

Gamification in your company with Indextria

Give your team their CPI back every month. Not once per agreement.

Indextria gamifies the CPI rise: it works out what inflation takes from every payslip, turns it into a benefits pool, and your team unlocks it by completing challenges. More engagement and more happiness, from the HR software you already use.

€9.00

pool per person, per
month

15%

of the increment, and only
if there is one

1 click

to switch it on from HR



OCTOBER · CPI +0.30%

SHIELD 3 OF 4

€9.00

This month's pool per person, on a
€3,000 gross salary.

THE CHALLENGE

Groceries go up every month. Pay goes up once a year.

Between one review and the next, the team feels inflation before they feel the rise. Counter-offers arrive late and the benefits you pay for go unused.

Indextria fills that gap with something concrete every month, the same for the whole team, on a figure nobody at the company decides: the statistics office publishes it.

WHAT IS THIS COSTING YOU RIGHT NOW?

I lose people over €50 and I cannot raise the whole team →

I have benefits almost nobody uses →

I raise salaries once a year and the team feels it too late →

I want to reward training and wellbeing without building a programme →

I do not want another tool my team will not open →

I have to justify every euro of pay to the board →

WHAT INDEXTRIA IS

Variable pay tied to CPI. One tool, three different conversations.

Human resources

A benefit people actually use, without you running it

You set the rules once. Each month the pool calculates itself and the team chooses. You see who takes part and what is redeemed.

Leadership and finance

A variable cost you decide, month by month

You set what percentage of the CPI increment enters the pool. It is not a structural rise: it never consolidates into base salary.

The team

What inflation takes, turned into something you choose

Each month you see how much there is, which challenges unlock it, and whether you bank it or spend it on training, days off or a benefits card.

€9.00

Monthly pool per person at 0.30% CPI

15%

Of the increment is what the service costs

4

Planned markets: Spain, Italy, France and Germany

1 click

What it takes HR to switch the module on

Figures from the viability proposal on a €3,000 gross salary. They are not client results.

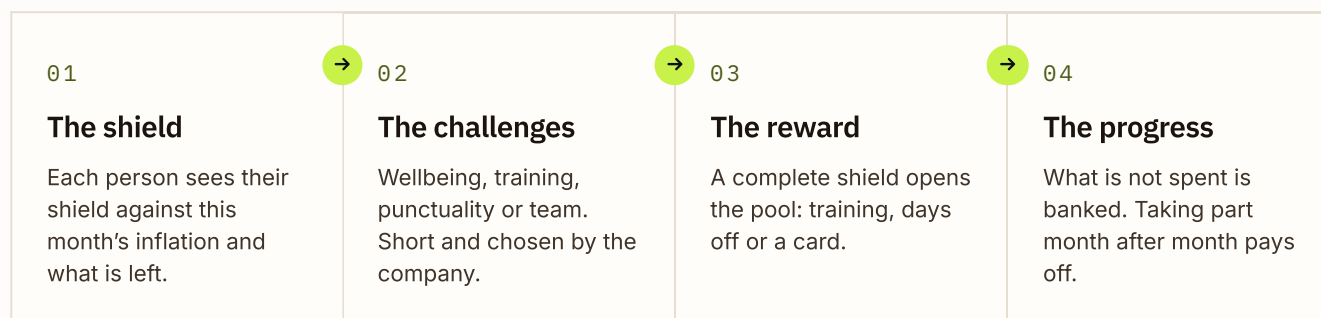


GAMIFICATION

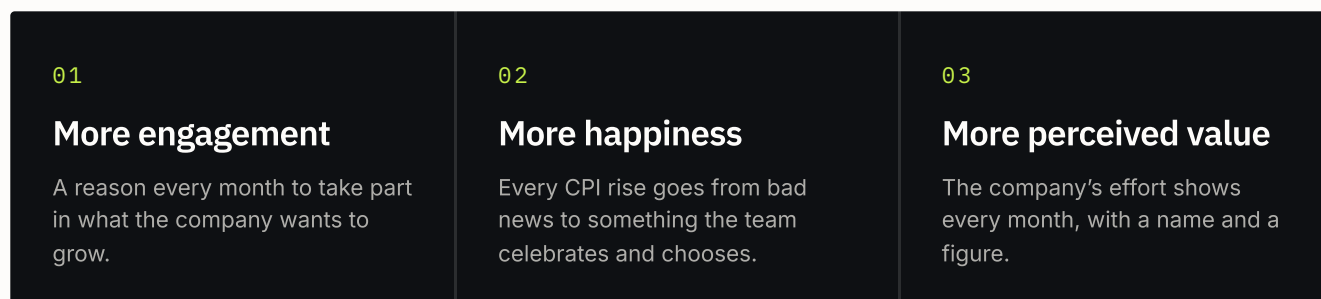
The CPI rise, turned into a game. One your team wants to win.

Indextria is how your company brings gamification in without building a programme: a positive CPI result becomes shields, challenges and rewards. The company bonuses the rise and the team wins it by taking part.

THE MECHANICS



WHAT THE COMPANY GAINS



HOW IT WORKS

From the figure the statistics office publishes to the training your team picks on Tuesday.

Four steps a month. Indextria does three of them alone. The only one that needs a person is setting the rules, and that is done once.

ONE MONTH'S CALCULATION

$$€3,000 \times 0.30\% = €9.00$$

Step 01

AUTOMATIC

The month's CPI arrives

Indextria queries the official institute's API: INE, INSEE, Destatis or Istat. Nobody types the figure.

Step 02

AUTOMATIC

The pool is calculated

That change is applied to each person's salary, and the percentage the company chose to set aside is kept.

Step 03

YOUR TEAM

It unlocks by taking part

Each person sees their shield and the month's challenges: wellbeing, training, punctuality or team milestones.

Step 04

YOUR TEAM

Bank it or spend it

Training credits, days off or a benefits card. What is not spent is kept for the next month.

If CPI does not rise, there is no pool and no invoice. And it starts again the following month.

THE PRODUCT

Five pieces. One thing to do each month: nothing.

01 CPI pool

The statistics office sets the figure, not your committee.
Recorded person by person.

02 Challenges

The CPI rise, in game mode: wellbeing, training, punctuality or team.

03 Rewards

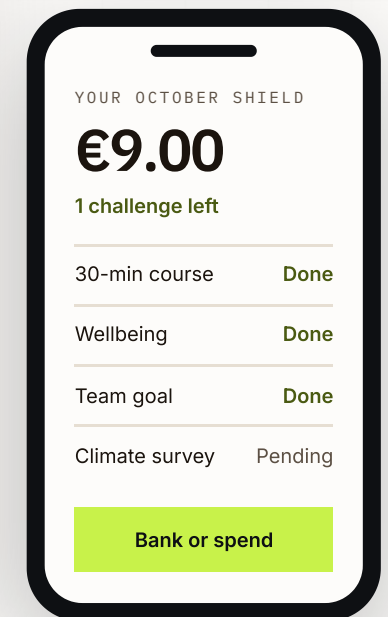
Training, days off or a card. The person chooses the destination.

04 HR panel

The rules are written once. An export of redemptions for finance.

05 Integrations

Factorial, Personio, PayFit and an open API, read only.



Embedded module and employee app. Sample data: a 128-person team.



IN THE APP THEY ALREADY USE

Nothing to install, no new portal, no extra password. The same app where they book holiday.

FOR THE PEOPLE ON THE TEAM

Groceries go up every month. This month you get part of it back.

Training

Credits for the course or certification you have been putting off for two years.

Days off

Time, which is the one thing you cannot buy. Requested from the same app.

Card

For the everyday: food, transport, or whatever your company has switched on.

SO THERE IS NO MISUNDERSTANDING

It is not a pay rise

It is a monthly benefit the company decides. Salary and agreement stay the same.

It costs them nothing

It is not deducted from pay and it is not an advance. Skip a month, lose nothing.

It is a game, not a chore

People take part if they want. Challenges are short, not extra work.

PRICING

You only pay in months when there is a rise to distribute.

No fixed fee, no minimums and no lock-in. Indextria charges 15% of the increment distributed that month. If CPI does not rise, there is no pool and no invoice.

ONE MONTH, FOR EXAMPLE

Team 25 people	Average salary €3,000 gross	CPI 0.30%
TOTAL POOL THIS MONTH €225.00	COMMISSION (15%) €33.75	REACHES YOUR TEAM €191.25

THREE SCENARIOS PER PERSON · €3,000 SALARY

CPI 0.25% €7.50 Usual average · commission €1.13	CPI 0.30% €9.00 Reference figure · commission €1.35	CPI 0.40% €12.00 Compound equivalent · commission €1.80
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HOW IT IS INVOICED

01 Month closed, invoice closed

We invoice 15% of what was actually distributed, not of what was forecast.

02 No CPI, no cost

If the change is zero or negative, there is no distribution and no commission.

03 No lock-in

It pauses from the panel. What the team already unlocked is respected.

WHAT THAT 15% INCLUDES

Everything. No add-on modules, no per-employee cost.

- ✓ Integration with your HR software
- ✓ Official CPI data for each market
- ✓ Rules panel and tracking
- ✓ App for the whole team
- ✓ Configurable redemption catalogue
- ✓ Support and internal communication materials

Indicative calculation using the proposal formula. It does not include the tax treatment of each benefit.

FOR HR PLATFORMS

One more module in your marketplace. One more reason not to leave.

YOUR SHARE, ON THE TOP TIER

30%

of the commission on every active company that comes from your marketplace, from 3,000 companies up.

- Recurring revenue without building it: we build and maintain the module.
- A benefit the workforce opens every month makes your product used more.
- Embedded, read-only integration on your API and webhooks.

STEPPED SHARE OF THE 15% COMMISSION

TIER	ACTIVE COMPANIES	FOR THE PARTNER	FOR INDEXTRIA
Starter	0 – 1,000	20%	80%
Scale	1,001 – 3,000	25%	75%
Preferred	More than 3,000	30%	70%

THE SIZE OF THE BOARD · MONTHLY SCENARIO

MARKET	COMPANIES	AVERAGE SALARY	GROSS BILLING	PARTNER (30%)
Spain	3,000	~€2,250	€75,750	€22,725
Italy	2,000	~€2,400	€54,000	€16,200
France	2,500	~€3,200	€90,000	€27,000
Germany	2,500	~€4,100	€115,625	€34,687
Total	10,000	—	€335,375	€100,612

Projection from the viability proposal at a monthly CPI of 0.30%. It is not existing revenue.

THE FIGURE

You do not set CPI. The statistics office does.

INE

Spain

INSEE

France

Destatis

Germany

Istat

Italy

Release day

The institute publishes the previous month's change.

+1 day

The pool opens: each person gets their figure and challenges.

During the month

Challenges are completed from the team's app.

Close

HR receives the participation and redemption summary.

WHAT INDEXTRIA READS

- ✓ Employees and departments, so each rule knows who it applies to.
- ✓ Gross salary, the only base for the pool.
- ✓ Challenge status, so we know what has been unlocked.

WHAT IT DOES NOT DO

- It does not change payroll or issue payslips.
- It does not replace the agreement or the annual salary review.
- It consolidates nothing into base salary: it is variable and monthly.

Is this a pay rise?

No. It is a monthly variable benefit the company decides, separate from the collective agreement. It does not consolidate into base salary.

Do I have to change payroll software?

No. It connects to the one you already use over API and webhooks, read only, and it does not change a single payslip.

Why gamify the CPI rise?

Because a benefit you earn is valued more than one that just arrives, and engagement shows it.

How long until it is live?

One click from the HR panel. The first distribution lands on the next CPI release cycle.

NEXT STEP

Shall we look at it with your team's numbers?

Twenty minutes, your real headcount and the latest published CPI. We send you the scenario for the last twelve months.

[Request a demo](#)

WRITE TO US

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ON THE WEB

globodain.com/en/indextria

Indextria is a product of Globodain Technology Corporation. Figures come from the viability proposal and are not client results. The tax and accounting treatment of each benefit is validated with advisers before each rollout.

