

Ting Xun, Nicholas Ong
91 Dawson Road, 35-20, Singapore 144091

April 26, 2023

Dear Ting Xun, Nicholas,

I am very pleased to offer you the following position at Oxford Nanopore Technologies Singapore PTE Ltd.

Position: [REDACTED]

Location: **Singapore**

Salary: \$ [REDACTED] per annum

Reports to: [REDACTED]

You are eligible to participate in our Annual Bonus Plan, typically payable in April, your on target cash bonus opportunity is [REDACTED] with a maximum opportunity of [REDACTED]. Your actual bonus outcome will reflect both company and individual performance and all bonus payments are discretionary.

At Oxford Nanopore Technologies, we also believe it is important that employees have an interest in the future success of the business and therefore share awards form an important part of total reward. Where it is not possible to award shares, we will make a phantom award. You may be eligible to receive a Phantom Share Award in line with the Plan rules.

Your offer of employment with Oxford Nanopore is conditional upon the Company receiving a satisfactory outcome to a pre-employment background check, carried out by our global third-party screening services partner, HireRight.

Please prioritise completion of your background check, within 5 days of receiving your offer, so that there is no delay to your proposed start date. You will receive an email providing information of how to complete the check. If you do not receive an email from HireRight, and it's not in your junk folder, please contact human.resources@nanoporetech.com.

You should be aware that this offer may be withdrawn if the report is unsatisfactory and/or you are not eligible to work in Singapore.

Enclosed is a Statement of Main Terms and Conditions of your Employment with Oxford Nanopore Technologies Singapore PTE Ltd. Please read this statement carefully since it will form the basis of your employment with us. If you decide to accept our offer, please sign both copies of the Statement, keeping one for your own records, and return the other to:

human.resources@nanoporetech.com
Oxford Nanopore Technologies plc.