



HUMAN Q2 2022

HUMANICA PUBLIC COMPANY LIMITED

HUMAN

- 01 PROFILE OF HUMANICA
- 02 OUR PAST PERFORMANCE & GROWTH
- 03 THE YEAR IN REVIEW
- 04 GROWTH STRATEGY
- 05 UPDATE ON NEW BUSINESSES



VISION



We are a happy family of good attitude talents who share the same meaning dreams and walk our value together to deliver world-class products and service to meet even unrecognized needs of our client as well as their employees.

MISSION



To help the employees of our clients to work better & live happier

VISION



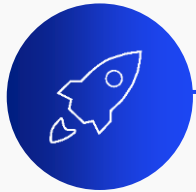
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MISSION



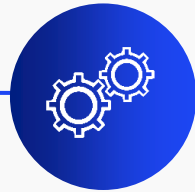
To help the **employees** of our clients
work better & live happier

OUR 19 YEARS JOURNEY IN HR DOMAINS



2003

Start with 30MB THB
Spun off from PWC



2005

Humatrix
First Version



2011

Humatrix
Pure Web-based



2017

Expanded to Singapore &
Malaysia



2017

Listed in **SET**

HUMANICA AWARDS JOURNEY



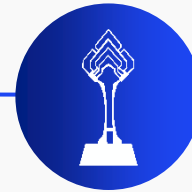
2010

NIA
Top Ten innovation



2015

Bai Po
Award Winner



2016

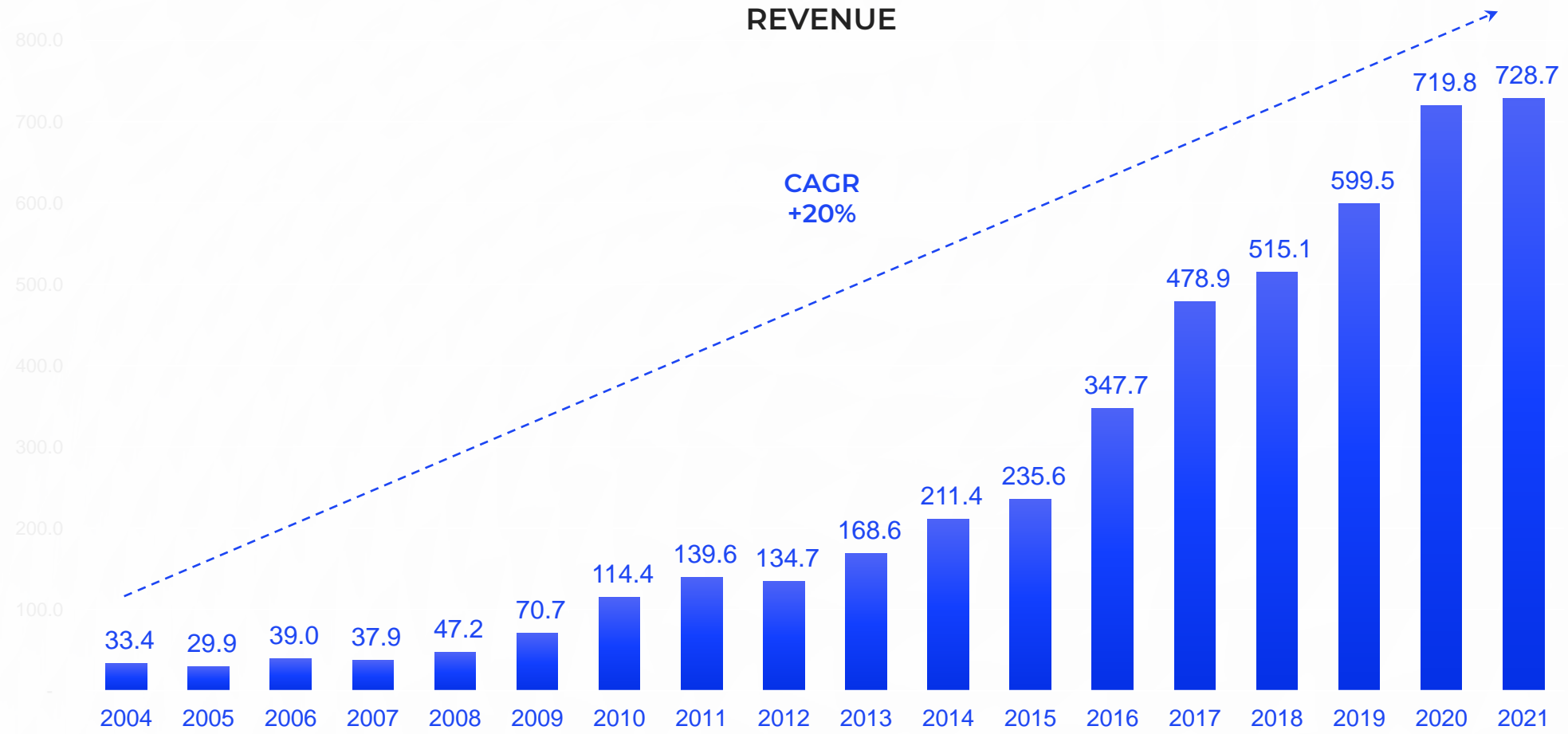
TICTA
Award Winner



2020

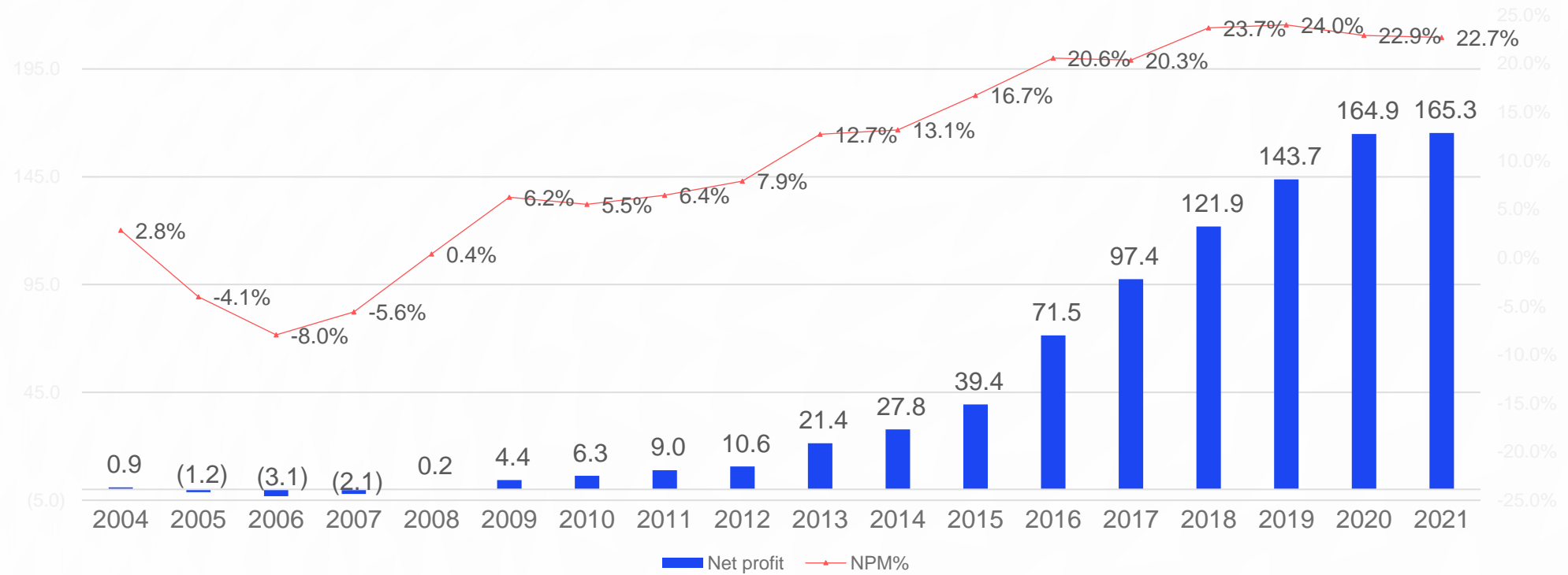
Winner of **SET Awards**
“Best Innovative
Company Awards”

OUR PAST PERFORMANCE



OUR PAST PERFORMANCE

NET PROFIT

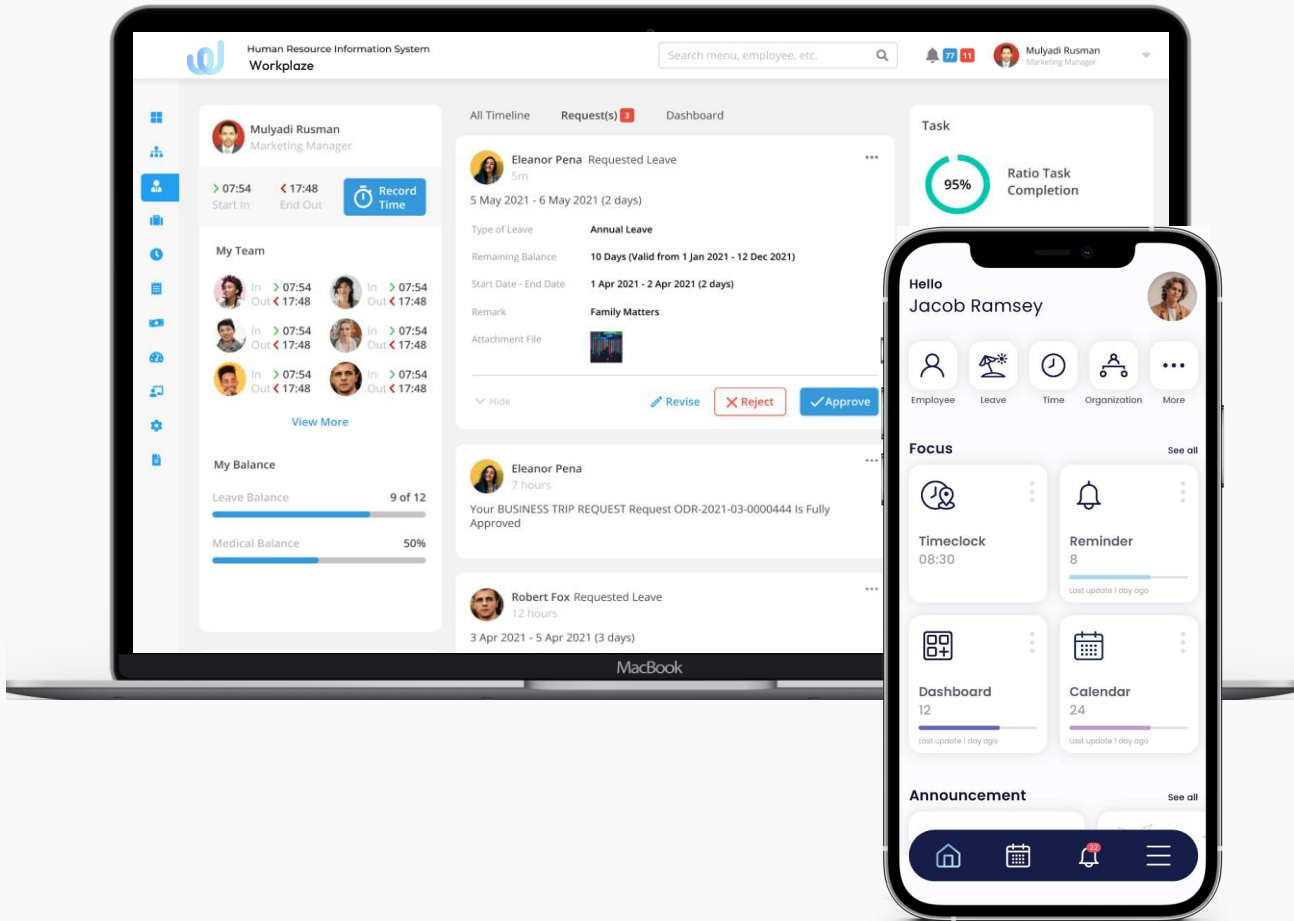




HUMANICA



The #1 HR Solutions Provider in Southeast Asia



22
Years of
Experience

1,000+
Current
Employees

6
Offices in Asia
Thailand | Indonesia | Singapore
Malaysia | Philippines | Vietnam

5,000+
Active
Clients

2,000,000+
Employees under
our care



**HUMAN CAPITAL
MANAGEMENT**



INVESTMENTS



**BENEFITS
MARKETPLACE**



LOANS MANAGEMENT



INSURANCE



RETIREMENT



Top Clients



Since 2004, 30,000 Employees across 90 properties in 6 countries
Use HR, Attendance, Leave, Training and Payroll



Since 2015, 24,000 Employees across Indonesia
Use HR, Attendance, Leave, Talent, Recruitment and Payroll



Since 2016, 22,000 Employees across Indonesia over 700 offices
Use HR, Attendance, Leave, Talent, Recruitment, Claim and Payroll



Since 2008, 65,000 Employees in facilities outsourcing
Use HR, Attendance, Leave, Talent, Recruitment, Claim and Payroll



Since 2009, 23,000 Employees across Indonesia
Use HR, Attendance, Leave and Payroll



Since 2019, 2,500 Employees across Indonesia
Use HR Core and Great Day



Since 2015, 25,000 Employees and payroll outsourcing for 15,000
Use HR, Attendance, Leave and Payroll

Recent Wins



13,000 employees across 40 full hospitals and multiple clinics
Implemented HR Core, Talent and Great Day
Deal size – 8.1 billion IDR (USD560K) in Mar 2021



51,000 Employees in delivery startup
Implement HR Core and Great Day
Deal size – 6.3 billion IDR (USD430K) in Dec 2020



47,000 Employees across Indonesia over 700 offices
Implement HR, Attendance and Payroll
Deal size – 6.3 billion IDR (USD430K) in Dec 2020



ENERGY & RESOURCES

Prepared for The Future Of Work

Our clients from the Energy & Resources industry since 2016



OTHER ICONIC BRANDS



workplaze

CUSTOMER BASE LIBRARY

EDUCATION	 Indonesian International Education Foundation  YAYASAN PENDIDIKAN JAYA  STIP JAKARTA  UNIVERSITAS PELITA HARAPAN  SEKOLAH PELITA HARAPAN
AVIATION & TRAVEL	 AirAsia  Angkasa Pura AIRPORTS  Angkasa Pura SUPPORTS  FLTECHNICS YOUR RELIABLE MRO PARTNER
BUILDING SERVICES	 WASKITA  JAYA KONSTRUKSI
COMMUNICATIONS	 infomedia by Telkom Indonesia  3  Telkom.inetra by Telkom Indonesia
CONSULTING	 JAYA CM ENGINEERS AND CONSULTING ENGINEERS  PhinCon Phintraco Consulting  astragraphia member of ASTRA  laureoli international  relationship republic
NON-PROFIT	 WWF
MEDIA & ENTERTAINMENT	 MNC

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CUSTOMER BASE LIBRARY

ENERGY & RESOURCES



GOVERNMENT



HEALTHCARE



PROFESSIONAL & BUSINESS SERVICES





CUSTOMER BASE LIBRARY

HOSPITALITY



PHARMACEUTICAL



INSURANCE



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CUSTOMER BASE LIBRARY

FINANCIAL SERVICES



MANUFACTURING



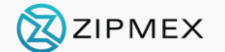
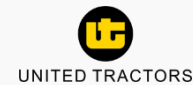


CUSTOMER BASE LIBRARY

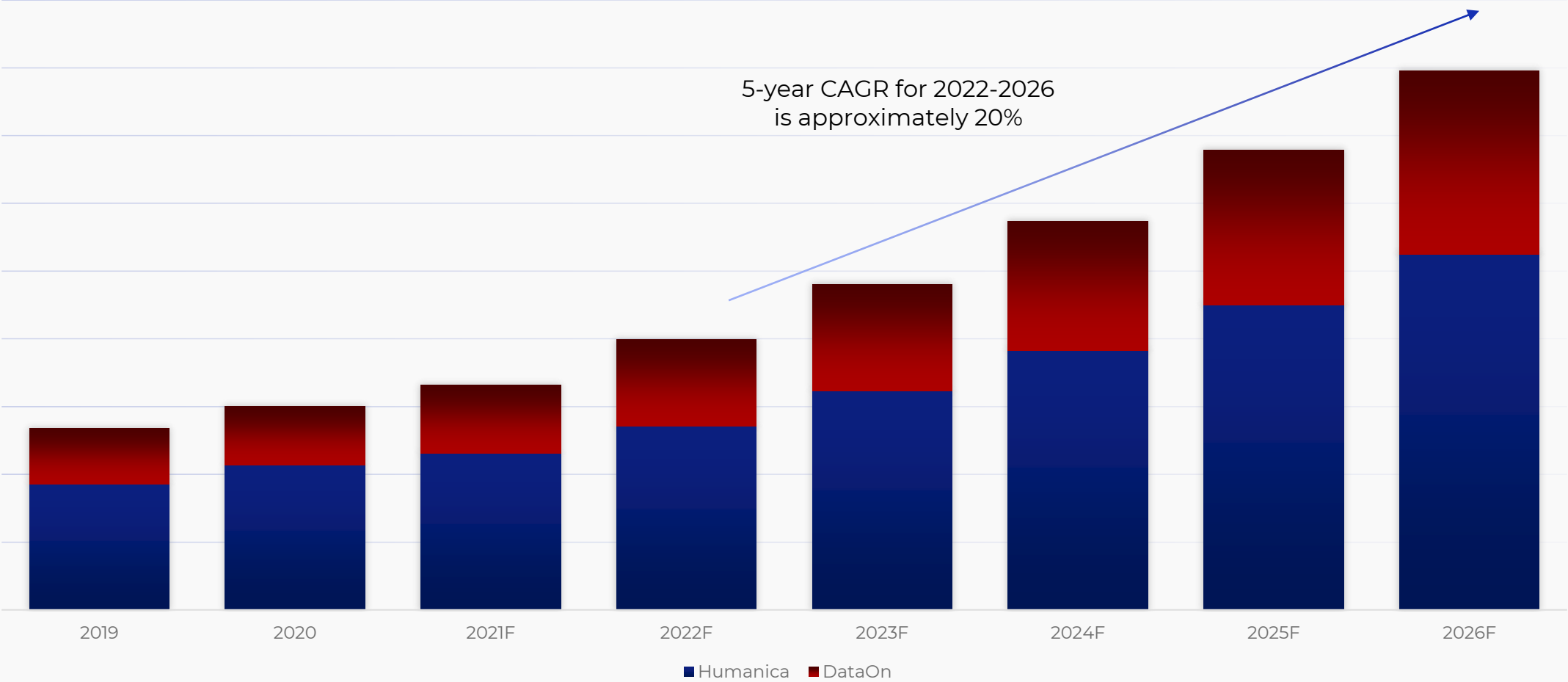
RETAIL



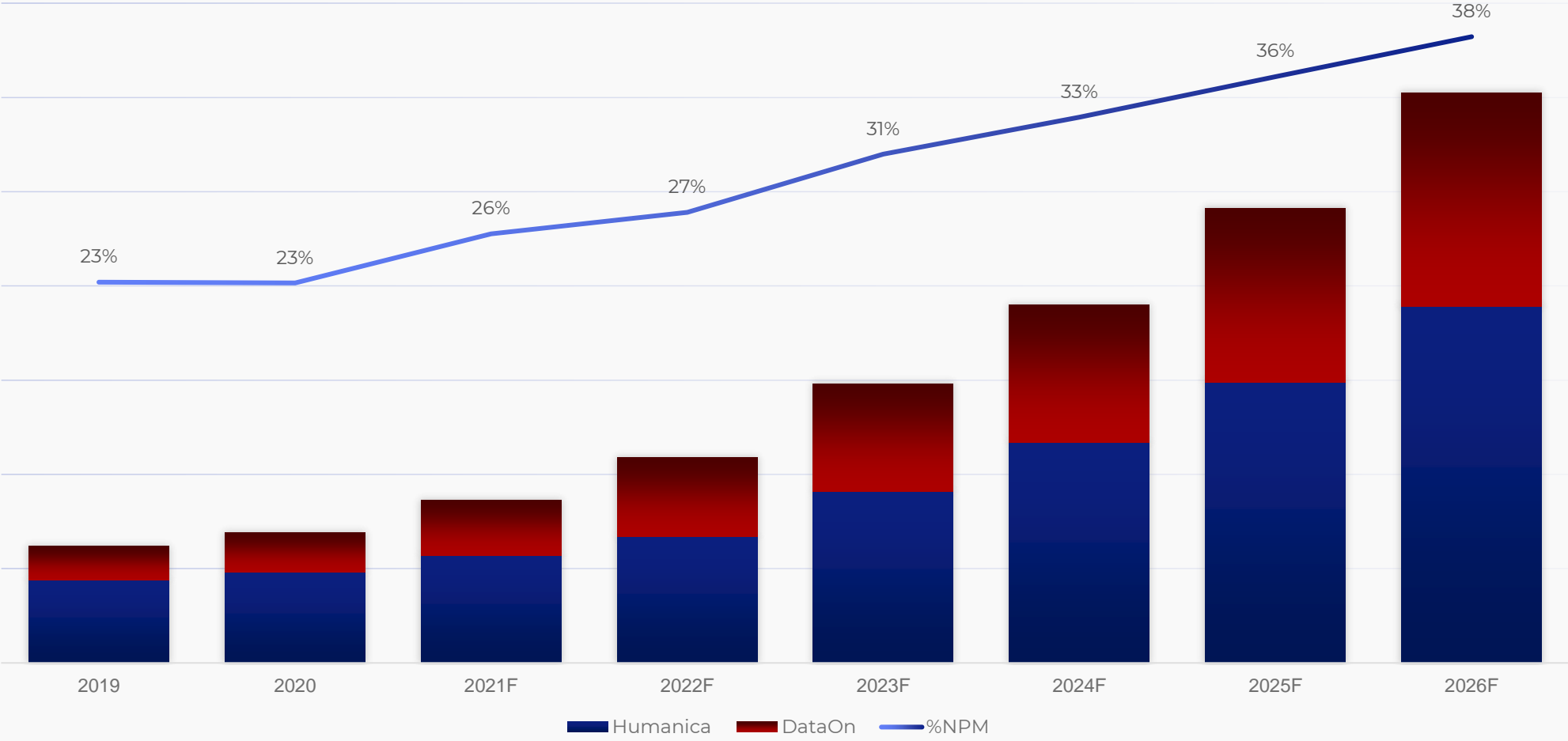
OTHERS



PRO FORMA REVENUE



PRO FORMA NET PROFIT BEFORE TAX





FINANCIAL RESULTS

6M-2022

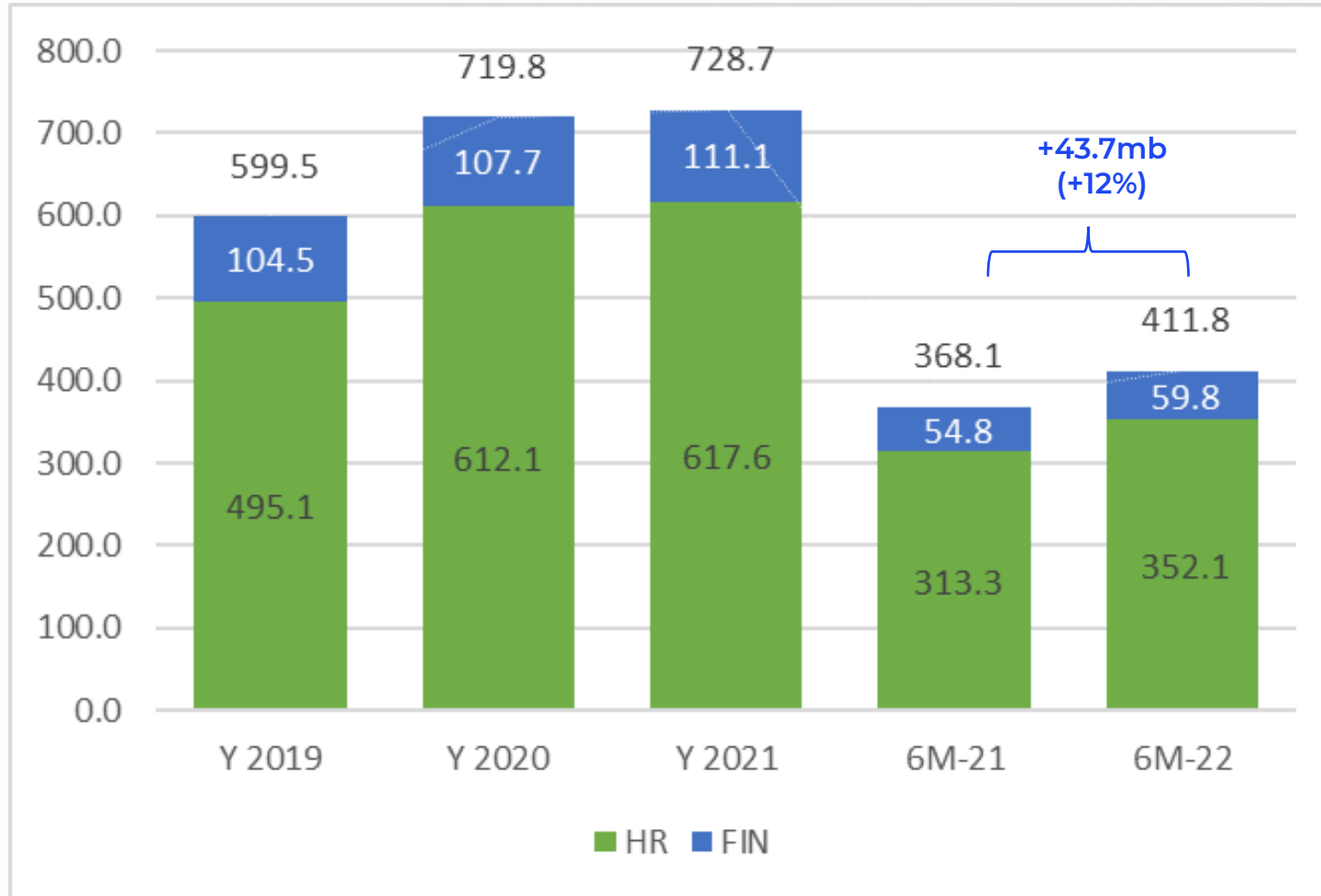


REVENUE by PRODUCT

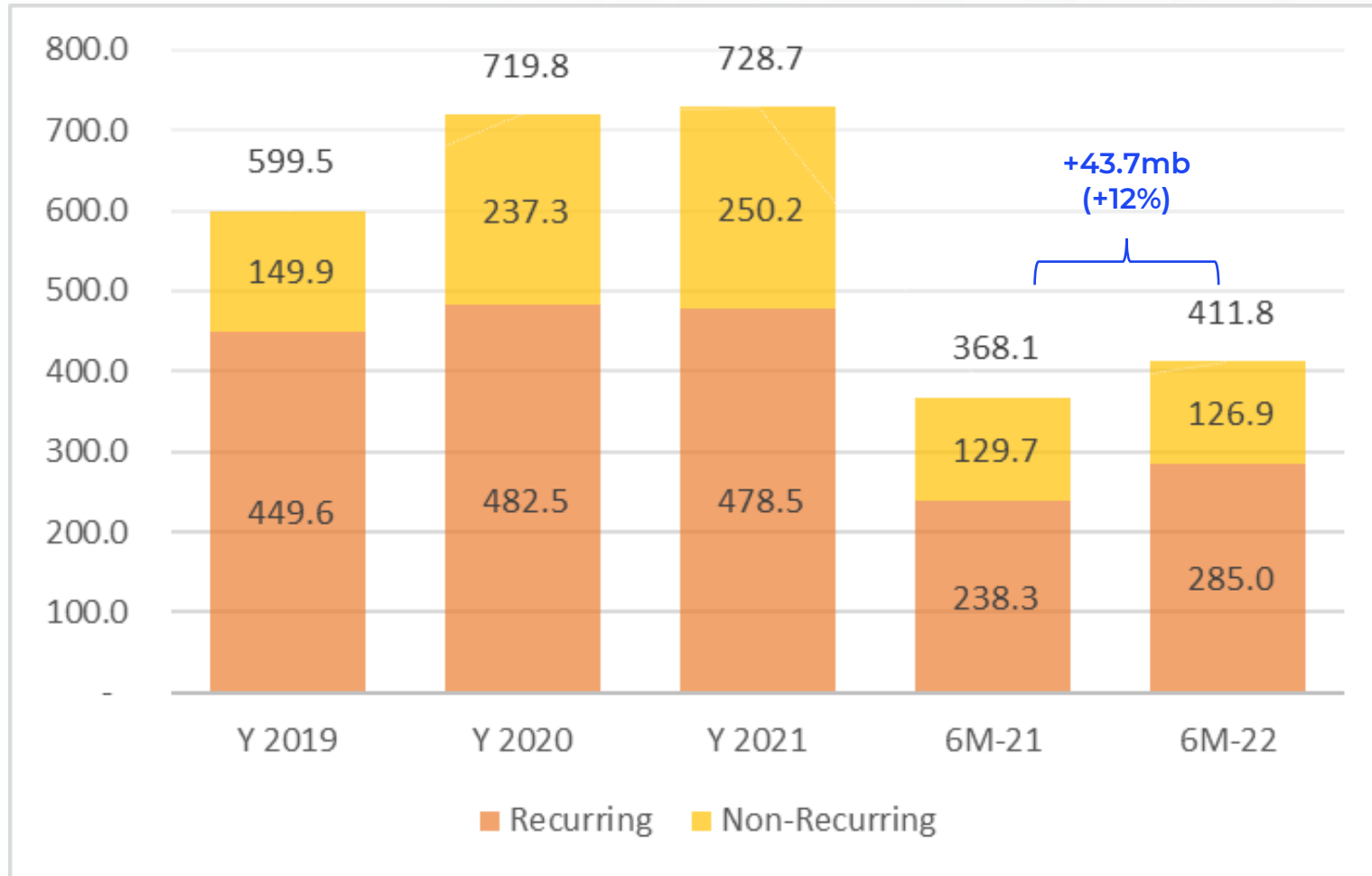


**Revenue grew
by +43.7mb
or +12%**

- HR solution +38.7 mb from Consolidate of DataOn (25/05 - 30/06/22) +35.1mb and Existing business +3.6mb
- Financial solution +5.0 mb



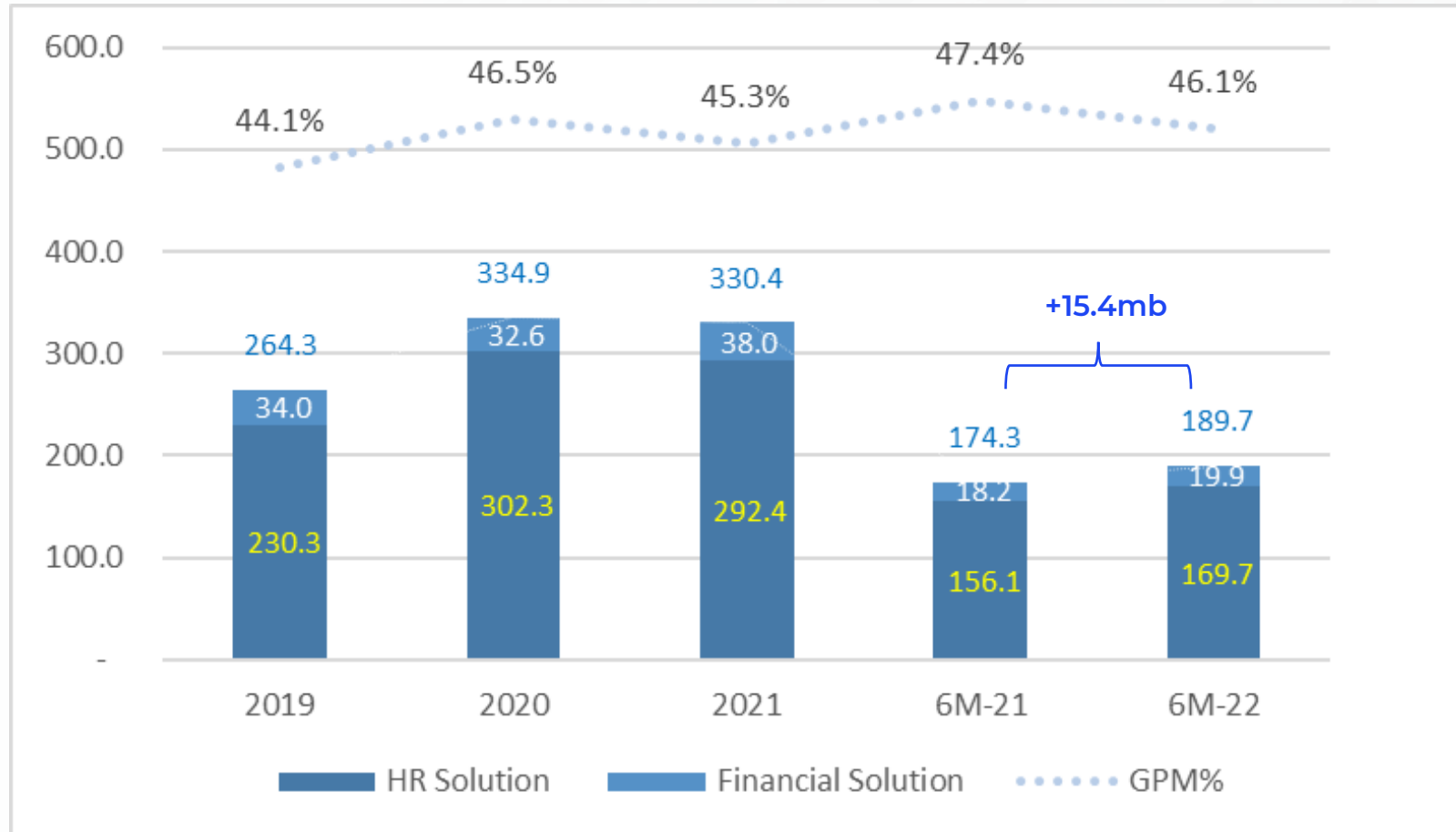
REVENUE by NATURE



Non-Recurring dropped by
-2.8 mb or -2%

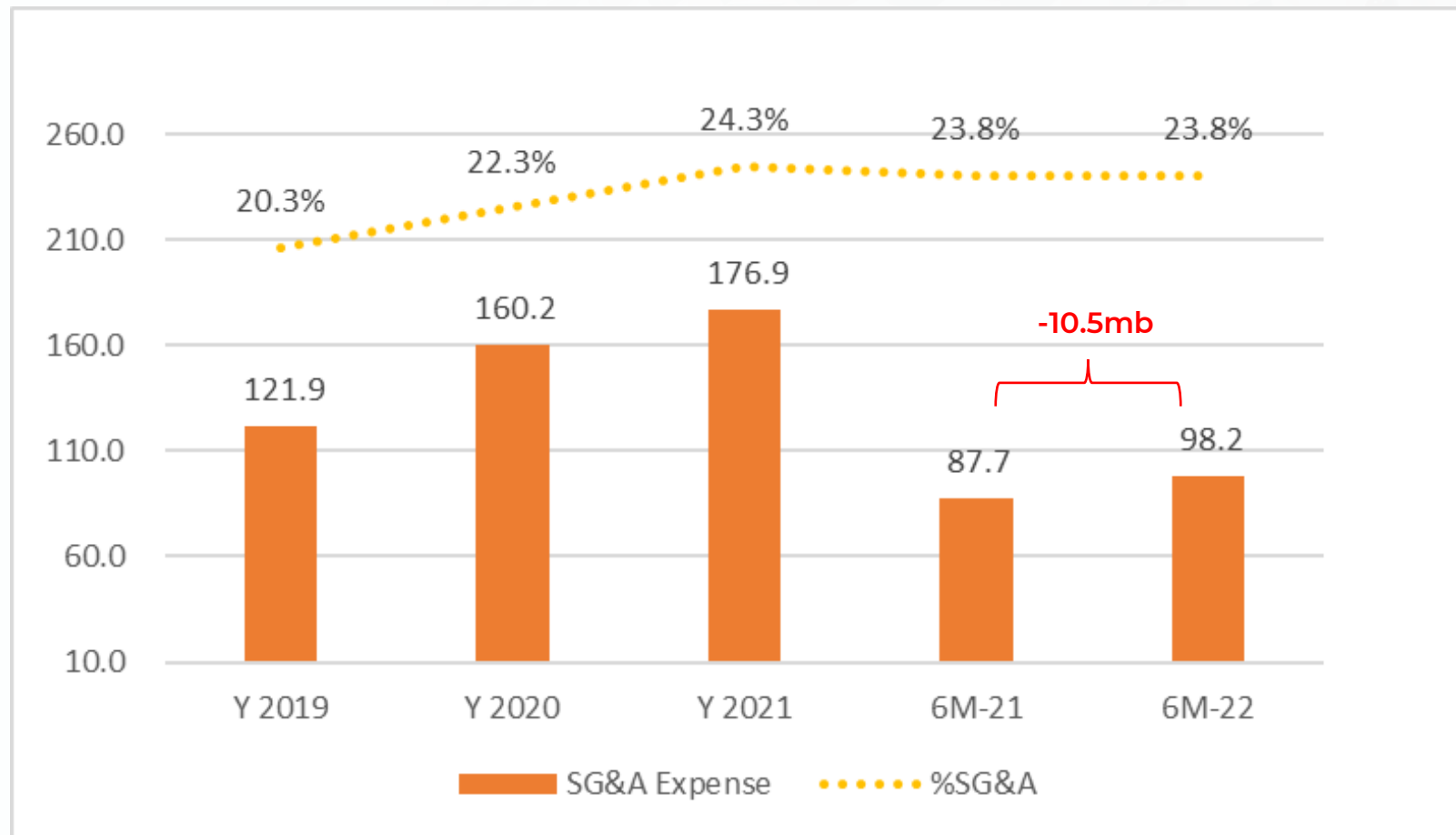
Recurring grew by
+46.7mb or +19.6% from
Consolidate of DataOn (25/05
- 30/06/22) +23.4mb and
Existing business +23.3mb
from
headcount grew for both
existing and new clients from
recovery of COVID

GROSS PROFIT



Gross Profit
+15.4mb from
Consolidate of DataOn
(25/05 - 30/06/22)
+19.4mb and Existing
business -4mb

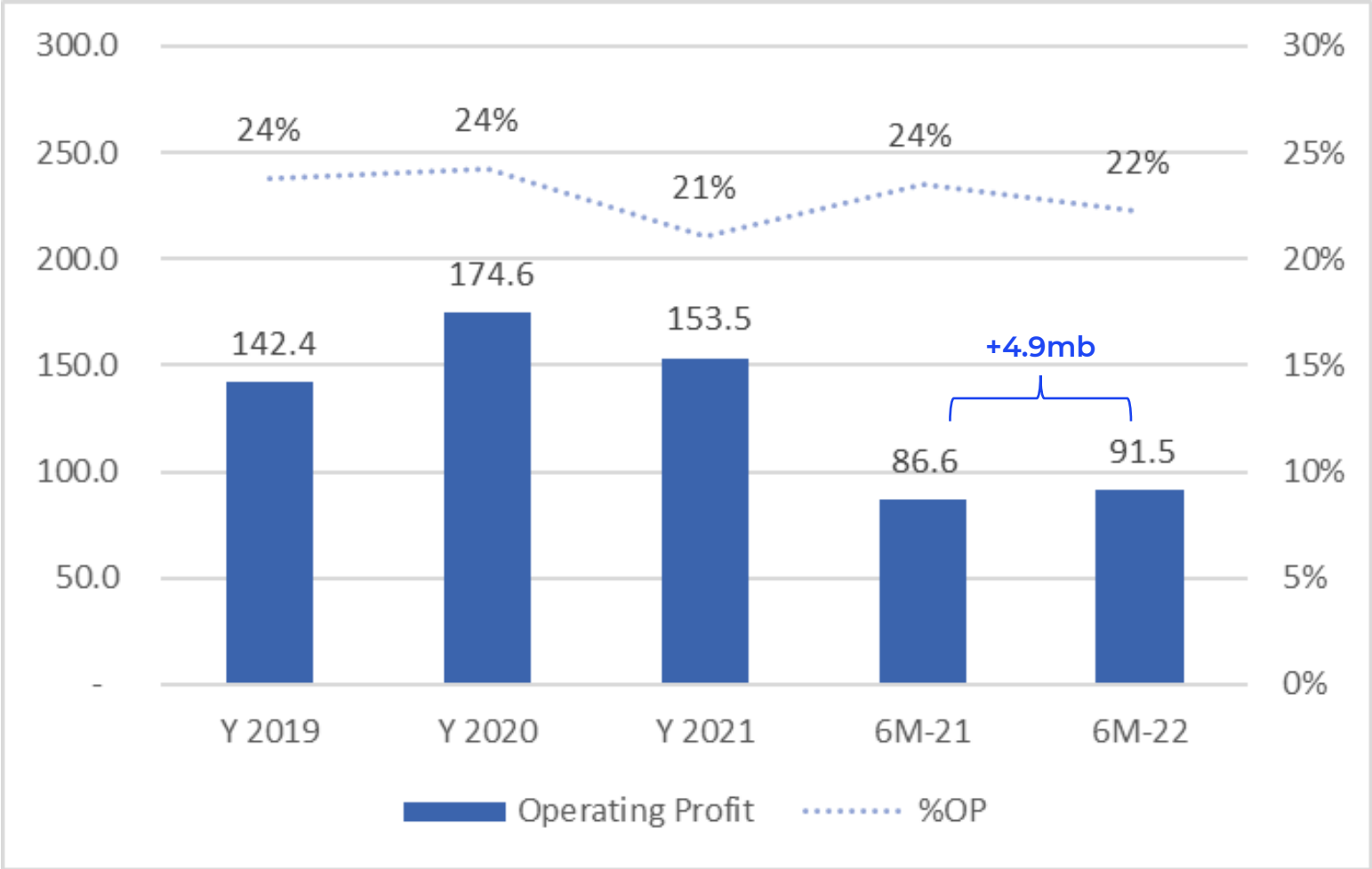
SG&A EXPENSE



SG&A increased -10.5mb from

- Consolidate of DataOn (25/05 - 30/06/22) -11.7mb
- Existing business +1.2mb from staff cost saving

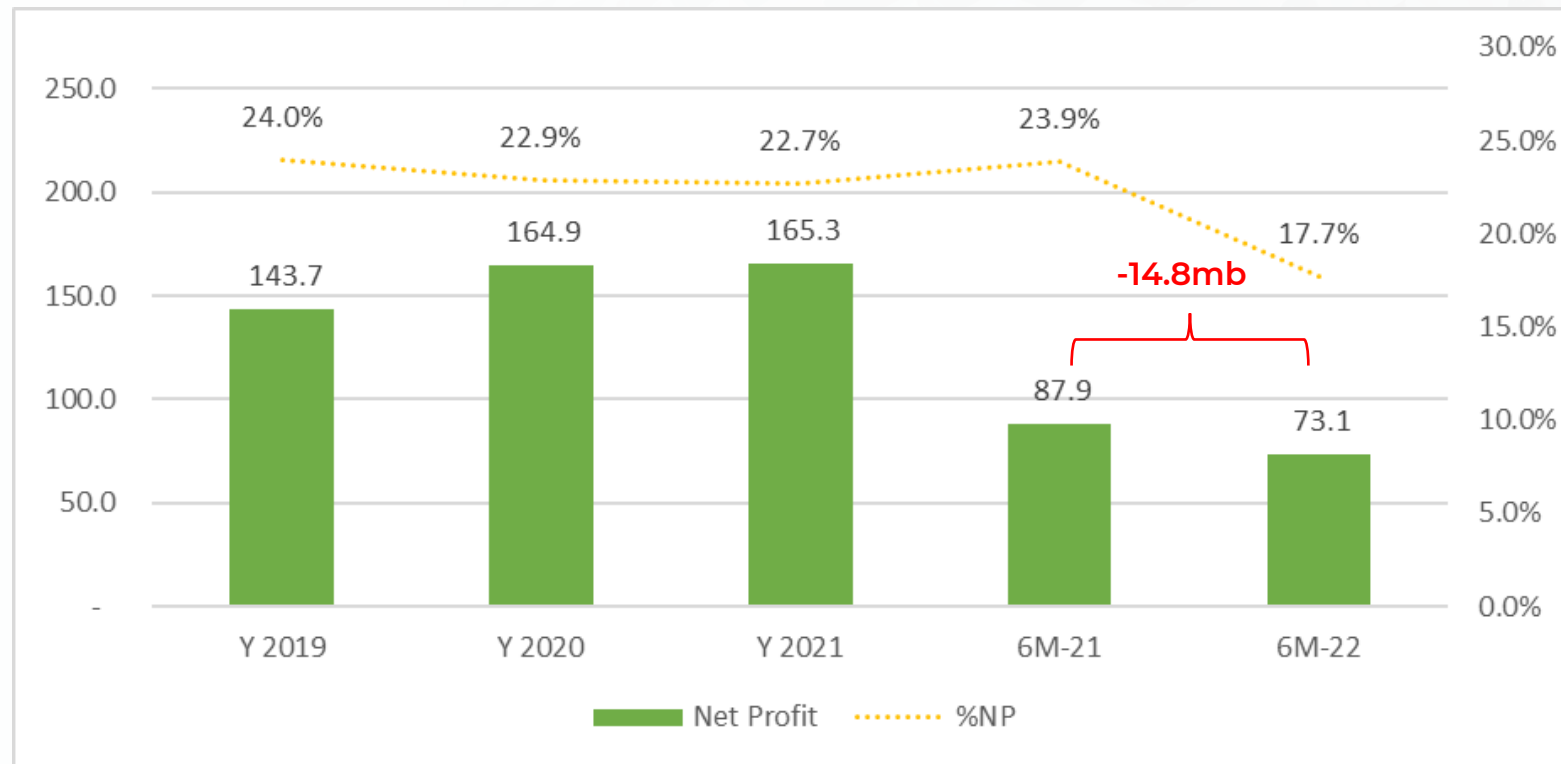
OPERATING PROFIT



Operating Profit
grew
by 4.9mb
(+5.7%)

From Gross Profit
+15.4mb
and SG&A
-10.5mb

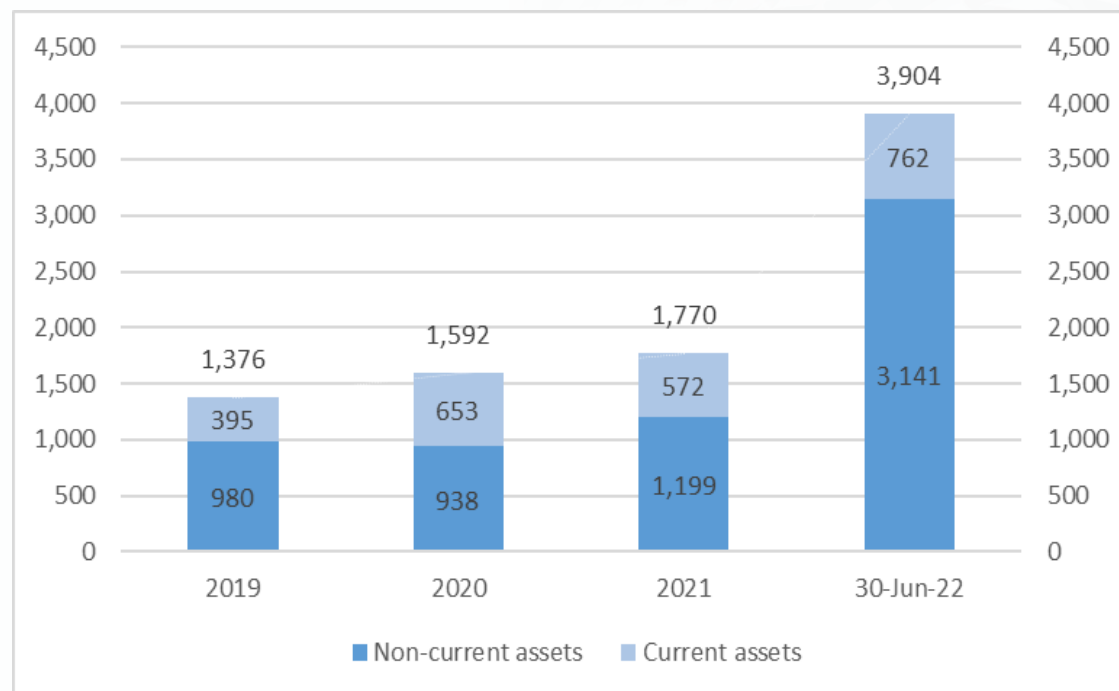
NET PROFIT



Net Profit dropped -14.8mb from

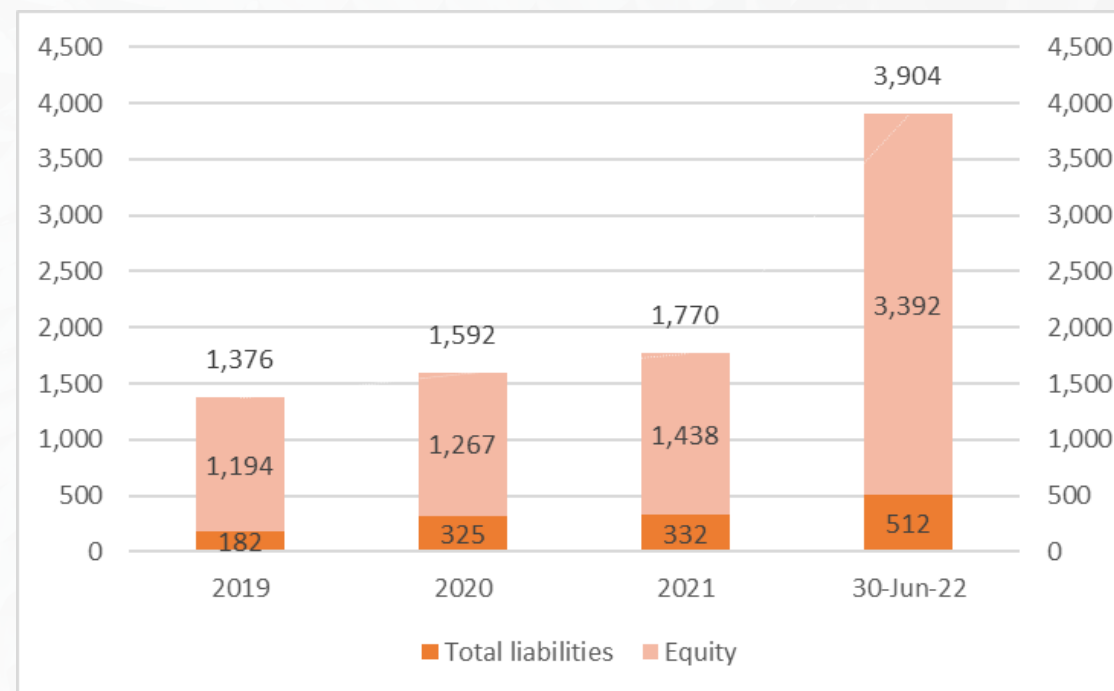
- Operating Profit +4.8mb
- Unrealized Loss on valuation of financial assets -20.9mb
- Other income +3.3mb from exchange gain
- Share of profit from associates -3.1mb
- Finance cost -0.4mb
- Income Tax +1.3mb

BALANCE SHEET



ASSET GREW +2,134mb from major change of

- Unallocated costs of business acquisition of DataOn Group +1,986.9mb
- Consolidate of DataOn's assets +211.2mb
- Financial assets decreased -62.0mb from unrealized loss of valuation



Liabilities grew +180mb

- Consolidate of DataOn's liabilities +200mb
- Accounts Payable -20mb

Equity grew +1,954mb from

- Share capital and share premium +1,986.9mb from increase of share for DataOn's acquisition
- Net profit for the period +75.7mb
- Dividend paid -68.0mb
- OCI decreased -52mb from decrease in valuation of investment in SECURE



NEW WINS 2021 & 2022



GROWTH STRATEGY





HUMAN GROWTH STRATEGY



ORGANIC

Existing Business
New Business



M&A

Only Related Business



PLATFORM PARTNERSHIP



HUMAN GROWTH STRATEGY



ORGANIC

Existing Business
New Business



M&A

Only Related Business



PLATFORM PARTNERSHIP



UPDATE ON NEW BUSINESS

01

HR Platform & services

Workplaze, mcpo, HR Transformation Consulting

02

Employee Benefits

Benix + PharmCare + Care24 + Hlab + IMH

Employee Financing Welfare

Personal Wealth Management

03

ERP Services



HUMAN GROWTH STRATEGY



ORGANIC

Existing Business
New Business



M&A

Only Related Business

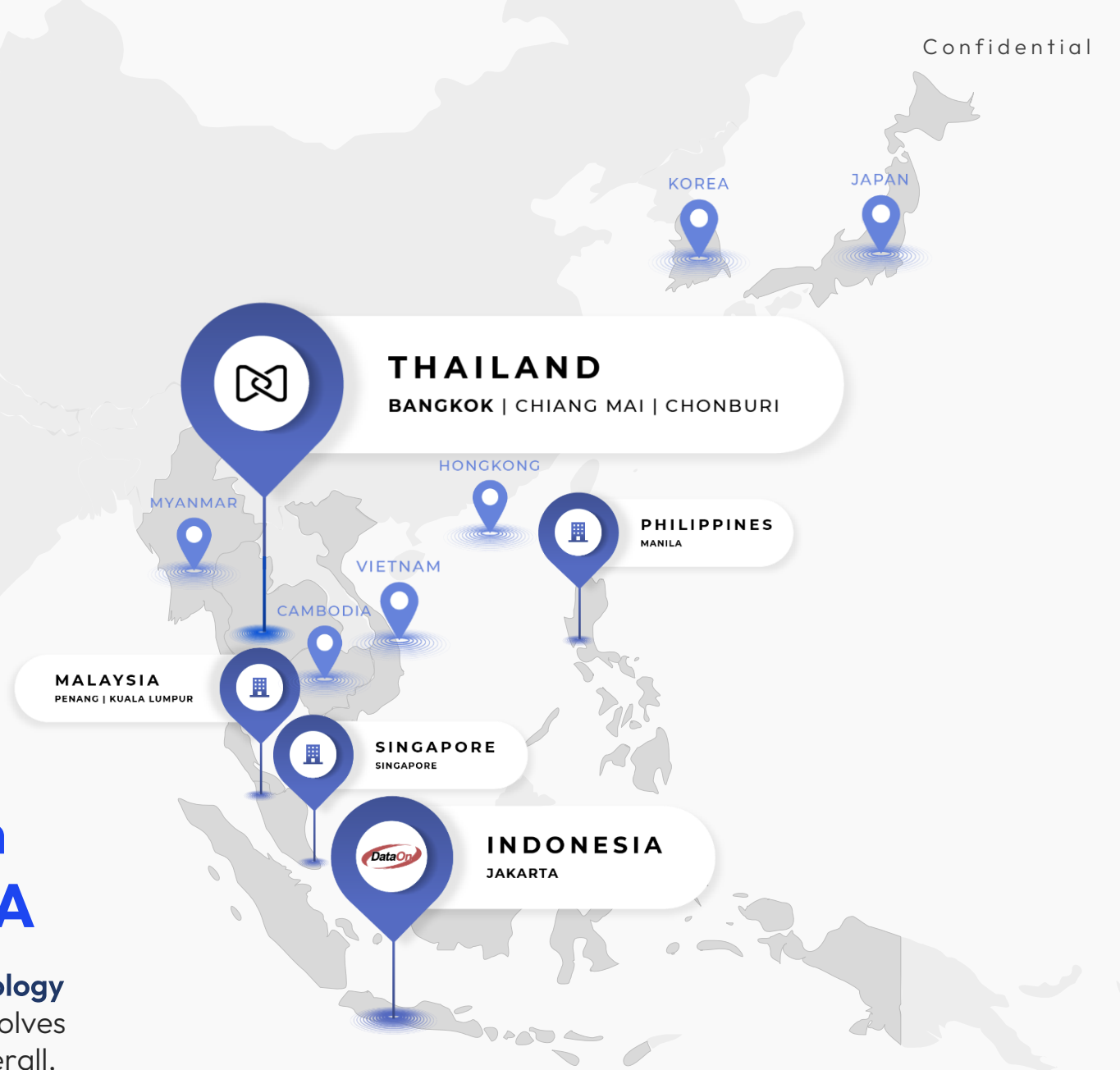


PLATFORM PARTNERSHIP



Is the trusted **B2B2E** HR solution of choice for **SOUTHEAST ASIA**

Welcome to the Humanica ecosystem, a place where **HR technology meets employee empathy**. We believe that the future of HR involves taking on an employee-centric view to how HR is delivered. Afterall, great people practices makes great businesses.



Humanica + DataOn

BUILDING

the **FUTURE OF WORK**



Transition to Digital Workforce

workplaze



20+ YEARS OF EXPERIENCE



SECURE CLOUD HOSTING



FULLY-INTEGRATED MODERN HCM SOLUTION



END-TO-END IMPLEMENTATION SERVICE

YESTERDAY

Control & Administer*(1997 – 2001)*

- Headcount control and movement
- HR administrators / generalists as part of the business
- Mainframes, people as machines
- Optimization of the industrial organization

Serve Workforce & Automate*(2002 – 2006)*

- Efficient and effective HR processing
- Shift towards an integrated HR Service Delivery Model
- Client/server, integrated HCM
- Driving efficiency in how we manage the workforce

Support Decisions & Management*(2007 – 2011)*

- Data to drive people- related decision making
- Shared Services (Tier 0 and Tier 1) revolutionized
- Cloud starts to take hold in Talent
- Integrating processes to better develop talent

THE FUNCTION OF HR
NEEDS TO BE
ELEVATED

HR has been evolving to meet the business demands for the last 20 years...and the pace of that evolution is only increasing.

TODAY

HR PRIORITIES TODAY**Enable Business Plan for the Future**

- Enabling the business strategy through talent
- HR Business Partners and integration across the HR function
- Proliferation of HCM cloud for Core HR
- Improving employee experience & engagement

Create Capacity, Offer Convenience

Adopt new ways of HR service delivery and enable self-service HR to create a better employee experience.

Boost Credibility

Create a flexible workforce with agile project management and new career pathways for agile teams.



Build a data-driven understanding of the organization's health with real-time people analytics

Grow Capability

Drive strategic workforce planning and talent management



Introduce next-generation performance management to support hybrid working and a gig economy



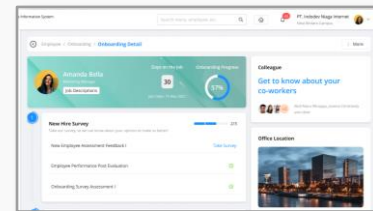
Create a culture of learning by focusing on reskilling and upskilling

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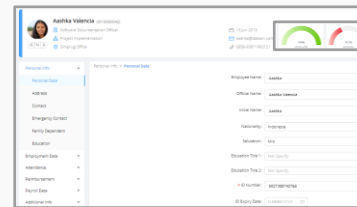
EMPLOYEE SELF SERVICE

Employee Experience

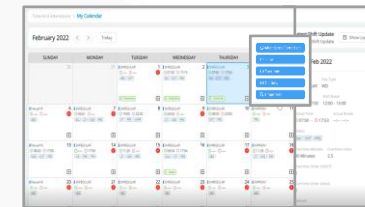
Our highly intuitive ESS features are embedded across our 4C features, allowing employees to self-manage administrative tasks anytime, anywhere



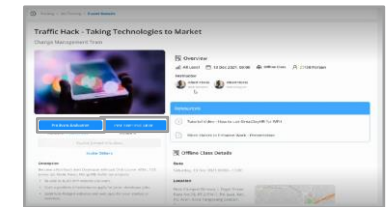
EMPLOYEE ONBOARDING
Onboarding checklist, Profile update, Orientation



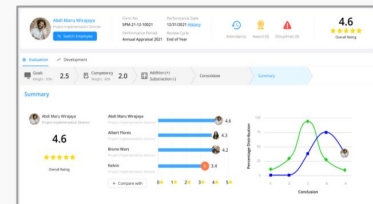
EMPLOYEE PROFILE
Access to your personal, work & contact details



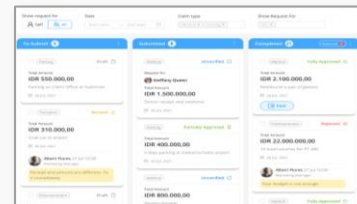
TIME & ATTENDANCE
Timesheets, Leave & OT submissions, Shift swaps



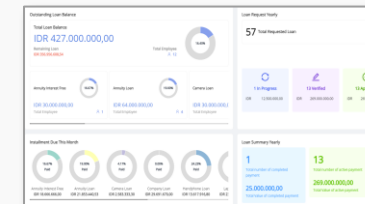
TRAINING & DEVELOPMENT
E-learning sessions, Training requests & records



PERFORMANCE
Performance tracking & review, Evaluation form



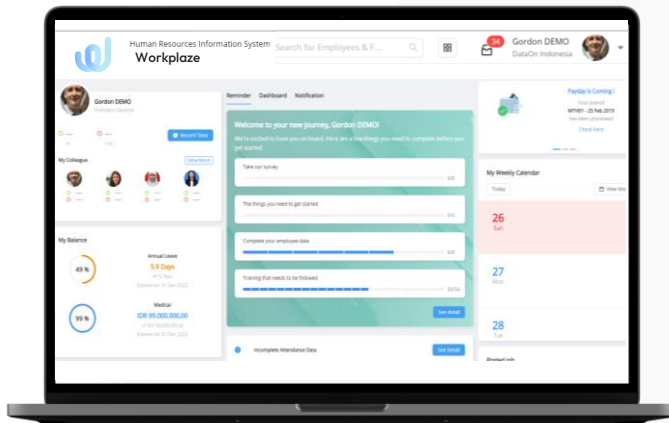
CLAIMS & ALLOWANCES
Claims submissions, Reimbursement balance



LOAN MANAGEMENT
Loan request, Cash advance, My loan history



EMPLOYEE PAYSIPS
Salary history, Detailed payroll information





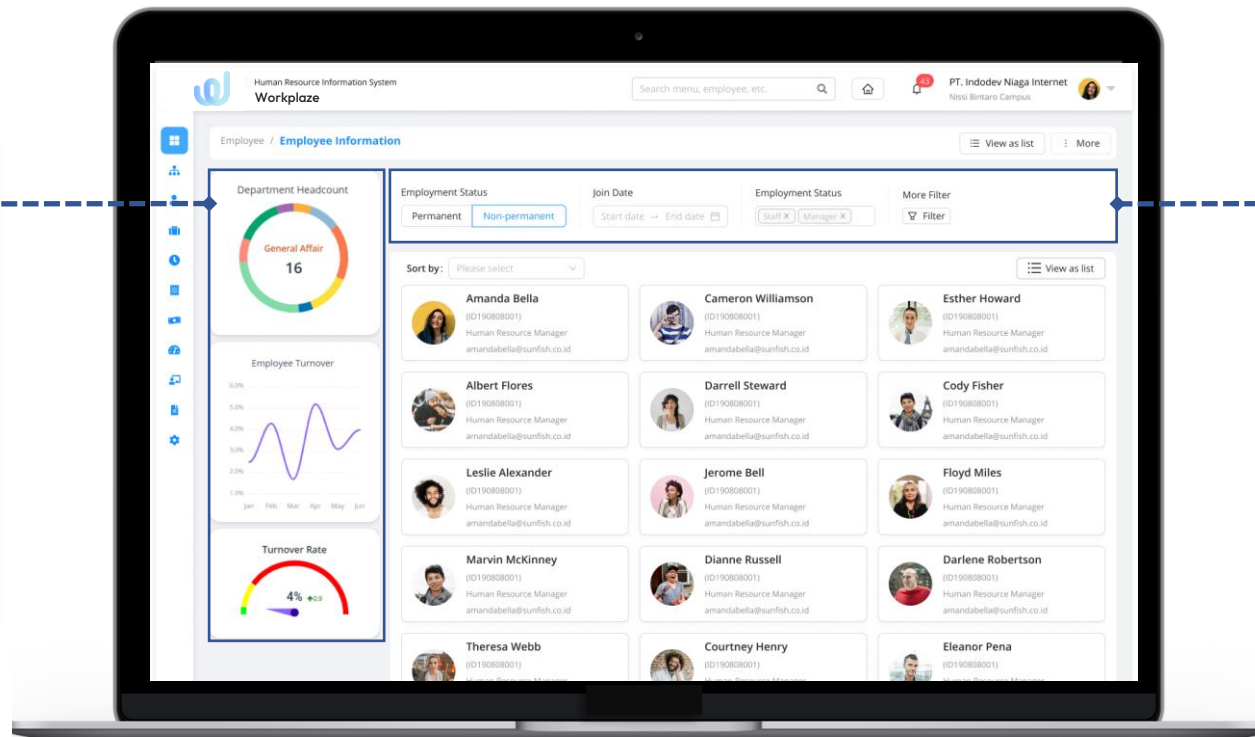
SINGLE SOURCE OF TRUTH(SSOT) FOR EMPLOYEE DATA

Workplaze Base HR

An SSOT for employee data is critical element that enables strategic (business /people) decision-making

EMPLOYEE DASHBOARDS

- ✓ Analyze data access group companies with drillable real time dashboards. Data and access is tailored to each managers' position and data access privilege.



Easy Drill Down to Access the Right Information at the Right Time

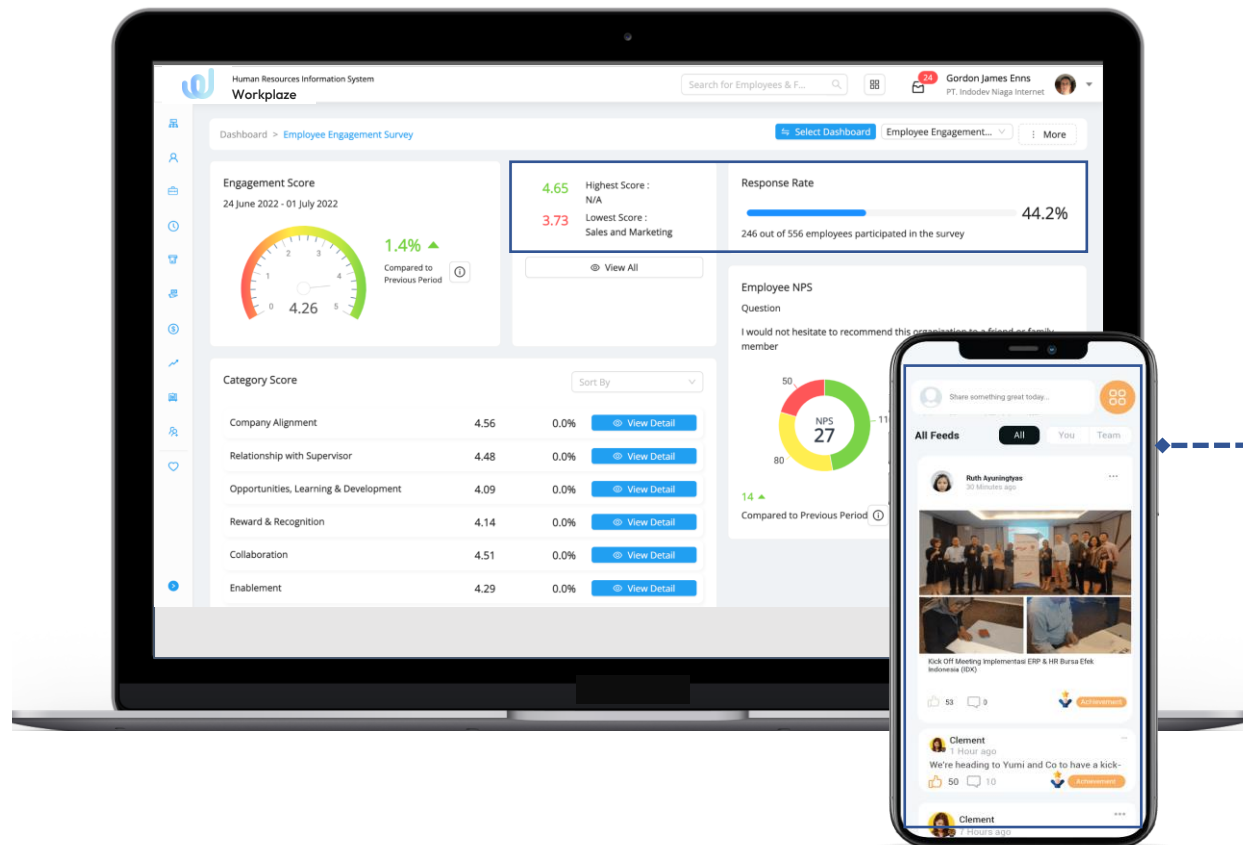
- ✓ Sort & filter employee records based on desired criteria
- ✓ Effortless compilation of data and create custom reports



EMPLOYEE ENGAGEMENT

Workplaze Base HR

Measure your employees' commitment and engagement level through regular pulse checks as inputs into your organizations' employee engagement initiatives



Engage with Your Peers Through Engagement Channel

- ✓ Increase participation rate by interacting with your peers and managers virtually using WorkPlaze HR



GROW CAPABILITY

Hire, Monitor, Develop

Drive your organization's HR capability through WorkPlaze's outcome-oriented talent management solutions

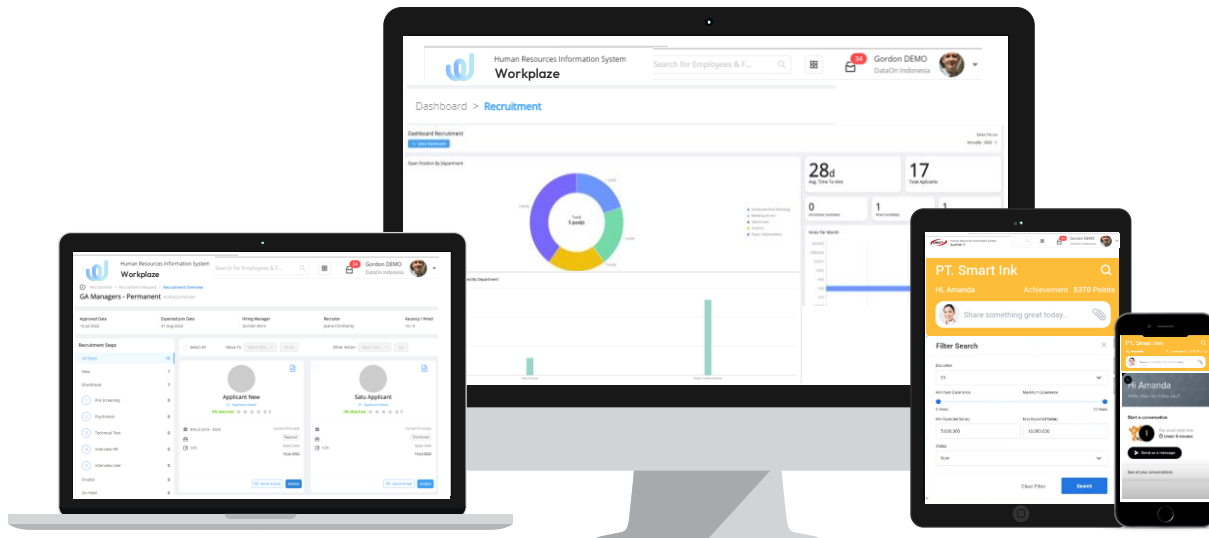
CAPACITY

CONVENIENCE

CAPABILITY

CREDIBILITY

USER EXPERIENCE



WORKPLAZE BASE HR



PAYROLL & TAX COMPLIANCE



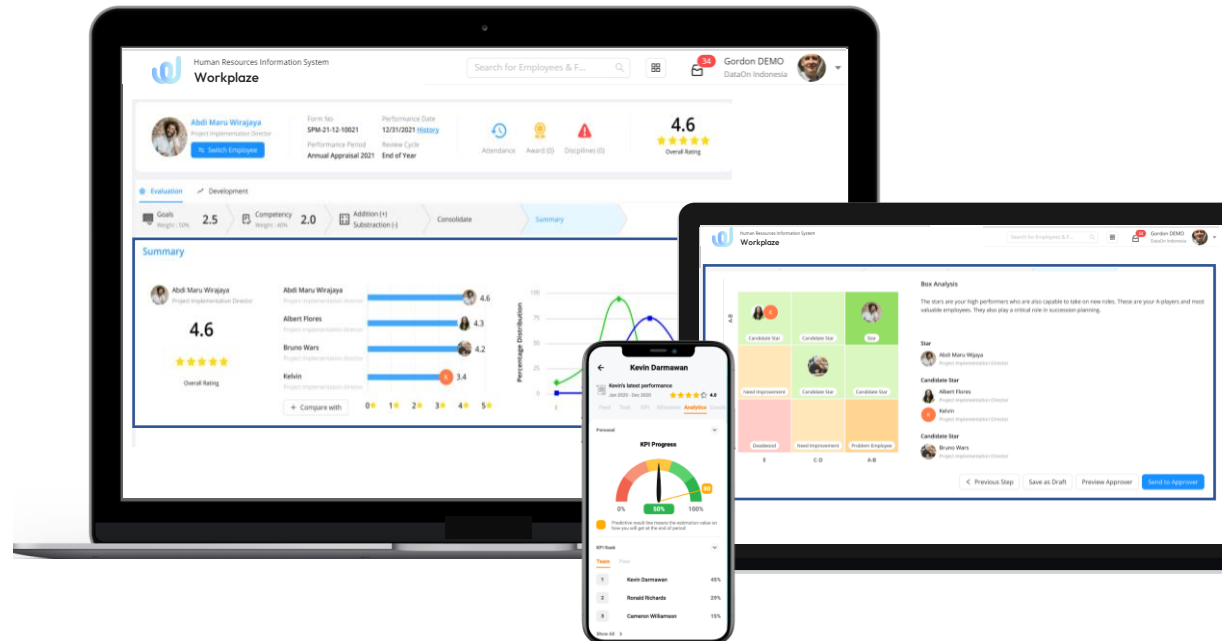
LEAVE & ATTENDANCE

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PERFORMANCE EVALUATION

Performance Management

Comprehensive evaluation process analysing employees' performance and benchmarking them against a set of standards





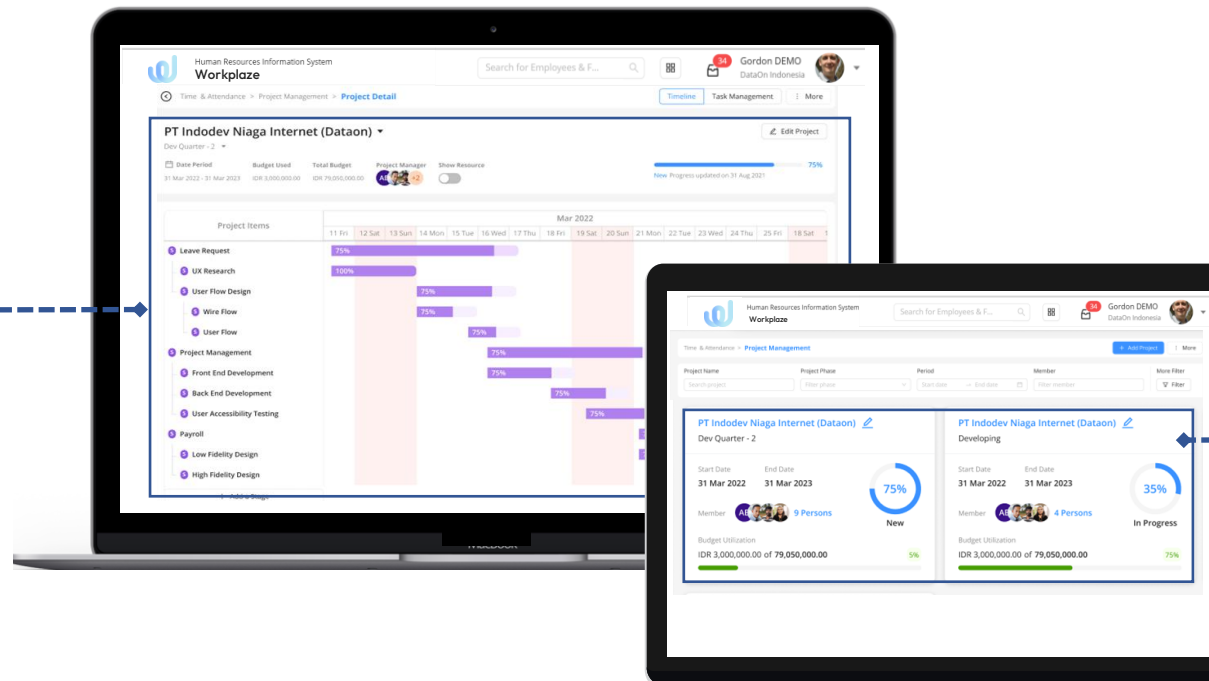
TRACK PROJECT PROGRESS

Project Management

One-stop solution to track, monitor and manage the progress of various projects

Effectively Manage your Project Progress

- ✓ Utilize Workplaze's built-in gantt chart for project tracking and planning.
- ✓ Clear and intuitive progress indicators to aid task management.



Efficient Capacity Planning for Future Projects

- ✓ Timesheet integration to support man-day estimations.

workplaze

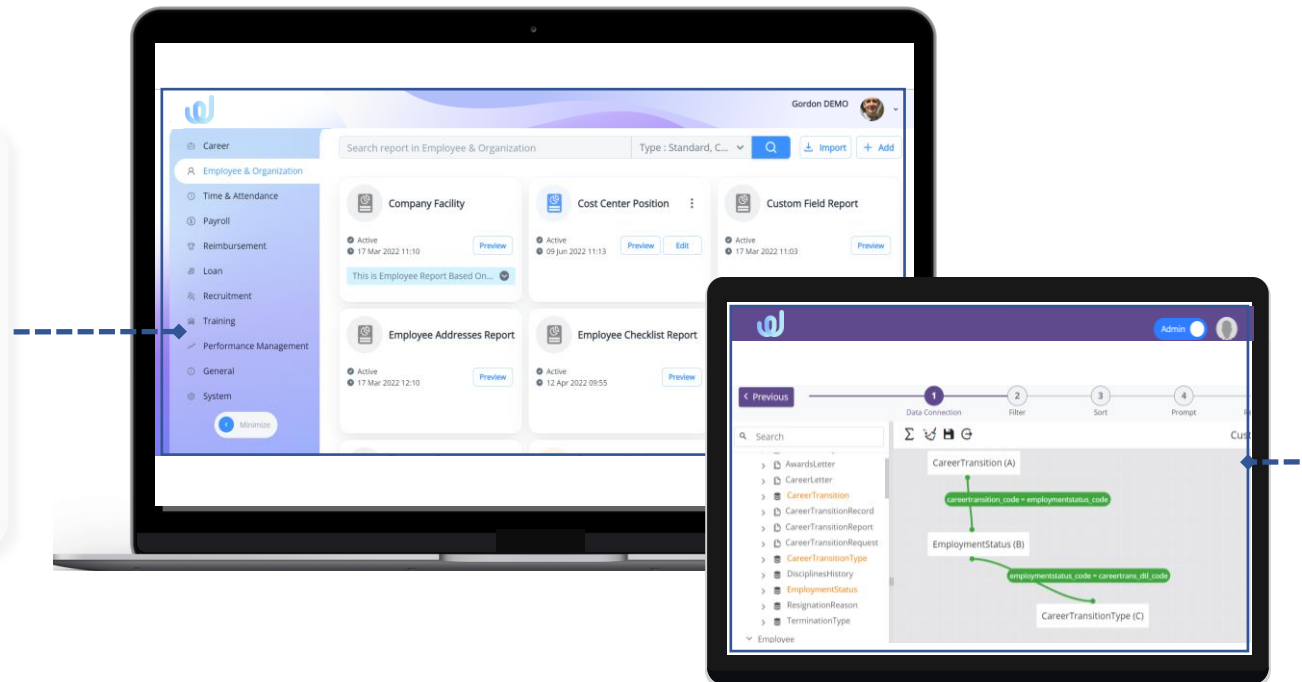
HR ANALYTICS

Reports

Generate, analyse and glean workforce insights from real-time people data

HR Reports

- ✓ Access quantitative information on multiple facets of employee and HR data.
- ✓ Generate over 100 out-of-box reports .



Advanced Report Builder

- ✓ Create custom reports and organisation-specific queries.



WORKPLAZE HR

WorkPlaze HR

Fuss-free access to WorkPlaze anytime, anywhere



PERFORMANCE MANAGEMENT



BENEFITS MANAGEMENT



WORKPLAZE MEET



WORKPLAZE PRODUCTIVITY



RECRUITMENT



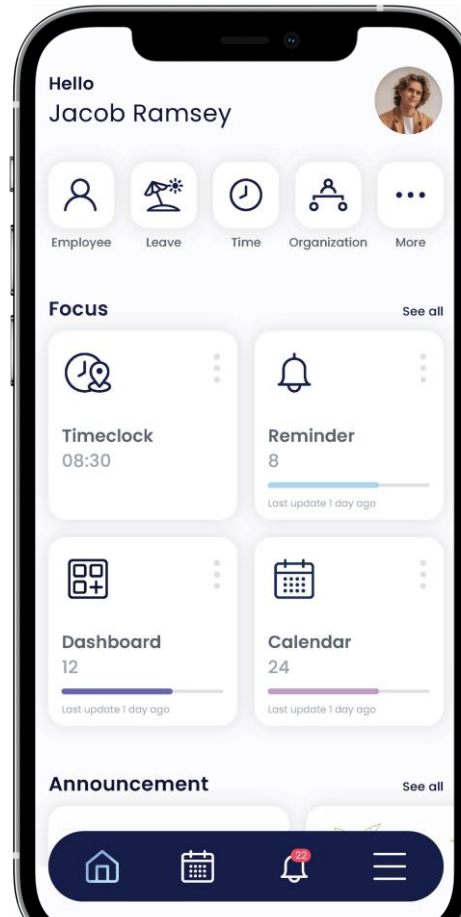
WORKPLAZE KIOSK



WORKPLAZE LITE



WORKPLAZE CORE HR





ENRICHING USER EXPERIENCE

Empowering HR

WorkPlaze supported by best user experience for a pleasant HR journey

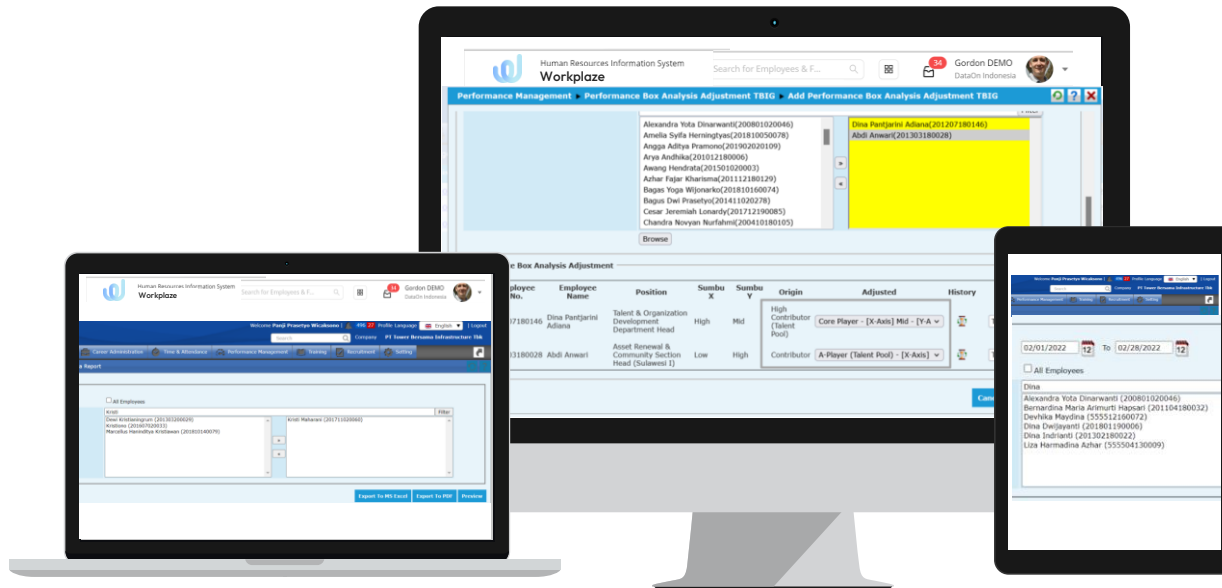
CAPACITY

CONVENIENCE

CAPABILITY

CREDIBILITY

USER EXPERIENCE



REPORT DESIGNER



WorkPlaze HR



DEVELOPMENT KIT



OUR TOP PRIORITY IS TO PROTECT YOUR DATA

Technology & Security

We comply with data security standards to protect the integrity of your data



1

USER ACCESS CONTROL

Limit access to specific data with complex password rules, two factor authentication.

2

SECURE HOSTING

Includes 24x7 live guards, CCTV, UPS Generators, multiple provider fiber connections and multi factor access control with biometric.

3

EVENT AND AUDIT TRAILS

Sequential records of system history and computer events.

4

DISASTER RECOVERY

Disaster recovery plan in the event of any business disruptions

- 1- hour Recovery Point Objective
- 4-hours Recovery Time Objective

5

DATA ENCRYPTION

Secure data transmission with SSL/TLS encryption.

6

REDUNDANCY

Multiple pathways to minimize the downtime and keep the services running in the event of any failures.

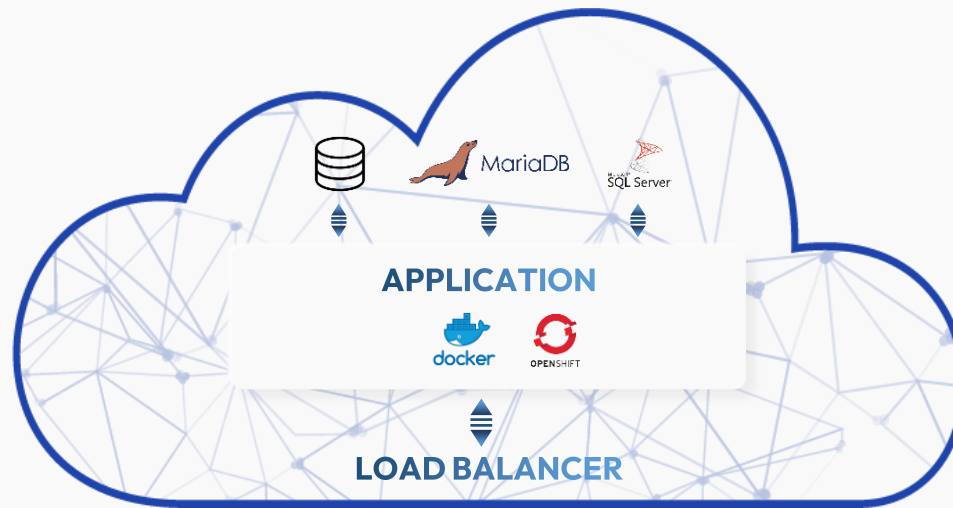


OUR DEPLOYMENT OPTIONS

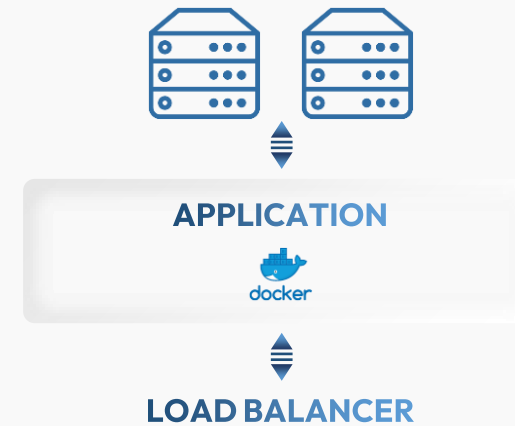
Technology & Security

High-level overview of each deployment types

SaaS MODEL



On-Premise MODEL





WE HIGHLY RECOMMEND WorkPlaze SAAS

Technology & Security

Cost-effective and highly compatible cloud delivery model

80%

of our clients deployed SaaS HR model



NO HARDWARE INSTALLATION

No physical servers and maintenance costs.



DATA SECURITY

ISO 9001 and 27001 certified data centers PDPA GDPR Compliant.



AUTOMATED UPGRADES & BACKUPS

Continuous updates delivering better performance.



SUBSCRIPTION-BASED MODEL

Lower upfront cost & predictable monthly fee.



SCALABILITY

Upgrade the system to accommodate your needs.



24* 7 ACCESSIBILITY

Access the system from anywhere via internet.



HUMAN GROWTH STRATEGY



ORGANIC

Existing Business
New Business



M&A

Only Related Business



PLATFORM PARTNERSHIP

THANK YOU

Any questions?



You can find me at

- Soontorn.D@humanica.com
- www.humanica.com

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