



30/12/2024

Hakancan Ozturk
105 Oswald
London, Greater London SW11 8PJ
United Kingdom

Dear Hakancan:

On behalf of Amazon Development Centre (London) Limited (the "Company"), I am very pleased to offer you the position of Software Dev Engineer in London. This letter clarifies and confirms the terms of your offer with the Company.

Start Date and Salary

Start dates differ by location and job. For your position the start date is 27 January 2025. Your base salary will be 58,000.00 GBP Annual - A, payable in accordance with the Company's standard payroll practice and subject to applicable withholding taxes.

Signing Payment

In appreciation of your decision to join us, you will be eligible for a sign-on payment of 16,000.00 GBP. This sign-on payment will be advanced to you in 12 installment(s). If your sign-on payment is in one installment, you will receive it along with your first paycheck. If it is in 12 installments, it will be paid monthly along with your base salary. If you are employed with the Company after the one-year anniversary of your Start Date, you will be eligible for a second sign-on payment of 13,000.00 GBP. This sign-on payment will be issued in prorated pay period installments as you complete your second year of employment with the Company.

Benefits

Please refer to the enclosed document for more information. We reserve the right to change the terms and conditions of these benefits and their related Amazon policies, and to remove or replace them, at our discretion. In any such case, we will provide you with appropriate advance notice.

Preemployment Screening

Depending on the country you will be starting, your offer may be contingent on the successfully completion of a background check. More information will be provided during the onboarding process.