

Prescient

Employee Value Proposition



Who we are

- > A global financial services provider with a 26-year track record.

- > Providing investment management, fund administration, platform and management company solutions, and stockbroking services.

- > With a global footprint in key jurisdictions: Southern Africa, Europe and Asia.

We have over 300 employees across the Prescient Group with over R139.2 billion in client assets under management, over R1.2 trillion in client assets under administration as at April 2024.

Our stockbroking services provide a full-service offering into South Africa and has access to over 60 global equity markets.

Each of our core service offerings operate as independent businesses - Prescient Investment Management, Prescient Fund Services and Prescient Securities. Additionally, we have offices in both Ireland (fund and platform management company solutions) and China (investment management).

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. Through the Prescient Group and its underlying entities, we understand firsthand the value of building sustainable businesses and how this can achieve success for both our clients and ourselves.

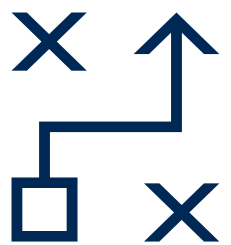


our philosophy



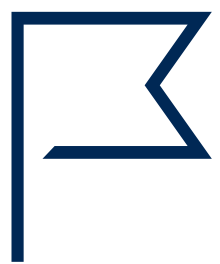
Vision

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.** We value diversity of thought, perspective, and background and this creates space for creativity and innovation.

- > **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 enables us to be a trusted partner to our clients and each other. We appreciate each other's expertise and share knowledge freely.



“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.”

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.



“We believe in the intrinsic value of each and every person within our business and we back this belief by investing in the talent within our business – through skills sharing, opportunities and exposure.”

STEPHEN HEATH

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 Prescient 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**.



Fixed remuneration	
Monthly salary	
Variable remuneration	
Subject to employee performance and value created for business/clients	
Long-term	Short-term
Deferred remuneration is invested in staff share scheme	Profit share

> **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

> **Study support**

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.

> **Professional associations**

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.

> **Preferential staff rates**

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

> **Additional leave**

Celebrating personal milestones is important to us at Prescient. Annually, our people are gifted a half-day leave on their birthday, allowing them to celebrate this special occasion with friends and family. We also reward our loyal staff with an additional five days annual leave on every fifth year work anniversary.



“Rewarding hard work and dedication is integral to our company’s success, driving both personal and collective growth.”

EMILY DAVY

Chief Executive Officer at Prescient Fund Services Ireland

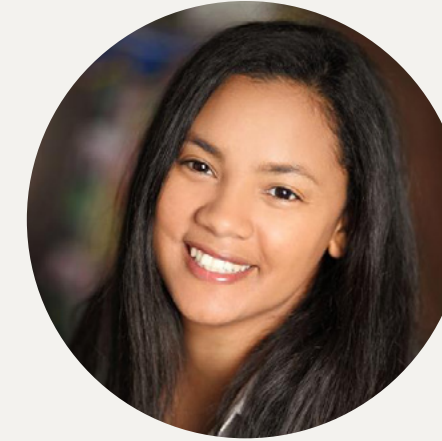
giving back

Prescient Foundation was born out of a desire from staff to give back.

A core belief within the Prescient Foundation is the transformative power of education. Through our various initiatives, we aim to empower young people in impoverished communities by providing them with the educational resources and opportunities they need to succeed, ultimately creating a brighter future for the next generation. By investing in education, we are not just changing individual lives; we are building stronger, more resilient communities.

But, all of this cannot be achieved without the staff at Prescient. The Prescient Foundation exists because of how hard our staff work. The Foundation is funded by the Prescient Group subsidiaries who donate a percentage of their profit each year toward our fundraising activities.

At Prescient, we contribute time, funds and expertise to improving the circumstances of those we support.



“Ultimately, we want to contribute to creating a better society for everyone.”

NICOLE PINTO

Chief Executive Officer at Prescient Foundation



Our Foundation projects:

> Scholarships

The Prescient Foundation currently provides secondary education scholarships to learners as part of its Schools and Leadership Programme. The scholarship covers either school fees, accommodation, transport and stationery or sport. Learners are selected based on merit and need. This programme is available to family members of Prescient staff who qualify to apply for an academic or sport related sponsorship.

> School funding

In 2010, Laerskool Paul Greyling approached the Prescient Foundation to partner with them by funding a project, initiated by the governing body and parents. It identified previously disadvantaged pupils from surrounding areas to attend the school. Learners on the programme are exempt from paying school fees and also receive meals, clothing, stationery and transport.

> Made for More – leadership and empowerment

The Foundation hosts summits and motivational talks at various schools that cover topics centred around empowerment and

upliftment. The leadership programme is aimed at aiding learners on their journey to becoming effective leaders by equipping them with the knowledge and skills to do so.

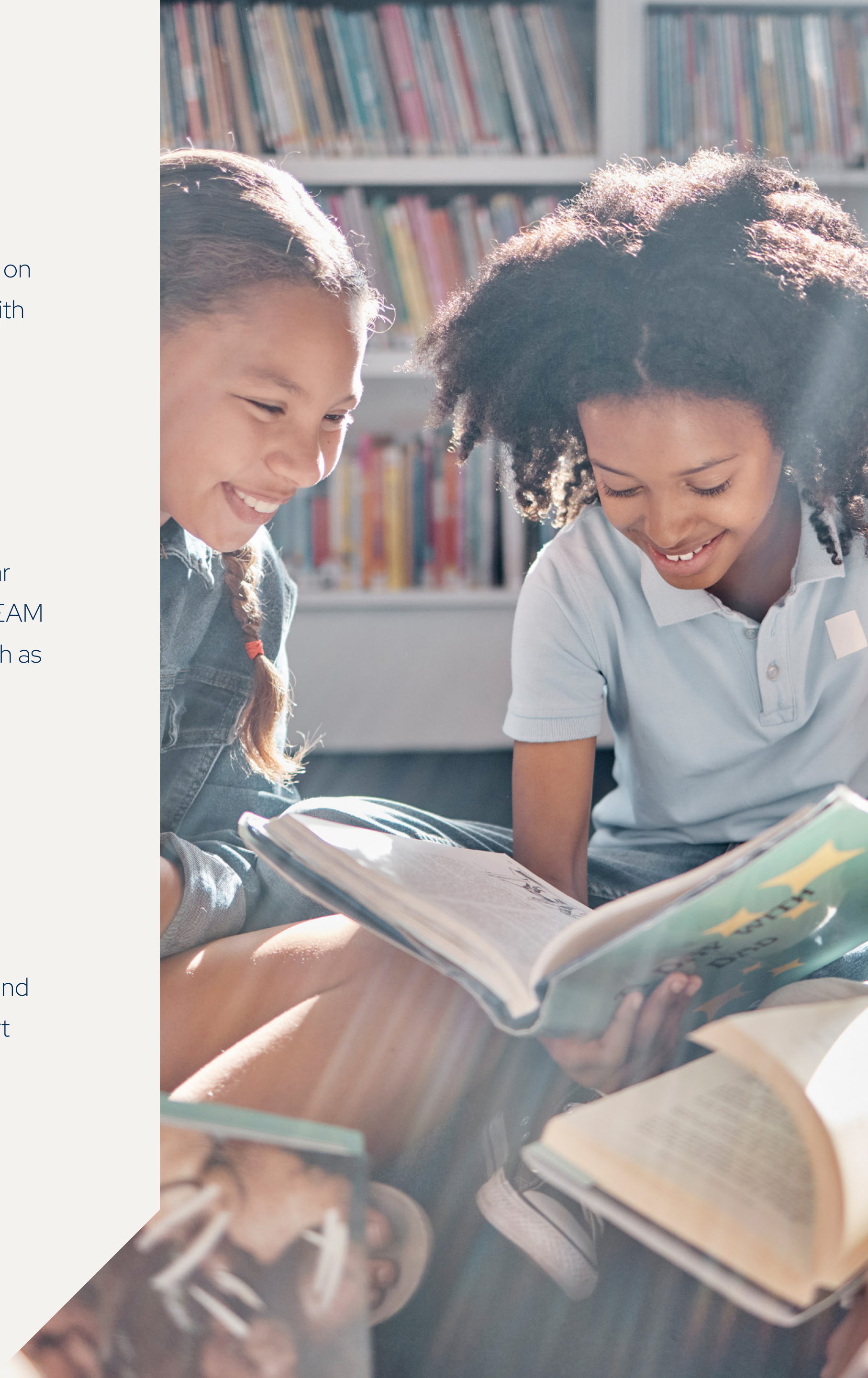
> IT initiatives

The Foundation has partnered with Sakhikamva Foundation and together, we host robotics and coding workshops for grade 7 – 12 learners and equip teachers with the necessary skills to host similar workshops. The Foundation has also funded the launch of a STREAM laboratory that enables learners from the area to access tools such as laptops, tablets and robotics and coding equipment.

> How staff can get involved in giving back

As part of our Mentorship Programme, we partner all of our high school learners, Foundation alumni and those who have already graduated from high school, with a mentor from Prescient.

At annual Leadership Summits, we encourage staff to volunteer and be a part of the event whilst being given the opportunity to impart knowledge and share experiences of being a scholar.



Prescient



“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

