



Illumina Singapore Pte Ltd
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21 January 2019

To:
Ambrose Chua Hai Siew
21 HAZEL PARK TERRACE #01-03
SINGAPORE 678946

Letter of Appointment

We, Illumina Singapore Pte. Ltd (the "Company"), are pleased to offer you employment as **Sr Director, Legal** with the Company upon the following terms and conditions (the "Agreement"). This offer is subject to your obtaining all necessary governmental approvals for you to be employed in Singapore in the abovesaid capacity.

1. Appointment

1.1 You shall be employed with effect from **29 April 2019**. As **Sr Director, Legal**, you shall be responsible for the scope of work as set forth in the attached job description.

1.2 You will be reporting to **Charles Dadswell, Sr VP & General Counsel**. The Company shall have the right, at its sole discretion, to assign you to other tasks, to change the location of the place of work, and to modify your reporting and organizational structure as may be reasonably necessary to respond to changing business needs.

1.3 Your Position will be based in 11 Biopolis Way #09-05 Helios Singapore Central Singapore 138667. Illumina will provide you with computer and other business-related equipment needed for your job if required. The equipment must be returned to Illumina should you leave the company.

1.4 This employment offer is also contingent on all of the following: (1) acceptable references, (2) providing proof of your eligibility to work in Singapore, (3) signing of the Proprietary Information and Invention Agreement, and any other new hire paperwork on or before your first day of employment, (4) satisfactory results on the pre-employment medical checks, and (5) satisfactory results of a background check, if applicable. Your acceptance of this offer indicates your agreement to a background check being conducted.

2. Probationary Period and Confirmation

You will be required to serve a probationary period of three (3) months, during which your employment with the Company may be terminated by either party with two (2) weeks' written notice or paying salary in lieu thereof subject to the relevant provisions of Clause 9. The probationary period may be reduced or extended at the discretion of the Company.

3. Remuneration

3.1 You will be paid a basic salary of [REDACTED] payable monthly in arrears (or such other amounts as may from time to time be agreed in writing) by crediting your bank account on the last day of

each month. If the last day of the month is a gazetted public holiday or a Sunday, the payment shall be made one business day in advance. Your basic salary shall be subject to an annual review in accordance with Company policy, at the sole discretion of the Company.

3.2 Additional Items

3.2.1

You will be eligible to receive the [REDACTED] upon commencement of employment.

Payment will be made within 90 days of your start date. Should you voluntarily resign or be dismissed for cause (as defined in the Company Handbook) including for example negligence or misconduct within twelve (12) months of your start date, you will be required to repay the sign-on bonus on a pro-rata basis to the company.

3.3 Variable Bonus Program

The Company has a prevailing Variable Compensation Plan ("VCP") for eligible employees as may be amended from time to time at the sole discretion of the Company. Your [REDACTED] of your base salary, which may be revised from time to time at the sole discretion of the Company. The actual incentive compensation earned will be based on achievement of individual goals and company goals to be assessed by the Company in its sole discretion and will be paid according to the rules of the VCP. You must continue to be employed by the Company or any member of the Illumina group on last day of the VCP year and on the date of payment (and satisfy any other conditions imposed at the sole discretion of the Company) to be eligible to receive a VCP payment.

3.4 The payment of your salary, bonus/commission and any other payment shall be subject to such statutory deductions and/or withholdings as may be required from time to time in accordance with applicable legislation in force.

3.5 The Company shall have the right to deduct from your salary any inadvertent overpayment of salary or other relevant payments under this Agreement.

3.6 You acknowledge that you are solely responsible for the payment of income taxes arising out your employment with the Company.

3.7 Employees have no contractual rights to the benefits provided by the Company from time to time. The Company in its sole discretion may elect to pay the Employee variable, additional, and non-recurrent bonuses, recognition and reward payments, and/or other payments in accordance with the Company's compensation policy. The Company reserves the rights to unilaterally amend or discontinue any bonuses, recognition and reward payments, and/or other payments at any time at its sole discretion. Employees shall not be entitled to any compensation for the loss, or prospective loss, of benefits arising from any employment action taken by the Company, including, without limitation, dismissal, and the Company's rights to take such employment actions shall not be restricted or fettered by the existence of any benefit policy.

3.8 The Company shall pay you [REDACTED] per month as a transport allowance.

3.9 You will also receive medical and insurance benefits in accordance to the Company's policy. Please refer to the policies upon joining the Company. All benefits provided by the Company are provided subject to the terms and conditions imposed by the Company and/or third party providers.

4. Hours of Work

Your working hours shall be such hours as may be necessary to achieve the purposes of the Company, and as the Company may from time to time deem appropriate, and shall include the hours from 9.00 a.m. to 6.00 p.m. (subject to a lunch break of one

hour), Monday to Friday in each week.

5. Leave

You shall be entitled to enjoy statutory annual leave in accordance with the law (in addition to the gazetted public holidays). You may also participate in the Company annual leave programs as specified from time to time in the applicable employee handbook of the Company and Company practices. Annual Leave may be taken after the completion of three (3) months' service with the Company and at a time or times convenient to, and as may be approved by, the Company.

6. Performance Review

A review of your performance and salary shall be carried out annually, in accordance with the policy of the Company in force and effect from time to time.

7. Expenses

The Company shall reimburse you in respect to such expenses as may be incurred by you while engaged in the business of the Company as the Company shall consider reasonable (at its discretion). You must provide the Company with proper receipts or other evidence of such expenditures, in accordance with the rules and procedures established by the Company from time to time.

8. Conduct and Discipline

8.1 You shall perform such duties as may from time to time be assigned to you, and shall comply with all reasonable directions made by the Company.

8.2 During your employment, you shall well and faithfully serve the Company and use your utmost endeavours to promote its interests, and devote the whole of your time, attention and abilities to its affairs during the hours in which you are required to perform your duties in accordance with Clause 4 above.

8.3 You shall not, during the continuation of your employment, engage in any other employment or activity, in the absence of prior written approval from the Company (which may be withheld by the Company at its sole discretion).

8.4 You confirm that you are not bound by any other agreement with any prior or current employer, person or entity that would prevent you from fully performing your duties with the Company, and that you will not during your employment with the Company, or have not during the pre-hire process, use or disclose any proprietary or confidential information, or trade secrets, of your former or concurrent employers or companies.

9. Termination

9.1 After the probationary period referred to in Clause 2 above and subject to Company's right to immediate termination below, this Agreement may be terminated by you or by the Company upon giving one (1) month's written notice or by paying one (1) month's basic salary in lieu of notice. The Company reserves the right to require you not to attend work and/or not to undertake all or any of your duties of employment during any period of notice (whether given by you or the Company). However, the Company shall continue to pay your salary and contractual benefits whilst you remain employed by the Company.

9.2 The Company shall be entitled to terminate your employment immediately upon written notice (but without prejudice to the rights and remedies of the Company for any breach of this Agreement and to your continuing obligations under this Agreement) and without any payment of salary in lieu of notice in any of the following cases:

9.2.1 if you are dishonest or engaged in serious or persistent misconduct or, without reasonable cause, neglect or refuse to attend to your duties or fail to perform any of your obligations hereunder or breach the terms of this Agreement, or fail to observe the Company's Employee Handbook, Code of Ethics, Code of Conduct and such other disciplinary rules or regulations of the Company from time to time in force;

9.2.2 if you are incapacitated by illness or otherwise unable to perform your duties hereunder for a period totalling in aggregate

sixty (60) days in any period of twelve (12) consecutive calendar months;

9.2.3 if you become bankrupt or have a receiving order made against you or make any general composition with your creditors; or

9.2.4 if you fail to maintain any necessary governmental approval for you to be employed in Singapore.

Please refer to Employee Handbook for further information on termination policy. Upon ceasing to be employed by the Company hereunder, you shall deliver to the Company any drawings, notebooks, manuals, documents, computerization of technical data, customer lists, specifications, files, memoranda, or other records of any nature belonging to the Company or any reproduction thereof which may have been provided to you during the course of your employment with the Company, and you shall not undertake or cause any action or deed which might in any way affect the Company's reputation or good standing, or those of its products or services.

10. Company Regulations

During your employment with the Company, you shall observe and comply with all of the rules, regulations and directives of the Company, including without limitation the Illumina Employee Handbook, as may from time to time be made or given. The Company shall have the right to alter and amend the rules and regulations of the Company as well as any of the terms of your employment, and such alteration or amendment shall become fully effective and a binding term of your employment upon notification to you.

11. Data Privacy

You expressly consent to the processing (including collection, use, and local and international transmission to databases within the Company's group or third-party contractors storing such data on the Company's behalf) of your personal data. You may request and obtain access to your own personal data (where collected), and correct or delete such data (where appropriate).

12. Confidentiality and Restrictions

You hereby agree to and undertake to comply fully with the terms and conditions set out in the Proprietary Information and Inventions Agreement during and after employment with the Company.

13. Entire Agreement

This Agreement, together with the Proprietary Information and Inventions Agreement, and such other referenced documents, policies and procedures, supersedes any prior agreements, representations and promises of any kind, whether written, oral, express or implied between the parties hereto with respect to the subject matters herein. This Agreement, together with the Proprietary Information and Inventions Agreement and such other referenced documents, policies and procedures, constitutes the full, complete and exclusive agreement between you and the Company, its officers, employees and its affiliates with respect to the subject matters herein.

14. No Breach

In signing below, you confirm that you are not bound by any prior contract, undertaking, commitment or other obligation which prevents you from being employed by the Company and being able to fully and completely perform the services contemplated by this Agreement, nor in fulfilling your duties hereunder will you be breaching any duty of confidentiality to any persons, including without limitation, your previous employers or principals.

15. Governing Law

This Agreement shall be governed by and construed in accordance with the laws of Singapore and both you and the Company agree to be subject to the exclusive jurisdiction of the Singapore courts.

By signing this Agreement, you hereby warrant and undertake to the Company that:

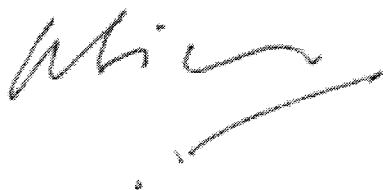
(i) you will comply with the Employee Handbook and all other policies as may be implemented by the Company from time to time;

(ii) you shall comply and adhere with such duties (whether express or implied) and responsibilities under this Agreement;

(iii) you have disclosed fully and frankly any and all circumstances that may be reasonably deemed to have a material influence on the Company's decision to employ you or impair your ability to perform the duties under this Agreement and all information and statements represented to the Company during the hiring process are true, accurate and complete.

(iv) and you acknowledge that the Company - has relied on the representations and warranties set out above in making its decision to make this offer of employment employ you and that the Company reserves the right to withdraw or revoke this offer (if accepted, to rescind or terminate this Agreement without notice) if any of the said representations and warranties are breached.

For and on behalf of Illumina Singapore Pte Ltd



Dorothy Wong
Sr. Director, Human Resources
Illumina, Inc.

Acceptance

I, {{ *name_es_:signer1 }}, NRIC No. {{ *NRIC_es_:signer1 }}, hereby confirm acceptance of all of the above terms and conditions.

{{Sig1_es_:signer1:signature}}

