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HUMAN CAPITAL



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GROWTH



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CONSULTING

Complex people challenges don't need complicated solutions - they need the right ones.

We work to address your most intricate challenges, refine operational processes, and foster growth across all components of your HR Function. Elevate your organisational performance and unlock potential by partnering with our experienced experts.

We help you **design, align and optimise the HR function** to drive measurable business outcomes.

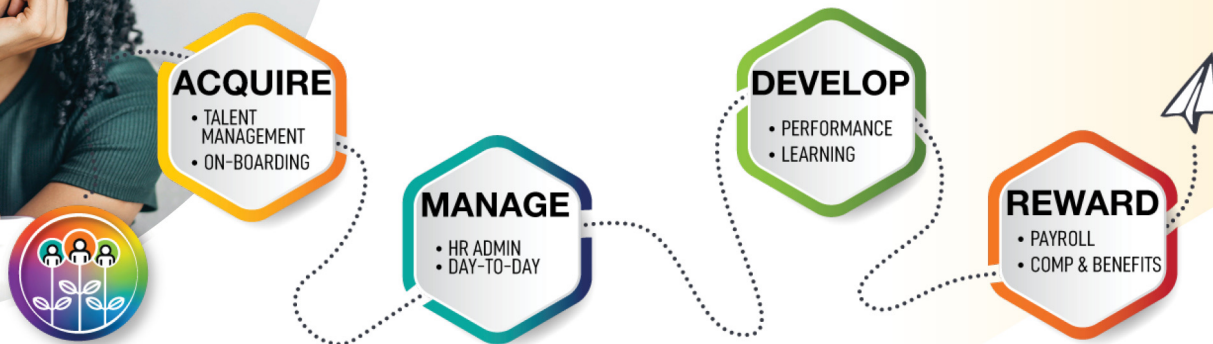
We help you:

- ▶ Build **future-fit HR strategies**
- ▶ Redesign organisations for **efficiency and growth**
- ▶ Strengthen governance and **board effectiveness**
- ▶ Improve performance through **clear structures and accountability**
- ▶ Navigate change with confidence

Our consulting services include:

- ▶ Human Resource Strategy
- ▶ Organisational Design & Re-engineering
- ▶ Board Evaluations
- ▶ HR Audits
- ▶ Change Management
- ▶ Policies & Procedures
- ▶ Talent & Performance Management
- ▶ Labour Relations Advisory
- ▶ Job Evaluation & Grading
- ▶ Job Profiling

FROM STRATEGY TO EXECUTION - WE MAKE HR WORK.



When capacity is stretched, performance suffers.

We provide **flexible HR & Reward expertise** - exactly when and where you need it.

Our model:

- ▶ Retainer
- ▶ Secondment
- ▶ Project-based

Our solutions are supported by unique HR & Reward technologies, with a strong emphasis on delivery and improved decision making through HR data and analytics.

We utilise experienced Human Resource & Reward experts who provide comprehensive advisory and consultancy services to ensure practices that are fair and equitable and ultimately position your organisation to attract, retain and motivate employees to drive a high-performance culture.

We help you:

- ▶ Access specialist skills instantly
- ▶ Improve HR efficiency and delivery
- ▶ Strengthen decision-making through data
- ▶ Reduce cost and complexity

Supported by our **QuikHR technology and analytics**, we deliver solutions that are:

- ✓ Practical
- ✓ Scalable
- ✓ Results-driven

ACQUIRE. MANAGE. DEVELOP. REWARD - SEAMLESSLY.

We don't just advise - we build capability.

The **RewardInstitute** is a leading HR and Reward education provider, dedicated to empowering organisations and individuals to unleash their full potential.

The **RewardInstitute** equips professionals and organisations with the **skills needed to lead in HR and Reward**

Our core mission is to enable and inspire top talent through innovative and impactful HR and Reward education. Whether you're aiming to nurture your organisation's talent or enhance your personal skills, the **RewardInstitute** is your dedicated partner in achieving success.

LEARNING → APPLICATION → IMPACT

What we offer:

- ▶ Job Profiling
- ▶ Job Evaluation
- ▶ REM101
- ▶ Certification in Compensation Management (CCM)
- ▶ Certified Global Compensation Professional (CGCP)
- ▶ Accredited Programmes
- ▶ Customised Programmes

Transform HR. Empower People. Drive Results.

Take your HR function to the next level with innovative, web-based technology designed to simplify processes, improve decision-making, and enhance the employee experience.

Built for organisations that value efficiency, insight, and innovation, our HR solutions deliver reliable results, streamline administration, and help HR lead business transformation with confidence.

Modern HR starts here.

QuikHR simplifies and streamlines HR operations - enabling you to:

- ✓ Increase productivity
- ✓ Drive strategic HR initiatives
- ✓ Build an engaged workforce

RewardExpert

Accurate Data. Smarter Pay Decisions.

RewardExpert is a comprehensive Total Reward platform that combines live market data, powerful analytics, and practical reward management tools in one easy-to-use solution. Designed to support fair, competitive, and compliant remuneration practices, it helps organisations benchmark pay, identify risks, and make confident reward decisions backed by trusted data and expert support.

- ▶ Set competitive pay levels
- ▶ Analyse reward data
- ▶ Ensure compliance
- ▶ Identify and correct pay gaps

RewardExpert delivers on all your reward management requirements. **Smarter reward decisions, backed by data.**



QuikEval

Defensible job evaluation - made easy.

QuikEval intuitive web-based system has graded thousands of roles across several countries and a range of industries.

- ▶ Accurate and consistent grading
- ▶ Based on the Paterson methodology
- ▶ Proven across industries and countries

QuikProfiler

Job profiling made simple.

QuikProfiler helps organisations make sense of the profiling procedure and streamlines the job profile writing process effectively.

Create accurate, consistent job profiles quickly - with a system that is:

- ▶ Easy to use
- ▶ Reliable
- ▶ Cost-effective

GLOBAL SALARY SURVEYS

Indigo, TCM, McLagan

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REWARD

Pay is one of your biggest investments - and biggest risks.

We help you get it right. Our Reward Consulting solutions ensure your organisation is **competitive, fair, and strategically aligned**.

We help you:

- ▶ Design **reward strategies that attract and retain talent**
- ▶ Build **defensible, structured pay frameworks**
- ▶ Align incentives with **performance and business outcomes**
- ▶ Ensure **compliance and equity**

Our consultants are leading specialists and have developed hundreds of solutions across a multitude of industries across Africa.

Our services include:

- ▶ Reward Strategy
- ▶ Incentive Design (STI & LTI)
- ▶ Reward Secondment
- ▶ Cost-to-Company Structuring
- ▶ Equal Pay Audits
- ▶ Expatriate Solutions
- ▶ Recognition Programmes
- ▶ Employee Engagement Strategy
- ▶ Benefits Audits
- ▶ Pay Scale Design
- ▶ RemCo Advisory

GET AHEAD OF THE PAY CURVE - WITH CONFIDENCE.

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SURVEYS

Better decisions start with better data.

Our survey solutions provide **accurate, relevant market intelligence** to guide your reward and HR strategy. Connecting with your employees, the market and business needs is now more crucial than ever. We lead in all aspects of survey intelligence collection and analysis ensuring comprehensive support for your business.



6200+ Employee Engagement



600+ Non-Exec Director



180+ Cost of Living



180+ Global



1200+ Benchmarks



54 Africa



10+ Industries

We connect your business to:

- ▶ Market trends
- ▶ Competitive benchmarks
- ▶ Real-world insights

What sets us apart:

- ▶ Deep African market coverage
- ▶ Global benchmarking capability
- ▶ Rich, actionable data

We offer:

- ▶ Africa & Emerging Market Surveys
- ▶ Global Salary Surveys
- ▶ Industry-Specific Surveys
- ▶ Customised Surveys
- ▶ Salary Benchmarking
- ▶ Executive Remuneration
- ▶ Cost of Living Data
- ▶ Employee Engagement Surveys
- ▶ Non-Executive Director Data

Global Salary Surveys (Indigo, TCM, McLagan)

DATA-RICH INSIGHTS. SMARTER DECISIONS.

AFRICAN EXPERTISE. PROVEN CAPABILITY.

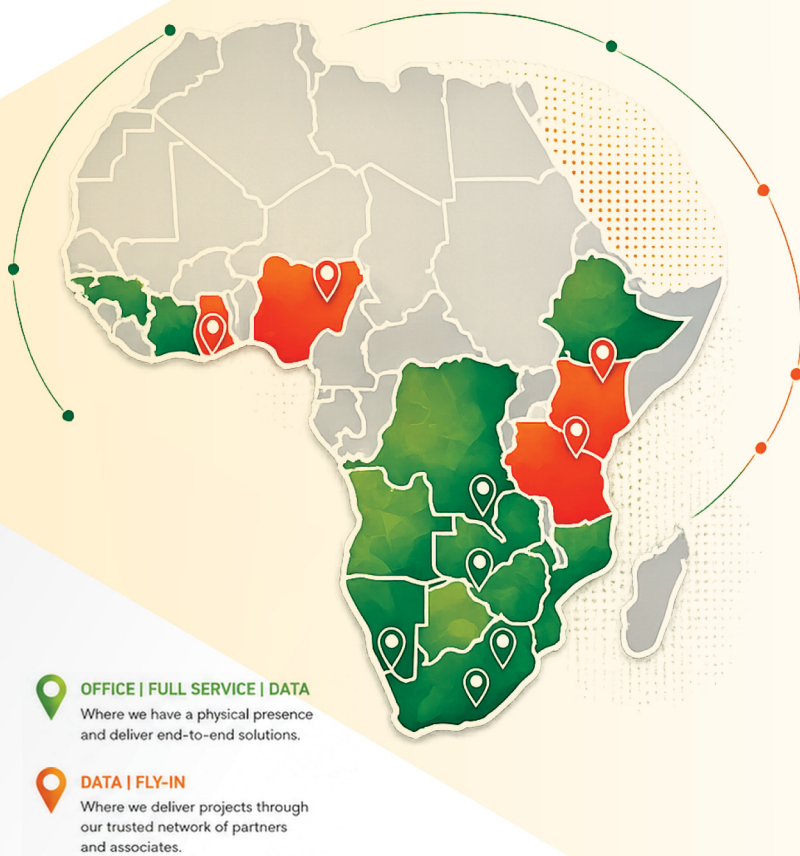
Emergence Human Capital is a specialist Human Capital, Reward, and Learning solutions provider dedicated to helping organisations achieve better business performance through their people.

We partner with organisations across Africa to attract, reward, engage, develop, and retain top talent, transforming HR and Reward into strategic drivers of organisational success.

Combining deep research, proprietary methodologies, innovative technology, and industry expertise, we deliver practical, data-driven solutions tailored to each client's unique challenges. Our extensive African footprint, supported by regional expertise and global best practice, enables us to provide scalable, sustainable solutions that create lasting impact.

At Emergence, we don't believe in one-size-fits-all approaches. We match the right expertise to every project, ensuring meaningful outcomes, measurable results, and high-performing organisations built through exceptional people.

**We don't just support your HR & Reward function.
We help you build a high-performing organisation -
through your people.**



OFFICE | FULL SERVICE | DATA

Where we have a physical presence and deliver end-to-end solutions.



DATA | FLY-IN

Where we deliver projects through our trusted network of partners and associates.

OUR AFFILIATES:



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HUMAN CAPITAL



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