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# Remuneration Framework

One simple system for sharing value — the same rules for everyone



# Purpose of the framework

One standard way to split the value of any product or service, and a menu of remuneration options for whoever provides it — staff, contractors, consultants, sales profiles, ambassadors and agents.

## Simple

Few, clear rules

## Transparent

Everyone understands how pay works

## Fair

Reward reflects contribution and risk

## Non-discriminatory

Same principles for internal and external contributors

## Flexible

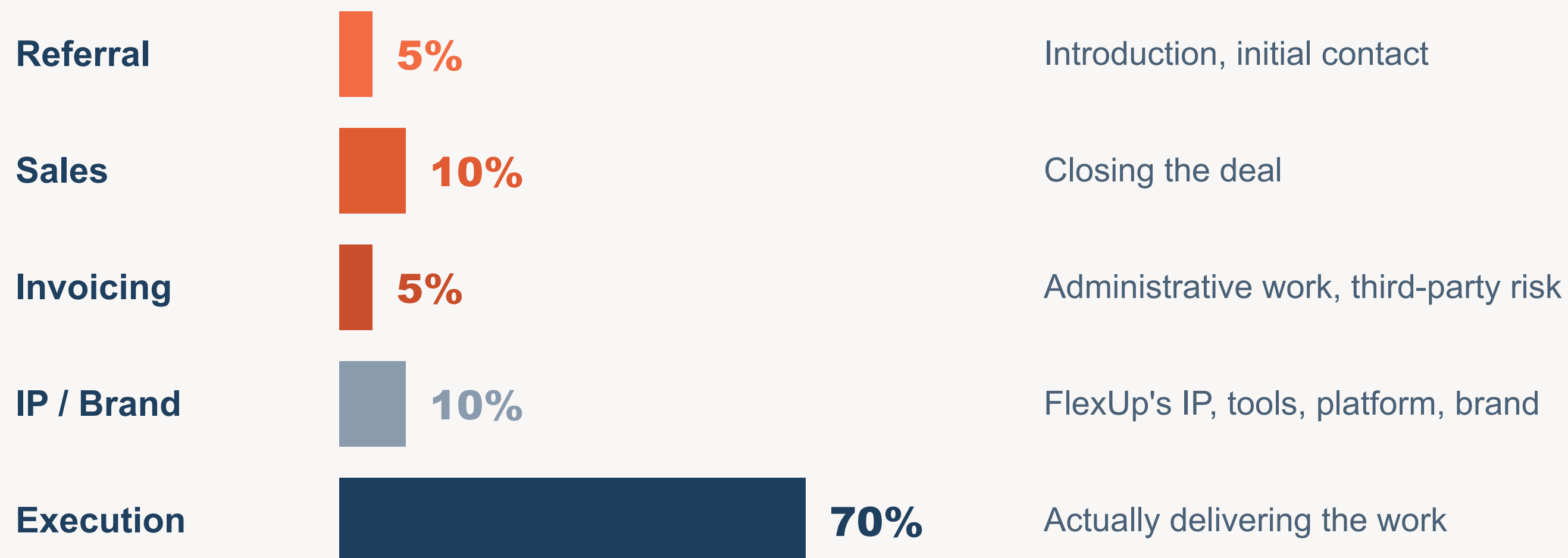
Adaptable to real-life collaboration scenarios

*The framework is a reference, not a contract — every agreement can adopt or customise its parameters.*



# Standard value breakdown — commercial contracts

100% of the revenue of any product or service, split across five activities — regardless of who performs them.





# Referral value — funding contracts

For funding raised (grants, equity, debt...), the standard referral value depends on the type of funding.

**5%**

## Grants

Donations, subsidies and similar non-repayable aid.

**3%**

## Equity & all other funding

Flexible or permanent equity, SAFEs, convertibles, and any other funding.

**1%**

## Classic debt

Debt and loans with fixed repayment terms.

*Referral is the only standard value component for funding contracts — sales, invoicing, IP and execution rates do not apply.*



# Four earning modes

What your pay is calculated on. Every remuneration option combines one or more of these.

## PER TIME WORKED

### Retainer

Paid for actual time worked, documented in timesheets — a percentage of the Reference Rate for your seniority level.

Independent of customer revenues.

## PER TIME INVOICED

### Billable bonus

A percentage of revenues actually invoiced to customers for your work.

Rewards high-quality, billable delivery.

## PER REVENUE GENERATED

### Success fees

Referral and sales fees — a percentage of revenues actually paid by the customer.

Runs for 3 years per customer.

## PER SIGN-UP

### Conversion bonus

A one-off bonus of 2–4 months of SaaS subscription fees for referrals and sales that convert.

Payable once the subscription sticks.

*Earning modes define how much you earn. How and when you get paid — firm, flex, credits, tokens — is the payment structure, covered separately.*



# Earning modes vs. payment structure

Two independent dimensions: earning modes define how much you earn; the payment structure defines how and when you get paid.

## HOW MUCH

### Earning modes

Retainer, billable bonus, success fees, conversion bonus — the basis on which your remuneration is calculated.

## HOW & WHEN

### Payment structure

Anything you earn can be paid in a mix of four instruments, by priority level:

#### Firm

Unconditional —  
paid on due date

#### Flex

Paid monthly from  
available cash

#### Credits

Deferred  
remuneration /  
investment

#### Tokens

Share of profits —  
rewards risk taken

*The payment structure is defined by the FlexUp economic model and agreed per contract — independently of the earning modes above.*



# The reference rate

The hourly rate FlexUp — or you — would charge a customer for a short assignment (a few hours or a few days). It is the benchmark all remuneration is calculated from.

## WHAT DETERMINES IT

### Your market value

Depends on your activity, expertise, seniority and local market — not on your remuneration option.

## BENCHMARK FOR

### Billable rate

What the customer is actually charged for your work — by default equal to the reference rate, unless the customer gets a discount.

## BENCHMARK FOR

### Retainer

Your time-based pay is a percentage of the reference rate, set by your remuneration option.



# The five standard remuneration options

From stable retainer to fully success-based. Highlighted cells show each option's main driver.

Option	Retainer % of reference rate	Billable bonus % of billable rate	Referral fee % of revenues	Sales fee % of revenues
1 · <b>Staff</b> — internal, business-building	<b>33.3%</b>	discretionary	discretionary	discretionary
2 · <b>Advisor</b> — advisory & consulting	<b>25%</b>	<b>25%</b>	discretionary	discretionary
3 · <b>Sales</b> — business development	16.7%	25%	<b>2.5%</b>	<b>5%</b>
4 · <b>Collaborator</b> — paid per activity	—	<b>70%</b>	<b>5%</b>	<b>10%</b>
5 · <b>Ambassador</b> — introductions only	—	—	<b>5%</b>	—

*Referral: % of all revenues from the customer, for 3 years. Sales: % of each specific sale (max 3 years for recurring sales contracts).*

*Referral rates shown for commercial contracts; funding referrals use the funding scale (1–5%). Illustrative — actual terms are set per contract.*





# One contract for each way of working

Each remuneration option is implemented through one of three standard contracts.

## OPTIONS 1 – 3

### Professional Services Agreement

For contributors working with a retainer — Staff, Advisor and Sales.

Staff

Advisor

Sales

## OPTION 4

### Collaboration Agreement

For independent collaborators — no retainer, remunerated per activity performed: execution, referral, sales, invoicing.

Collaborator

## OPTION 5

### Referral Agreement

A light version of the Collaboration Agreement, covering referrals only.

Ambassador

*A Collaborator is remunerated per activity performed, under a single contract. Who invoices the customer depends on who performs the invoicing activity.*

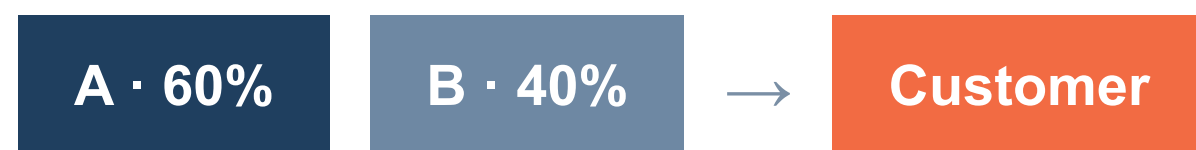


# How success fees are calculated

Own fee rate × allocated adjustment factor × revenues actually paid — for 3 years per customer.

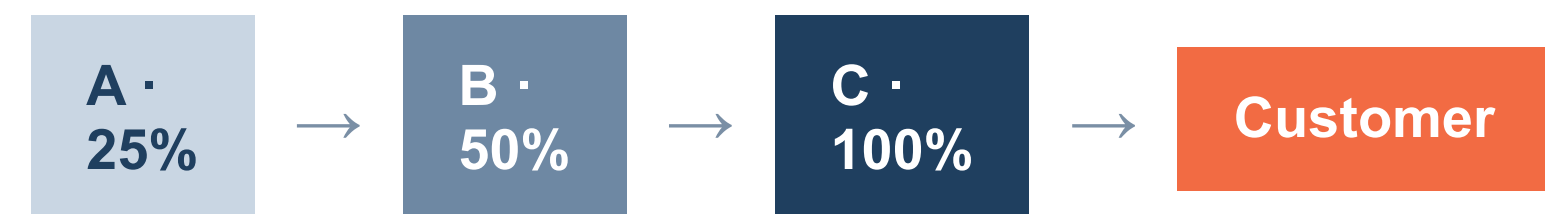
## Joint referral

Several contributors work the same customer in parallel. Adjustment factors reflect each contribution and sum to 100%.



## Chain referral

Contributors introduce each other in sequence. The direct contact gets 100%; each step back halves: 50%, 25%, 12.5%...



*This rewards collaboration, network building and delegation — everyone in the chain earns from the value they helped create.*



# Conversion bonus for SaaS subscriptions

A one-off bonus rewarding referrals and sales that turn into sustained, paying subscriptions — on top of success fees.

**REFERRAL**

**2 months**

of the subscription fee — payable after 4 consecutive paid months.

**SALE**

**4 months**

of the subscription fee — payable after 8 consecutive paid months.

**BOTH COMBINED**

**6 months**

up to 75% of subscription revenues over the first 8 paid months.

*Applies to SaaS subscription revenues only. One-off, independent from success fees, and discretionary — granted depending on FlexUp's situation and outlook.*



# In summary

**1**

## standard value breakdown

Referral 5% · Sales 10% · Invoicing 5% ·  
IP 10% · Execution 70%

**4**

## earning modes

Retainer, billable bonus, success fees and  
conversion bonus — per time worked,  
invoiced, revenue generated or sign-up.

**5**

## standard options

Same rules for everyone, from Staff  
to Ambassador — customisable in  
every contract.

**Full framework**

[www.flexup.org](http://www.flexup.org)

FlexUp Remuneration Framework

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