



HeroDevs Partner Program Benefits & Tiers – FY 2026

Summary

This document sets forth the compliance metrics and thresholds that will set the minimum standards a partner must maintain to qualify for a recognized tier status (the “Threshold”), resulting in specific discount and rebate levels (the “Benefits”). These tiers may be further demarcated by partner type and territory, the terms of which shall be agreed to between HeroDevs and Partner. Capitalized terms not defined herein shall have the meanings set forth in Partner Agreement or its applicable programs.

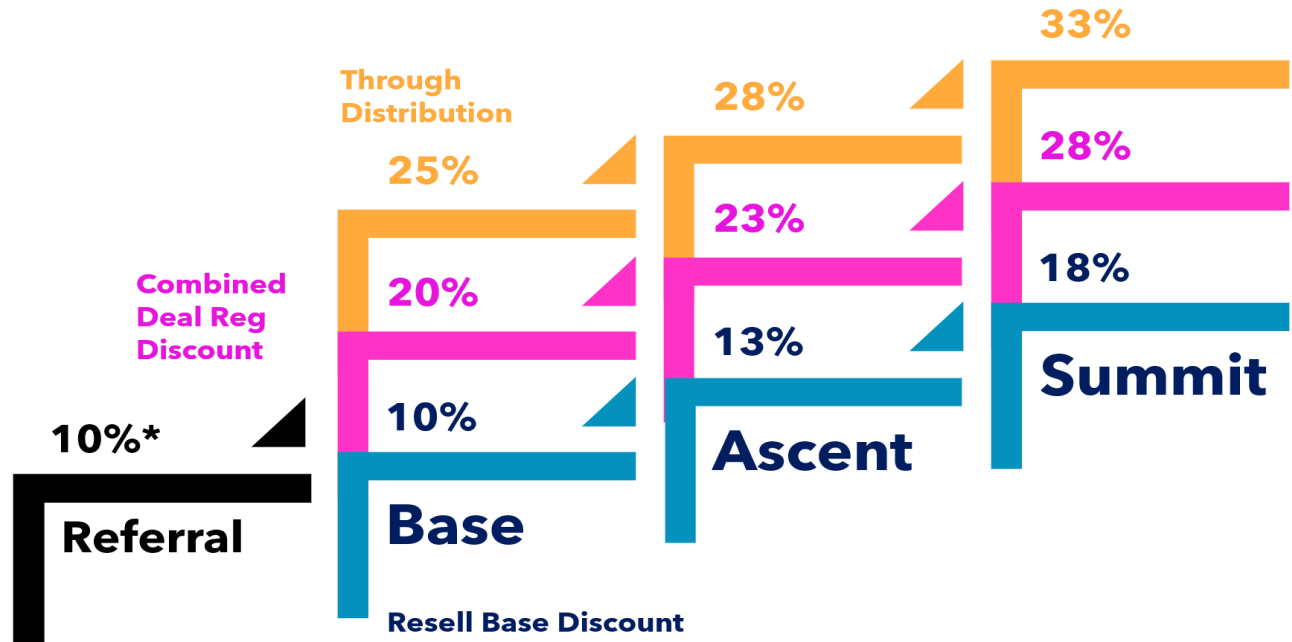
At any given time, if a partner meets or exceeds their current Threshold, they may be eligible to be upgraded to receive the Benefits associated with the tier for which they are currently meeting. Partners failing to meet their current Threshold will be moved to a more appropriate tier. Meeting a Threshold means that all values must be met for that level. For example, a global resale partner must achieve at least (i) \$250,000 in bookings, (ii) \$750,000 in pipeline, (iii) 20 Deal Registrations, **and** (iv) 4 Sales Certifications to reach and/ or maintain the Ascent tier status.

1. Partner Types & Tier Structure

Partners are classified into one of the following types, as identified and set forth within their partner agreement. Some partners may operate through more than one (1) partnership type.

Partner Type	Available Tiers
Reseller	Base, Ascent, Summit
Distributor	Minimum Thresholds
Referral Partner	Minimum Thresholds

2. Discount & Rebate Levels



*Referral 1st Year ACV

Quick notes:

- a. Distribution partners receive an additional five-percent (5%) discount, with respect to its applicable tier.
- b. Referral partners operate on a flat referral fee of ten-percent (10%) of the first year of the annual fees paid by a referral client to HeroDevs for the subscription services referred.

3. Compliance Metrics

The table below explores the metrics for which HeroDevs will measure a partner against in determining a partner’s Benefits level. Unless as otherwise agreed upon, HeroDevs will measure these metrics on a trailing twelve (12) month basis.

Metric	Definition
Bookings	As defined in its applicable Program.
Submissions	As defined in its applicable Program, whether accepted by HeroDevs or not.
Sales Certifications	Number of active, individual sales certifications completed by partner-employed personnel during the compliance review period.

4. Reseller Compliance Thresholds

The following Thresholds are current for the applicable fiscal year and apply to all Reseller partnerships. The below Bookings and Pipeline are based on Partner Sourced opportunities.

Authorized Territory	Tier	Bookings	Pipeline	Submissions	Sales Certs
Global	Base	\$150,000	\$500,000	12	2
	Ascent	\$250,000	\$750,000	20	4



Authorized Territory	Tier	Bookings	Pipeline	Submissions	Sales Certs
	Summit	\$500,000	\$1,500,000	40	8
AMER	Base	\$75,000	\$250,000	6	1
	Ascent	\$150,000	\$500,000	12	2
	Summit	\$300,000	\$1,000,000	30	4
EMEA	Base	\$50,000	\$150,000	5	1
	Ascent	\$100,000	\$300,000	10	2
	Summit	\$200,000	\$600,000	20	3
APAC	Base	\$50,000	\$150,000	5	1
	Ascent	\$100,000	\$300,000	10	2
	Summit	\$200,000	\$600,000	20	3

5. Distributor Thresholds

The following Thresholds are current for the applicable fiscal year and apply to all Distribution partnerships. Distribution partners are expected to reach, on an annual basis, the below threshold requirements to maintain its distribution partnership with HeroDevs.

Authorized Territory	Bookings	Submissions	Sales Certs
Global	\$500,000	9	5
AMER	\$260,000	6	2
EMEA	\$240,000	4	2
APAC	\$160,000	2	2

6. Referral Partner Compliance Thresholds

The following Thresholds are current for the applicable fiscal year and apply to all Referral partnerships. Referral partners are expected to reach, on an annual basis, the below threshold requirements to maintain its referral partnership with HeroDevs.

Authorized Territory	Bookings	Submissions	Sales Certs
Global	\$150,000	12	2
AMER	\$75,000	6	1
EMEA	\$50,000	5	1
APAC	\$50,000	5	1

7. Compliance Review & Tier Assignment

The HeroDevs benefits and tiers are reviewed and updated on a per calendar annual basis. Partners are evaluated against all of the applicable metrics on an on-going and where necessary pro-rated basis. A few quick notes on HeroDevs' assessment of its partners:

- Partners are assessed at the highest tier for which all metrics are met.
- If a partner meets some but not all metrics for a given tier, they are placed at the next lower tier for which full compliance is achieved.
- Partners that do not meet the minimum thresholds for any named tier (Base, Ascent, Summit, or Certified) will be reverted to "Base" and forfeit any benefits from a previously held tier above "Base".
- Mid-year exceptions require written approval from the HeroDevs SVP of Global Channel.
- Partners with a global territory are evaluated on their consolidated global performance. Global partners may not split their metrics based on sub-regions.