



together, let's IMPACT clinical research

Referral Program

Version 1.0 - 20260318

1. Purpose

At XPER Research, we believe in strong partnerships and shared success. Our Referral Program rewards individuals and companies who introduce new clients or projects to XPER, creating win-win outcomes for everyone involved. Anyone can become a Referrer: make a documented introduction, and if it leads to a signed project, you earn a referral fee.

2. Eligible Referrals

A referral qualifies under the following conditions:

- You introduce a **new client or project** not already in active discussion with XPER
- The introduction is **clearly documented** (e.g. email introduction)
- The referral results in a **signed contract** — no deal, no fee
- All legal and compliance requirements are met

3. Referral Fee Structure

Our program uses a progressive tier model based on *net collected project revenue*:

Revenue Tier	Referral Fee
≤ 25,000€	1,000€ flat fee
25,001€–100,000€	4%
100,001€–500,000€	3%
> 500,000€	2%

Referral fees are calculated on a progressive basis, i.e. each portion of net collected project revenue is rewarded at the referral rate applicable to the corresponding revenue tier

Example

For a 110.000€ project, the referral fee is calculated as a flat fee for the first 25.000€ of 1.000€, 4% on the part 25.000- 100.000€ (3.000€) and 3% on the remaining 10.000€ (300€), resulting in a total referral fee of 4.300€

Maximum referral fee per project: 100,000€

Subsequent Projects with the Same Client

- 1st project: 100% of referral fee

- 2nd project: 50%
- 3rd+ projects: 25%
- **Exception:** If you actively contribute to winning a later project (e.g., new introduction, BD support), you receive **100%** again

4. Payment Terms

Referral fees are based solely on **net collected revenue**, meaning:

- Revenue actually received by XPER
- Excluding VAT, taxes, and pass-through costs
- Paid quarterly, within 30 days after each calendar quarter

5. Scope & Duration

- Applies to the initial project scope and amendments within 12 months
- Paid to the first Referrer who makes a documented introduction
- XPER may adjust or discontinue the program at any time

6. Preferred Referrer Status

High-performing Referrers can earn **Preferred Referrer** status for the following calendar year by achieving either:

- 3+ referred projects of at least 25,000€ each, or
- 500,000€+ in total signed net project revenue

Benefits:

- +1% uplift on standard referral rates for new referrals
- Up to 50,000€ additional payout per year (uplift only; standard fees remain unaffected)