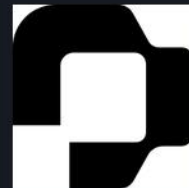




TalentRewards

Performance + native-language AI

VS



Personio

HRIS + performance

TalentRewards vs Personio

Personio is an HRIS: performance is an add-on on top of a system you must buy whole. TalentRewards is performance, à la carte.

€4 vs ~€11

to manage goals

No vs mandatory

HRIS to buy first

Focus vs secondary

on performance

THE REAL PRICE

To manage goals you must buy the whole HRIS.

Real all-in cost / user / month



Up to 1.5× the cost of TalentRewards

Core HRIS (mandatory)	€7.6
Performance & Dev	€3
Other add-ons	€4

MBO alone: €4 vs ~€11

not separable: requires the Core HRIS

PERSONIO'S HIDDEN COSTS

- × Mandatory Core HRIS (~€7.60) before any performance module
- × One-time setup fee based on company size
- × 3-5% per-year price-increase clause
- × 11-month cancellation window before renewal
- × Quote-only pricing: no public price list

AI: focus vs footnote

	TR	Personio
Native-language AI included	✓	✗
Performance without a mandatory HRIS	✓	✗
MBO module standalone (€4)	✓	✗
On-premise / self-hosted	✓	✗
Transparent list pricing	✓	✗
No annual price-increase clause	✓	✗
EU hosting + GDPR by design	✓	✓

AI TalentRewards

For TalentRewards native-language AI is the core of the product: it drafts and improves feedback, included in the price.

AI Personio

Personio was built as an HR system of record: AI on performance is marginal and not tuned to your language.

WHY TALENTREWARDS

✓ Buy performance without having to buy an entire HRIS.

✓ Transparent pricing, no automatic 3–5%/yr increases.

✓ Native-language AI at the core, not a footnote.