



October 18, 2025

ChaoHan Yang
2 Deodora Drive
Atherton, California 94027
United States of America

Dear ChaoHan,

Apple is delighted to offer you the position of Senior Speech Machine Learning Engineer, Siri. In your new position you will report to Zhen Huang with the effective start date of Monday, January 05, 2026. We look forward to welcoming you to Apple.

Compensation

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

Salary

You will receive an annual salary of (US)\$270,000 (less deductions required by law) payable every other week 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.

Hire-On Bonus

You will be eligible to receive (US)\$140,000 in incentive bonuses, subject to mandatory deductions and the following eligibility rules. You will be eligible to receive a hire-on bonus of (US)\$100,000 (less deductions required by law), subject to the following terms and 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 following your first 30 days of active employment. However, should you voluntarily terminate your employment with Apple within 12 months of your start date, and thus fail to meet the conditions to earn your bonus, you will be responsible for reimbursing all or part of the advance bonus payment at Apple's sole discretion. You will additionally be eligible to receive a second bonus of (US)\$40,000 (less deductions required by law), subject to the following terms and conditions. In order to earn the second bonus you must be actively employed by Apple for 24 months following your start date. Apple will advance you payment of the bonus in the next regular payroll cycle following your first 12 months of active employment. However, should you voluntarily terminate your employment with Apple within 24 months of your start date, and thus fail to meet the conditions to earn your bonus, you will be responsible for reimbursing all or part of the advance bonus payment at Apple's sole discretion. By your signature below, you authorize Apple to deduct any unearned bonus advances from your final paycheck.

Discretionary Bonus

You will be eligible to receive an annual cash bonus with a target bonus amount of 15% of your base salary. Bonuses are discretionary and awarded based on your individual performance, Apple's overall performance, and when your employment begins during the fiscal year. As a result, bonuses awarded in the first year of employment typically range between 5% and 15% of base salary. Whether bonuses are paid and the amount and timing of any bonus payments is determined at the sole discretion of Apple.

Restricted Stock Units

We will recommend that you be granted an award of Restricted Stock Units (RSUs) with a value of (US)\$1,260,000 on the date of grant. This award is subject to the approval of the Compensation Committee of the Board of Directors (the Compensation Committee), on a date to be determined. The number of RSUs will be determined by dividing (US)\$1,260,000 by the Nasdaq closing price of a share of Apple stock on the grant date 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 Compensation Committee approval, the specific terms and conditions applicable to the RSUs, including the vesting schedule, will be available in the RSU award agreement. The RSUs will be subject to the terms and conditions of Apple's 2022 Employee Stock Plan as well as the terms and conditions of the RSU award agreement.

Benefits

You will be eligible to participate in Apple's comprehensive benefits program. Review the [Full-Time Corporate Benefits Program Summary](#) (/eprise/main/SiteGen/Onboarding/Content/Uploads/Unplaced_Documents/Full-Time_Corporate_Benefits_Summary.pdf) for more details.

Upon hire, you can immediately enroll in the Apple 401(k) Plan, to which both you and Apple will contribute. As a convenience to you, if you do not elect an Apple 401(k) contribution amount within approximately 30 days after your employment with Apple begins:

- You will be automatically enrolled in the Apple 401(k) Plan with a before-tax contribution of 3 percent of your eligible base pay.
- You will also be enrolled in an automatic increase program, which will increase your before-tax contribution by 1 percent each year on the anniversary of your automatic enrollment date, to a maximum of 6 percent.
- You can opt out of either program at any time, as well as change the amount of your contribution.*

*Automatic enrollment and automatic increase are not available to international transfers.

Bridge of Service

If You're rejoining Apple within two years of your departure, you may be eligible for credit for previous time worked at Apple or an Apple-designated affiliate. Service credit may affect the calculation of certain benefits including your vacation accrual rate and Apple 401(k) Plan Match.

Relocation Package

In connection with your employment, we are pleased to provide you with assistance to support your relocation. Your relocation will be supported by both the People team, as well as by relocation service providers. You will be contacted shortly to begin arrangements and provide specifics of your relocation package. Your relocation date should be the same as your Apple employment start date or another date previously approved by your manager. You will have 6 months from your relocation date to utilize all your relocation benefits. At the end of the 6 month period, any unused relocation benefits will expire. Please note that in order to earn your relocation package, you must be actively employed with Apple for 12 months following your start date. If you resign your employment from Apple within 12 months of the commencement of your relocation, you may be responsible for repayment of certain items and a prorated portion of the relocation package at Apple's sole discretion. In the event repayment is required, you agree and authorize Apple to deduct the amount owed from your final paycheck to the extent permitted by local law. Review the [Relocation Package Summary \(/eprise/main/SiteGen/Onboarding/Content/Uploads/Unplaced_Documents/Home1_Docs/US_Leadership_Domestic_-_Cross-State.pdf\)](/eprise/main/SiteGen/Onboarding/Content/Uploads/Unplaced_Documents/Home1_Docs/US_Leadership_Domestic_-_Cross-State.pdf) for more details.

Conditions

This offer is contingent on the following conditions:

- On your first day of employment, and possibly from time to time thereafter, you must show proof of identity and legal right to work in the United States as required by federal immigration law. If you are unable to provide documentation of your authorization to work in the United States, Apple may terminate your employment.
- Due to U.S. Department of Commerce requirements, and the U.S. Immigration and Naturalization Act, you will be required to sign an assurance regarding obligations not to export controlled technology or software to certain countries. If you're a citizen of a restricted or embargoed country (as identified by the Department of Commerce), Apple could be required to obtain an export license from the Department of Commerce. Apple will work with you to obtain this license within a time limit established by Apple. If for any reason Apple doesn't receive a license within the established time frame, Apple may terminate your employment.
- You must sign the [Intellectual Property Agreement \(/eprise/main/SiteGen/Onboarding/Content/Uploads/Unplaced_Documents/Confidentiality_and_Intellectual_Property_Agreement.pdf\)](/eprise/main/SiteGen/Onboarding/Content/Uploads/Unplaced_Documents/Confidentiality_and_Intellectual_Property_Agreement.pdf). Any exceptions or approvals required under the terms of the Intellectual Property Agreement must be approved by your division's Senior Vice President and Apple's Legal Department prior to your beginning work.
- We believe that every employee should use good judgement 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 \(/eprise/main/SiteGen/Onboarding/Content/Uploads/Documents/document_library/Policies_and_Guidelines/Apple_Business_Conduct_Policy.p\)](/eprise/main/SiteGen/Onboarding/Content/Uploads/Documents/document_library/Policies_and_Guidelines/Apple_Business_Conduct_Policy.p) and that you agree to comply with its terms.
- You must receive a satisfactory background check in accordance with Apple policy.

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

Your employment relationship with Apple will be at will. This means that either you or Apple may terminate the employment relationship at any time and for any or no reason with or without notice.

Your employment will be governed by and interpreted under the laws of the State of Massachusetts, without regard to conflict of law principles. This offer letter is intended to outline the terms of your employment with Apple and supersedes and fully replaces any previous communications from Apple or its representatives about your employment.

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.

Please accept this offer by Friday, October 24, 2025 and confirm your start date with your recruiter. We must receive your acceptance of this offer no later than 5:00 p.m. Pacific Time that day. If you have any questions regarding this offer or any of its enclosures, please contact Don Lim at don_lim@apple.com (mailto:don_lim@apple.com).

Sincerely,

Apple Worldwide Recruiting
On behalf of Apple Inc.

I accept the offer (sign below):

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



ChaoHan Yang (Electronically signed)

Date

10/18/2025



Electronically signed by huckiyang@gmail.com, on 2025-10-18T15:57:02.916Z, IP: 10.0.88.35
Apple Inc. | One Apple Park Way | Cupertino, California 95014 | 800.473.7411

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