

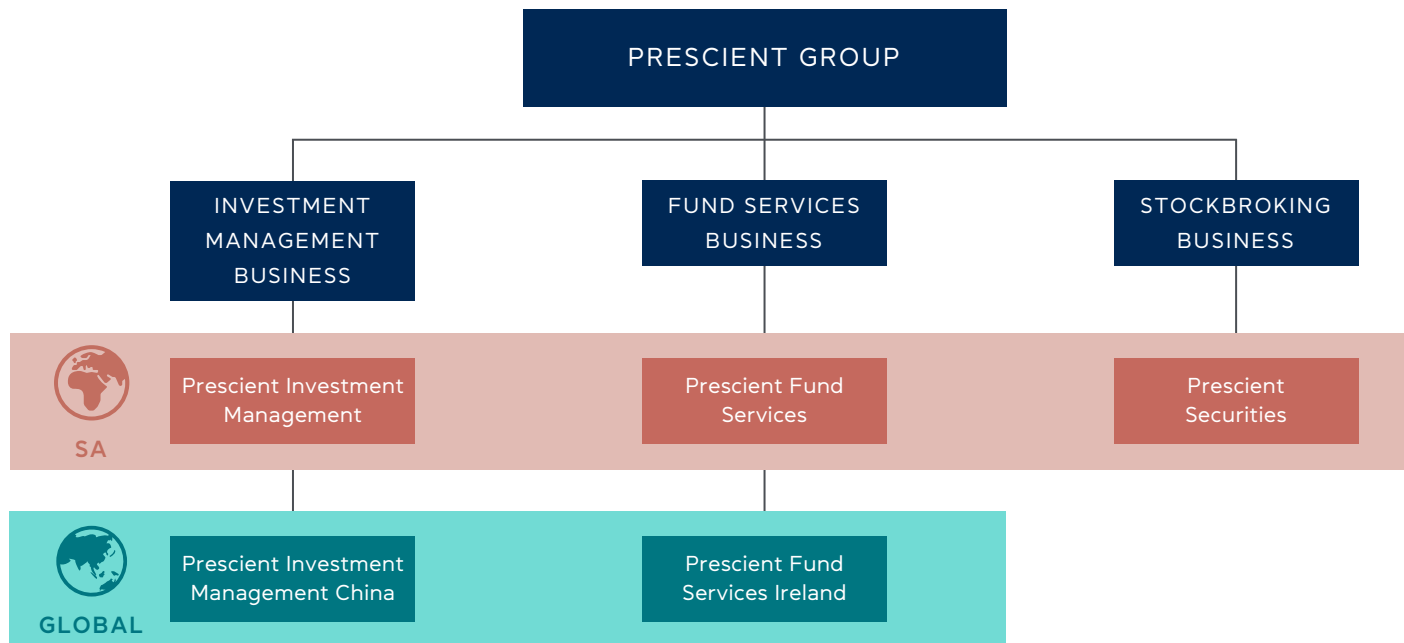
Prescient

EMPLOYEE VALUE
PROPOSITION

WHO WE ARE

A DIVERSIFIED, GLOBAL FINANCIAL SERVICES GROUP	
	A 25-year track record
	Encompasses Investment Management, Investment Administration and Platform Services, Retirement Solutions and Stockbroking
	Global footprint in key jurisdictions: Southern Africa, Europe and Asia

Established in 1998, we are a global diversified financial services group with offices in Southern Africa, Europe and Asia. We are custodians of our clients' savings and a leading provider of trusted, exceptional expertise in the areas of Asset Management, Fund Administration and Stockbroking. We have in excess of 300 employees across the group with over R100 billion Assets under management and over R900 billion Assets under administration as at February 2023.

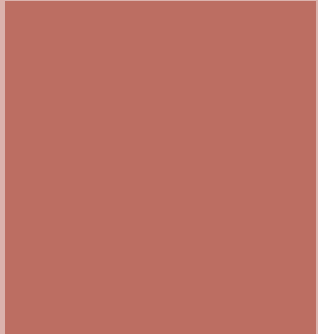




A VALUABLE PARTNERSHIP, BUILDING SUSTAINABLE BUSINESSES.

At Prescient we believe that human ingenuity, entrepreneurship and business excellence flourish when economic and social advancement are harnessed by individual freedom, free markets and strong institutions.

We believe in the intrinsic value of every person and we value our partnership of like-minded people. Building sustainable businesses achieves success for both our clients and ourselves.



PRESCIENT GROUP PHILOSOPHY



VISION

Being the first-choice financial services partner in the markets where we operate.



MISSION

Creating financial certainty for our clients.



PURPOSE

Creating value for our clients to help secure their financial future. We care about their success as much as we do our own.



WE BELIEVE IN MULTIPLIER BEHAVIOUR AND THE IMPERATIVE TO MAKE THOSE AROUND YOU MORE.

Willie Venter, Chief Executive Officer at Prescient Group

OUR CULTURE



Inspires our people to go above and beyond. It creates space for them to solve our clients' challenges and be innovative enough to remain relevant.



Attracts self-starters and highly motivated A players – people who love what they do, and who obsessively strive to achieve their personal mastery.



Engenders trust, which creates congruence with our clients.



PRESCIENT GIVES YOU THE OPPORTUNITY TO WORK ALONGSIDE A GREAT GROUP OF PEOPLE – WHILST GROWING YOUR OWN ABILITIES. YOU ARE ABLE TO EXPAND YOUR KNOWLEDGE WORKING WITH TALENTED INDUSTRY LEADERS. ABOVE ALL PRESCIENT IS A GREAT ORGANISATION TO WORK FOR.

Craig Mockford, Chief Executive Officer at Prescient Fund Services

OUR VALUES



BE EXCEPTIONAL

- Our entrepreneurial spirit drives team excellence.
- We trust in your capability and experience to deliver exceptional results. You're not here to be a follower of someone else's narrative; create your own path and yield the results.
- Change is inevitable; be resilient and thrive.



BUILD TRUST

- Think about the long term.
- Do the groundwork, be thorough.
- Our clients trust you to lead them, so lead them with certainty.



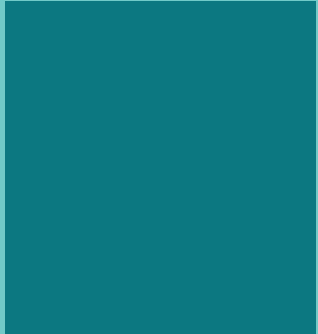
INSTIL ACCOUNTABILITY

- Be responsible for your actions.
- We are a team. You are accountable to your colleagues and your clients.
- Inspire others to get the best out of them.



AS A VALUES-LED BUSINESS WE HAVE BUILT A CULTURE OF CANDOUR AND OPENNESS. WE ARE A TEAM WITH SHARED VALUES AND A STRONG COMMITMENT TO EACH OTHER. THIS GIVES US THE FREEDOM TO BE CREATIVE AND INNOVATIVE, ULTIMATELY ACHIEVING SUCCESS FOR OURSELVES AND OUR CLIENTS.

Cheree Dyers, Chief Executive Officer at Prescient Investment Management



THE OPPORTUNITY

- To be part of an exceptional and established business.

 - To join a team of high-performing individuals who love what they do and who strive to make a significance difference for clients, Prescient and the community we operate in.

 - To work alongside self-starters and highly motivated A players.

 - To work in an entrepreneurial and nimble environment where fresh ideas and solutions are always encouraged.

 - To thrive in an environment that encourages both collaboration and a personal drive to succeed.
- To develop a unique set of personal and industry-defining skills.

 - To have access to phenomenal human capital – leaders and industry experts who are recognised, rated and experienced.

 - To develop and build long-term relationships with clients, and to deliver bespoke solutions for them.

 - To create excellent career opportunities. Our team of A players consistently drive growth, which results in new opportunities being created.

 - To work in an environment where employee wellness is actively and intentionally managed to create optimal work-life balance.



YOU TOO CAN REALIZE YOUR OPPORTUNITY TO COLLABORATE
WITH THE BEST AND CONTRIBUTE TO OUR SHARED SUCCESS.

Chris Craddock, Chief Executive Officer at Prescient Securities

THE REWARD

Our remuneration philosophy strives to align the interests of all our staff and stakeholders. It is intended to motivate our staff to achieve our long-term strategic goals of adding value for stakeholders, while ensuring that staff are fairly, reasonably, and responsibly rewarded for their contribution to the Group's performance.

Our remuneration philosophy covers both short- and long-term incentives. Our short-term incentives comprise a market related salary and an opportunity to participate in the profit share pool. There is also an opportunity for strategic and senior staff to participate in a staff share scheme.

HARD WORK AND RESULTS ARE REWARDED:

Which in turn leads to increased profits.



Which in turn leads to increased profit share and recognition.



WE RECOGNISE THAT GREAT TALENT CAN WORK ANYWHERE. WE STRIVE TO CREATE AN ENVIRONMENT WHERE PEOPLE CHOOSE TO WORK AT PRESCIENT.

Joanne Meyer, Head of Talent at Prescient Group

FIXED REMUNERATION

MONTHLY SALARY

VARIABLE REMUNERATION

Subject to employee performance + value created for business/clients

LONG TERM

- Deferred remuneration is invested in staff share scheme

SHORT TERM

- Cash incentives

WE PROVIDE ADDITIONAL GROUP RISK BENEFITS

(This is over and above the total cost to company salary)

- Life Cover
- Severe Illness
- Income Continuation
- Global Education Protector
- Prescient pays for all staff members GAP cover

We believe in continually growing ourselves. To this end, **we also offer study support and assistance in the form of study leave** (5-7 days per annum) as well as funding for various courses, diplomas and tertiary studies relevant to our industry and employee roles.

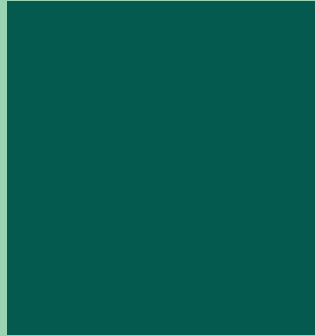
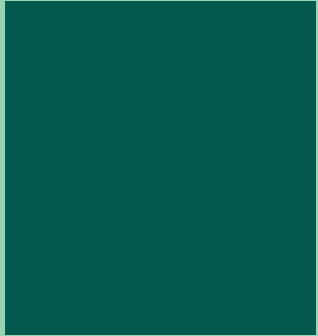
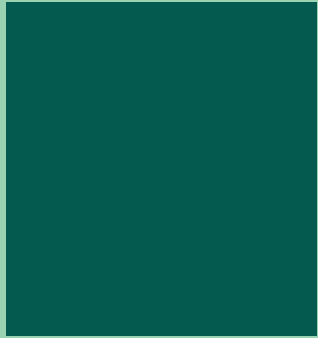
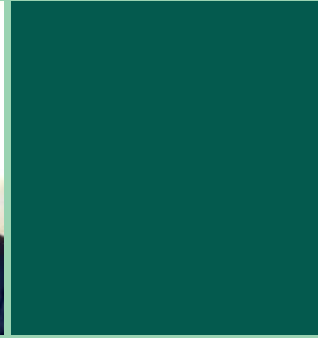
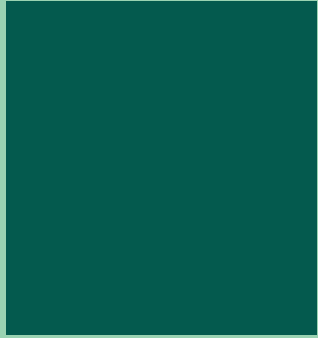
It is our policy to encourage staff to be members of relevant professional associations (where applicable) to support their careers.

We also offer funding of approved annual membership dues.

We have **preferential staff rates that apply to employees and their immediate family** for both stockbroking accounts and Prescient investment products.

Celebrating personal milestones is important to us at Prescient. Annually our people are gifted birthday leave to celebrate their day with family and friends. We also reward our loyal staff with an additional 5 days annual leave on every fifth year work anniversary.





Prescient

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