apple, including interactions with employees, customers, suppliers, and applicants for employment.

If you have been harassed or discriminated against, or have witnessed such behavior, report the incident to anyone on the People Team, a supervisor or manager at any level, or [Business Conduct](#). For more information, see the Equal Employment Opportunity Policy and People policies for your region.

We also do not tolerate workplace violence of any kind. For more information, see the Workplace Violence Policy.

Protecting Apple

Protecting Apple's Assets and Information

You play a key role in helping us protect Apple. Assets include Apple's proprietary information (such as intellectual property, confidential business plans, unannounced product plans, sales and marketing strategies, and other trade secrets), as well as physical assets such as cash, equipment, supplies and product inventory.

- **Watch what you say.** Being aware of where you are, who is around you, and what they might see or overhear is an important way we all protect Apple's secrets.
- **Protect our assets.** Keep track of the assets and information Apple has entrusted to you, and prevent loss, misuse, waste, or theft.
- **Set an example.** Model behavior that protects our assets and information at all times.

Apple Confidential Information

One of our greatest assets is information about our products and services, including future product offerings. Never disclose confidential, operational, financial, trade-secret, or other business information without verifying with your manager whether such disclosure is appropriate. We are very selective when disclosing this type of information to vendors, suppliers, or other third parties, and only do so once a non-disclosure agreement is in place. Even within Apple, confidential information should only be shared on a need-to-know basis. The Intellectual Property Agreement that you signed when you joined Apple outlines your duty to protect our information.

For more information, visit the [Global Security website](#).

Non-Disclosure/Confidentiality Agreements

Never share confidential information about Apple's products or services without your manager's approval. When there is a business need to share confidential information with a supplier, vendor, or other third party, never volunteer more than what is necessary to address the business at hand. Any confidential information shared outside Apple should be covered by a non-disclosure/confidentiality agreement (NDA). Contact Legal in your region to obtain an NDA. In the United States, you can find NDA information and support on the [Legal website](#).

Customer and Third-Party Information

Customers, partners, suppliers, and other third parties may disclose confidential information to Apple during the course of business. We are all responsible for protecting and maintaining the confidentiality of any information entrusted to us by our partners. Compromising that trust may damage relations with our partners and can also result in legal liability. For more information, see the [Apple Customer Privacy Policy](#).

Accuracy of Records and Reports

Accurate and honest records are critical to meeting our legal, financial, and management obligations. You should ensure that all records and reports, including timecards, customer information, technical and product information, correspondence, and public communications are comprehensive, fair, accurate, timely, and understandable.

Do not misstate facts, omit critical information, or modify records or reports in any way to mislead others, and never assist others in doing so. Intentional manipulation of Apple records is a form of fraud.

Accuracy of Business Expenses

You are responsible for observing all policies and procedures regarding business expenses, including meal and travel expenses, and for submitting accurate expense reimbursement reports. Guidelines on daily meal expenses vary worldwide. For more information, see the Travel and Expense Policy.

Records and Information Management

Apple owns all records and information in any form, such as electronic or paper, that is created or received in the course of doing Apple's business. Records are a type of information that must be kept because the information meets certain criteria, and are identified in the Global Records Retention Schedule. Examples include corporate tax documents, financial statements, design documents, and personnel records.

Employees are responsible for managing and protecting information and records in accordance with the Global Records and Information Management (RIM) Policy. Privacy laws may dictate how long these records can be retained. At times, Apple will need to retain records and information beyond the normal retention period for legal reasons or audits. If you have records and information that are categorized as under a "legal hold" you should not alter, destroy, or delete them in any way. Legal will notify you of any legal holds you may be subjected to and what is required.

For more information, see the Global Records & Information Management website or contact the Global Records & Information Management team.

Side Deals or Side Letters

Apple formally documents all terms and conditions of the agreements into which it enters. Contractual terms and conditions define Apple's rights, obligations, liabilities, and accounting treatments. We do not accept business commitments outside of the formal contracting process managed by Legal. Side deals, side letters, or other informal documentation created by employees without Legal oversight are impermissible. You should not make any oral or written commitments that create a new agreement or modify an existing agreement without securing approval through the formal contracting process.

The Apple Identity and Trademarks

The Apple name, names of products (such as iPhone), names of services (such as AppleCare), taglines (such as "Think Different"), and logos collectively create the Apple identity. Before publicly using any of these assets, review the [Trademark List](#), [Trademark and Copyright Guidelines](#), and Corporate Identity Guidelines for how to properly do so. You should also check with Legal before using the product names, service names, taglines, or logos of any third parties.

Third-Party Intellectual Property

Apple respects third-party intellectual property. Never use the intellectual property of any third party without permission or legal right. If you are told or suspect that Apple may be infringing on third-party intellectual property, including patents, copyrights, trademarks, or trade secrets, contact Legal.

Copyright-Protected Content

Never use or copy software, music, videos, publications, or other copyright-protected content at work or for business purposes unless you or Apple are legally permitted to use or make copies of the protected content. You should never use Apple facilities or equipment to make or store unauthorized copies. For more information about personal content on Apple-owned devices, see the Employee Use of Electronic Systems and Communications Policy.

Apple Inventions, Patents and Copyrights

Apple has a robust patent program that protects innovations related to our current or future products and services. You should submit your invention disclosure to the Apple Patent team via the Apple Patent System. It's best to submit your invention disclosure well before you share an invention outside of Apple, even if under an NDA, because doing so may compromise Apple's patent rights.

You may pursue, for your own personal ownership, inventions that (a) are not developed using Apple equipment, supplies, facilities, or proprietary information; (b) did not result from and were not suggested by work performed by you, Apple, or Apple proprietary information; and (c) are not related to Apple's current or anticipated business, products, research or development.

Be alert to possible infringement of Apple's patents and notify Legal of any possible infringements. If you create original material for Apple that requires copyright protection, such as software, place Apple's copyright notice on the work and submit a copyright disclosure form to Legal. For more information, see the Copyright Policy.

Activities Related to Technical Standards

You must secure management and Legal approval before participating in any activities related to technical standards. This includes joining a standards organization or working group, contributing technology or code to a standard, or using a standard in the development of an Apple product. For more information, see the Standards Legal Policy or contact the Legal Standards team.

Activities Related to Open Source Software

Open source software is usually collectively developed software with its source code made available under an open source license. Before using, modifying, or distributing any open source software for Apple infrastructure, or as part of an Apple product or service development effort, you must receive management and Legal approval. For additional information on how to submit requests, visit Open Source at Apple. This website also includes information about personal contributions to Open Source and required approvals.

Public Speaking and Press Inquiries

All public or outside speaking engagements that relate to Apple's business or products must be pre-approved by your manager and Corporate Communications. If your request is approved, you may not request or accept any form of personal compensation from the organization that requested your participation, but you may accept reimbursement for incurred expenses. All inquiries from the media, industry, or financial analyst community must be referred to Corporate Communications or [Investor Relations](#).

Publishing Articles

If you want to contribute an article or other type of submission to a publication or blog on a topic that relates to Apple's business or products or could be seen as a conflict of interest, you must first request approval from Corporate Communications. If your contribution is technical or academic and relates to Apple, complete the Academic and Industry-Related Activities Questionnaire to obtain review from Legal and Business Conduct. If your contribution is determined to be a conflict of interest, you will need to get senior vice president approval. For additional information, see the Social Media and Online Communications guidelines.

Employees in the Machine Learning organization should follow the Guidelines for Academic Activities of Apple Employees in Machine Learning.

Endorsements

You should never endorse a product or service of another business or individual in your role as Apple employee, unless the endorsement has been approved by your manager and Corporate Communications. This does not apply to statements made in the normal course of business about third-party products sold by Apple. If you want to provide a personal reference, review the Employment Reference Guidelines.

Individual Accountability

Avoiding Conflicts of Interest

A conflict of interest is any activity that may damage Apple's reputation or financial interests, or gives the appearance of impropriety or divided loyalty. Avoid any situation that creates a real or perceived conflict of interest. If you are unsure about a potential conflict, talk to your manager, Business Conduct, or your People Business Partner.

Members of Apple's Board of Directors should follow the requirements and procedures described in the Guidelines Regarding Director Conflicts of Interest.

The following are common situations employees may encounter that could present a conflict of interest.

Significant Personal Relationships

Personal relationships in the workplace can present a real or perceived conflict of interest when one individual in the relationship makes or influences employment decisions regarding the other, including performance or compensation.

Significant personal relationships include, but are not limited to, spouses, domestic partners, family members, dating or physical relationships, close friends, and business relationships outside of Apple. Apple business relationships include, but are not limited to, vendors, customers, suppliers, contractors, temporary agency workers, or similar relationships.

Do not conduct Apple business with family members or others with whom you have a significant personal relationship. Do not use your position at Apple to obtain favored treatment for yourself, family members, or others with whom you have a personal relationship. This applies to product purchases or sales, investment opportunities, hiring, promoting, selecting contractors or suppliers, and any other business matter.

If you believe that you have a potential conflict involving a family member or other individual, disclose it to your manager and your People Business Partner to review and work through any potential conflicts.

You should not allow any relationship to disrupt the workplace or interfere with your work or judgment.

In rare cases where exceptions may be appropriate, written approval from the senior vice president of your organization is required.

Rotations (Operations Only)

Operations managers are responsible for ensuring that their employees who make or significantly influence sourcing, contractual, financial or capacity decisions with suppliers change position every three years so as to work with different suppliers. Exceptions are subject to VP review and approval each year. "Suppliers" include anyone who had, has, or might have any business connection (directly or indirectly) with Apple or Apple's supply chain.

Conflicts of Interest and Outside Activities

You may participate in outside activities, including secondary employment, businesses, inventions, and serving on boards, only if they do not present a conflict of interest and you adhere to the rules set out below.

Apple generally considers an outside activity to be a conflict of interest if it:

- Is for a company or organization that makes or sells competing products or services to Apple, or that Apple is reasonably anticipated to create. This includes but is not limited to: Apple hardware products (e.g., computers, mobile devices, headphones), financial services, original content, health services, cloud services, any distribution of video, music or eBooks, and any software or app.
- Generates or exposes you to intellectual property that competes with or relates to Apple's present or reasonably anticipated business, products, or services.
- Would require you to disclose or use confidential Apple information.
- Is the same work you do for Apple.
- Arises from your role in Apple's business relationship with the organization.

Work with your manager and Business Conduct to evaluate a potential conflict of interest. If an outside activity presents a conflict of interest, you must partner with a People Business Partner, and obtain written approval from your manager, Legal (if applicable), and the senior most person reporting to the CEO of both your and any relevant organizations. Contact Business Conduct to assist with Legal review.

Any employee, full or part-time, who is participating in an outside activity, must comply with the following rules.

Do not:

- Use any time at work or any Apple assets for your outside activity. This includes Apple's workspace, phones, computers, Internet access, photocopiers, and any other Apple assets or services.
- Use your position at Apple to solicit resources or any other benefit for your outside activity, obtain favored treatment, or pressure others to assist you.
- Participate in an activity that could have an adverse effect on your ability to perform your duties at Apple.
- Use confidential Apple information.

Outside Employment and Inventions

Before participating in creating inventions or businesses that are in the same area as your work for Apple, or that compete with or relate to Apple's present or reasonably anticipated business, products or services, you must have written permission from your manager and the senior vice president of your organization. Before taking any paid employment outside of Apple, you should notify your manager.

App Creation

You can only create apps for personal or educational purposes. You cannot join the Developer Program or share, sell, or distribute apps, stickers, or other media (for iOS, Android, or any other operating system), unless required for Apple business purposes. Some exceptions apply for employees who created apps before joining Apple or who are joining Apple for a short period of time. If this applies to you, contact Business Conduct to understand what is permitted.

Board Positions

You may not serve as a director, trustee, officer, or advisory board member without prior approval from Apple. Apple has pre-approved positions in certain organizations like residential boards (i.e., HOAs) and local sports and arts organizations, provided their activities do not conflict with Apple's interests. Contact Business Conduct if you have any questions or if you would like to seek approval from Apple for a position that is not in a pre-approved category. A board position that presents a potential or actual conflict of interest is unlikely to be approved.

The rule above relates to serving on a board in your individual capacity. If you have been asked to serve on a board as a representative of Apple, you should work with your manager, Legal, and any impacted business teams to determine if Apple should participate, and whether you are the best person to represent Apple on that board. If the position is on a public sector advisory board, work with Business Conduct to assess whether your participation would impact Apple's ability to interact with that government agency. You should also consult with Corporate Communications, if applicable.

Personal Investments

You should avoid investing in companies that are Apple competitors or business partners when the investment presents a conflict of interest. When determining whether a personal investment creates a conflict of interest, consider if you are in a position to influence transactions between Apple and a business in which you have invested. If a real or apparent conflict arises, disclose the conflict to your manager. Your manager will help determine whether a conflict exists and, if appropriate, the best approach to eliminate the conflict. If you still need help, contact Business Conduct.

Insider Trading

Never buy or sell Apple securities, including Apple stock, if you are aware of information that has not been publicly announced and that could have a material effect on the value of the securities. It is illegal and against Apple policy to give anyone, including friends and family, tips on when to buy or sell securities when aware of material nonpublic information concerning that security. This applies to decisions to buy or sell Apple stock or the stock of an Apple supplier, manufacturer, vendor, or customer, such as cellular network carriers or other channel partners.

Information is material if it would likely be considered important by an investor who is deciding whether to buy or sell a security, or if the information is likely to have a significant effect on the market price of the security. Both positive and negative information may be considered material. Examples of potential material information include financial results, information about new products or significant features, timing of significant product announcements or new product introductions, news of a pending or proposed acquisition or other corporate transaction, significant changes in sources or availability of supplies, changes in dividend policy, significant product defects or modifications, and significant cybersecurity, or other data protection or privacy incidents.

Short sales, transactions that hedge or offset, or are designed to hedge or offset any decrease in the value of Apple securities and transactions in derivatives of Apple stock, are prohibited at all times, including transactions involving prepaid variable forward contracts, equity swaps, collars, options, warrants, puts, calls, or similar instruments related to shares of Apple stock.

For more information about restrictions on trading in securities as well as answers to FAQs, see the Insider Trading Policy or email Insider Trading.

Charitable Donations

You are encouraged to support charitable causes of your choosing as long as you do not use or furnish Apple assets (including your work time or use of Apple premises, equipment, or funds). Any charitable donations involving Apple assets are managed by the Corporate Donations team and must be approved by the VP of Environment, Policy, & Social Initiatives. Any donation of 100K USD or more also requires the approval of the Chief Executive Officer or Chief Financial Officer. For additional information, see the Finance Policy on charitable donations. This policy does not prevent you from

taking advantage of the Apple Matching Gifts Program to contribute to a nonprofit organization of your choice, or from participating in our Global Volunteer Program.

Political Contributions

Apple does not make political contributions to individual candidates or political parties. All corporate political contributions, whether monetary or in-kind (including lending or donating equipment or technical services), must be approved in advance by Apple's CEO, and processed by Government Affairs and Political Compliance to ensure compliance with legal requirements and Apple policy. You may not use Apple resources, including employee work time, Apple premises, equipment, or funds, to personally support candidates and campaigns. It is also illegal for Apple to reimburse an employee for a political contribution. For more information, see the Corporate Political Compliance Policy and the [Apple Public Policy Advocacy website](#).

Personal Political Activities

You are free to personally participate in political activities, including running for and serving in public positions, and supporting candidates and causes, as long as you comply with the points below:

- Do not represent or give the impression that you are representing Apple during any political activities or in campaign materials.
- Do not make public comments that could be misconstrued as being made on behalf of Apple, or give the impression that Apple is endorsing any particular legislation, position, or issue.
- Do not use Apple work time, equipment, or resources for political or campaign activities.
- If holding a public office, you may need to recuse yourself from any matters involving Apple.

Gifts

Giving or accepting business gifts can create a real or perceived conflict of interest and can lead to a perception of favoritism and an expectation of reciprocity that could compromise an employee's objectivity, even inadvertently. **Apple employees are under either a zero gift rule or a \$150 gift rule**, depending on their organization. Refer to the Gifts page on the Business Conduct website to determine your rule. Employees under a zero gift rule may not give or accept gifts to or from current or potential vendors, suppliers, customers, or other business associates, regardless of the value, unless one of the key exceptions below applies. Employees under the \$150 gift rule may only give or accept gifts if the value is under \$150, unless one of the key exceptions below applies. Gifts must not reflect poorly on Apple if publicly disclosed, and must be legal in the location and under the circumstances where given. Gifts given with the purpose of influencing a decision are always prohibited.

A gift is considered anything of value, including a meal, travel, entertainment (including tickets), Apple logo items, equipment or loans, and employee discounts. Gifts that are cash or cash equivalents, such as gift cards, are never allowed. In addition, paying for a gift without getting reimbursement from Apple does not remove the requirement to comply with the gift policy. Gifts between employees are not considered business gifts.

Key Exceptions

Gifts that fall under one of the following exceptions are permissible for most employees, regardless of gift rule (additional approval requirements may be noted):

- **Business meals.** With the exception of Apple Store employees, employees may provide and accept reasonable and appropriate business-related meals, provided they are limited in frequency and expense. Any meals paid for by Apple must comply with Apple's Travel and Expense Reimbursement Finance Policy. Employees in Operations must obtain approval from their manager to accept business meals. Approval should occur beforehand when possible.
- **Commemorative items.** With the exception of Operations and Apple Store employees, employees may accept commemorative items of nominal value, such as inexpensive and infrequent vendor promotional items like pens, calendars, and t-shirts.
- **Business-related event attendance.** With the exception of Operations and Apple Store employees, free tickets for sporting events and other forms of entertainment where participation is directly related to an employee's job function and part of legitimate Apple business are not considered a gift under Apple's policy. If you are unsure if attendance at an event is directly related to your role, check with your manager. For high-value or high-profile events, you should review your attendance with your manager and your vice president. Employees should never use relationships built through Apple business for their personal advantage, such as obtaining tickets that are difficult to access, since that is preferential treatment and could be considered a conflict of interest.
- **Conferences.** With the exception of Operations and Apple Store employees, free tickets to conferences that are offered by a vendor, supplier or other third party are permissible if the tickets are free to all attendees, offered as part of a contract with Apple, or offered to all customers of a particular vendor. Tickets outside of those parameters do not fall under an exception, and require approval if the value is over your gift limit. Conference tickets purchased by Apple are not a gift.
- **Vendor-supplied local ground transportation.** Operations employees may accept reasonable local ground transportation provided by vendors to and from work locations.

Any other exceptions must be approved by your vice president. For vice president-level employees, exceptions must be approved by your manager.

Refusing and Returning Gifts

Gifts outside the limits of your gift rule should be declined or returned whenever possible. If it is impossible or inappropriate to refuse or return a gift, you should notify your manager immediately after accepting the gift, then send it to your local People Business Partner or contact Business Conduct for further guidance. Perishable, non-alcohol gifts may be placed in a common area for employees to share. For more information, see the Business Conduct website.

Samples

Current and potential vendors and suppliers may provide product samples to Apple for business evaluation purposes. These samples are not gifts and may not be used for personal purposes. Receipt of samples should be documented according to any internal division policies, and where appropriate, returned to the vendor and supplier when the evaluation is complete.

Gifts to Public Officials

Apple permits providing gifts to public officials only when permissible under applicable laws and policies. A public official is any person who is paid with government funds or performs a public function. This includes individuals who are elected or appointed to public office, as well as individuals who work for local, state/provincial or national government, public international organizations, public (government-owned or operated) schools, and state-owned or state-run enterprises. Employees at such organizations are considered public officials regardless of title or position.

U.S. Public Officials

For U.S. public officials, anything other than refreshments of nominal value (\$10 or less) must be pre-approved by Political Compliance or comply with internal guidelines if available, including disclosure requirements

Non-U.S. Public Officials

In many countries, it is considered customary to provide token ceremonial gifts to government officials on certain occasions. All gifts exceeding USD \$10 in value require pre-approval from Political Compliance or your regional Apple legal counsel. Meals that comply with posted guidance or a country are permissible and do not need pre-approval. Meals that are frequent and/or lavish could appear to influence a business decision and are inappropriate.

Business Integrity

Governments as Customers

Governments are unique customers for Apple. They often have unique bidding, pricing, disclosure, and certification requirements. When dealing with government customers, make sure to partner with Legal when bidding for business, and contact Business Conduct with questions relating to compliance requirements.

Hiring Government Employees

Laws often limit the duties and types of services that former government, military, or other public sector employees may perform as employees or consultants of Apple, especially in regard to matters they were involved in while with the government. Employment negotiations with government employees may be subject to legal restrictions and disclosure requirements, particularly if the government employee is involved in a matter involving Apple's interests. Contact Political Compliance before entering such negotiations. You may never hire any individual in exchange for securing or retaining business, or securing an improper advantage. We also prohibit hiring preference being given to anyone in return for special treatment of any kind. For more information, see the Anti-Corruption Recruiting Policy.

Bribery and Corruption

At Apple, we do not tolerate corruption in connection with any of our business dealings. Corruption can take many forms, but most often it occurs through bribery. A bribe is offering or giving anything of value, including cash, cash equivalents such as gift cards, gifts, meals, travel and entertainment, to any person for the purpose of obtaining or retaining business, or securing an improper advantage. You cannot offer or receive bribes from any individual, regardless of whether that individual is a public official or a private party. Kickbacks are a type of bribery, and occur when a person is offered money or something of value in exchange for providing something, such as information, a discount or a favor, to a third party. Kickbacks are not permissible and are strictly prohibited by Apple.

Facilitating payments are a type of bribe generally used to facilitate or expedite the performance of routine, non-discretionary government action. These payments are not permissible and are strictly prohibited by Apple. Exceptions may be made in circumstances that involve an imminent threat to health or safety, and such situations must be immediately reported to Business Conduct.

Apple can be found responsible for bribes, kickbacks, and/or facilitating payments made by third parties in connection with Apple's business. Before engaging a third party that will be interacting with the government or public officials on Apple's behalf, contact Business Conduct to evaluate whether we need to conduct additional due diligence.

For more information, see the [Anti-Corruption Policy](#) and other resources available on the Business Conduct and Global Compliance website.

Money Laundering

Money laundering occurs when individuals or organizations try to conceal illicit funds or make those funds look legitimate. Money laundering is illegal and strictly prohibited by Apple. In certain countries, we are required to report suspicious activity. If you deal directly with customers or vendors, the following examples may signal potential money laundering:

- Attempts to make large payments in cash
- Payments by someone who is not a party to the contract
- Requests to pay more than provided for in the contract
- Payments made in currencies other than those specified in the contract
- Payments from an unusual, nonbusiness account
- Transactions forming an unusual pattern such as bulk purchases of products or gift cards or repetitive cash payments

Competition and Trade Practices

Competition and innovation are at the core of Apple's DNA. We vigorously compete to develop and create the very best products for our customers. Apple will never seek to eliminate or reduce competition through illegal agreements with competitors. Agreements with competitors are subject to rigorous scrutiny in all countries. Agreements with our resellers, distributors, and suppliers can also give rise to scrutiny, particularly if Apple has a leading position in the market.

You should never:

- Agree with or exchange information with competitors regarding price, policies, contract terms, costs, inventories, marketing plans, capacity plans, or other competitively significant data.
- Agree with competitors to divide or assign sales territories, products, or dedicate customers.
- Agree with resellers on the resale pricing of Apple products without legal approval. Resellers are free to determine their own resale pricing.
- Violate fair bidding practices, including bidding quiet periods, or provide information to benefit one vendor over other vendors.
- Remember: Always consult the Competition Law Team whenever you have a question. For more information, see the [Antitrust and Competition Law Policy](#).

Obtaining and Using Business Intelligence

Gathering information about customers, competitors, and markets in which we operate is a common business practice, but you must always do so with integrity. You may generally obtain information from public sources, surveys, and competitive research. Personal information shall not be obtained from third parties without confirming with Privacy. We do not seek business intelligence by illegal or unethical means. It is never appropriate to engage in theft, espionage, or breach of a non-disclosure agreement. If you obtain confidential nonpublic information, accidentally or provided by unknown sources, that relates to a competitor, it may be unethical to use the information. If this happens to you, immediately contact your manager, Legal, or Business Conduct.

Trade Restrictions and Import/Export Controls

Many countries periodically impose restrictions on imports, exports, and other dealings with certain countries, persons, or groups. These can include the trading of commodities or technologies, travel to or from a sanctioned country, and investments. Certain laws also prohibit support of boycott activities. If your work involves the sale or shipment of products, technologies, or services across international borders, always consult Global Export and Sanctions Compliance before moving goods. For more information, see the Export Control and Sanctions Policy.

Private Employee Information

You should never share a coworker or prospective employee's personal information. This includes information regarding their employment history, personal contact information, compensation, health information, or performance and disciplinary matters. Any Legal or business need-to-know exceptions should be approved by your manager and Legal.

As an Apple employee, you should understand that subject to local laws and regulations and in accordance with Apple's review process, we may do one of the following when you access Apple's network or systems, or use any device, regardless of ownership, to conduct Apple business:

- Access, search, monitor, and archive all data and messages sent, accessed, viewed, or stored (including those from iCloud, Messages, or other personal accounts).
- Conduct physical, video, or electronic surveillance, search your workspace (e.g. file cabinets, desk drawers, and offices, even if locked), review phone records, or search any non-Apple property (e.g. backpacks, handbags) while on company premises.
- Disclose to law enforcement, without prior notice, any information discovered during a search that may indicate unlawful behavior

While limited personal use of Apple equipment and systems is allowed, Apple may monitor equipment and systems. You should not have any expectation about the privacy of content or personal information on Apple systems or networks, including VPN. To learn more, read our Information Security Policies and guidance on Personal Information Privacy on the People site, which explain Apple's rights and your rights when conducting Apple business or using Apple-provided equipment. For more information, contact the Privacy team.

Human Trafficking

Apple is committed to treating everyone in our business and supply chain with dignity and respect, to upholding human rights across our global network of suppliers, and to protecting the planet we all share. Human trafficking and the use of involuntary labor are strictly prohibited in Apple's supply chain and our own business operations. If you become aware of human trafficking or behavior supporting human trafficking, you must report this activity to [Business Conduct](#) as soon as possible. Some Apple employees who interact with the U.S. government must abide by additional requirements set for government contractors. For more information, see the Anti-Human Trafficking Policy.

Resources

[Anti-Corruption Policy](#)[Apple Antitrust and Competition Law Policy Statement](#)[Apple Customer Privacy Policy](#)[Apple Public Policy Advocacy Website](#)[Human Rights Policy](#)[Intellectual Property](#)[Investor Relations](#)[Legal Department Contacts](#)[Trademark and Copyright Information](#)[Trademark List](#)[Trademarks and Copyrights Guidelines](#)[Business Conduct Helpline](#)
(web form and telephone options)[External Helpline for China:](#)
400-602-9612



Export Control Form

Apple Inc and all of its subsidiaries are legally required to comply with worldwide export regulations¹. Under these regulations, releasing technology or source code to a foreign national employee without first obtaining an export license is considered a violation of the law. All new hires are required to complete this form. Information collected below is used only to determine and comply with export licensing requirements.

Lim

Last Name

Jerome

First Name

Country of Employment: Singapore

Please select one of the following:

☒ **A.** I am ONLY a citizen or Permanent Resident of my Country of Employment and/or the United States. Sign below and turn in your form.

☐ **B.** I am a citizen or Permanent Resident of a country other than my Country of Employment and/or the United States. If option **B** is selected, please specify all countries you have citizenship or permanent residency from, starting with the most recent.

	Citizen	Permanent Resident
1. _____	☐	☐
2. _____	☐	☐
3. _____	☐	☐

Letter of Assurance

To Whom It May Concern:

I hereby certify that I will not knowingly export or reexport, directly or indirectly, any technology or source code acquired from Apple Inc and all of its subsidiaries, or any direct product of that technology, to any national of a restricted or embargoed country for which the United States government, or the Government of the country in which I am employed, or any agency thereof requires an export license or other government approval, without first obtaining such license or approval.

¹. The term regulations refers to the Export Laws and Regulations in effect in every country where Apple operates and includes US Export Regulations as they control all Apple activity including internationally and by Apple subsidiaries. For more information on Export Regulations please speak with your People Business Partner.



I understand that by electronically signing this document by typing my full name below, that I acknowledge, agree and attest that the information provided by me is true and correct and I am freely intending to create and adopt as my own a legally binding electronic signature that carries the same legal effect and enforceability as my handwritten signature.

A handwritten signature in black ink, appearing to be 'JLH', is written over a horizontal line.

Printed Name: Jerome Lim

Date: 5/25/2022

Electronically signed by jeromelim@gmail.com, on 2022-05-25T04:43:50.297Z, IP: 116.14.16.5

Signature

¹. The term regulations refers to the Export Laws and Regulations in effect in every country where Apple operates and includes US Export Regulations as they control all Apple activity including internationally and by Apple subsidiaries. For more information on Export Regulations please speak with your People Business Partner.



Apple Online Offer Privacy Notice

1. Collection, processing, transfer and use of Personal Information.

Personal information may be controlled by Apple Inc. or processed by Apple Inc. on behalf of its affiliates, which may be located anywhere in the world, where such an affiliate is the responsible data controller.

The following describes how Apple Inc. One Apple Park, Cupertino, CA 95014 USA or as appropriate a local affiliate ("Apple") as data controller collects, processes, transfers and uses the personal information you submit through this website ("Personal Information") for purposes of processing your offer paperwork as further described below. Personal Information means any information relating to you that identifies you, or could reasonably be used to identify you, and that is recorded in any form, including but not limited to legal name, email address, physical address, education and employment history.

2. Purposes of processing your Personal Information.

Any Personal Information you provide to Apple (i) will be used to process your offer paperwork, (ii) will be used to onboard you in Apple systems, and (iii) may be used and retained to qualify for local government hiring incentives, and (iv) will be retained consistent with local requirements.

3. Transfer of Personal Information.

Apple is a global company. By submitting your Personal Information online you acknowledge that your information may be transferred to Apple Inc. in the United States. Personal Information transferred from the European Economic Area or Switzerland to the United States of America is governed either by any operative Certification program, to which Apple Inc. is certified or Model Contractual Clauses for the European Economic Area or a Swiss Transborder Data Flow Agreement for Switzerland. Apple Inc. also abides by the Asia-Pacific Economic Cooperation (APEC)'s Cross Border Privacy Rules (CBPR) System to ensure protection of Personal Information transferred among participating APEC economies.

Your Personal Information may be shared with other Apple entities and subsidiaries around the world for employment purposes. Such entities may be located in countries that do not provide a level of data protection comparable to the level in your home country.



4. Security for your Personal Information.

We have in place security measures to protect your Personal Information from loss, misuse and unauthorised access, disclosure, alteration and destruction. The security measures are implemented and maintained in accordance with legal, organisational and technological developments.

5. Use of third-party service providers.

Apple may use third-party service providers with whom Apple contracts as part of its normal business operations to carry out certain human resources-related functions or IT functions (e.g., hosting services). Apple will (i) diligently choose such third-party service providers, and (ii) ensure that such third-party service providers adopt adequate technical and organisational security measures to safeguard your Personal Information and that such third-party service providers only use your Personal Information as instructed by Apple and for no other purposes.

6. Correctness of Personal Information.

By using the online offer system, you confirm that all information you provide is complete and accurate.

7. Access, rectification and additional information.

In order to access, rectify and update your Personal Information, please send an email to dpo@apple.com. If you have any questions about the Online Offer Privacy Notice, please contact dpo@apple.com.



I understand that by electronically signing this document by typing my full name below, that I acknowledge, agree and attest that the information provided by me is true and correct and I am freely intending to create and adopt as my own a legally binding electronic signature that carries the same legal effect and enforceability as my handwritten signature.

Signature: Jerome Lim (Electronically signed)

Date: 5/24/2022

Electronically signed by jeromelimg@gmail.com, on 2022-05-24T09:59:35.533Z, IP: 116.14.16.5