



TalentRewards

Performance + native-language AI

vs



Lattice

full talent suite

TalentRewards vs Lattice

The same performance capabilities. But with no spend minimums, native-language AI included, and your data in the EU.

€4 vs €8

the MBO module on its own

€0 vs \$4,000/yr

imposed spend minimum

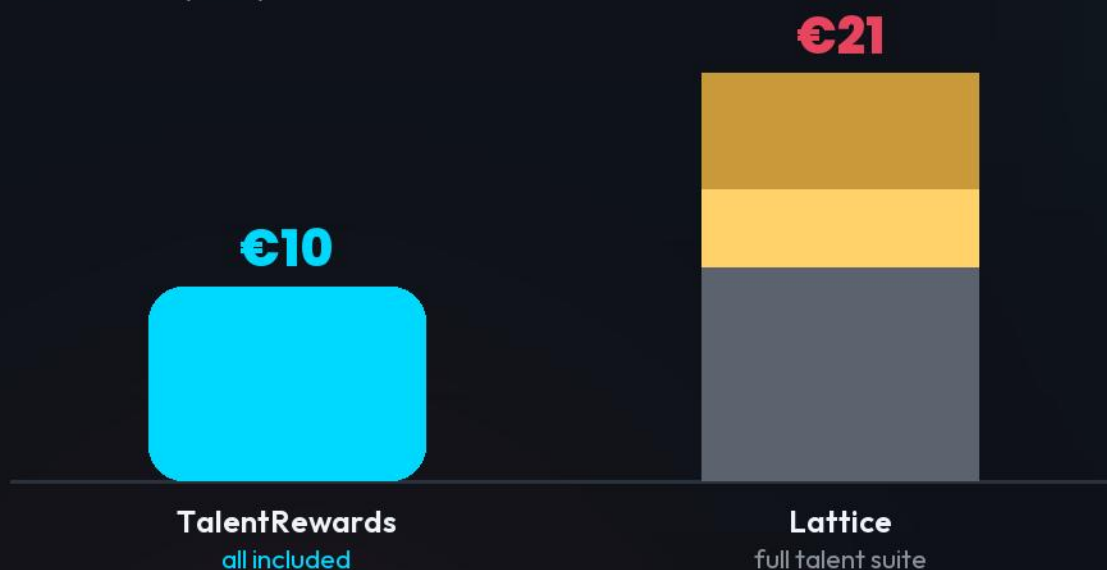
Included vs paid

native-language AI

THE REAL PRICE

The declared price is not the price you pay.

Real all-in cost / user / month



Up to 2.1× the cost of TalentRewards

	Performance	€11
	Engagement	€4
	Compensation	€6

MBO alone: €4 vs €8

standalone, but \$4,000/yr minimum

LATTICE'S HIDDEN COSTS

- ✗ \$4,000/yr minimum — a 30-person team pays like a 360-person one
- ✗ Implementation \$2,000–8,000 one-off
- ✗ USD-only billing (FX risk, no EU invoice)
- ✗ Add-ons stack up: Engagement +\$4, Grow +\$4, Compensation +\$6
- ✗ HRIS being sunset by mid-2026

AI: included vs paid

	TR	Lattice
Native-language AI included	✓	✗
MBO module bought standalone (€4)	✓	~
No spend minimum	✓	✗
On-premise / self-hosted	✓	✗
EU hosting + GDPR by design	✓	✗
€ billing / no setup fee	✓	✗
Transparent, modular pricing	✓	~

AI TalentRewards

TalentRewards includes real native-language AI in the module price: writes feedback 4× faster, no surcharge, in the EU or self-hosted.

AI Lattice

Lattice offers AI only in higher tiers, in English, not tuned to the nuances of your local HR language.

WHY TALENTREWARDS

✓ Pay only for the modules you use, from €4 — not a \$4,000 floor.

✓ Native-language AI included, not an English add-on.

✓ Data in the EU or on your own infrastructure: ready for regulated sectors.