



**TalentRewards**

Performance + native-language AI

vs



**Factorial**

Core + performance

# TalentRewards vs Factorial

Factorial is an SMB HR admin tool: performance is an add-on on top of Core. TalentRewards is built for performance, with native-language AI.

**€4** vs ~€16

for goals/MBO

**No** vs mandatory

Core to buy first

**Included** vs marginal

native-language AI

# Performance sits behind a mandatory Core.

Real all-in cost / user / month



## Up to 2.0× the cost of TalentRewards

|                   |    |
|-------------------|----|
| Core (mandatory)  | €8 |
| Talent Management | €8 |
| ATS / add-ons     | €4 |

MBO alone: €4 vs ~€16

Talent Management add-on on top of Core

## FACTORIAL'S HIDDEN COSTS

- × Performance behind the mandatory Core (~€8)
- × Add-ons stack up (Talent Management, ATS, Finance...)
- × Frequent price increases reported by users
- × Module prices not published: quote-only
- × Limited performance depth vs a dedicated tool

# AI: focus vs marginal

|                                      | TR | Factorial |
|--------------------------------------|----|-----------|
| Native-language AI included          | ✓  | ✗         |
| Performance without a mandatory Core | ✓  | ✗         |
| MBO module standalone (€4)           | ✓  | ✗         |
| Performance/MBO depth                | ✓  | ~         |
| On-premise / self-hosted             | ✓  | ✗         |
| Transparent module pricing           | ✓  | ✗         |
| EU hosting + GDPR by design          | ✓  | ✓         |

## AI TalentRewards

TalentRewards puts native-language AI at the core: it drafts feedback and summaries, included in the module price.

## AI Factorial

In Factorial AI is marginal and generic: not tuned for performance or your language.

## WHY TALENTREWARDS

✓ Real performance, not a secondary module of an admin tool.

✓ Buy the module you need, from €4, with no mandatory Core.

✓ Native-language AI included and transparent pricing.