



30/12/2024

Hakancan Ozturk
105 Oswald
London, Greater London SW11 8PJ
UNITED KINGDOM

We are very pleased that you are considering an offer of employment with our affiliate, Amazon Development Centre (London) Limited.

You should be aware that if you accept employment with our affiliate, you will be eligible, subject to approval by the Board of Directors of Amazon.com, Inc., to be granted a restricted stock unit award with respect to shares of Amazon.com, Inc. common stock valued at £45,000.00. The number of restricted stock units in your award will be calculated based on the 30-trading-day trailing average closing price of the common stock as of the first Friday preceding (or concurrent with) the 15th day of the month prior to the month in which you start employment. This award will vest and convert into shares of common stock over four years, as follows, subject to your continued employment with the Company:

- 5% on the 15th day of the month in which you reach your first anniversary of employment,
- An additional 15% on the 15th day of the month in which you reach your second anniversary of employment, and
- An additional 20% every six months thereafter, until fully vested

This award would be evidenced by, and subject to the terms and conditions of, a Restricted Stock Unit Award Agreement between you and Amazon.com, Inc.

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