



VANTALYNE LABS

MASTER CHARTER



*Our model, our commitments, our terms.
For every founder and partner who builds with us.*

PREAMBLE

Vantalyne Labs exists because talented people are too often asked to choose between two bad options: build entirely alone, without support, structure, or a name behind them — or trade away ownership of what they build in exchange for that support. We don't think that's a real choice.

This Charter sets out a third path — a standing ecosystem of builders, where support doesn't cost a founder their company, and where being part of something larger never means disappearing into it.

This is not a community that exists so people can belong to something. It is not an agency that exists to sell services. It is not an accelerator that runs founders through a cohort and calls the relationship finished. It is a network of builders — some driving ventures Vantalyne conceived itself, some driving ventures they brought to us, some building alongside outside partners — bound by one constant: once something is built here, it carries that history permanently.

This Charter is the whole of what governs that relationship. It is public on purpose, and it is written for two audiences directly: a founder deciding whether to build with us, and a partner organization deciding whether to build alongside us. Both deserve to know exactly what they are agreeing to before they ever sign anything.

CONTENTS

Article I — Definitions

Article II — Identity & Philosophy

Article III — The Venture Model

Article IV — Intellectual Property

Article V — Economic Terms

Article VI — Lineage, Standards & Forfeiture

Article VII — Founder Standards & Conduct

Article VIII — Governance

Article IX — Partnerships

Article X — Amendments

Closing Statement

Article I

DEFINITIONS

Vantalyne Labs Venture. any venture that has been formally admitted into the ecosystem under Track A, B, or C, and carries the Vantalyne name as a permanent part of its history.

Track A / Originated Venture. a venture that Vantalyne itself conceives, staffs, and owns outright.

Track B / Founder-Brought Venture. a venture founded and owned by an outside individual, who brings it to Vantalyne for support.

Track C / Joint Venture. a venture co-formed or rescued in partnership with an external organization, on terms negotiated for that specific partnership.

Sandbox, Active, Established. the three stages of a venture's life within the ecosystem, described in Article III.

Founding Team. the collective body responsible for the long-term guardianship of Vantalyne Labs — the final word on judgment calls that don't reduce to a formula, including forfeiture, quality disputes, and the interpretation of this Charter.

Associate. a member of Vantalyne's own team who may be deployed across ventures to provide tools, systems, and support.

Lineage. the permanent, unerasable historical fact that a venture originated within, or was built alongside, Vantalyne Labs.

Culture Violation. conduct by a founder that breaches the integrity, honesty, or confidentiality standards of this Charter — distinct from ordinary underperformance, and the trigger for the forfeiture process in Article VI.

Redeployment. the practice of placing a good-faith founder or team member elsewhere within the ecosystem when the venture they were building does not continue, so that a venture's outcome never costs a good-faith person their place in Vantalyne.

Article II

IDENTITY & PHILOSOPHY

2.1 WHAT WE ARE NOT

- Not a consulting agency — we do not exist to sell deliverables to clients.
- Not a community — belonging is not the product; building is.
- Not an accelerator running on a batch-and-graduate cycle that ends once a founder leaves.

2.2 WHAT WE ARE

Vantalyne Labs is a standing network of builders, not a portfolio of companies. A venture is the current vehicle a builder happens to be driving. If it doesn't work out — honestly, in good faith — the builder doesn't leave the ecosystem; they are redeployed to build the next thing. The person is the asset. The venture is only its current expression.

2.3 WHY LINEAGE IS PERMANENT

Most relationships between a founder and the organization that supported them are designed to end — a fund exits, an accelerator graduates its cohort, a client relationship concludes. Vantalyne is built on the opposite premise: the relationship is not designed to end, because the fact of where a venture came from was never something to end in the first place. That single design choice is what separates an ecosystem from every other model it might otherwise be mistaken for.

Article III

THE VENTURE MODEL

A venture Vantalyne originates itself, a venture an outside founder brings to us, and a venture co-built with an external partner are three genuinely different relationships. We treat them as three distinct tracks rather than pretending they are one — that distinction is what keeps this model from quietly collapsing into an agency or an accelerator.

	Track A — Originated	Track B — Founder-Brought	Track C — Joint Venture
Who founds it	Vantalyne itself conceives and staffs it	An outside founder brings the idea	Co-formed with an external partner
Ownership	Vantalyne owns it outright	Founder owns it fully — no equity taken, ever	Negotiated per partnership
IP	Vantalyne-owned	Venture owns its own product & brand; Vantalyne retains only its own reusable internal tools	Negotiated per partnership
People	Run by Vantalyne's own team	Founder-led, with access to Vantalyne's tools and network	Shared, per partnership
Economics	Funded and kept by Vantalyne	A capped, tapering revenue share once active (see Article V); no obligation at all for NGOs and social-impact ventures	A profit-linked share once the partnership is generating profit, scaled to Vantalyne's actual contribution

3.1 TRACK A — ORIGINATED

Where Vantalyne itself is the founder — conceiving the idea, staffing the team, and funding the work — Vantalyne owns the venture outright. There is no outside founder whose ownership needs protecting, so full ownership is the fair position, not the extractive one.

3.2 TRACK B — FOUNDER-BROUGHT

Where an outside founder brings us an idea already theirs, Vantalyne takes no equity, ever. Support is repaid, if at all, only through the modest revenue share described in Article V — never through ownership.

3.3 TRACK C — JOINT VENTURE

Where a venture is co-formed with, or rescued alongside, an external partner, terms are negotiated for that specific relationship — but every Track C partnership carries a floor of minimum protections regardless of the specifics: a duration longer than a single event or engagement, the right to reference the collaboration publicly, and a first-right-of-refusal to formalize the relationship further if it continues to work.

3.4 LEADERSHIP NEVER COSTS YOU YOUR VENTURE

A Track B venture converts to Track A only if the founder stops actually operating it themselves — for instance, if Vantalyne has to install its own team to keep it running. Joining Vantalyne's leadership does not, by itself, trigger this conversion. A founder who joins the team while still running their own venture keeps full ownership of it. Being good enough to be asked onto the team should never cost a founder the company they built.

3.5 THE LIFE OF A VENTURE

Every venture, regardless of track, moves through the same three stages:

STAGE	WHAT IT MEANS
SANDBOX	Early-stage — the venture is being built, tested, and refined. No economic obligations apply at this stage under any track.
ACTIVE	The venture is operating in the real world. For Track B, for-profit ventures, this is the point at which revenue-share terms (Article V) begin to apply, once real revenue is being generated.
ESTABLISHED	The venture is mature and largely self-sufficient. Lineage remains permanent regardless of stage; economic obligations may taper or end per Article V, but the venture remains a Vantalyne Labs Venture for as long as it exists.

Article IV

INTELLECTUAL PROPERTY

Vantalyne retains ownership only of its own reusable internal tools, templates, and systems — the shared infrastructure built once and used across many ventures. A Track B venture owns its own product, its own brand, and everything specific to itself, outright, from the first day it is built.

This distinction exists deliberately. Any structure in which shared resources produce work that the parent organization then owns and merely licenses back functions as a staffing agency, regardless of what it is called, and hands that organization leverage over a founder's own product. Under this Charter, a founder can leave, disagree with Vantalyne, or part ways with it entirely, and never lose the right to their own work.

Article V

ECONOMIC TERMS

These terms apply to Track B, for-profit ventures once they reach Active stage. They are not a repayment mechanism and not a service fee — they are designed specifically to avoid reading as either a landlord relationship or an agency retainer, and to end, by design, rather than continue indefinitely.

STAGE	WHAT IT MEANS
BASE	A percentage of revenue, not profit. Revenue is a fact; profit is an opinion shaped by how a venture chooses to spend. Basing the share on revenue keeps it simple, transparent, and hard to dispute.
THRESHOLD	Applies only once a venture reaches Active stage and is generating real revenue. A venture still in its Sandbox stage owes nothing.
RATE	Low and flat, in the single digits — enough to matter to Vantalyne, low enough that no founder should ever feel it as a burden on their margins.
DURATION	Capped or tapering — a fixed number of years, a fixed total amount, or both, whichever comes first. Never perpetual. The economic relationship is designed to end, not to run forever.
FUNDING ROUNDS	If a venture is raising a genuine outside investment round and needs to clear third-party financial obligations to do so, Vantalyne will release the financial obligation so the round isn't put at risk. What is never released, under any circumstance, is the historical fact of where the venture came from.
NGOS & SOCIAL IMPACT VENTURES	No financial obligation at all, at any point. These ventures carry the Vantalyne name; nothing further is asked of them.

Illustrative example: A venture earning ₹10,00,000 in a given month, under a flat rate in the low single digits, owes a few tens of thousands of rupees that month — and owes nothing at all in any month it falls under the revenue threshold. The exact rate and cap are set per venture at admission, not applied as a single fixed number across every business model.

Article VI

LINEAGE, STANDARDS & FORFEITURE

6.1 PERMANENT LINEAGE, RELEASABLE OBLIGATIONS

Once a venture has genuinely earned status as a Vantalyne Labs Venture, that fact is permanent — it cannot be erased by Vantalyne, and it cannot be erased by the founder. What can be released, case by case, are the active financial obligations tied to that status, specifically where a venture needs to clear third-party obligations for a genuine outside investment round. Releasing an obligation never erases the history that produced it.

6.2 INTEGRITY COMES BEFORE EVERYTHING ELSE

A founder removed for fraud or a serious culture violation forfeits the venture's lineage. This is a judgment call, owned collectively by the Founding Team rather than by any single person, precisely because it is not reducible to a formula.

Regardless of the outcome for the venture itself, good-faith people are never punished for someone else's bad faith. They are redeployed elsewhere in the ecosystem rather than pushed out. Only bad-faith conduct costs someone their place; honest, competent people keep theirs even when the venture around them doesn't survive. In a venture with multiple founders, only the founder responsible for the violation is removed — the venture keeps its lineage if the remaining founders are clean.

6.3 A QUALITY STANDARD, NOT ONLY AN ETHICS STANDARD

Honest effort at an early stage is always protected: a rough first event, a buggy first product, a small first cohort. Every venture starts somewhere, and starting is never grounds for forfeiture. What is not protected is a sustained pattern of poor execution or public embarrassment that continues after the venture has been given real support and a fair, clearly defined chance to improve. Where that line is crossed, the decision is made collectively by the Founding Team — never unilaterally, and never as a matter of taste.

6.4 BUILT FOR A YOUTH-LED ECOSYSTEM

Vantalyne is a youth-led ecosystem, and the standards it holds ventures to reflect that. Founders still in school receive real accommodation for exams, family circumstances, and the ordinary demands of a life that isn't yet built entirely around one venture. The expectations we set assume a real person with a real life, not a full-time operator.

6.5 WHAT EVERY FOUNDER IS GUARANTEED

- No equity is ever taken from a founder-brought venture.
- Full ownership of your own product, brand, and intellectual property, from day one.
- Permanent lineage that cannot be taken away for a venture's outcome alone.
- Economic terms that are capped and designed to end, never open-ended.
- Confidentiality of your venture's data from every other venture in the ecosystem.
- Protection for honest early-stage effort, regardless of outcome.
- Real accommodation for life outside the venture.

6.6 WHAT VANTALYNE ASKS IN RETURN

- Operate in good faith, with integrity, toward Vantalyne, your collaborators, and your customers.
- Meet a basic, fair standard of effort and professionalism, with real support and time to improve where you fall short.
- Honor the confidentiality of every other venture in the ecosystem.
- Engage honestly with the review process, so support can actually reach you when you need it.
- Uphold the culture this Charter describes, the same way Vantalyne upholds it toward you.

Article VII

FOUNDER STANDARDS & CONDUCT

7.1 WHAT WE LOOK FOR

Admission is evaluated on the founder as much as the idea, against seven qualities:

Creativity. the ability to see an approach that wasn't obvious, not just execute an existing playbook.

Integrity. doing right by people — collaborators, customers, and Vantalyne itself — even when no one is checking.

Loyalty. a genuine commitment to what Vantalyne is building, not a transactional relationship with it.

Competence. the practical ability to actually do the thing being proposed.

Ambition. a scale of vision that goes beyond the first version of the idea.

Leadership. the capacity to bring other people along, not just to work alone.

Execution. a track record, however small, of turning intent into something real

7.2 WE DO NOT BACK DIRECT COMPETITORS

Vantalyne does not support two ventures that are direct competitors — the same core offering in the same market — unless the two can be shown to genuinely coexist in different niches, regions, or segments. The default assumption is exclusivity; coexistence is the exception, and it has to be demonstrated, not simply claimed by the ventures involved.

7.3 CONFIDENTIALITY ACROSS THE ECOSYSTEM

Anyone at Vantalyne working across more than one venture — whether an Associate or a member of leadership — is bound to keep each venture's financial data, strategy, and product plans confidential from every other venture, without exception, and regardless of whether those ventures compete with each other. A breach of this standard is treated as a culture violation under Article VI.

Article VIII

GOVERNANCE

Vantalyne is led by a Founding Team, which holds long-term guardianship of the ecosystem and owns the judgment calls this Charter cannot reduce to a formula — forfeiture decisions, quality disputes, and the interpretation of this Charter itself. Day-to-day operations are run by a functional leadership team spanning operations, marketing, product, technology, finance, and culture, supported by a broader team of Associates who provide shared tools, systems, and expertise across ventures.

A dedicated culture and operations function serves as the first point of contact for anyone approaching Vantalyne, ensuring every inquiry reaches the right part of the organization and that the culture described in this Charter is upheld in practice, not just on paper.

8.1 RAISING A CONCERN

A founder who disagrees with a decision made under this Charter may raise it directly with the Founding Team, who will engage with the concern in good faith. Vantalyne's judgment calls are collective by design, precisely so that no single person's view is the final word on a founder's standing in the ecosystem.

Article IX

PARTNERSHIPS

Track C exists for organizations — schools, businesses, NGOs, or other institutions — that want to build alongside Vantalyne rather than simply be supported by it, whether by co-forming a new venture or by working with Vantalyne to turn around one already in difficulty.

9.1 WHAT WE LOOK FOR IN A PARTNER

- A genuine, specific reason to work together, beyond general goodwill.
- A willingness to be transparent about the venture's real position, especially where the relationship begins as a turnaround.
- Alignment with the standards in Article VII, in spirit if not in the exact letter, since a Track C venture carries the Vantalyne name the same as any other.

9.2 WHAT A PARTNER CAN EXPECT

- Terms negotiated for the specific partnership, not a one-size-fits-all template.
- A floor of minimum protections regardless of the deal's size: a duration beyond a single event, the right to reference the collaboration publicly, and a first-right-of-refusal to formalize the relationship further.
- A profit-linked share, once the partnership is generating profit, scaled honestly to what Vantalyne actually contributed — not a fixed fee unrelated to the partnership's real trajectory.

Article X

AMENDMENTS

This Charter may be amended by a vote of the Founding Team as Vantalyne's model continues to develop. No amendment will retroactively remove or reduce the lineage, ownership, or economic terms already granted to an existing Vantalyne Labs Venture without that venture's consent. A founder or partner who builds with us under these terms can rely on them for the life of that venture.



CLOSING STATEMENT

Vantalyne Labs is not asking anyone to belong to something, and it is not selling anything. It is offering builders a place to build that doesn't ask them to give up what they build in exchange. Every term in this Charter exists to keep that promise honest — including the ones that cost us something. If that promise holds, the ventures that come out of this ecosystem will be the proof of it, not the words on this page.

