

## RSU Online Grant Acceptance

| Submit | Deadline | Status  | Grant Status |
|--------|----------|---------|--------------|
| N/A    | N/A      | Pending | Active       |

Coupang, Inc. (the “**Company**”) has awarded to you (the “**Participant**”) the number of restricted stock units specified and on the terms set forth below (the “**RSU Award**”). Your RSU Award is subject to all of the terms and conditions as set forth herein and in the Company's 2021 Equity Incentive Plan (the “**Plan**”) and the Global RSU Award Agreement, including any additional terms and conditions for your country set forth in the appendix thereto (the “**Appendix**” and, together with the Global RSU Award Agreement, the “**Agreement**”), all of which are incorporated in their entirety. Capitalized terms not explicitly defined herein but defined in the Plan or the Agreement shall have the meanings set forth in the Plan or the Agreement, as applicable.

### Award Details

| Recipient Name | Award Type | Award Number | Award Date  | Award Amount | Plan Name                  |
|----------------|------------|--------------|-------------|--------------|----------------------------|
| Lee Jayce L    | RSU        | RSU11713     | 19-May-2022 | 1,970        | 2021 Equity Incentive Plan |

### Vesting Details

| Vesting Schedule | Vesting Date | Vesting Amount |
|------------------|--------------|----------------|
| Custom           | 01-Sep-2022  | 123            |
| Custom           | 01-Dec-2022  | 123            |
| Custom           | 01-Mar-2023  | 123            |
| Custom           | 01-Jun-2023  | 123            |
| Custom           | 01-Sep-2023  | 123            |
| Custom           | 01-Dec-2023  | 123            |
| Custom           | 01-Mar-2024  | 123            |
| Custom           | 01-Jun-2024  | 124            |
| Custom           | 01-Sep-2024  | 123            |
| Custom           | 01-Dec-2024  | 123            |
| Custom           | 01-Mar-2025  | 123            |
| Custom           | 01-Jun-2025  | 123            |
| Custom           | 01-Sep-2025  | 123            |
| Custom           | 01-Dec-2025  | 123            |
| Custom           | 01-Mar-2026  | 123            |
| Custom           | 01-Jun-2026  | 124            |
| Totals           |              | 1,970          |

Notwithstanding the foregoing, except as set forth below, vesting shall terminate upon the Participant’s termination of Continuous Service, as described in Section 6(m) of the Agreement.

**Issuance Schedule:** One share of Common Stock will be issued for each restricted stock unit which vests at the time set forth in Section 5 of the Agreement.

Participant Acknowledgements

- By your electronic acceptance or authentication in a form authorized by the Company, you understand and agree that:
- The RSU Award is governed by this Global RSU Award Grant Notice (the “**Grant Notice**”), and the provisions of the Plan and the Agreement, all of which are made a part of this document. Unless otherwise provided in the Plan, this Grant Notice and the Agreement (together, the “**RSU Award Agreement**”) may not be modified, amended or revised except in a writing signed by you and a duly authorized officer of the Company.
  - You have read and are familiar with the provisions of the Plan, the RSU Award Agreement and the Prospectus. In the event of any conflict between the provisions in the RSU Award Agreement, or the Prospectus and the terms of the Plan, the terms of the Plan shall control.
  - The RSU Award Agreement sets forth the entire understanding between you and the Company regarding the acquisition of Common Stock and supersedes all prior oral and written agreements, promises and/or representations on that subject with the exception of: (i) other equity awards previously granted to you, and (ii) any written employment agreement, offer letter, severance agreement, written severance plan or policy, or other written agreement between the Company and you in each case that specifies the terms that should govern this RSU Award.

## Award Acceptance

\*Required to download the attached document. Please click on the link below to download.

I accept and agree to be bound by all of the terms set out above and to accept and be bound by the Plan Rules (and any amendment made from time to time to and in accordance with the Plan Rules).

☒ **RSU Award Notice and Agreement**

Accept

Deny

Cancel