

Partner Terms | Annex 1

v4.0 (October 2026)

1. Partner Types

The following partner types are available under the Business' enterprise partner program:

Referral Partner

A trusted advisor such as an HR technology consultant, staffing group owner, or TA advisor who refers enterprise staffing and recruitment organisations to the Business and earns a commission for each Qualifying Referral. Referral Partners do not manage the sales process; the Business's sales team handles all commercial negotiations.

Brand Ambassador

A recruitment professional, industry voice or content creator with an engaged professional audience who creates and publishes content about Carv, primarily on LinkedIn, and earns a Content Fee for each Qualifying Post, and Commission on Qualifying Referrals attributed to its posts under Article 4.13. Brand Ambassadors do not manage the sales process; any leads generated through their content are handled by the Business's sales team.

2. Partner Services

The Partner Services to be provided by the Partner are:

Referral Partner

Registering Leads under Article 4.10, by the Partner Portal, by e-mail to contact@carv.com or by sharing the Partner's unique referral link.

Brand Ambassador

Creating and publishing original content about Carv on LinkedIn that clearly mentions Carv, describes a product use case and links to carv.com or the Carv LinkedIn company page, in line with the Brand Guidelines and with the commercial relationship disclosed in each post under Article 3.10.

3. Commission Structure

Referral Partner

The following commission structure applies to Referral Partners:

Parameter	Terms
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Commission rate	10% of the Contract Value
Contract Value	The net subscription fees due for the Commission Period under the Initial Contract as signed, after discounts and excluding VAT and other taxes, one-off implementation, set-up, training and professional services fees, usage-based or overage charges, and pass-through costs. Later reductions, credits and cancellations reduce the Contract Value. Upgrades and expansions do not increase it.
Cap per deal	€500 in total per Qualifying Referral (an Accepted Lead and its Affiliates together)
How Commission accrues	The total Commission (the lower of 10% of the Contract Value and €500) accrues pro rata to the share of the Contract Value that the Business actually receives. Example: Contract Value €20,000, 10% is €2,000, capped at €500. A client payment of €5,000 accrues €125.
Commission Period	The first twelve (12) months of the Initial Contract
Registration Period	Twelve (12) months from acceptance of the registration
Renewals, extensions, expansions	No Commission, unless agreed in a separate written agreement
Monthly cap	None
Qualifying Referral	Enterprise Organisations only. Mid-market organisations and individual recruiters do not qualify.
Discount for referred client	Offered at the Business's sole discretion, reduces the Contract Value and creates no obligation

4. Payment Terms

Parameter	Terms
Statement	Issued by the Business under Article 4.7
Payment Period	Within 30 days after the later of the

	Business's receipt of the client payment and its receipt of a valid invoice
Payment Threshold	€100, combined for Commission and Content Fees. Amounts below it roll over. It does not apply to the last payment in a Commission Period or after termination.
Payment method	Invoice issued by the Partner, paid by bank transfer to an account in the Partner's own name
Currency	Euro (EUR)
Invoice deadline	Twelve (12) months after the statement (Article 4.15)

5. Content Services

Parameter	Terms
Content Fee	€200 per Qualifying Post, excluding VAT
Monthly cap	€400 per calendar month, being two Qualifying Posts, counted by publication date
Content Fee Period	Twelve (12) months from conclusion of the Partner Agreement, unless the Business extends it in writing
Qualifying Post	A LinkedIn post that (i) is original content created by the Partner and publicly visible; (ii) clearly mentions Carv; (iii) describes a product use case; (iv) links to carv.com or the Carv LinkedIn company page; (v) achieves at least 1,000 organic impressions within thirty (30) days of publication; (vi) complies with Article 3.10 and the Brand Guidelines; (vii) is published within the Content Fee Period; and (viii) remains publicly visible, without substantive edits, for at least ninety (90) days after publication
Organic impressions	Impressions that are not paid for, boosted or artificially generated (including by bots, engagement groups, purchased engagement or exchanged reposts)
Excluded	Posts published before the Partner Agreement is concluded, posts above the

	monthly cap, and paid or boosted impressions
Verification	Within forty-five (45) days of publication the Partner submits the post link and a screenshot of its native LinkedIn analytics to contact@carv.com . The Business confirms, acting reasonably and within ten (10) Business Days, whether the post qualifies, and may request an export of the analytics first.
Payment	Within 30 days after the later of confirmation and receipt of a valid invoice. The Payment Threshold in Section 4 applies.
Referrals	Content Fees are payable whether or not a post produces a Qualifying Referral. Commission on a Qualifying Referral is paid in addition under Section 3.
Early removal	If the Partner removes a post within ninety (90) days, other than at the Business's request, the Content Fee is repayable under Article 4.9.

6. General

6.1 Partner Portal

All Partner Types track referrals, commissions, deal registrations, and access marketing and sales materials through the Partner Portal at partners.carv.com. The Business may update the platform or its URL from time to time on reasonable written notice to Partners.

6.2 Marketing and Sales Materials

The Business will make pitch decks, product overviews, objection handling guides, and demo resources available to all Partners through the Partner Portal. Partners may use these materials solely for the purpose of performing Partner Services and must use the current versions as published by the Business.