



HUMAN Q3 2022

HUMANICA PUBLIC COMPANY LIMITED

HUMAN

01 BRIEF PROFILE OF HUMANICA

02 FINANCIAL RESULTS

03 GROWTH STRATEGY

04 WORKPLAZE LAUNCH



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



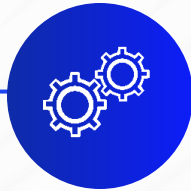
To help the employees of our clients to work better & live happier

OUR 18 YEARS JOURNEY IN HR DOMAINS



2003

Start with 30MB THB
Spun off from PWC



2005

Humatrix
First Version



2010

NIA
Top Ten
innovation



2011

Humatrix
Pure Web-based



2012

BOI Enterprise
Software Certified



2015

Bai Po
Award Winner

OUR 18 YEARS JOURNEY IN HR DOMAINS



2016

TICTA
Award Winner



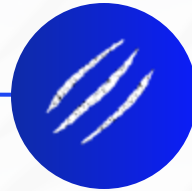
2017

Expanded to
Singapore & Malaysia



2017

Listed in **SET**



2018

Acquired **Tigersoft**
to expand reach in
SME market



2020

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



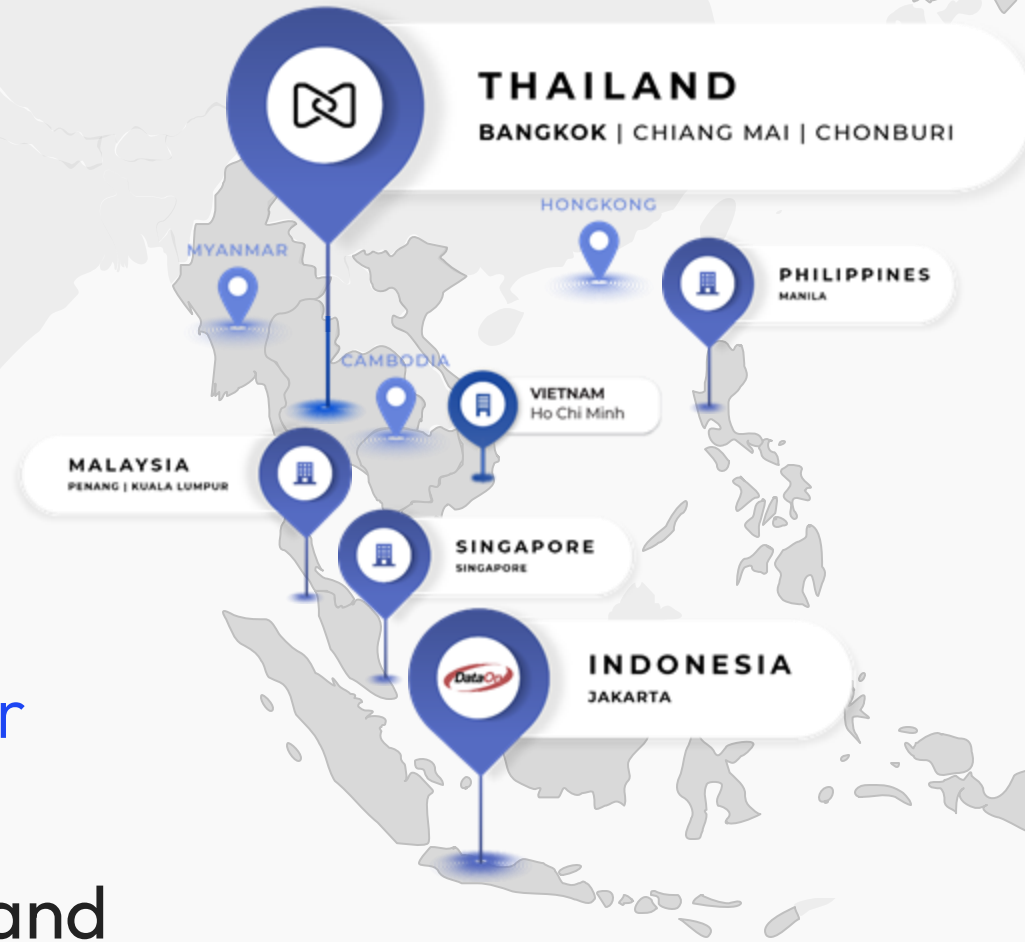
2022

Merged with DataOn
from Indonesia

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.

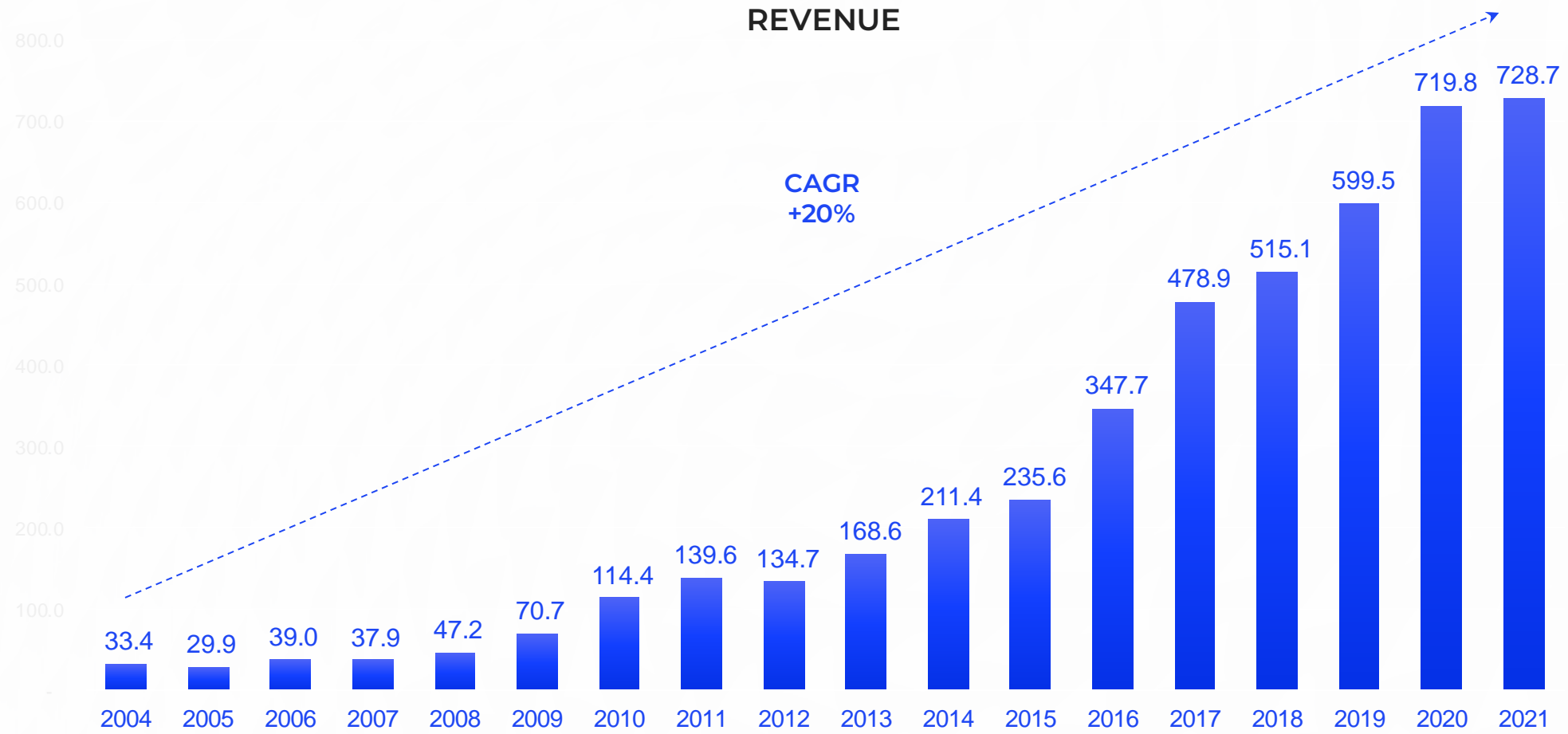
Is the trusted HR Solutions Provider
of choice for **SOUTHEAST ASIA**

Includes Fortune 500 companies and
Companies listed by SET

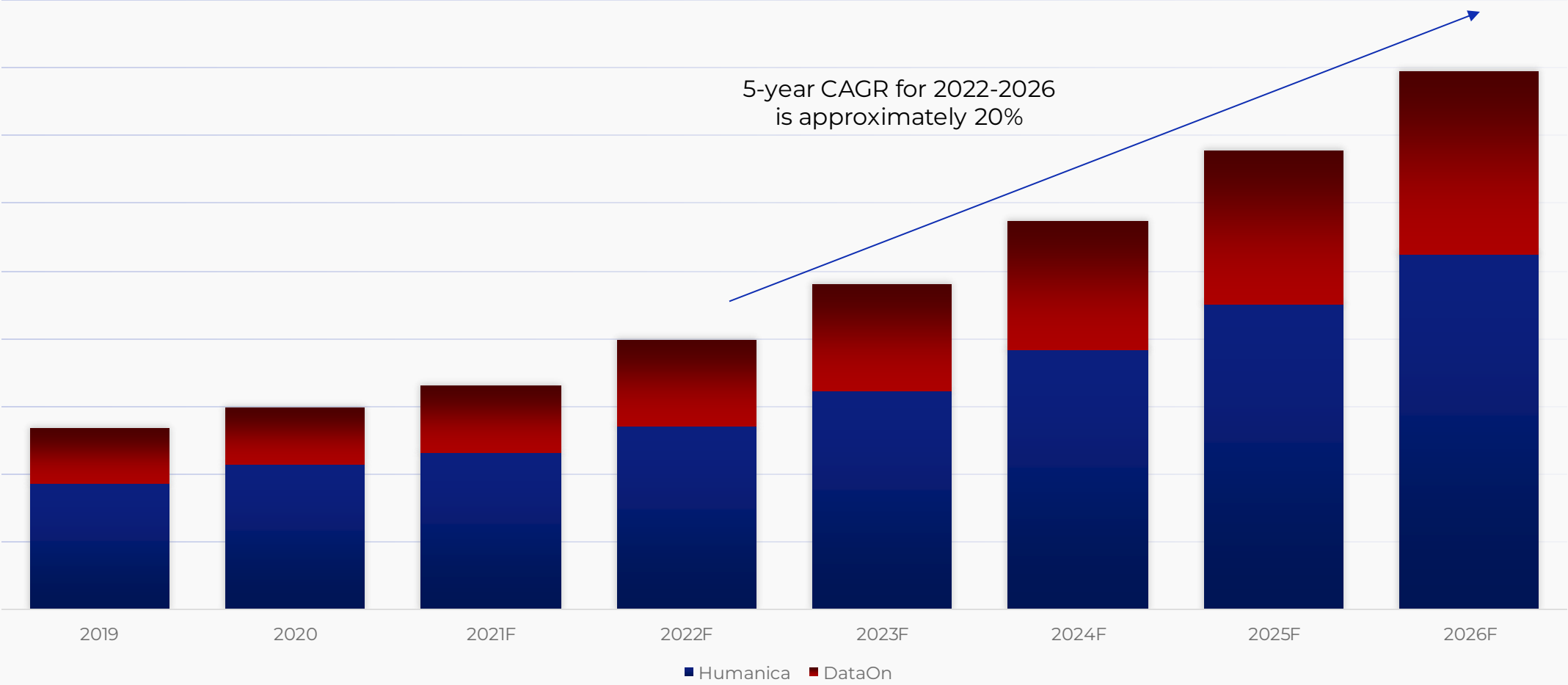




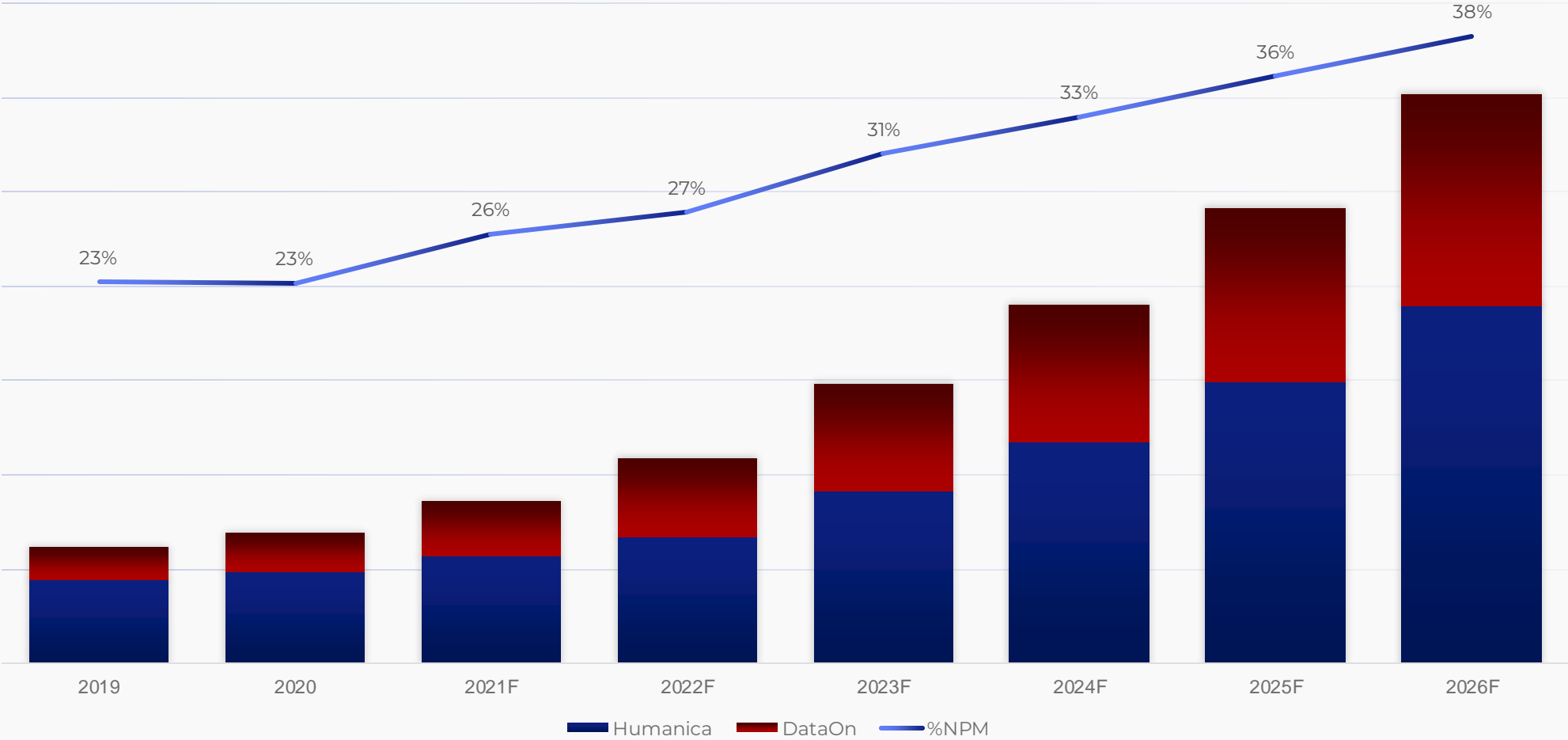
OUR PAST PERFORMANCE



PRO FORMA REVENUE



PRO FORMA NET PROFIT BEFORE TAX



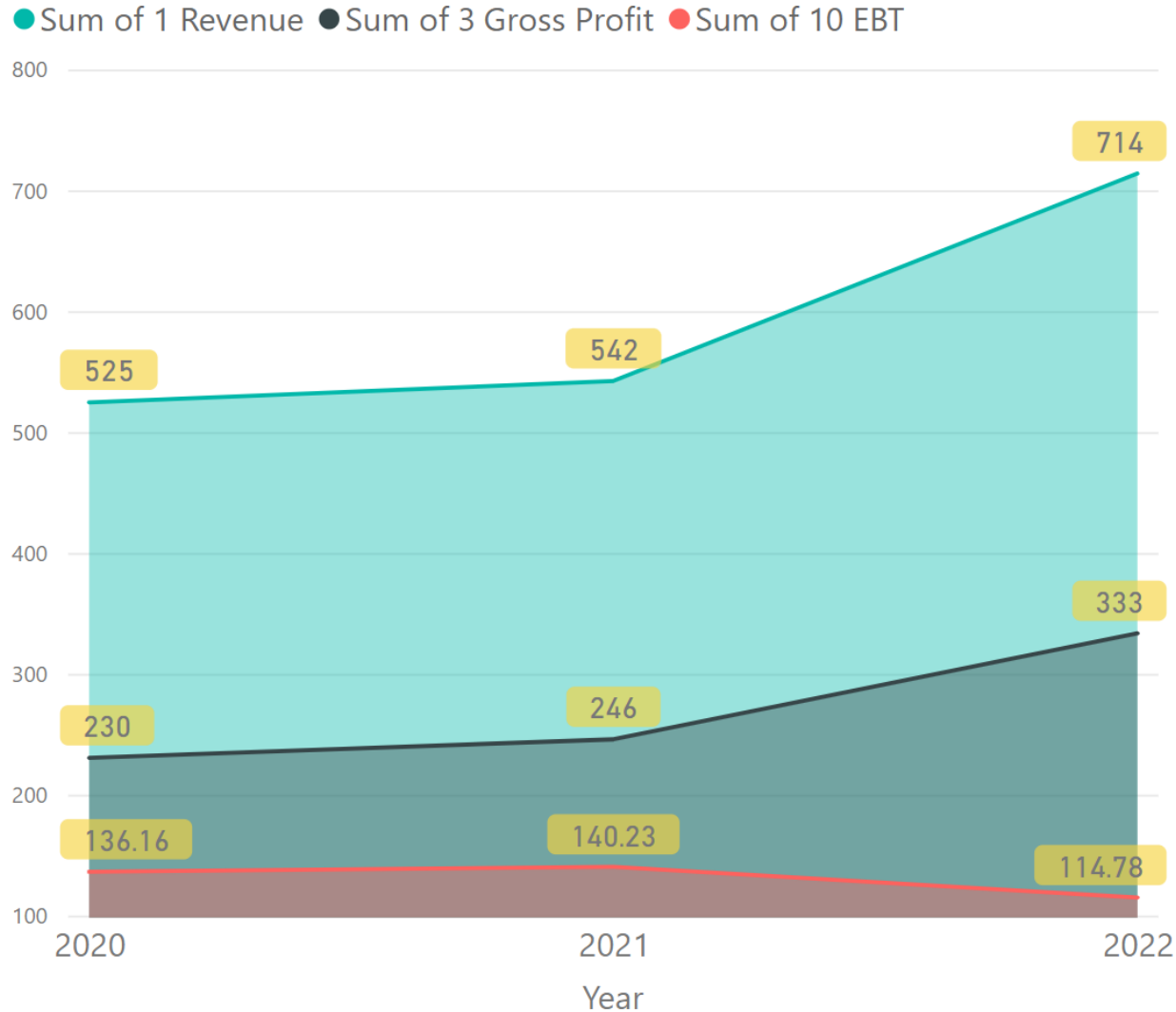


FINANCIAL RESULTS

9M-2022



YTD - Performance



YTD – 9 months

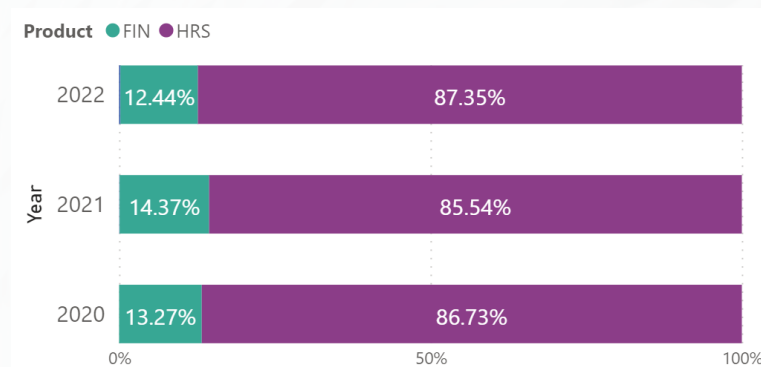
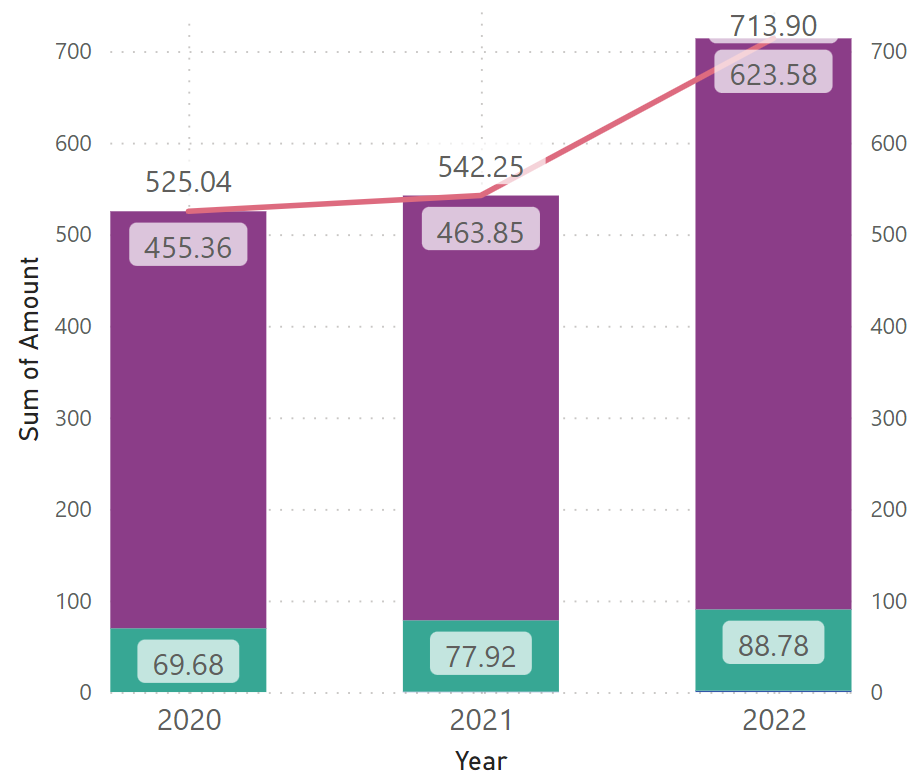
- Revenue grew by +172mb or +32%
- Gross Profit grew by +87mb or +35%
- EBT -25mb from impact of one-off items about -67mb

(Note: EBT exclude of one-off items is 181mb increased +41mb or 29% from YTD 2021)

REVENUE by PRODUCT

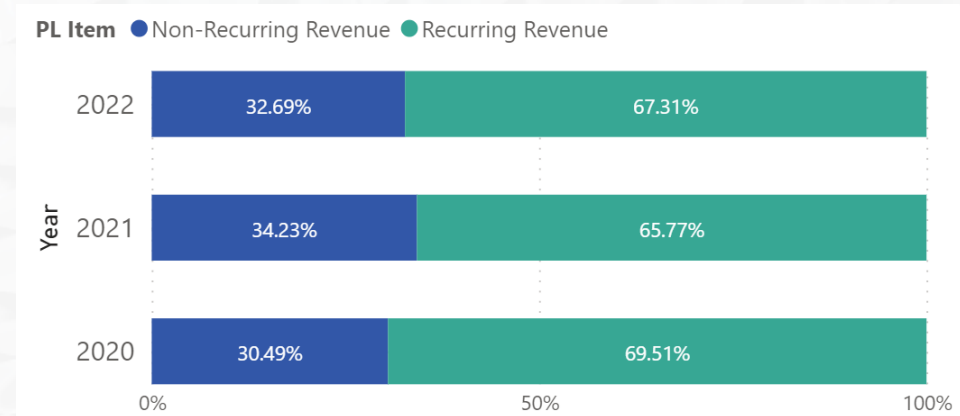
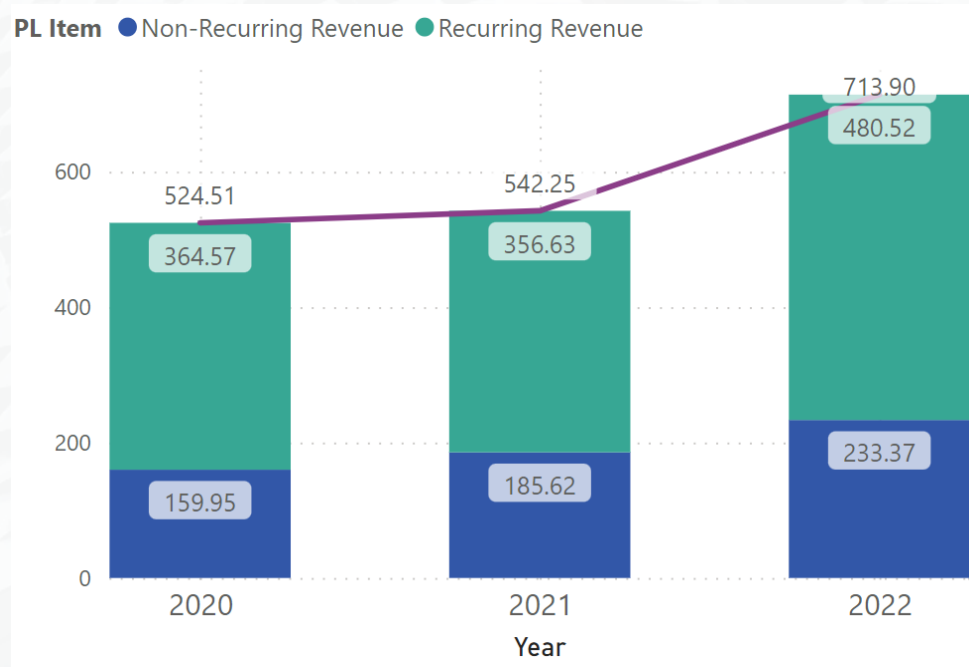


Product ● FIN ● HRS

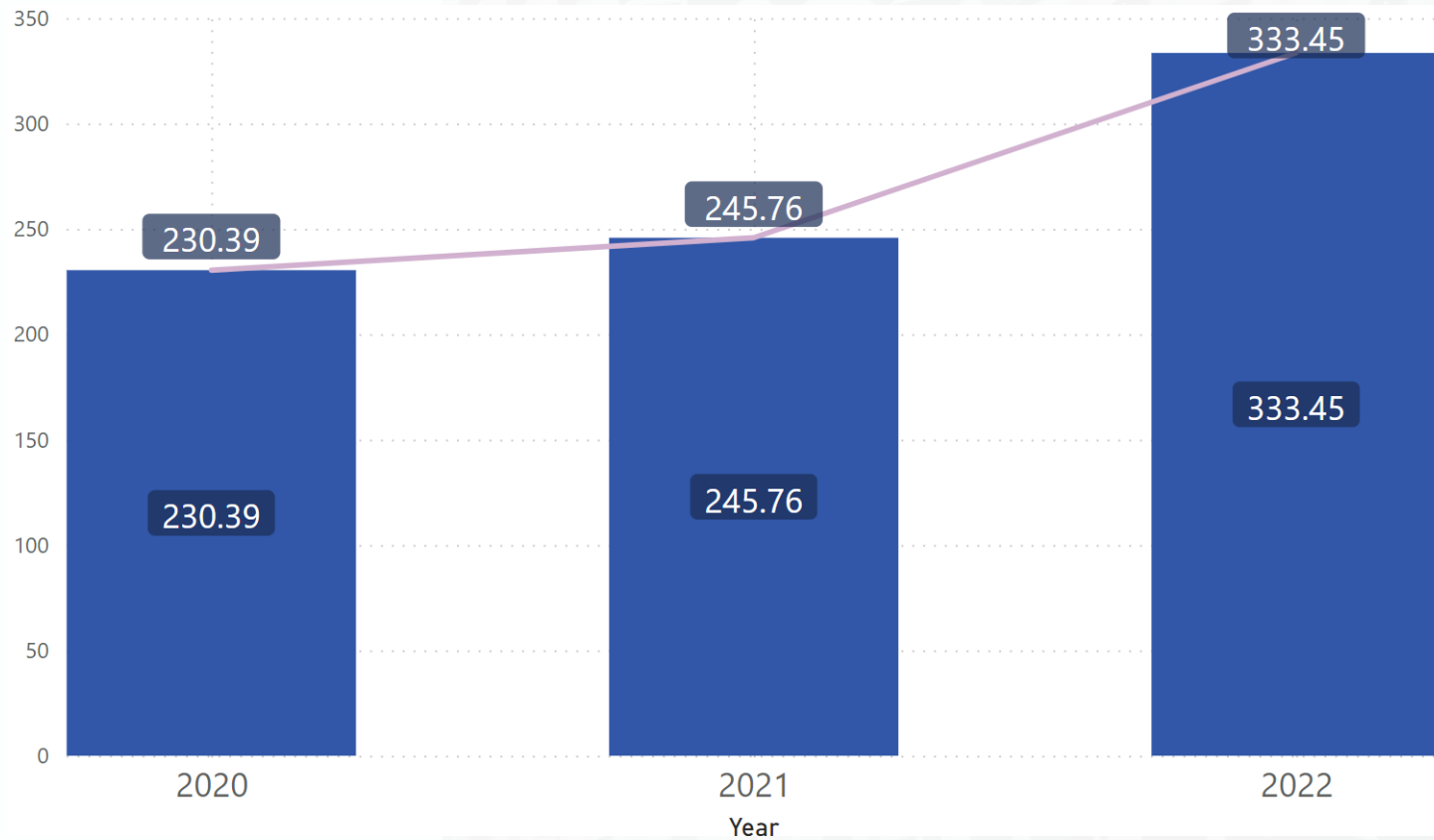


**YTD - Revenue
grew by
+172mb
or +32%**

REVENUE by NATURE

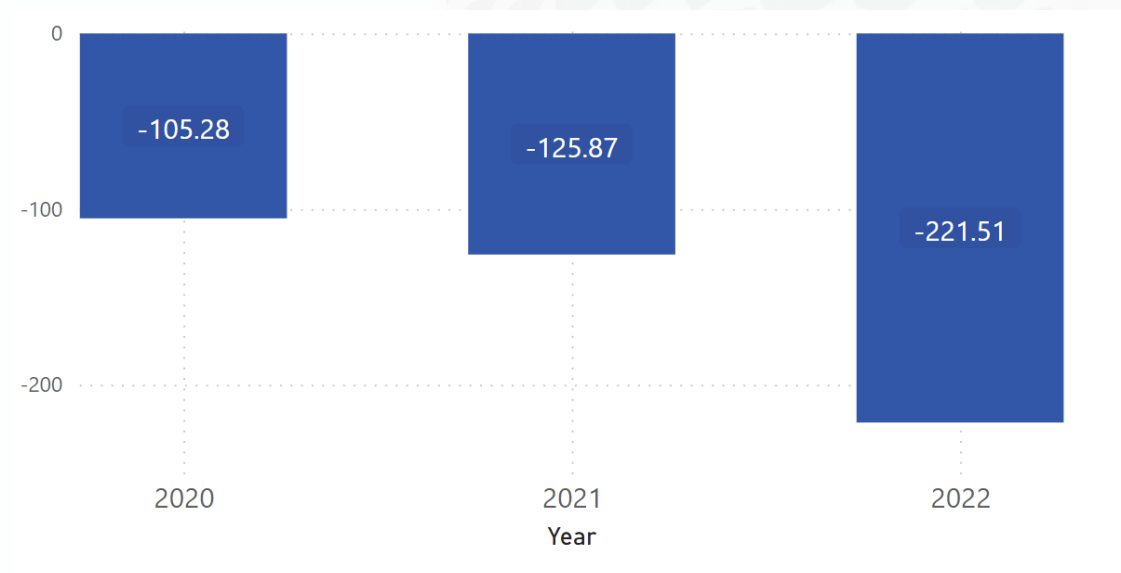


GROSS PROFIT



YTD - Gross Profit +87mb

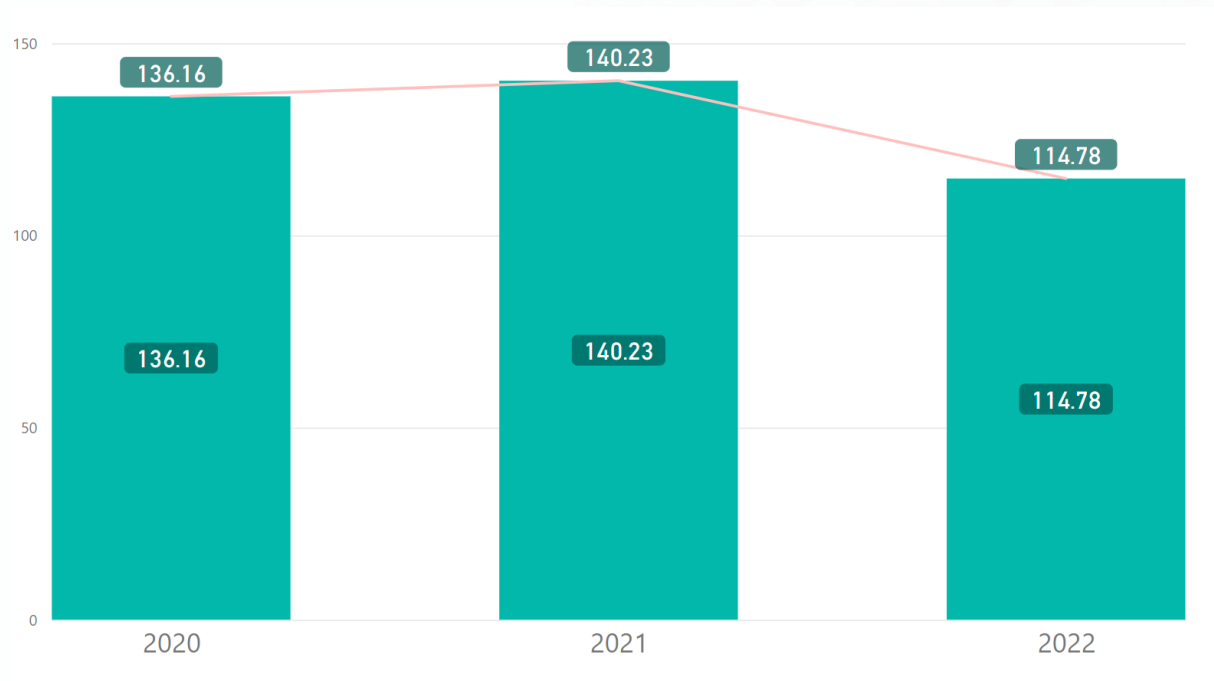
SG&A EXPENSE



YTD - SG&A increased about -96mb from

- Consolidate of DataOn -39mb
- Human's organic -57mb mainly came from One-off items as below
 - Impairment of investment in Convertible Bond – CXA = -39mb
 - Acquisition cost of DataOn = -6mb
 - Realized loss on sale of financial investment = -9mb
 - PDPA Consulting fee = -3mb

EARNINGS BEFORE TAX



EBT exclude Unusual items

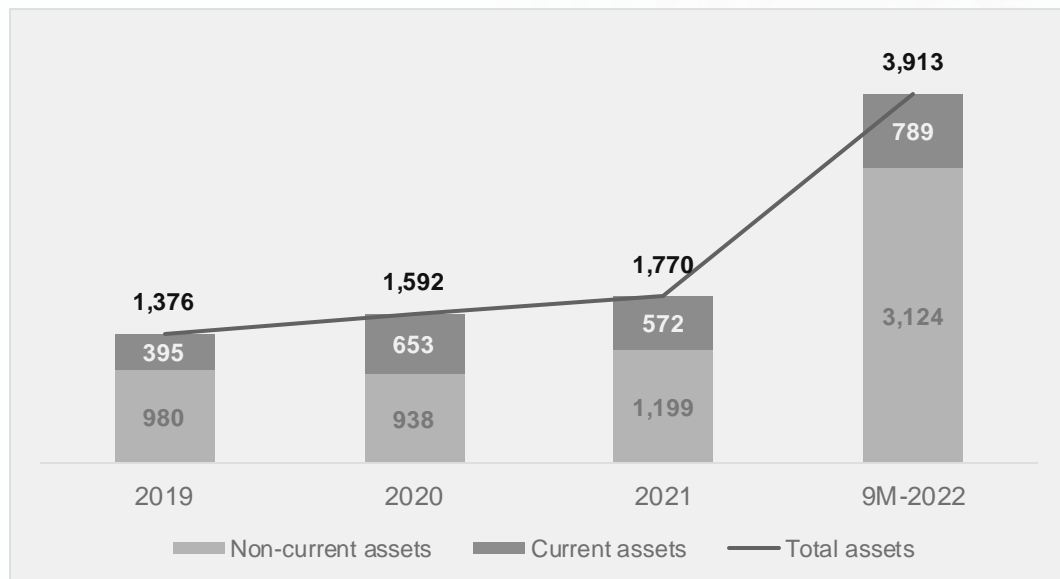


YTD – EBT exclude unusual items is 181mb increased +41mb or 29% from YTD 2021

Unusual items: -67mb
(one-off items) include

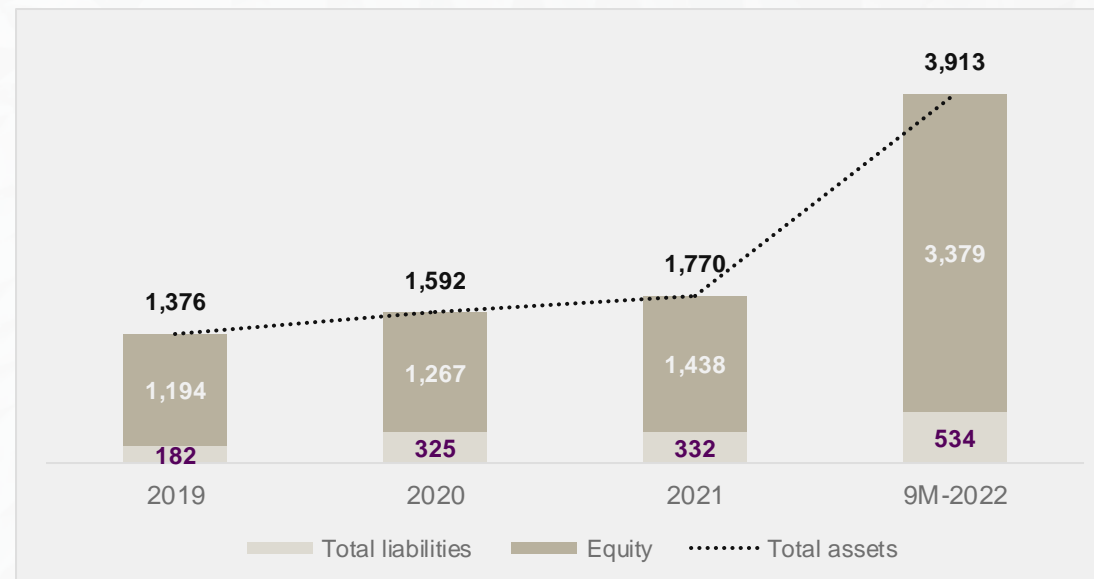
- Impairment of investment in Convertible Bond – CXA = -39mb
- Acquisition cost of DataOn = -6mb
- Realized loss on sale of financial investment = -8mb
- Unrealized loss on valuation of financial assets = -11mb
- PDPA Consulting fee = -3mb

BALANCE SHEET



ASSET GREW +2,143mb from major change of

- Unallocated costs of business acquisition of DataOn Group +1,987mb
- Consolidate of DataOn's assets +408mb
- Financial assets decreased -123mb from unrealized loss of valuation
- Human's cash decreased from dividend payment -120mb



Liabilities grew +202mb

- Consolidate of DataOn's liabilities +242mb
- Human's contract liabilities decreased -33mb
- Human's lease liabilities decreased -10mb

Equity grew +1,941mb from

- Share capital and share premium +1,987mb from increase of share for DataOn's acquisition
- Net profit for the period +104mb
- Dividend paid -120.0mb
- OCI decreased -45mb from decrease in valuation of investment in financial assets
- Reserve for share-based payment (ESOP) +5mb



GROWTH STRATEGY





HUMAN GROWTH STRATEGY



ORGANIC

Existing Business



M&A

Only Related Business



Platform Partners

B2B2C / NEW ECONOMY



HUMAN GROWTH STRATEGY



ORGANIC

Existing Business



M&A

Only Related Business



New Flagship - Workplaze



UPDATE ON EXISTING & NEW BUSINESS

01

HR Platform & services

Workplaze, MCPO, HR Transformation

02

Employee Benefits

Benix + PharmCare + Care24 + Hlab

Employee Financing Welfare

Personal Wealth Management

03

ERP Services



HUMAN GROWTH STRATEGY



ORGANIC

Existing Business
New Business



M&A

Only Related Business



New Flagship -
Workplaze



HUMAN GROWTH STRATEGY



ORGANIC

Existing Business
New Business



M&A

Only Related Business



Platform Partners
B2B2C / NEW ECONOMY



THE FUTURE OF WORK

“WORKPLAZE” LAUNCHED EVENT (THAILAND)



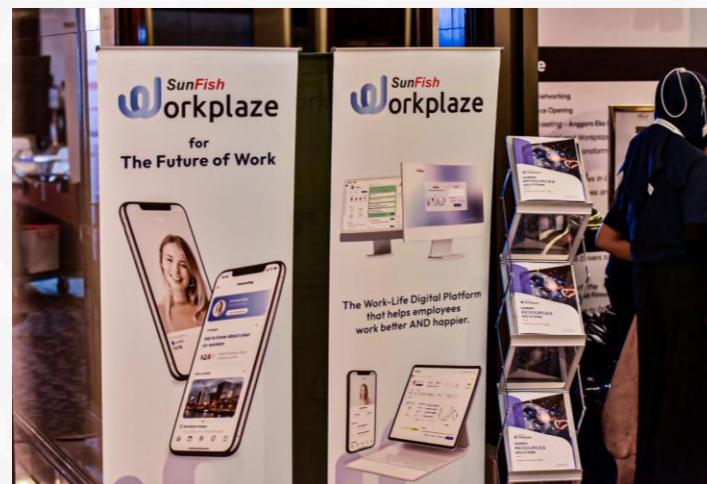
“WORKPLAZE” LAUNCHED EVENT (THAILAND)



WORKPLAZE LAUNCHED EVENT (THAILAND)



“WORKPLAZE” LAUNCHED EVENT (INDONESIA)



“WORKPLAZE” LAUNCHED EVENT (INDONESIA)





THE FUTURE OF WORK

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



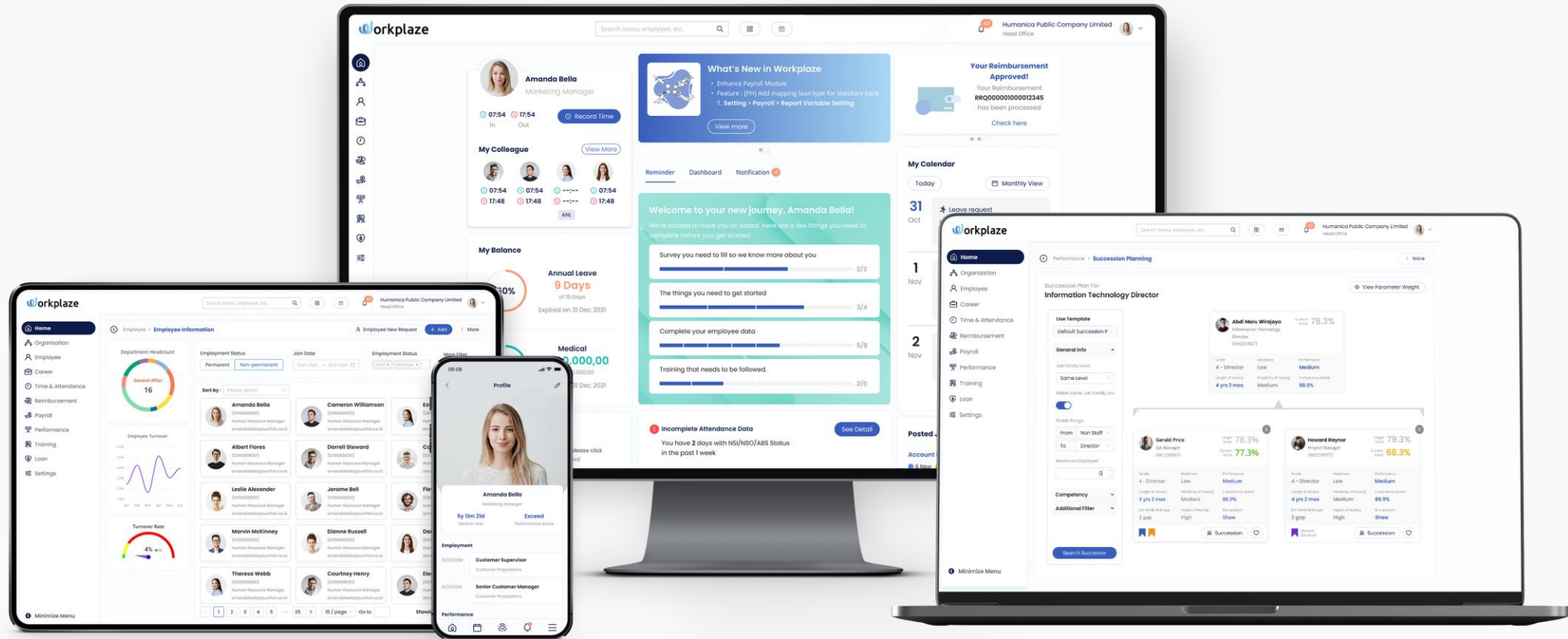
ELEVATE YOUR HUMAN CAPITAL MANAGEMENT

Workplaze Product Overview

Workplaze is designed to meet the needs of organizations across all stages of human capital technology maturity. The modular design and customizability makes implementations of all shapes and sizes easy.



workplaze



workplaze



workplaze

ENRICHING USER EXPERIENCE

WorkPlaze supported by best user experience for a pleasant HR journey

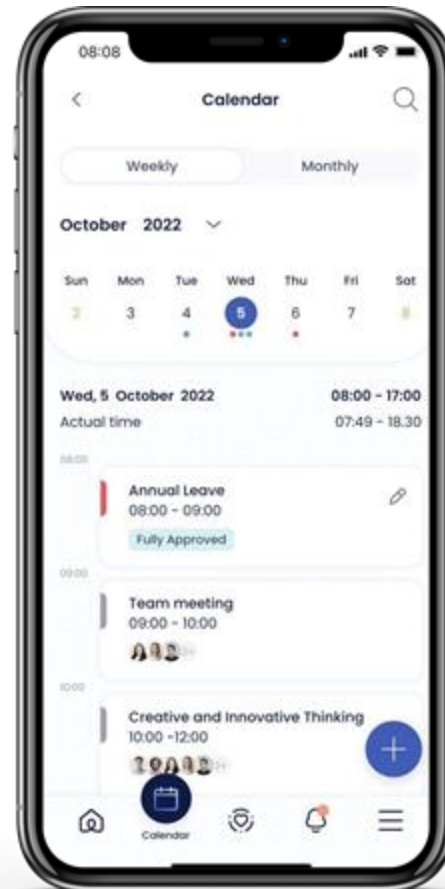
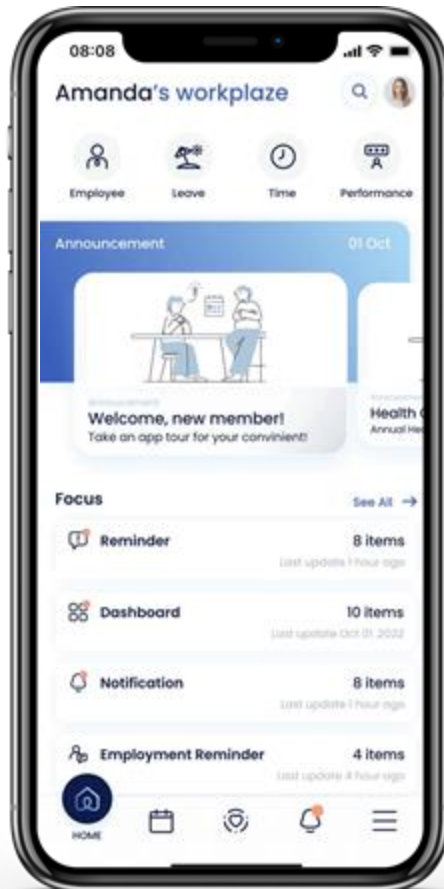
CAPACITY

CONVENIENCE

CAPABILITY

CREDIBILITY

USER EXPERIENCE



REPORT DESIGNER



WORKPLAZE MOBILE



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.

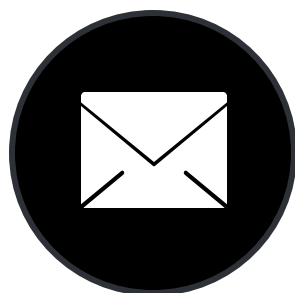
6

REDUNDANCY

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

THANK YOU

Any questions?



You can find me at

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

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