

Personal Compensation Summary for Kai Zhen

For April 2023 through March 2024 (2023 Compensation Year)

Job Title: Applied Scientist II

Hieu Nguyen

Base Pay		
Base Pay ^^^^^	\$166,600 per year	(3.3% increase)

Additional Cash				
Description	Start Date	End Date	Total Amount	2023 Compensation Year Amount
Signing Bonus	26-Mar-23	18-Apr-23		\$4,203

2023 New Grant	
2023 New Grant^	1565 (\$153,073 value @ \$97.81 stock price)^^

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\$)	2023	2024	2025	2026	2027
New Hire	RSU	26-May-21	\$163.85	1780	\$291,664	620	720	360		
Annual 22	RSU	5-Apr-22	\$150.57	260	\$39,150	260				
Annual 23^	RSU	-	\$97.81	1565	\$153,073		1076	489		
Total shares vesting in each compensation year						880	1796	849		

2023 Total Compensation: Your projected total compensation from April 2023 through March 2024	
Base Pay ^^^^^	\$166,600
Additional Cash	\$4,203
Share value from prior grants vesting^^	\$86,073
Projected Total Compensation	\$256,876

^ Subject to Board approval

^^ Includes existing RSUs and/or stock options vesting in 2023 @ \$97.81 stock price (30-trading-day-average on March 10, 2023). This is a hypothetical value provided for illustrative purposes only.

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^^^^^ **Base Pay effective the first day of the pay period that starts on or after April 1, 2023.**

Your Personal Compensation Statement (PCS) is not a contractual document or agreement. It reflects your information as of April 1, 2023 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.