

**Personal Compensation Summary for Luis Reynoso**  
**For April 2021 through March 2022 (2021 Compensation Year)**  
 Job Title: IT Support Eng I

Amber Morales

Base Pay			
Base Pay ^^^^^	\$33.70 per hour	(1% increase)	(\$70,096 annualized)

Grant Vesting Information by Compensation Year (April 1 - March 31): Details of your new and existing stock grants										
Grant	Grant Type	Grant Date	Stock Grant Price (US\$)	Total Shares Granted	Value at Grant (US\$)	2021	2022	2023	2024	2025
Promotional	RSU	28-Aug-19	\$1,755.96	4	\$7,024	2				
Annual 20	RSU	6-Apr-20	\$1,996.83	2	\$3,994	1	1			
Total shares vesting in each compensation year						3	1			

2021 Total Compensation: Your projected total compensation from April 2021 through March 2022	
Base Pay ^^^^^	\$70,096
Share value from prior grants vesting^^	\$9,572
Projected Total Compensation	\$79,668

^^ Includes existing RSUs and/or stock options vesting in 2021 @ \$3,190.63 stock price (30-trading-day-average on March 11, 2021). This is a hypothetical value provided for illustrative purposes only.

^^^^^ Base Pay effective the first day of the pay period that starts on or after April 1, 2021.

Your Personal Compensation Statement (PCS) is not a contractual document or agreement. It reflects your information as of April 1, 2021 and does not reflect any changes that may occur over time, respectively, to your base pay rate, incentive pay target, other cash compensation and benefits nor a change in equity (RSU or Stock Option) vest schedules due to any reason. Be aware that equity awards are voluntary benefits granted by Amazon.com, Inc. which may be discontinued at any time at our discretion. You do not have or acquire additional rights to these benefits or rights to continue these benefits in the future even if they are granted over several years. Any equity award is subject to approval by the Board of Directors of Amazon.com, Inc. and would be evidenced by, and subject to, the terms and conditions of, an award agreement between you and Amazon.com, Inc. Equity awards and/or deferred and indirect compensation will not be relevant for the calculation of any termination payments. Please be aware that this statement is not a promise of employment or continuation of employment and does not alter any terms of your employment.