# HUMAN Q1 2022

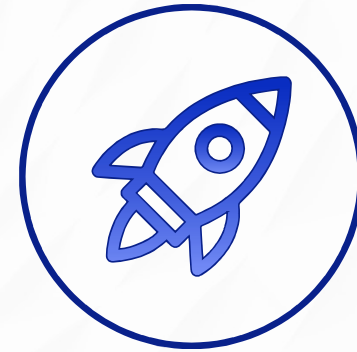HUMANICA PUBLIC COMPANY LIMITED

HUMANICA

# HUMAN

HUMANICA

# 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
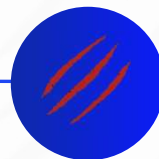
**2016**
TICTA
Award Winner

**2017**
Expanded to
Singapore & Malaysia

**2017**
Listed in **SET**

**2018**
Acquired **Tigersoft**
to expand reach in
SME market

**2020**
Launched **Benix**
to offer Employee Total
Benefits Solutions

**2020**
Winner of **SET Awards**
"Best Innovative
Company Awards"

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**18**

**YEARS
OF EXPERIENCE**

**3**

**OFFICES IN ASIA**

THAILAND | SINGAPORE | MALAYSIA

**500+**

**PROFESSIONAL
STAFFS**

**100+**

**TECHNICAL
EXPERTS**

**700,000+**

**EMPLOYEES
UNDER OUR CARE**

**3,500+**

**ACTIVE
CLIENTS**

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# HUMANICA BRAND STRUCTURE

## HR SOLUTION

### Payroll Outsourcing

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Professional Outsourcing

TIGERSOFT
Payroll Outsourcing

### HRIS Implementation

HUMATRIX

TIGER

WORK PLAZE

Conicle

Benix

### Regional HR Solutions

HUMANICA ASIA

Thailand | Singapore | Malaysia

## FINANCIAL SOLUTIONS

### ERP Systems Implementation

SAP Business One

On Premise Solution

ORACLE NETSUITE

On Cloud Solution

### Finance and Accounting Services

**TOTAL BACK OFFICE SERVICES**
*(less than 100 employees)*

- ⊘ Accounting
- ⊘ Finance
- ⊘ Taxation
- ⊘ HR & Payroll

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**Fortune 500 companies**

aetna®  amcor

SEPHORA

SEAGATE

DHL

**Companies listed in SET**

Lotus's  BTS GROUP  MINOR

MK RESTAURANTS  DELTA

S&P  B.GRIMM SINCE 1878  MAJOR DEVELOPMENT
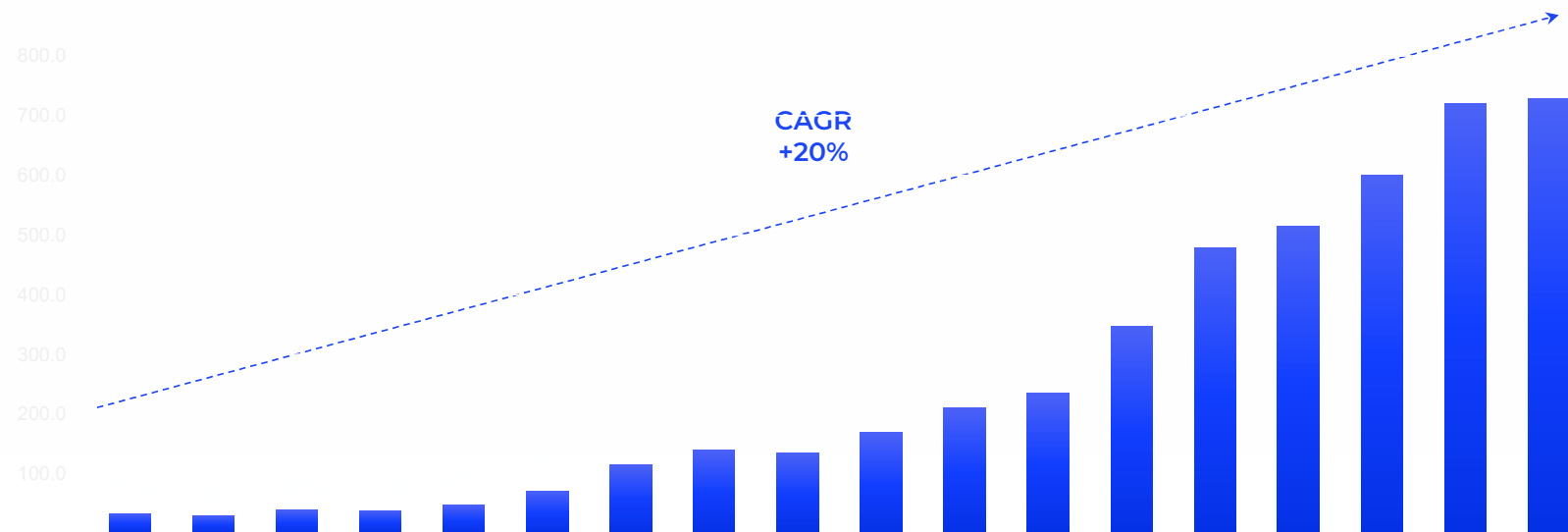
AIS

ธนาคารกสิกรไทย 开泰银行 KASIKORNBANK  INSEE  ceva

# HR SOLUTIONS

15% Fortune 500 Companies

30% Companies listed in SET

🏠 **7 Countries**

📊 **3,500+ Clients**

👥 **700,000+ Users**

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# OUR PAST PERFORMANCE

## REVENUE

# OUR PAST PERFORMANCE

## NET PROFIT



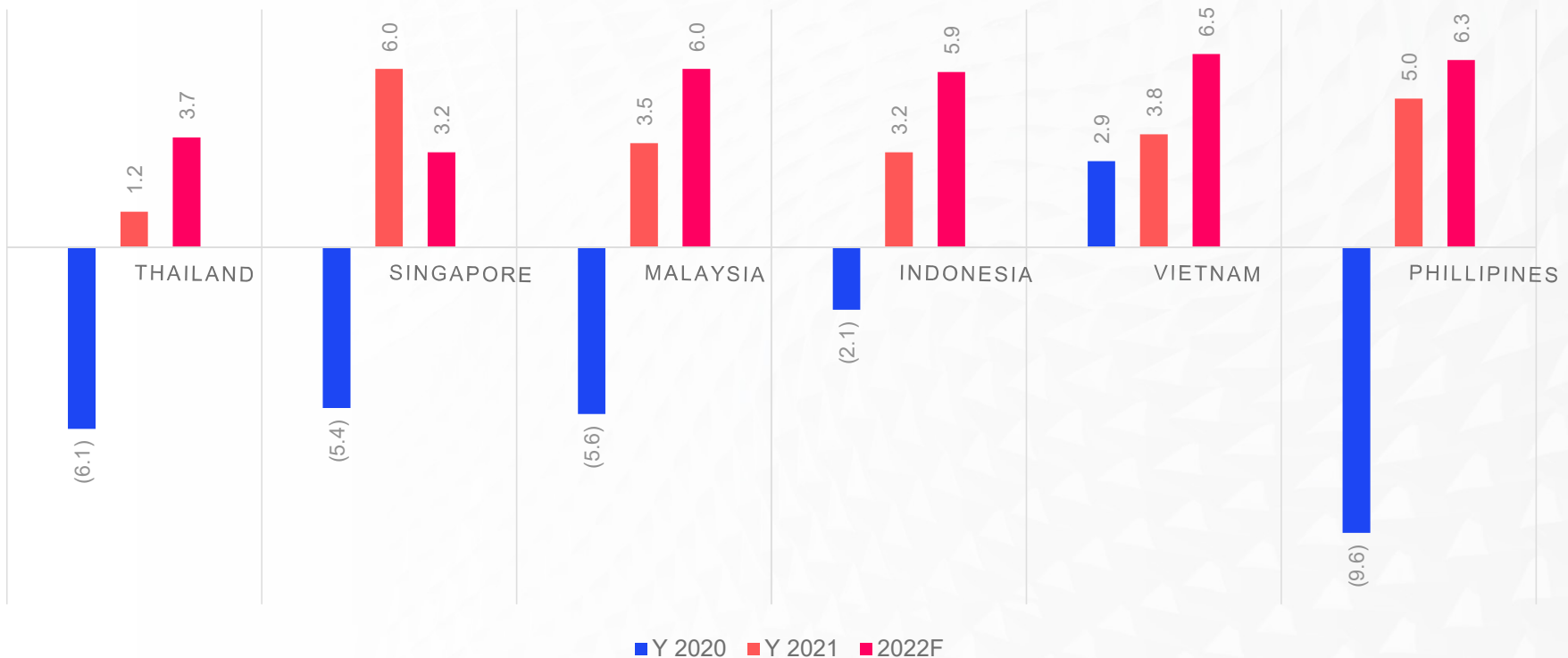| | 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Net profit | 0.9 | (1.2) | (3.1) | (2.1) | 0.2 | 4.4 | 6.3 | 9.0 | 10.6 | 21.4 | 27.8 | 39.4 | 71.5 | 97.4 | 121.9 | 143.7 | 164.9 | 165.3 |
| NPM% | 2.8% | -4.1% | -8.0% | -5.6% | 0.4% | 6.2% | 5.5% | 6.4% | 7.9% | 12.7% | 13.1% | 16.7% | 20.6% | 20.3% | 23.7% | 24.0% | 22.9% | 22.7% |

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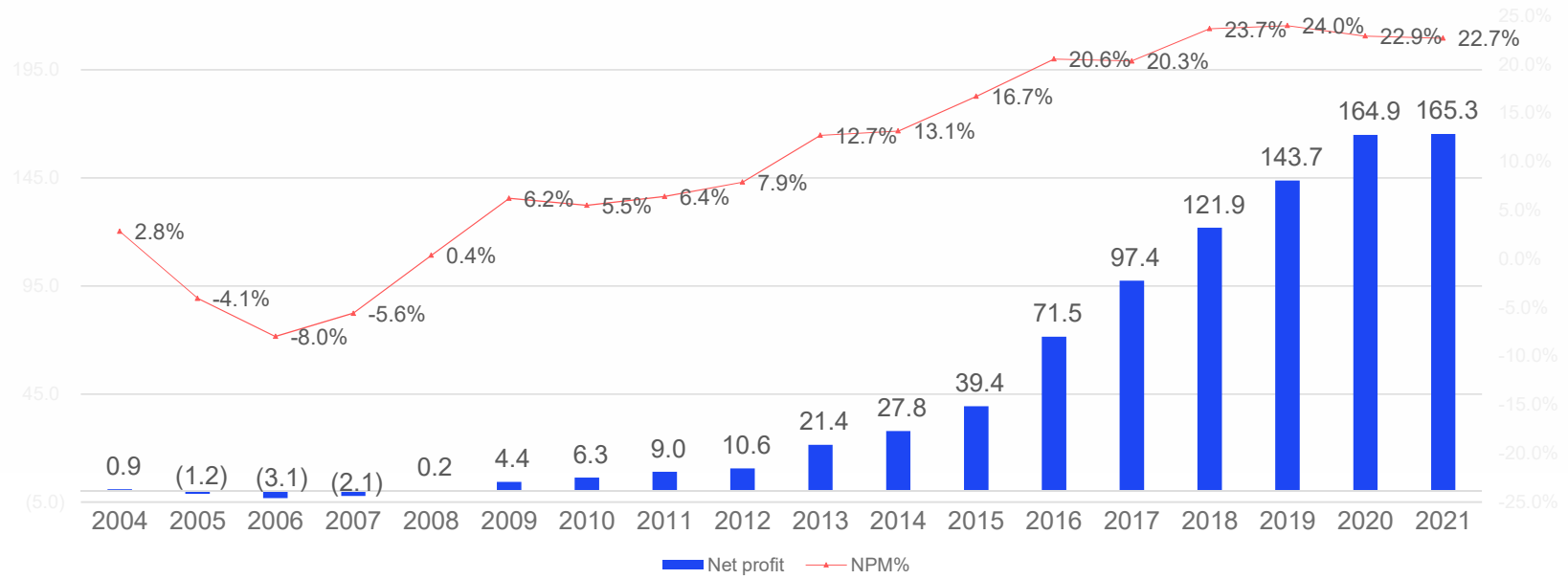
# ECONOMY OUTLOOK

# ECONOMY GROWTH

## Small Steps toward Normalization

ASEAN Growth Rate:
The economic activity is normalizing but recovery will remain uneven in 2022



THAILAND: 1.2, 3.7, (6.1)
SINGAPORE: 6.0, 3.2, (5.4)
MALAYSIA: 3.5, 6.0, (5.6)
INDONESIA: 3.2, 5.9, (2.1)
VIETNAM: 2.9, 3.8, 6.5
PHILLIPINES: 5.0, 6.3, (9.6)

■ Y 2020  ■ Y 2021  ■ 2022F
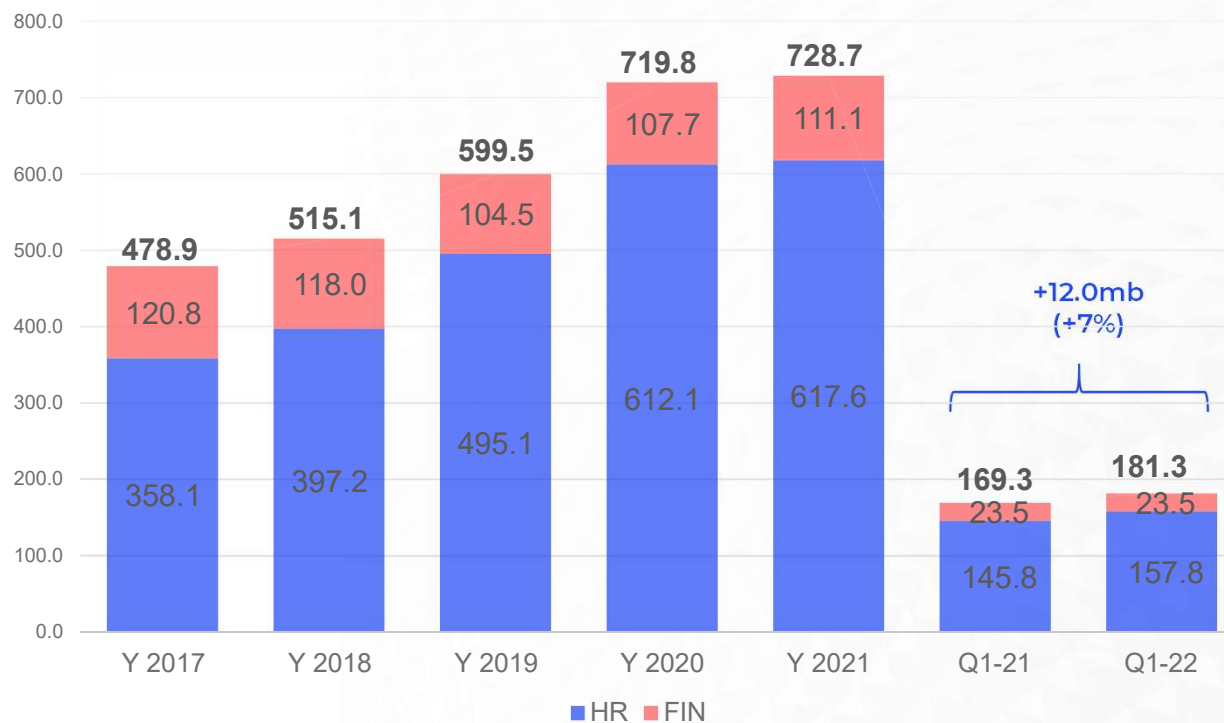
*Source: Krungsri Research Regional Outlook (1 Dec 2021)*

# FINANCIAL RESULTS
# Q1-2022

# REVENUE by PRODUCT



Revenue grew by +12.0mb or +7%

- HR solution +12.0 mb
- Financial solution +0.0 mb

| | Y 2017 | Y 2018 | Y 2019 | Y 2020 | Y 2021 | Q1-21 | Q1-22 |
|---|---|---|---|---|---|---|---|
| Total | 478.9 | 515.1 | 599.5 | 719.8 | 728.7 | 169.3 | 181.3 |
| FIN | 120.8 | 118.0 | 104.5 | 107.7 | 111.1 | 23.5 | 23.5 |
| HR | 358.1 | 397.2 | 495.1 | 612.1 | 617.6 | 145.8 | 157.8 |

+12.0mb (+7%)

HR   FIN

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# REVENUE by NATURE



| | Y 2017 | Y 2018 | Y 2019 | Y 2020 | Y 2021 | Q1-21 | Q1-22 |
|---|---|---|---|---|---|---|---|
| Total | 478.9 | 515.1 | 599.5 | 719.8 | 728.7 | 169.3 | 181.3 |
| Non-Recurring | 114.5 | 111.3 | 149.9 | 237.3 | 250.2 | 50.4 | 51.6 |
| Recurring | 364.4 | 403.8 | 449.6 | 482.5 | 478.5 | 118.9 | 129.7 |

+12.0mb (+7%)

■ Recurring   ■ Non-Recurring
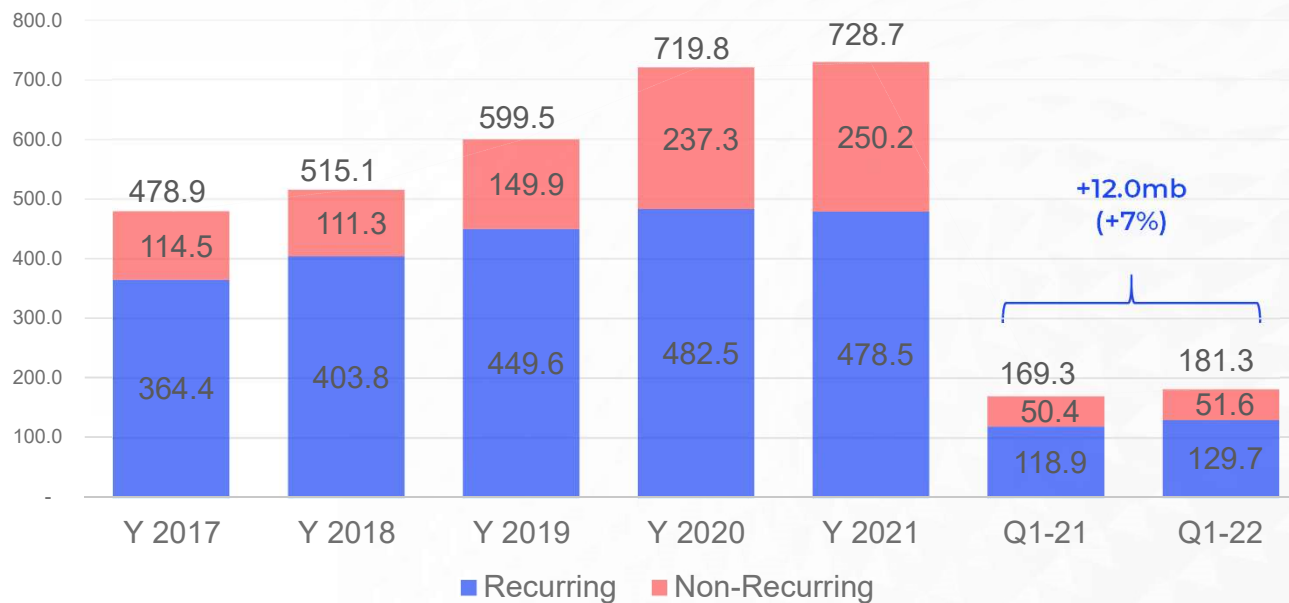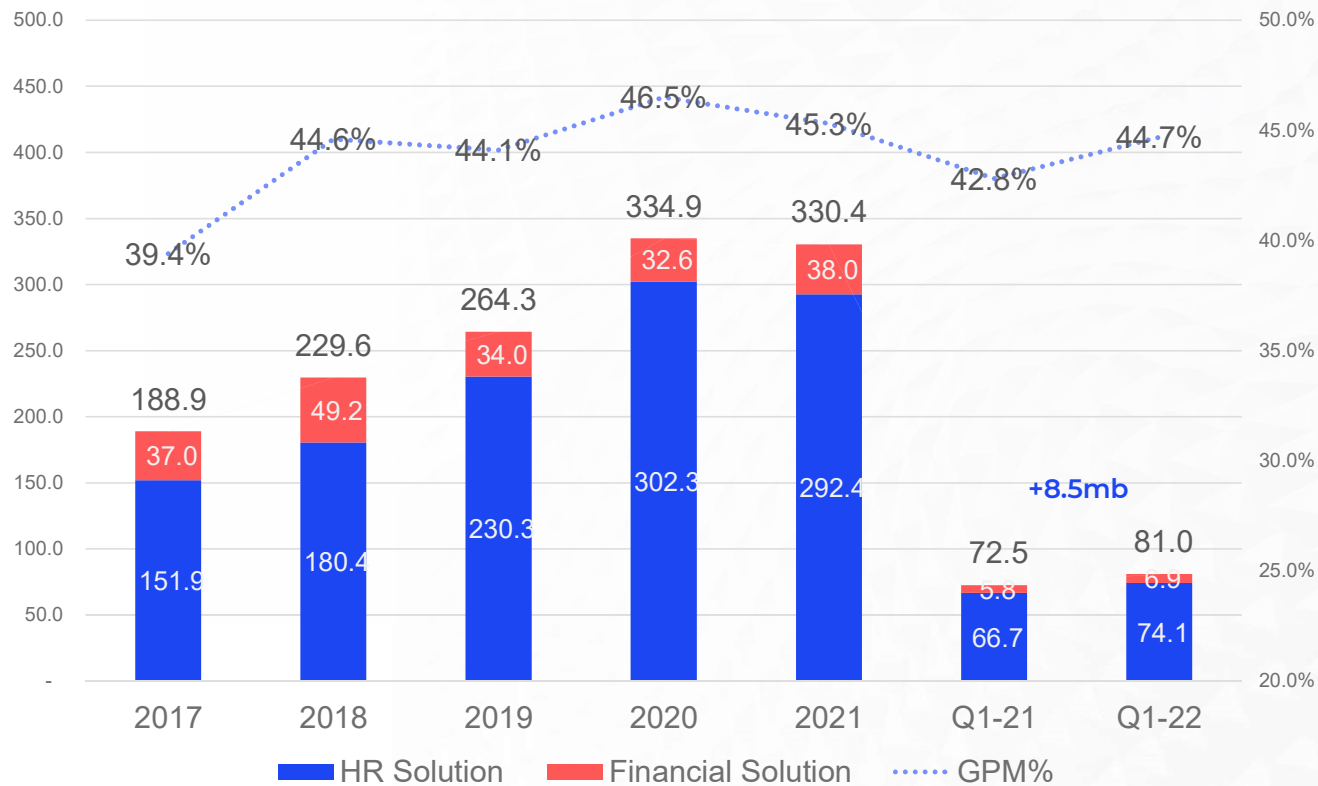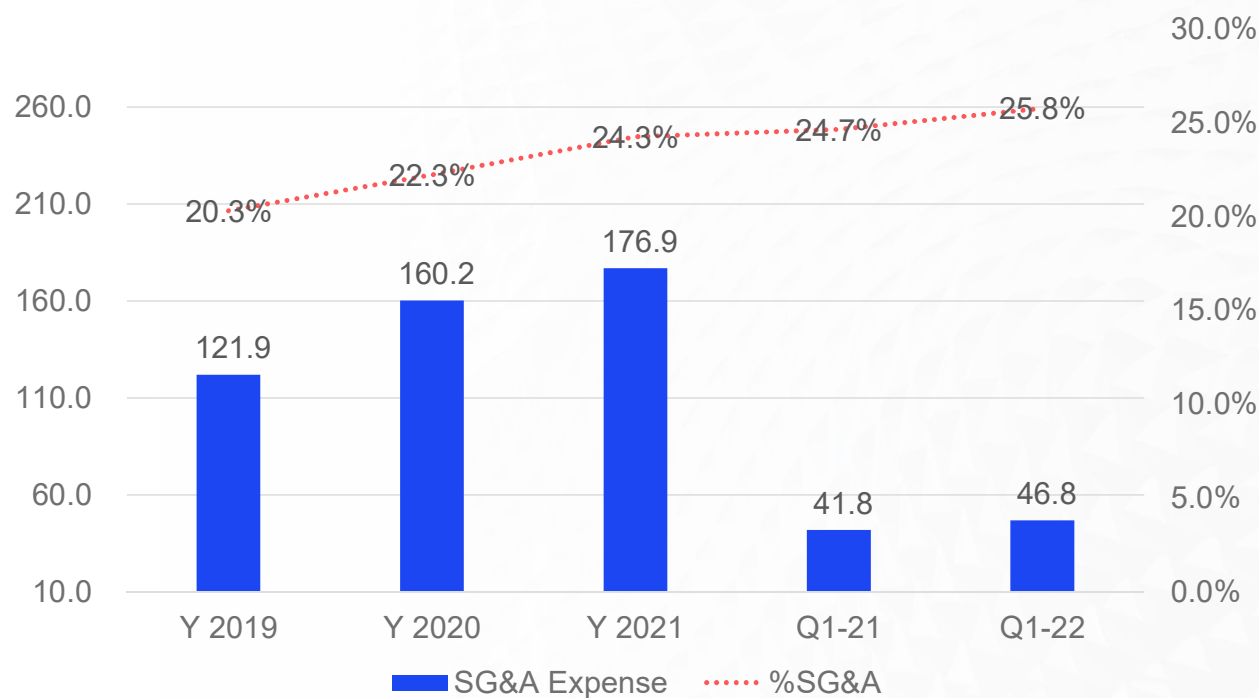
Non-Recurring grew by +1.2 mb or +2.4%

Recurring grew by +10.8 mb or +9.1% from headcount grew for both existing and new clients from recovery of COVID

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# GROSS PROFIT



| | 2017 | 2018 | 2019 | 2020 | 2021 | Q1-21 | Q1-22 |
|---|---|---|---|---|---|---|---|
| Total | 188.9 | 229.6 | 264.3 | 334.9 | 330.4 | 72.5 | 81.0 |
| Financial Solution | 37.0 | 49.2 | 34.0 | 32.6 | 38.0 | 5.8 | 6.9 |
| HR Solution | 151.9 | 180.4 | 230.3 | 302.3 | 292.4 | 66.7 | 74.1 |
| GPM% | 39.4% | 44.6% | 44.1% | 46.5% | 45.3% | 42.8% | 44.7% |

+8.5mb

■ HR Solution   ■ Financial Solution   ⋯⋯ GPM%

Gross Profit
+8.5mb from
Revenue
+12.0mb and
Cost -3.5mb

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# SG&A EXPENSE



SG&A Expense (bars): Y 2019: 121.9, Y 2020: 160.2, Y 2021: 176.9, Q1-21: 41.8, Q1-22: 46.8

%SG&A (line): Y 2019: 20.3%, Y 2020: 22.3%, Y 2021: 24.3%, Q1-21: 24.7%, Q1-22: 25.8%

**SG&A increased -5.0mb from**

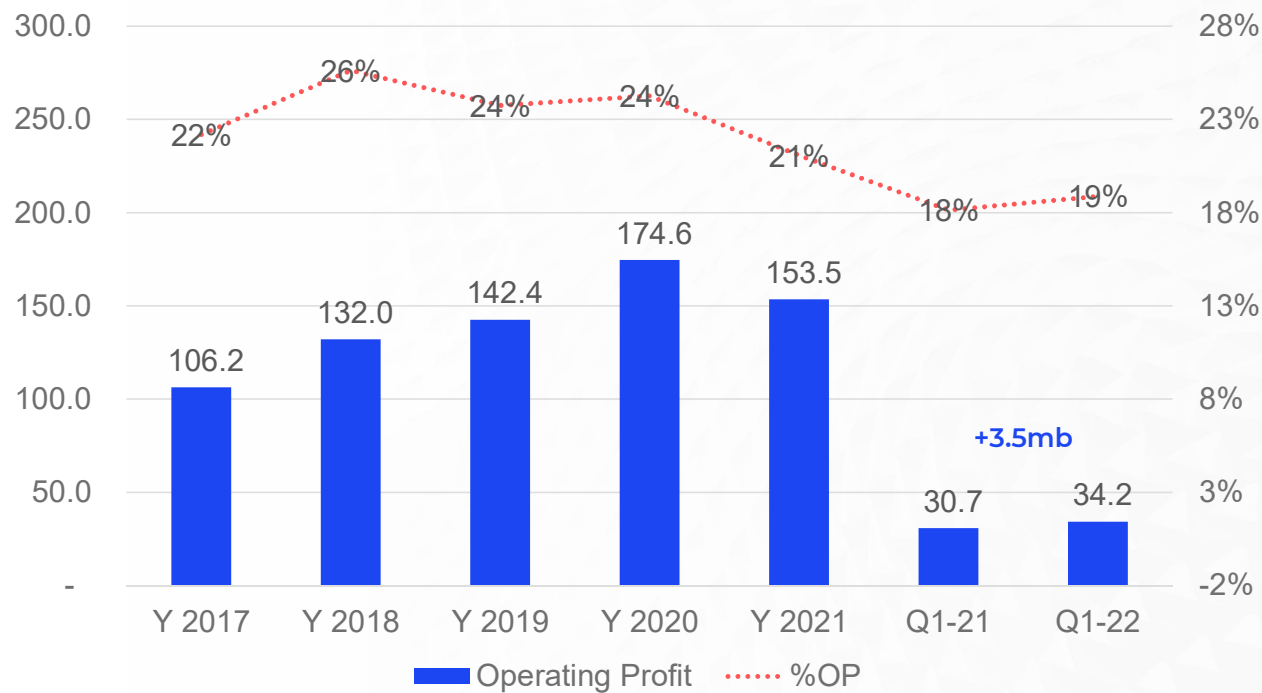- Staff cost saving +4.6mb
- Office expenses -1.0mb

One-time expenses:

- Loss from unrealized loss on foreign investment in financial asset -6.0mb (Last year, gain +0.9mb presented as other income)
- Professional fee -2.7mb from acquisition cost of DataOn

**% SG&A exclude one-time expense**

|  | Q1-2021 | Q1-2022 |
|---|---|---|
| **SG&A** | 41.8 | 38.1 |
| **%SG&A** | 24.7% | 21.0% |

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# OPERATING PROFIT

Y 2017: 106.2 — 22%
Y 2018: 132.0 — 26%
Y 2019: 142.4 — 24%
Y 2020: 174.6 — 24%
Y 2021: 153.5 — 21%
Q1-21: 30.7 — 18%
Q1-22: 34.2 — 19%

+3.5mb

Legend: ■ Operating Profit   ⋯ %OP
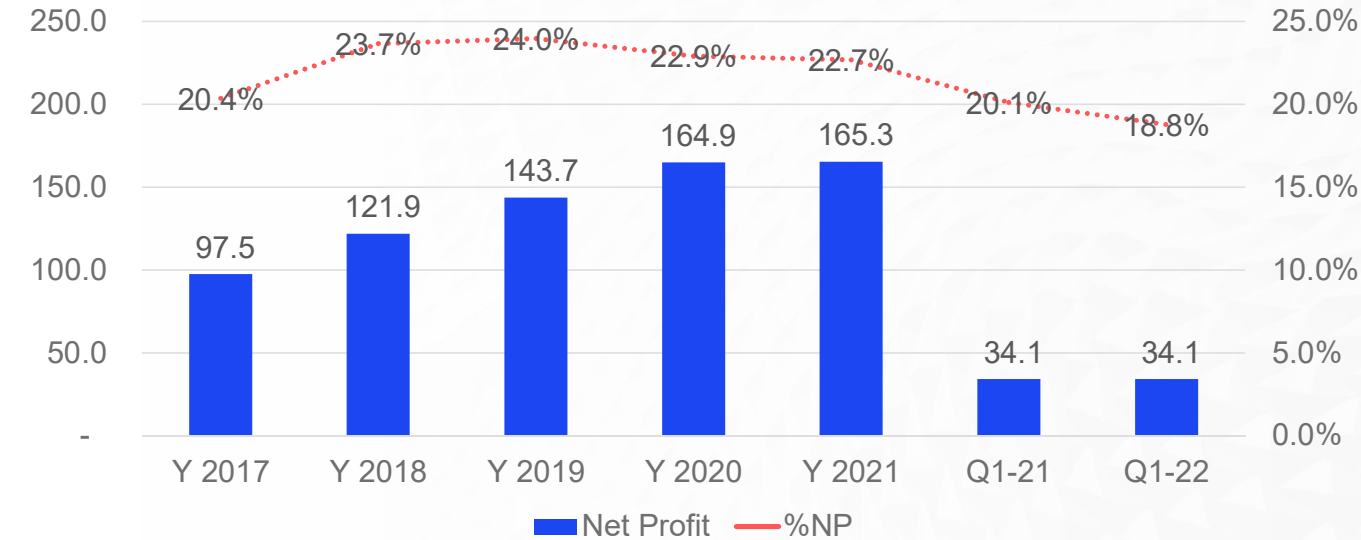
Operating Profit
grew
by 3.5mb
(+11.4%)

From Gross Profit
+8.5mb
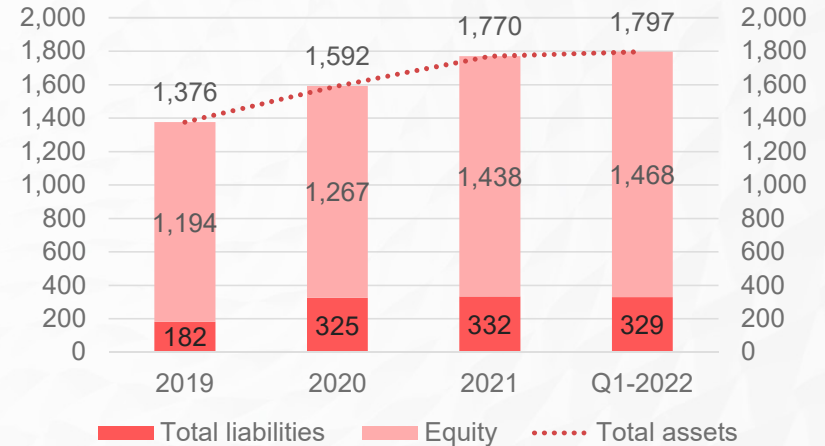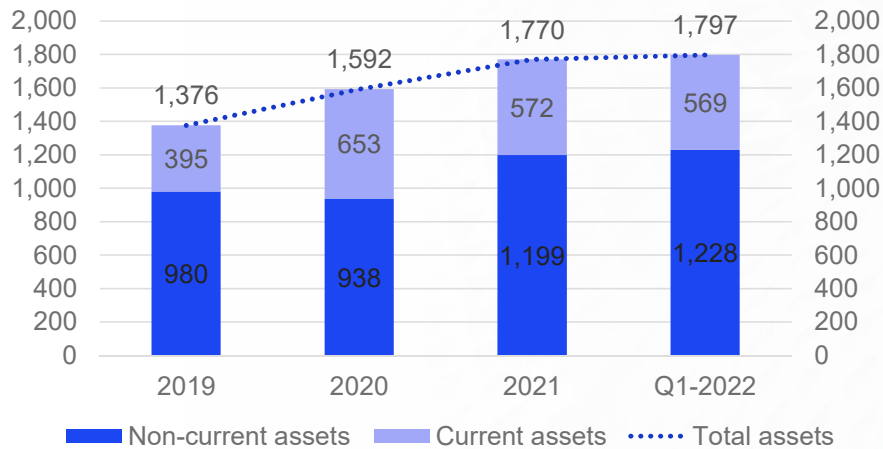and SG&A
-5.0mb

# NET PROFIT & EPS

## NET PROFIT & EPS



| | Y 2017 | Y 2018 | Y 2019 | Y 2020 | Y 2021 | Q1-21 | Q1-22 |
|---|---|---|---|---|---|---|---|
| Net Profit | 97.5 | 121.9 | 143.7 | 164.9 | 165.3 | 34.1 | 34.1 |
| %NP | 20.4% | 23.7% | 24.0% | 22.9% | 22.7% | 20.1% | 18.8% |
| **EPS** | **0.14** | **0.18** | **0.21** | **0.24** | **0.24** | **0.05** | **0.05** |

**Net Profit equals to last year from**

- Operating Profit +3.5mb
- Other income -4.2mb (from)
- Share of profit from associates -0.8mb
- Finance cost –0.9mb
- Income Tax +2.4mb

# BALANCE SHEET

**ASSET GREW +27mb from FY 2021**

- Current assets changed a little -0.5% or -3mb
- Non-current assets grew 30mb mainly from
  - Investment in new associate +37mb from acquired 29% of HLAB
  - Unrealized loss of FV and Exchange of foreign L-T financial assets -7mb

**Liabilities reduced -1% or -3mb**

**Equity grew +30mb from**
- net profit for the period +34mb
- OCI decreased -4mb

# NEW WINS 2021

# CLOSED DEAL SUMMARY
Summary of closed deals in 2021

**Industries closed**

**Insurance**

Allianz

**Retails**

SPI
MOONG PATTANA
LIGMAN
OSOTSPA TAISHO PHARMACEUTICAL CO., LTD.

**Technology & E-Commerce**

AI AND ROBOTICS VENTURES
NEC
ZIPMEX
EVER

**Logistics**

U-TAPAO RAYONG PATTAYA INTERNATIONAL AIRPORT
MELOGI W
FASTSHIP

**Manufacturing**

KAO
SMÖOTH É
LIXIL
Kirloskar
Enriching Lives

**Food & Beverage**

Yum!

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# CLOSED DEAL SUMMARY
Summary of closed deals in 2021

## Industries closed

### Bank & Financial

### Real Estate

### Consulting

### Construction

### Oil and Gas and Power

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NEW WINS 2022

# CLOSED DEAL SUMMARY
Summary of closed deals in 2022

Below is the active pipeline we are pursuing at this period

Total deals:

**12**
Deals

**18,411,700**
Implement (THB)

**1.72 MB**
Monthly (THB)

Total headcounts:

**22,820 headcounts added**

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# CLOSED DEAL SUMMARY

Summary of closed deals in 2022

## Industries closed

### Oil and Gas

### Retails

### Technology & E-Commerce
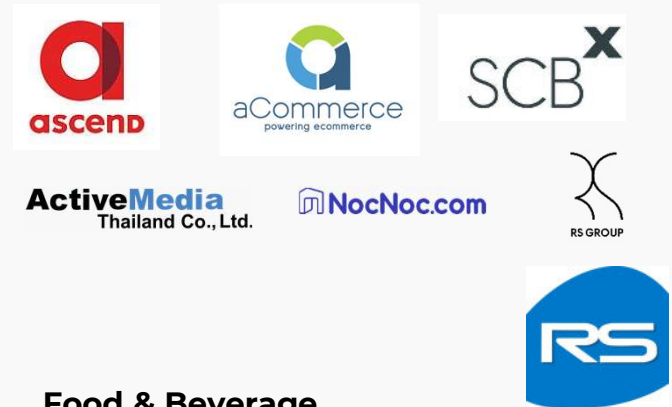
### Logistics

### Manufacturing

### Food & Beverage

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# HOT PROSPECTS

# GROWTH STRATEGY

# HUMAN
# GROWTH STRATEGY

🏠 **ORGANIC**
Existing Business
New Business

🔔 **M&A**
Only Related Business

⚙️ **PLATFORM**
**PARTNERSHIP**

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# UPDATE ON
# NEW BUSINESS

**01**    **HR Platform**
Workplaze

**02**    **HR Services**
Multi-Country Outsourcing

**Employee Benefits**

**03**    Benix + PharmCare + Care24 + Hlab + IMH
Employee Financing Welfare
Personal Wealth Management

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# HUMAN
# GROWTH STRATEGY

🏠 **ORGANIC**
Existing Business
New Business

🔔 **M&A**
Only Related Business

⚙️ **PLATFORM
PARTNERSHIP**

# UPDATE ON
# DataOn Acquistion

## Completion Date

The acquisition of DataOn has completed since 24th May 2022.

The Company will consolidate their performance since 25th May 2022 onward.

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**HUMANICA** + **DataOn**
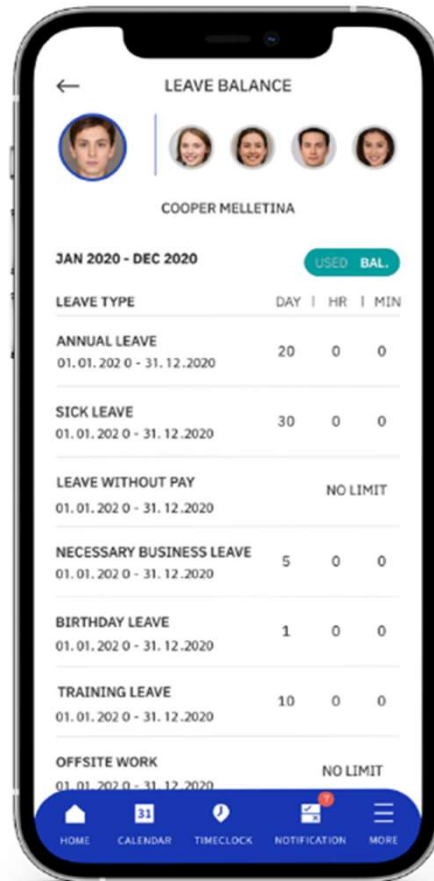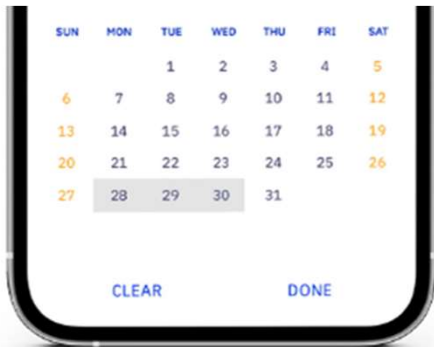
## The #1 HR Solutions Provider in Southeast Asia.

**22**
Years of
Experience

**1,000+**
Current
Employees

**5**
Offices in Asia
Thailand | Indonesia | Singapore
Malaysia | Philippines

**5,000+**
Active
Clients

**2,000,000+**
Employees
under our care

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## DataOn Top Clients

**Marriott** HOTELS · RESORTS · SUITES
Since 2004, 30,000 Employees across 90 properties in 6 countries
Use HR, Attendance, Leave, Training and Payroll

**Angkasa Pura | AIRPORTS**
Since 2015, 24,000 Employees across Indonesia
Use HR, Attendance, Leave, Talent, Recruitment and Payroll

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

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

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

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

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

## Recent Wins

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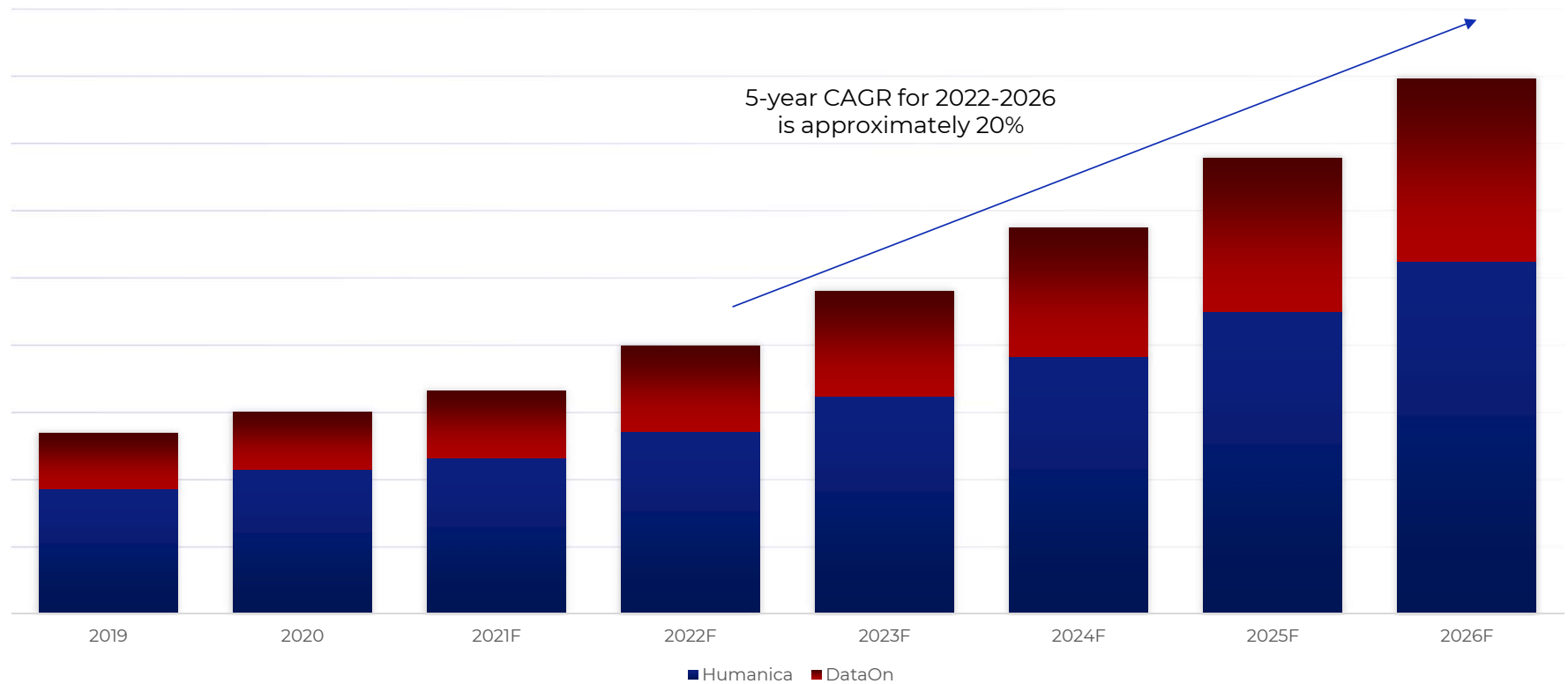Deal size – 8.1 billion IDR (USD560K) in Mar 2021

**SICEPAT EKSPRES** KETIKA SEMUA JADI MUDAH
51,000 Employees in delivery startup
Implement HR Core and Great Day
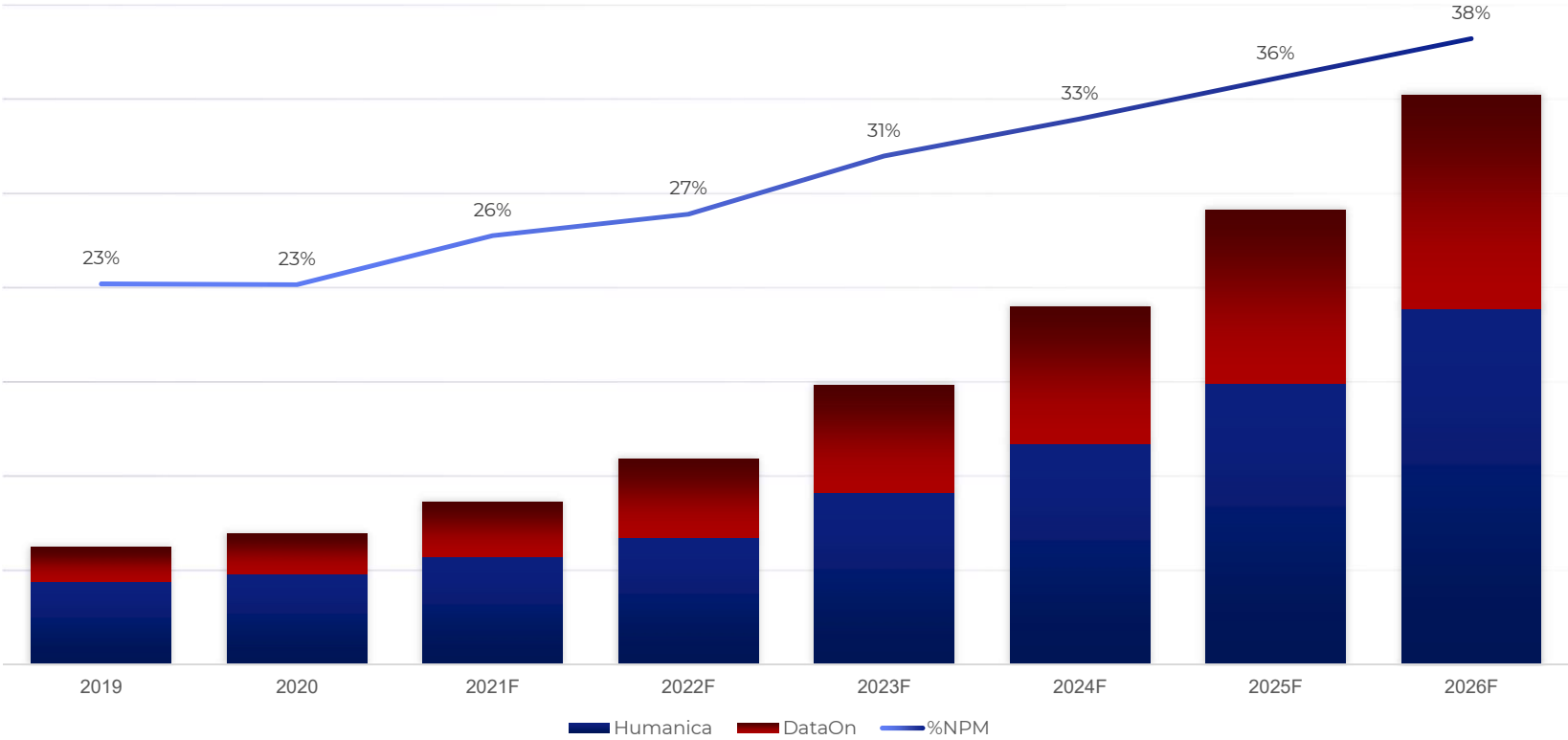Deal size – 6.3 billion IDR (USD430K) in Dec 2020

**mandiri**
47,000 Employees across Indonesia over 700 offices
Implement HR, Attendance and Payroll
Deal size – 6.3 billion IDR (US$430K) in Dec 2020

# PRO FORMA REVENUE

5-year CAGR for 2022-2026
is approximately 20%

2019    2020    2021F    2022F    2023F    2024F    2025F    2026F

■ Humanica  ■ DataOn

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# PRO FORMA NET PROFIT BEFORE TAX



Legend: Humanica, DataOn, %NPM

%NPM values by year: 2019: 23%, 2020: 23%, 2021F: 26%, 2022F: 27%, 2023F: 31%, 2024F: 33%, 2025F: 36%, 2026F: 38%

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# Humanica + DataOn

## BUILDING THE
## FUTURE OF WORK

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BUILDING THE

# FUTURE OF WORK

A Solution for the new workforce post COVID

**HYBRID WORK**

A new approach to managing employees wherever and with whoever they work

**NON TRADITIONAL WORK**

Mix full time employees with contractors and job marketplaces to accomplish more and leverage specialties

**DIGITAL WORKPLACE**

Tools to support employee collaboration and productivity that link back to HR costs and performance metrics

**PAY FOR CONTRIBUTION**

New ways of managing pay where employees are compensated for their contribution instead of time

Hybrid

Modern

Digital

Pay

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BETTER TECH – BETTER BUSINESS

# INTEGRATED HR TECH

### B2B2C

Marketplace leveraging employee and corporate data to better support employees

### HR Platform

API platform for integrated employee services

### ERP

End to End business solutions with employees and workflows at the center

### OKR

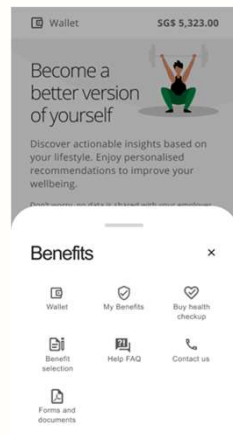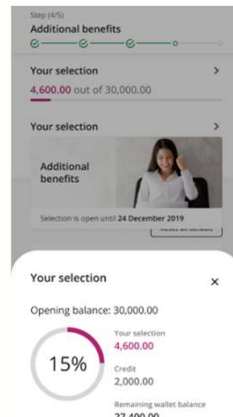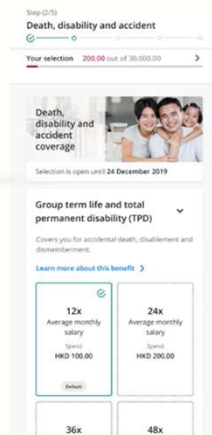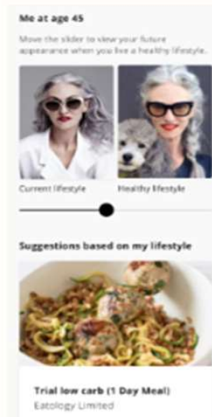Performance Management for the future or work based on continuous feedback
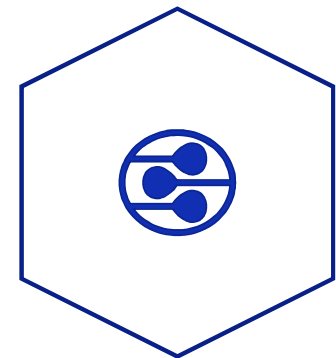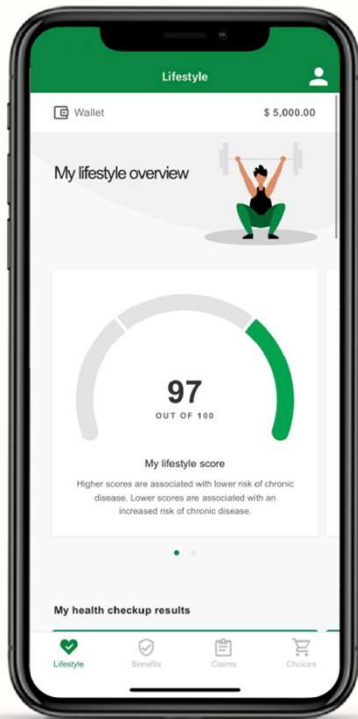
### AI

Big Data and machine learning to gain better insight while automating time consuming tasks

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# EMPLOYEE  BENEFIT  PLATFORM

# BENIX'S DIFFERENTIATIONS

## Wellness Portal

Wellness portal is provided by personalize health score, benefit statements, health screening data, etc. Employee can look forward to interesting articles and updates on Wellness.

## Wellness E-Shop

We curate wellness products at a discount for employee's use with Flexi Spending Account sponsored by employer or direct from Employee's pocket.

## HR-Benefits Ecosystem

We will be the system Thailand to provide an ecosystem with from HR to Benefits.

## Employee Community

We envision to serve the employee of our clients for their wellness needs and those of their family.

# THANK YOU
## Any questions?

You can find me at

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

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