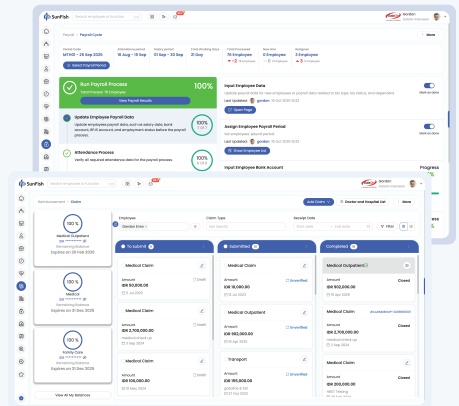


Compensate & Reward

 **Payroll, Benefits & Recognition**

Fair, Accurate, and Effortless Compensation.

Manage payroll and benefits with confidence and control. From local to multi-country payroll, SunFish HR automates complex calculations and ensures regulatory compliance across locations. It provides employees full visibility into their earnings and benefits wherever they are - securely and on time.



Key Features:

**Payroll
Processing &
Guided Payroll
Cycle**

**Payroll
Component
Management**

**Taxes &
Statutory
Compliance,
Reporting**

**Employee
Payroll Portal &
Tax Calculator**

**Loan,
Reimbursement
& Expense
Management**

**Salary
Advances (EWA),
Pay Bills &
Top Up**

Reward your teams with accuracy and transparency.

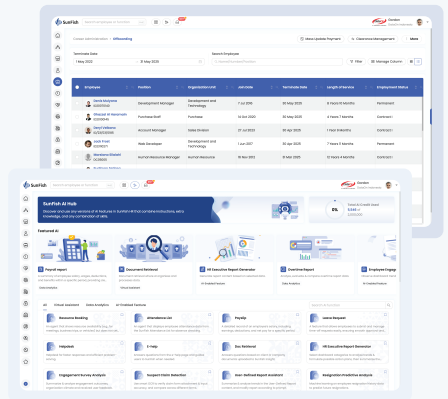


Transition & Insights

Offboarding, Analytics, and Continuous Improvement

Close the Loop with Transparency & Insight.

Handle every exit with structure and professionalism. When employees leave, SunFish HR creates a digital exit checklist and automates clearance, asset return, and final settlements. Throughout the employment journey, SunFish HR captures data that help to refine retention strategies and workforce planning.



Key Features:

Offboarding
Management
& Digital
Checklist

Clearance &
Asset Tracking

Reporting,
Dashboards &
Smart Alerts

Workforce
Analytics &
AI Powered
Insight

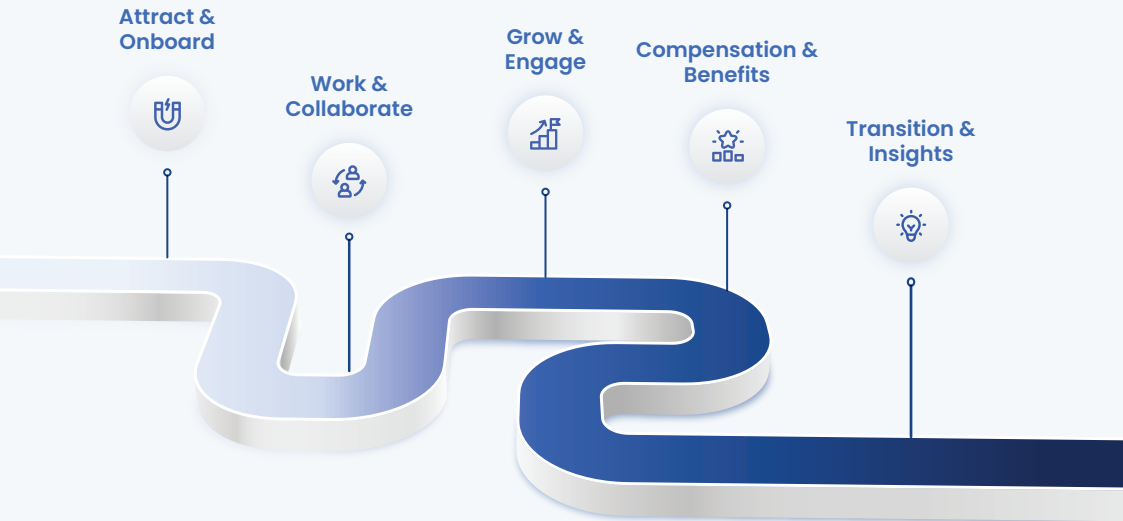
Final Pay &
Severance Pay
Automation

AI Hub: Virtual
Assistant, Talk to
your Data &
Productivity

Turn every transition into a lesson for future success.



Your All-in-One HRIS Platform for Every Step of the Employment Journey



**From acquisition to exit — SunFish HR connects
your people, processes, data, and decisions.**



A HUMANICA COMPANY

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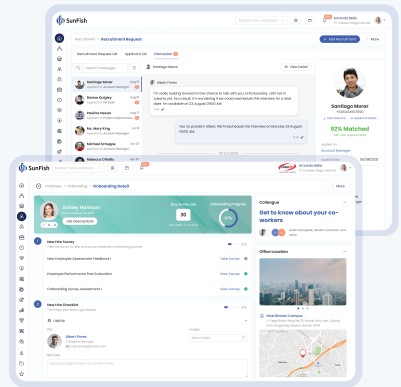


Attract & Onboard

Hiring, Onboarding and First Impressions

Build Great Teams from Day One.

SunFish HR helps you hire smarter and onboard with confidence. Automate job postings, screening, and selection to find the right candidates faster. Simplify offer letters with secure digital signing and guide every new hire through structured onboarding plans that connect people and boost productivity.



Key Features:



Turn first impressions into lasting connections.



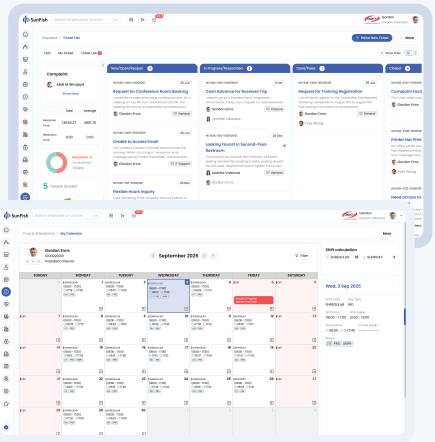
Work & Collaborate

Everyday Efficiency, Connectivity, and Support

Simplify Work. Strengthen Collaboration.

Bring people and processes together in one place for seamless day-to-day operations.

From attendance recording, absence management and self-service to tasks, helpdesk and company updates, SunFish HR keeps teams connected and informed – wherever they work.



Key Features:

Employee Data & Organization Structure

Shift Scheduling & My Calendar

Time Tracking & Leave, Overtime and Travel

Employee Self Service & SunFish Port, Mobile App

Helpdesk & Ticketing System

Project Mangement, File Sharing, eSignatures & Chat

Let work flow naturally – across teams, roles and locations.



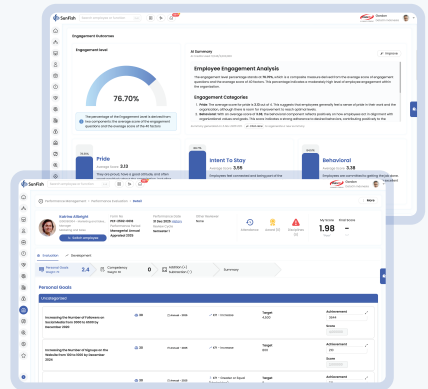
Grow & Engage

Performance, Learning, and Development

Unlock Growth. Drive Engagement.

Turn performance data into progress. SunFish HR aligns performance goals, skills, competencies and learning so employees can grow with purpose.

Create a culture of feedback and recognition supported by built-in performance reviews, training, and engagement insights.



Key Features:



Empower employees to reach their full potential.