



13<sup>th</sup> June 2025

Dear Mr. Ali Ankarali,

Türkiye - İSTANBUL

Following your recent interview, I have pleasure offering you the position of Retail Business Development Manager. You will be reporting directly to Colin Griffiths, Sales Director - EMEAD.

Your start date will be a date to be confirmed. Further details will be provided in your Statement of Terms and Conditions of Employment, complying the employment laws of Turkey.

A summary of your salary and benefits package is as follows:

#### **Remuneration**

Your salary will be \$55,000 gross per annum:

- Each month, your salary will be converted to TRY for the purpose of calculating your tax and social security using the CBER as at the day before payroll is prepared. The net amount will then be converted back to USD using the same rate and paid to you accordingly.
- The exchange rate fluctuates and this rate will be adjusted on a monthly basis.
- Please note that there will no formal salary review (6 monthly or annual), and increases to your USD salary will only occur should your role or responsibilities change. That being said, an annual review will take place to determine if there is significant inflation on the USD, this will occur in January each year.

Payments will be made by the 5<sup>th</sup> working day of each month by direct debit transfer to your account.

#### **Holiday Entitlement**

You will be entitled to annual leave in line with the Turkish Labor Law.

#### **Working hours**

Working hours are currently 45 per week (between 8.30 to 17.30 each day Monday to Friday with 1 hour lunch) but may be extended up to the legally allowable limit in case the workload increases.

#### **Benefits**

You will be entitled to receive a payment in lieu of a car amounting to \$5,000 gross per annum. You are responsible for ensuring your personal car insurance policy covers you for business travel.

Glory Global Solutions Nakit  
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You will be entitled to health insurance covering you for hospitalisation through a private health insurance policy we have in place with a local provider.

You will be receiving monthly lunch tickets currently worth 500 TRY net per day.

### **Sales Commission Plan**

You will be included in the current Sales Commission Plan (SCP) arrangements of the Company from your date of commencement. The basis of the scheme and the financial targets will be advised to you for each financial year. The incentive payment is paid annually and will have an on-target earnings payment of 30% of your total compensation, for achievement of stretch targets which will be agreed by your Manager on an annual basis. The Company reserves the right to change the basis of, or to withdraw the sales incentive arrangements at its sole discretion.

### **Job Responsibilities:**

- Formulation and execution of regional retail business plan, in conjunction with country sales manager, for the achievement of associated revenue, profit targets and market growth.
- Identify new distribution partners, POS providers and Tier 2 partners for review by Country sales manager and management.
- Support and educate new partners to execute Proof of Concepts (POC), Customer pilots and Return of Investment (ROI) justifications.
- Identifying and qualifying new retail business opportunities across all vertical market sectors and consult with customers on the best Glory products and solutions for their needs.
- Support the Glory sales manager and marketing team with events to promote Glory Solutions as required.
- Work with sales manager to record activity in CRM and provide forecasts on a regular basis.
- Other Tasks and Assignments as required.

### **Contract:**

When you accept the job offer, you will be presented an employment contract.

I hope very much that you decide to accept our offer. If you have any questions on your terms and conditions, please do not hesitate to contact me.

Yours sincerely

Katie Goldsmith  
HR Business Partner for Glory Turkey

I sign to confirm I understand and accept the above.

Signed.....

Date .....

Print .....

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