

Partner Terms | Annex 1

v3.0 (June 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 referral that becomes a paying enterprise customer. Referral Partners do not manage the sales process; the Business's sales team handles all commercial negotiations.

Reseller Partner

A technology partner that sells Carv directly to enterprise clients as part of its own portfolio, owns the commercial relationship with those clients, and earns a reseller margin on every deal closed. Reseller Partners are responsible for their own sales motion, supported by co-sell assistance from the Business.

2. Partner Services

The Partner Services to be provided by the Partner are:

Referral Partner

Referring enterprise Leads to the Business by sharing the Partner's unique referral link (tracked through the Partner Portal at partners.carv.com) or making a warm introduction directly to the Business's partnerships team.

Reseller Partner

- Selling Carv directly to enterprise clients as part of the Partner's existing portfolio;
- Registering deals through the Partner Portal;
- Managing the commercial relationship with referred clients, supported by co-sell assistance from the Business.

3. Commission Structure

Referral Partner

The following commission structure applies to Referral Partners:

Parameter	Terms
Commission rate	10% of the first-year contract value of the referred deal
Cap per deal	€500 per qualifying deal
Monthly cap	None - no limit on the number of qualifying referrals per month

Qualifying referral	Enterprise staffing or recruitment organisations only. Mid-market organisations and individual recruiters do not qualify.
Discount for referred client	A discount on the referred client's first year with Carv may be offered at the Business's discretion as a sales enablement tool

Reseller Partner

Reseller margin is agreed individually as part of the Reseller Agreement between the Partner and the Business. The Reseller Agreement sets out the applicable margin rate, deal registration rules, any exclusivity terms, and additional commercial conditions. In the event of conflict between the Reseller Agreement and this Annex, the Reseller Agreement prevails.

4. Payment Terms

Referral Partner

Parameter	Terms
Payment Period	Within 30 days of a qualifying deal closing and payment being received by the Business
Payment Threshold	€100 — amounts below this threshold roll over to the following period
Payment method	Invoice issued by the Partner to the Business for the applicable commission amount
Currency	Euro (EUR)

Reseller Partner

Parameter	Terms
Payment Period	Within 30 days of receipt of a valid invoice on closed and paid deals
Payment method	Invoice issued by the Partner to the Business
Currency	Euro (EUR)

5. General

5.1 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.

5.2 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.

5.3 Amendments to this Annex

The Business may update commission rates, payment terms, or eligibility criteria in this Annex by providing at least fourteen (14) days' written notice. Updated terms apply to referrals introduced after the effective date of the amendment; qualifying referrals already in progress at the amendment date are not affected.