



HUMAN Q1 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

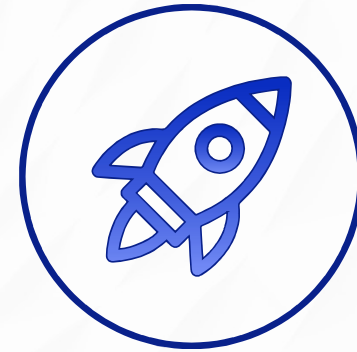


VISION



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

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



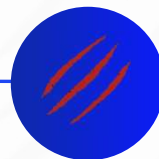
2017

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”

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**

HUMANICA BRAND STRUCTURE

HR SOLUTION

Payroll Outsourcing

HUMANICA

Professional
Outsourcing[®]

 **TIGERSOFT**
Payroll Outsourcing

HRIS Implementation

HUMATRIX

 **TIGER**

**WORK
PLACE**

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

Fortune 500 companies

aetna®

amcor

SEAGATE

SEPHORA

DHL

HR SOLUTIONS

15% Fortune 500 Companies

30% Companies listed in SET

Companies listed in SET

Lotus's

BTS
GROUP

MINOR

DELTA

MK
RESTAURANTS

S&P

B.GRIMM
SINCE 1878

MAJOR
DEVELOPMENT

AIS

ธนาคารกสิกรไทย
开泰银行 KASIKORNBANK



INSEE

CEVA



7 Countries



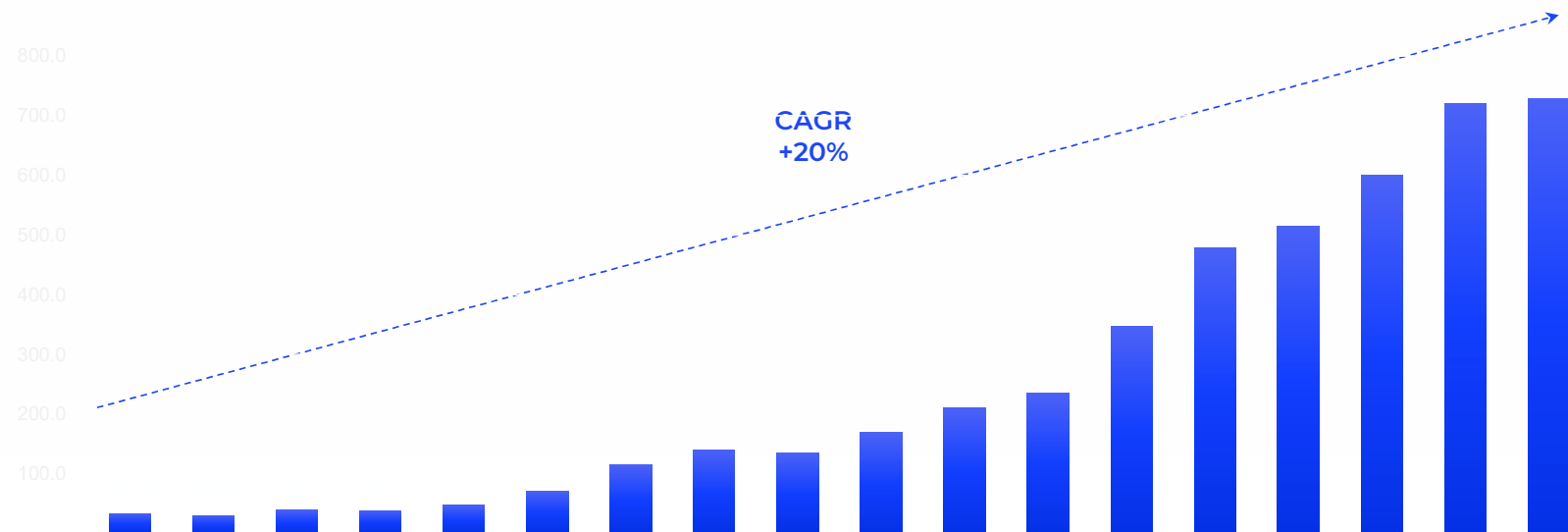
3,500+ Clients



700,000+ Users

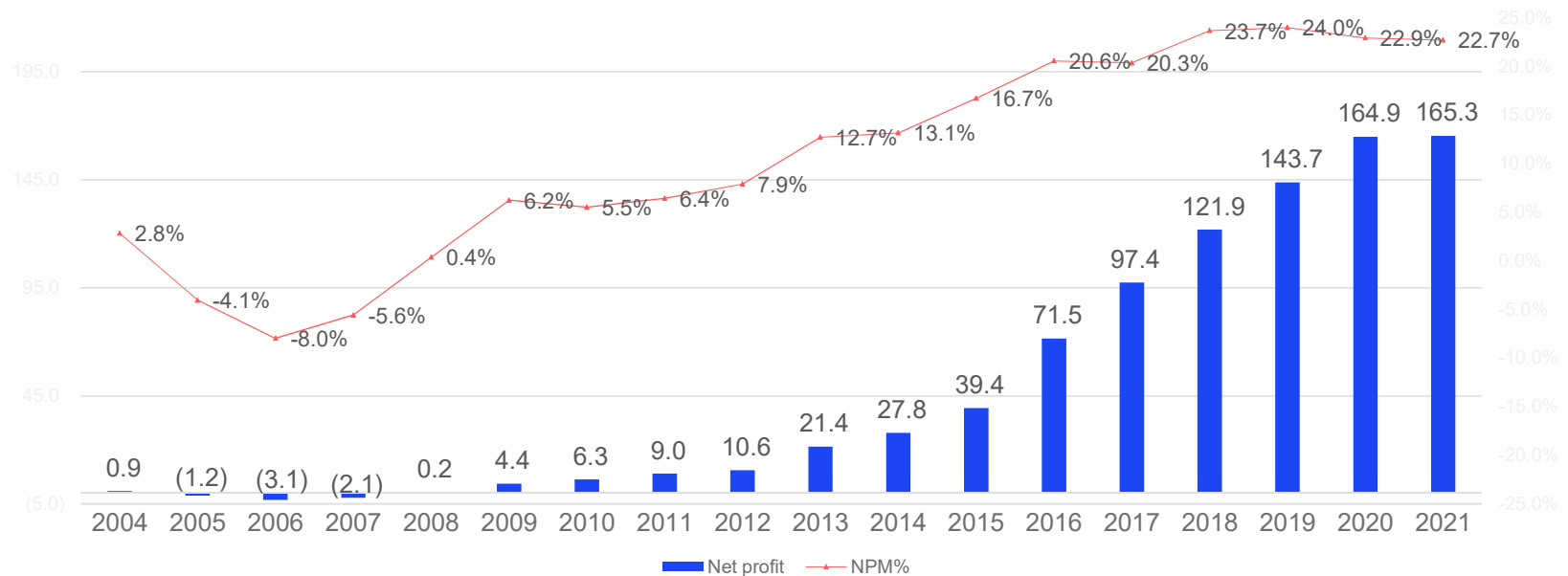
OUR PAST PERFORMANCE

REVENUE



OUR PAST PERFORMANCE

NET PROFIT





ECONOMY OUTLOOK

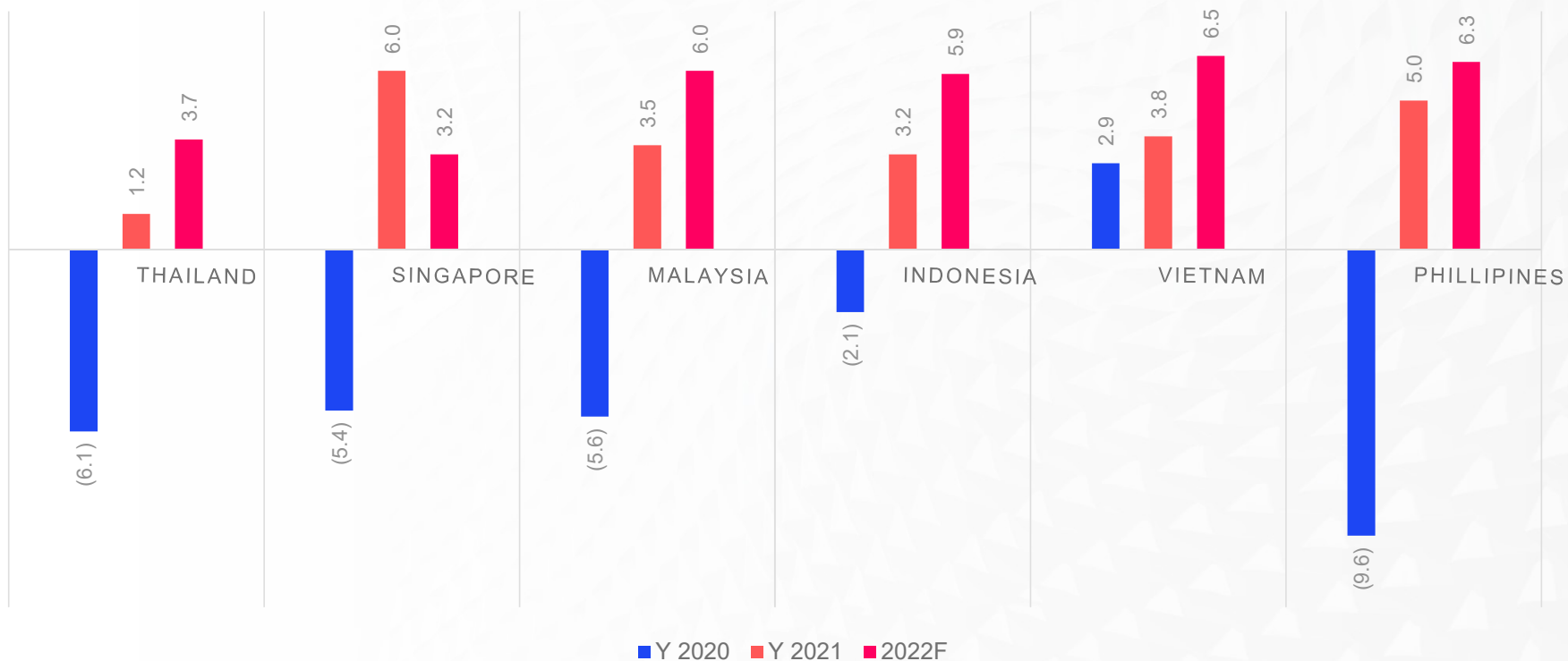


ECONOMY GROWTH

Small Steps toward Normalization

ASEAN Growth Rate:

The economic activity is normalizing but recovery will remain uneven in 2022



Source: Krungsri Research Regional Outlook (1 Dec 2021)

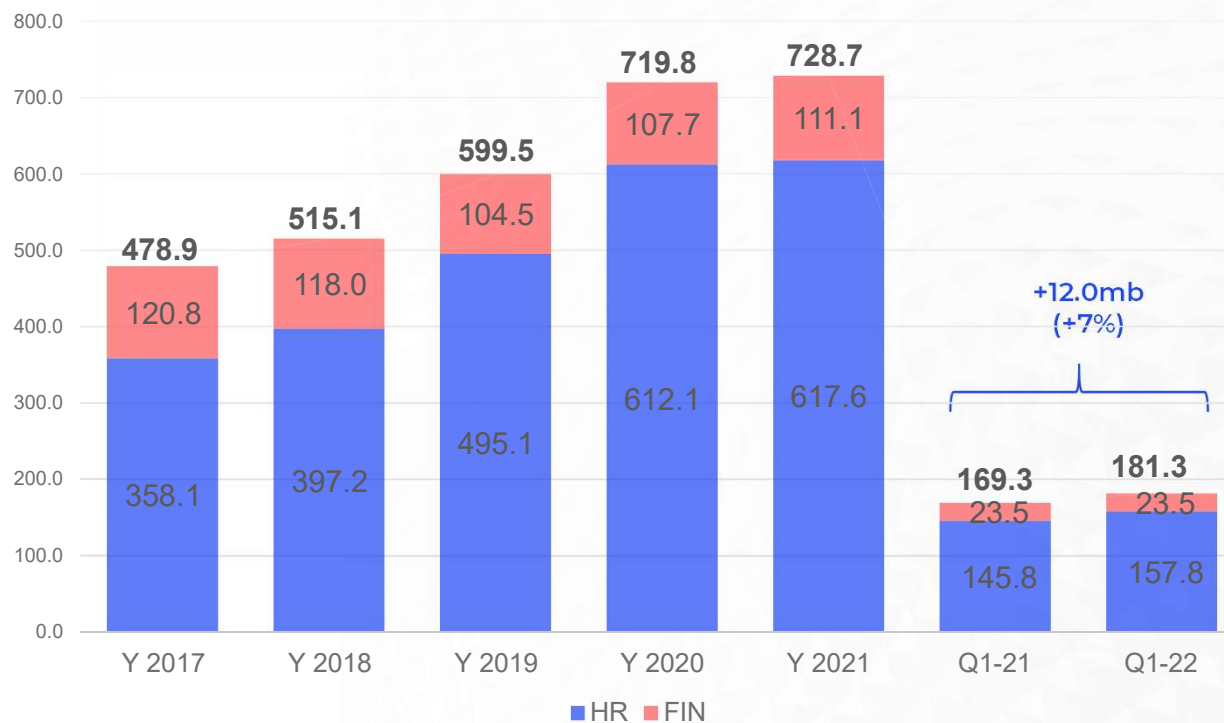


FINANCIAL RESULTS

Q1-2022



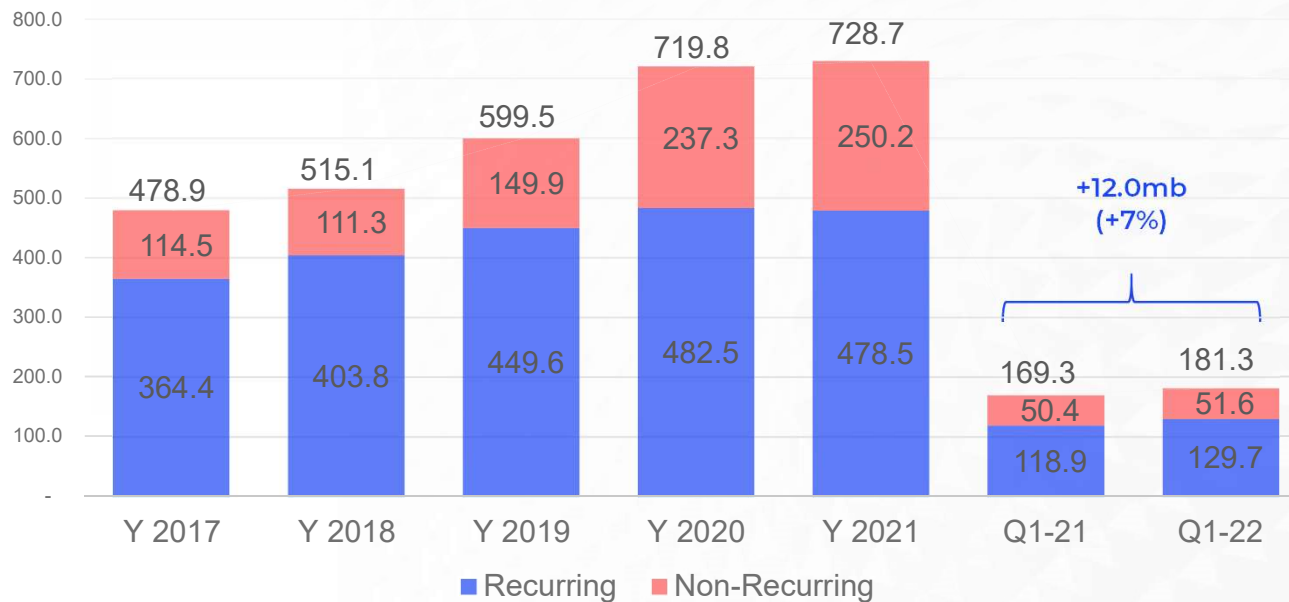
REVENUE by PRODUCT



**Revenue grew
by +12.0mb
or +7%**

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

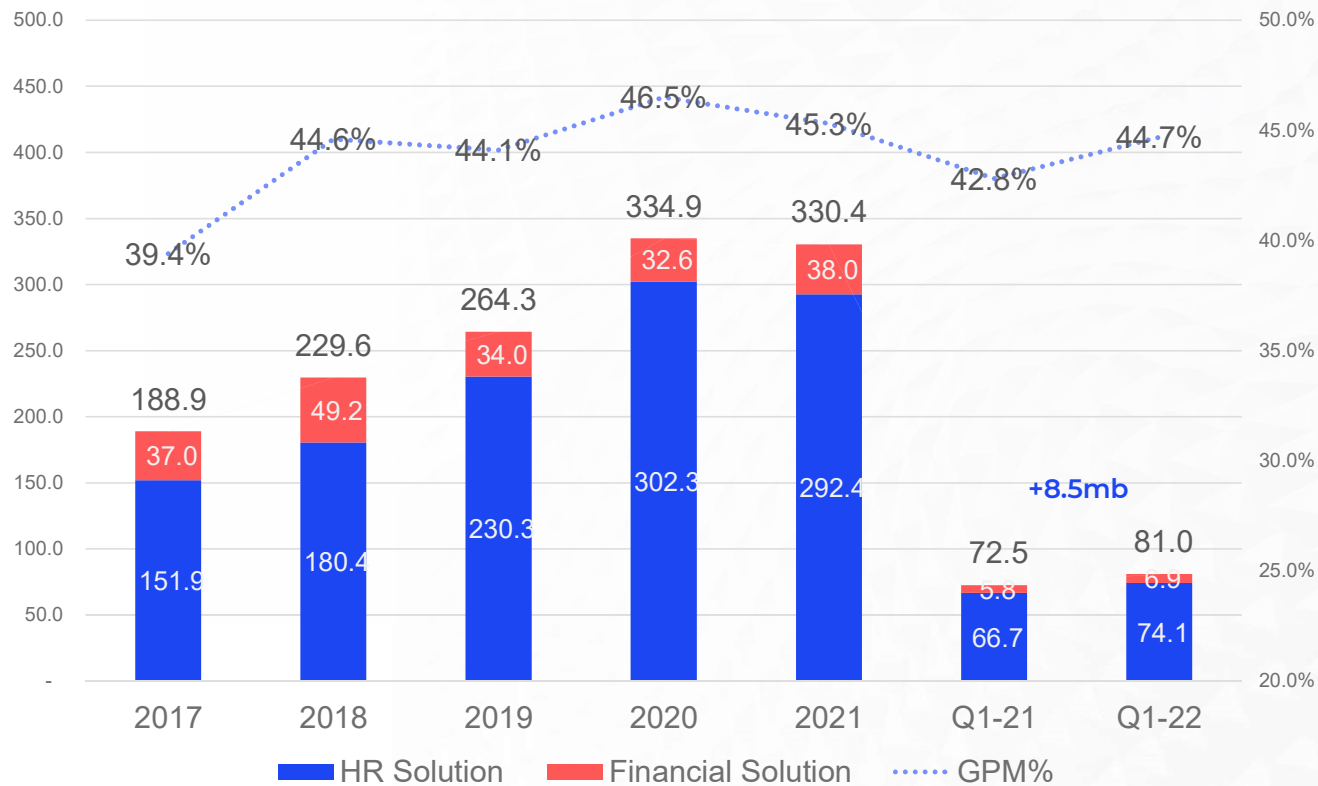
REVENUE by NATURE



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

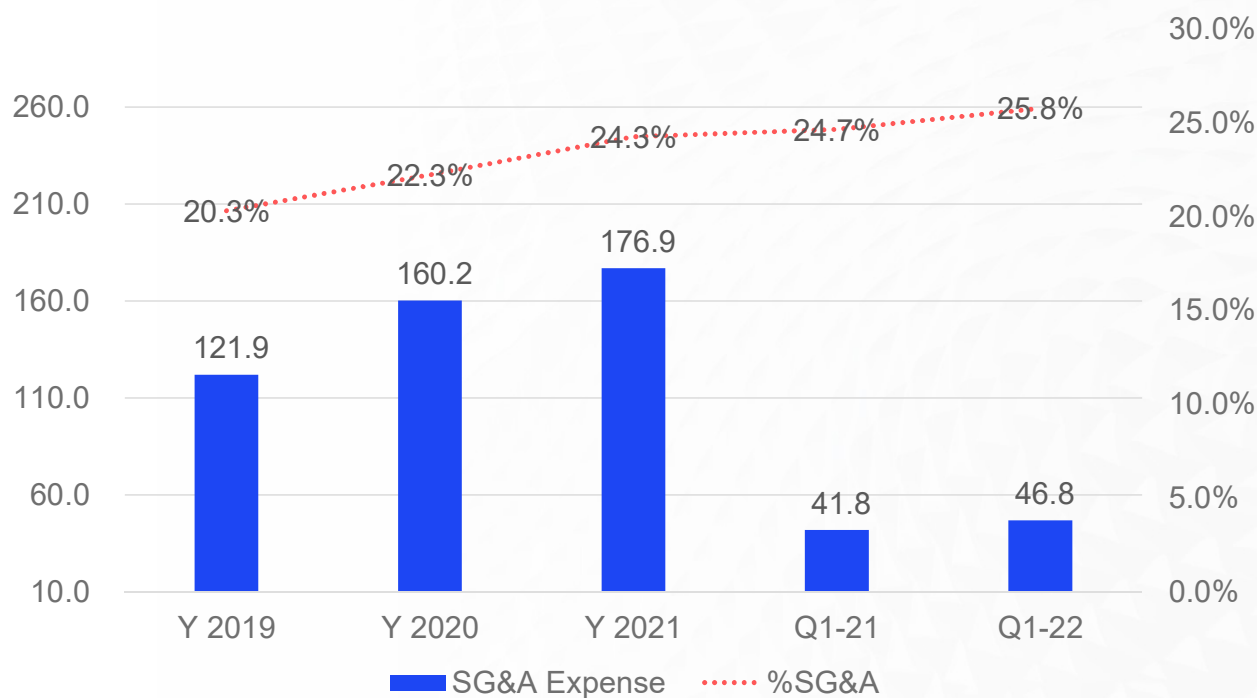
Recurring grew by
+10.8 mb or +9.1% from
headcount grew for both
existing and new clients from
recovery of COVID

GROSS PROFIT



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

SG&A EXPENSE



SG&A increased -5.0mb from

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

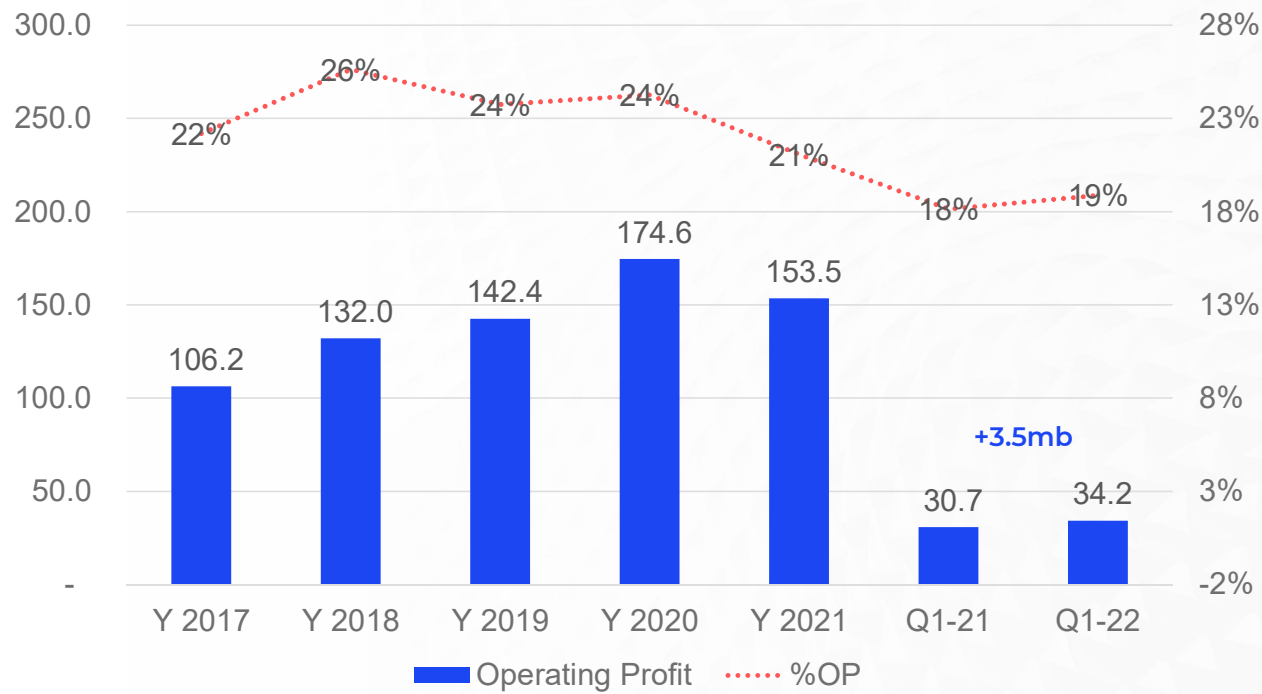
One-time expenses:

- 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%

OPERATING PROFIT

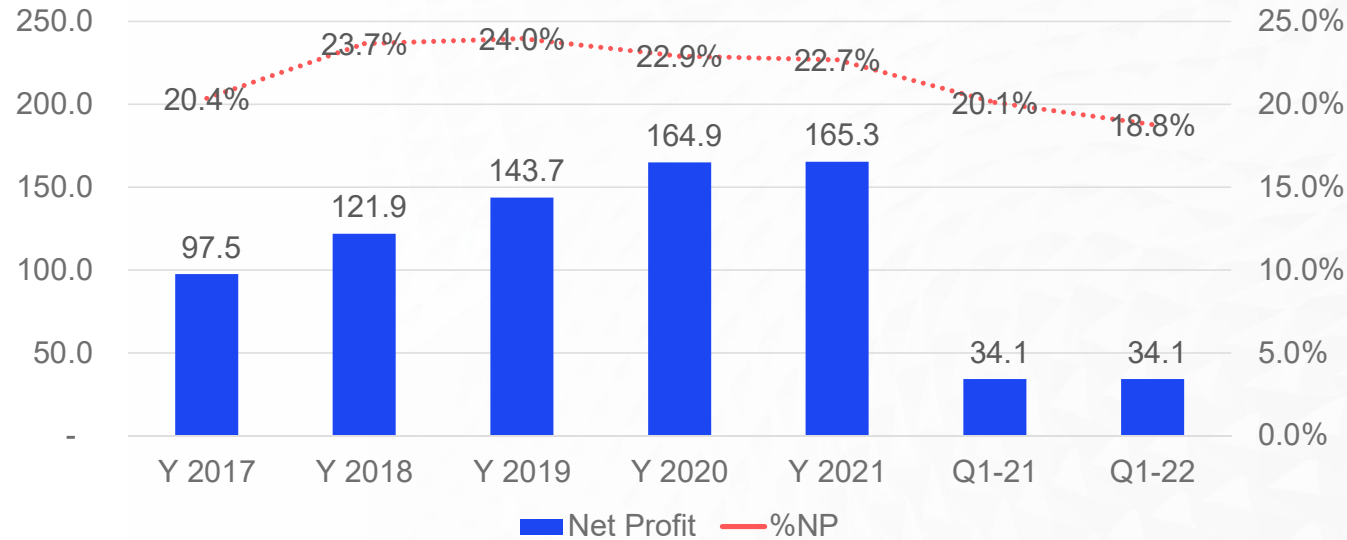


Operating Profit
grew
by 3.5mb
(+11.4%)

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

NET PROFIT & EPS

NET PROFIT & EPS

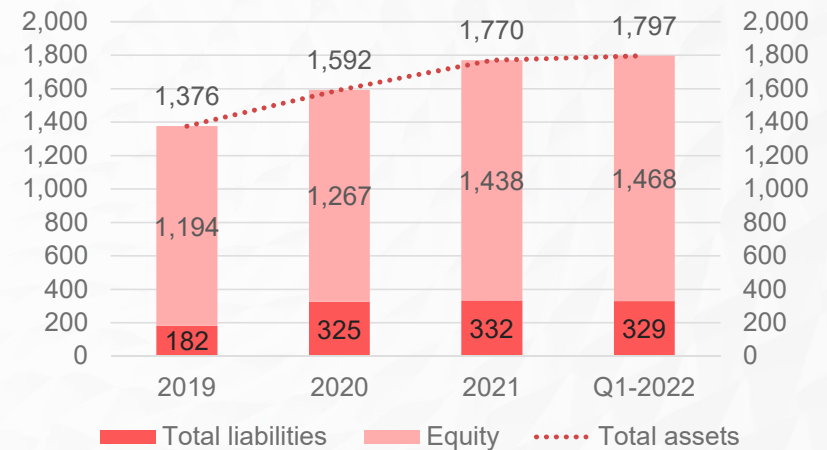
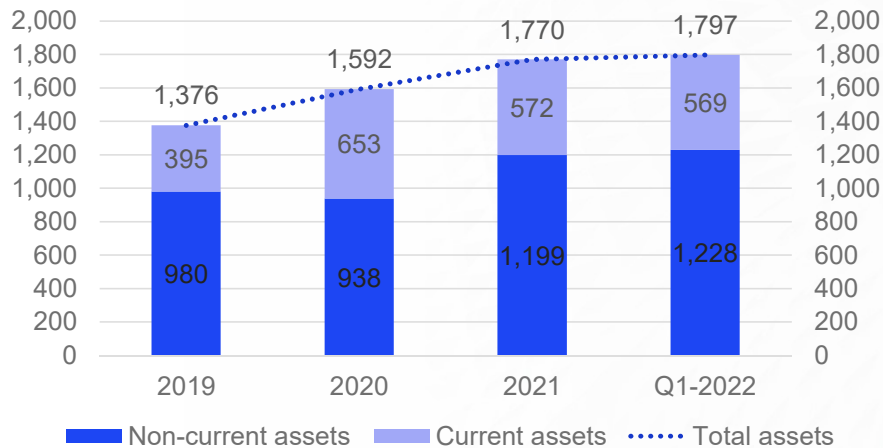


Net Profit equals to last year from

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

EPS **0.14** **0.18** **0.21** **0.24** **0.24** **0.05** **0.05**

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



Retails



Technology & E-Commerce



Logistics



Manufacturing



Food & Beverage



CLOSED DEAL SUMMARY

Summary of closed deals in 2021

Industries closed

Bank & Financial



Real Estate



Consulting



Construction



Oil and Gas and Power





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

CLOSED DEAL SUMMARY

Summary of closed deals in 2022

Industries closed

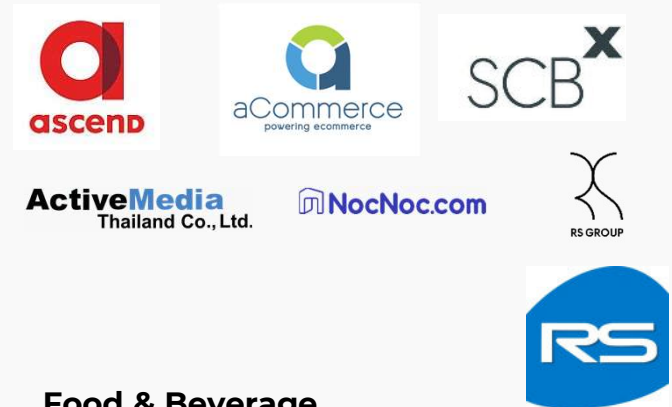
Oil and Gas



Retails



Technology & E-Commerce



Logistics



Manufacturing



Food & Beverage





HOT PROSPECTS



GROWTH STRATEGY





HUMAN GROWTH STRATEGY



ORGANIC

Existing Business
New Business



M&A

Only Related Business



PLATFORM PARTNERSHIP



UPDATE ON NEW BUSINESS

01

HR Platform

Workplaze

02

HR Services

Multi-Country Outsourcing

03

Employee Benefits

Benix + PharmCare + Care24 + Hlab + IMH

Employee Financing Welfare

Personal Wealth Management



HUMAN GROWTH STRATEGY



ORGANIC

Existing Business
New Business



M&A

Only Related Business



PLATFORM PARTNERSHIP

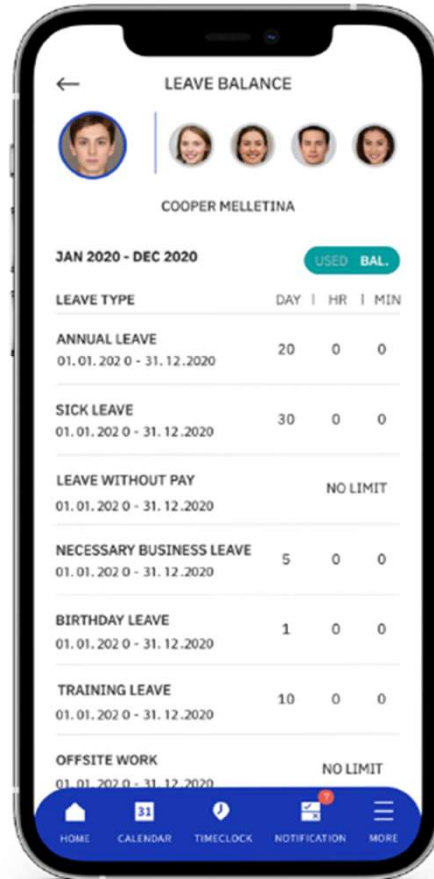
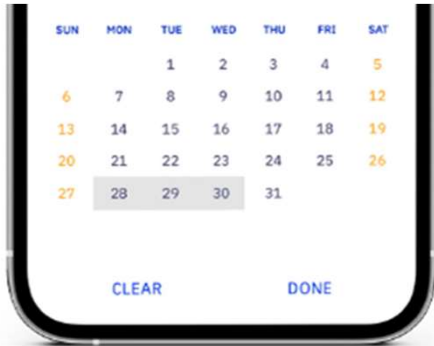


UPDATE ON DataOn Acquisition

Completion Date

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

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




HUMANICA



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



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

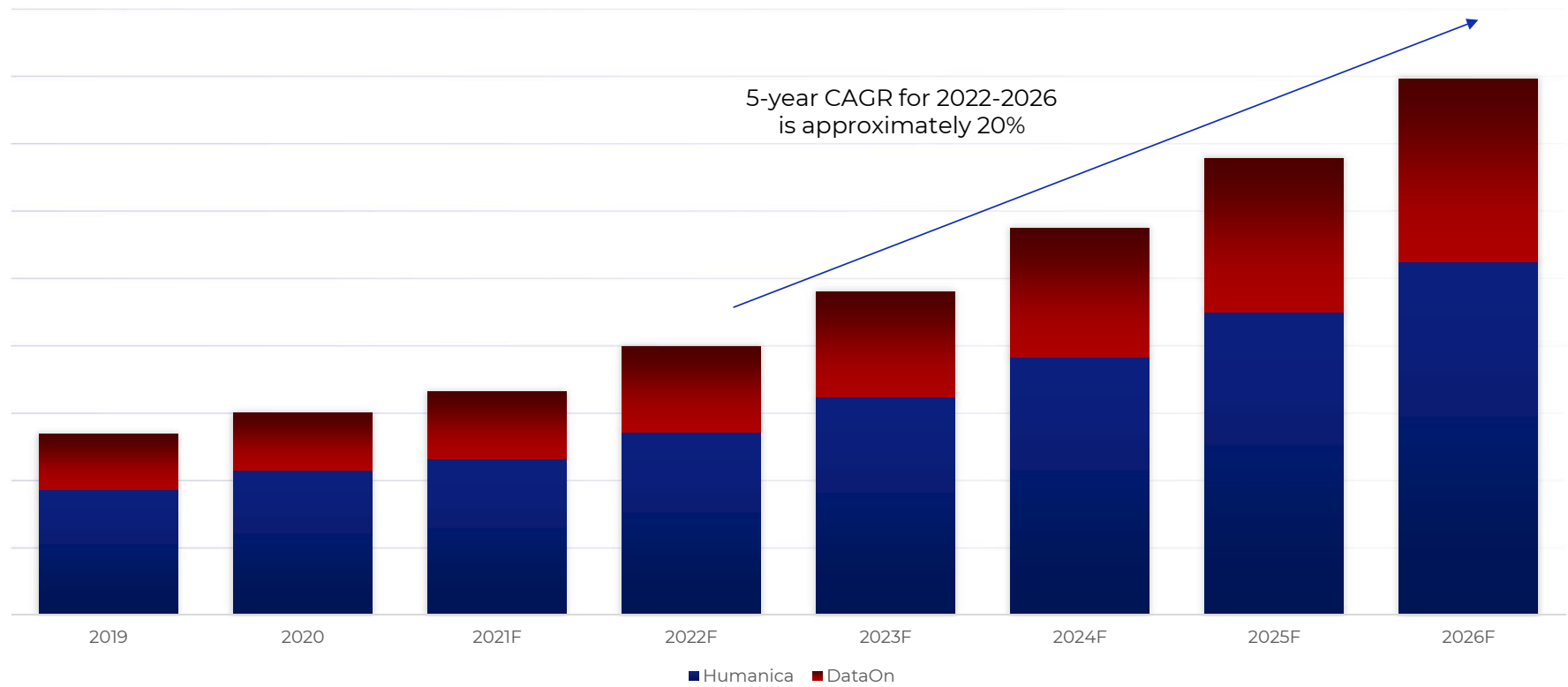


51,000 Employees in delivery startup
Implement HR Core and Great Day
Deal size – 6.3 billion IDR (USD430K) in Dec 2020

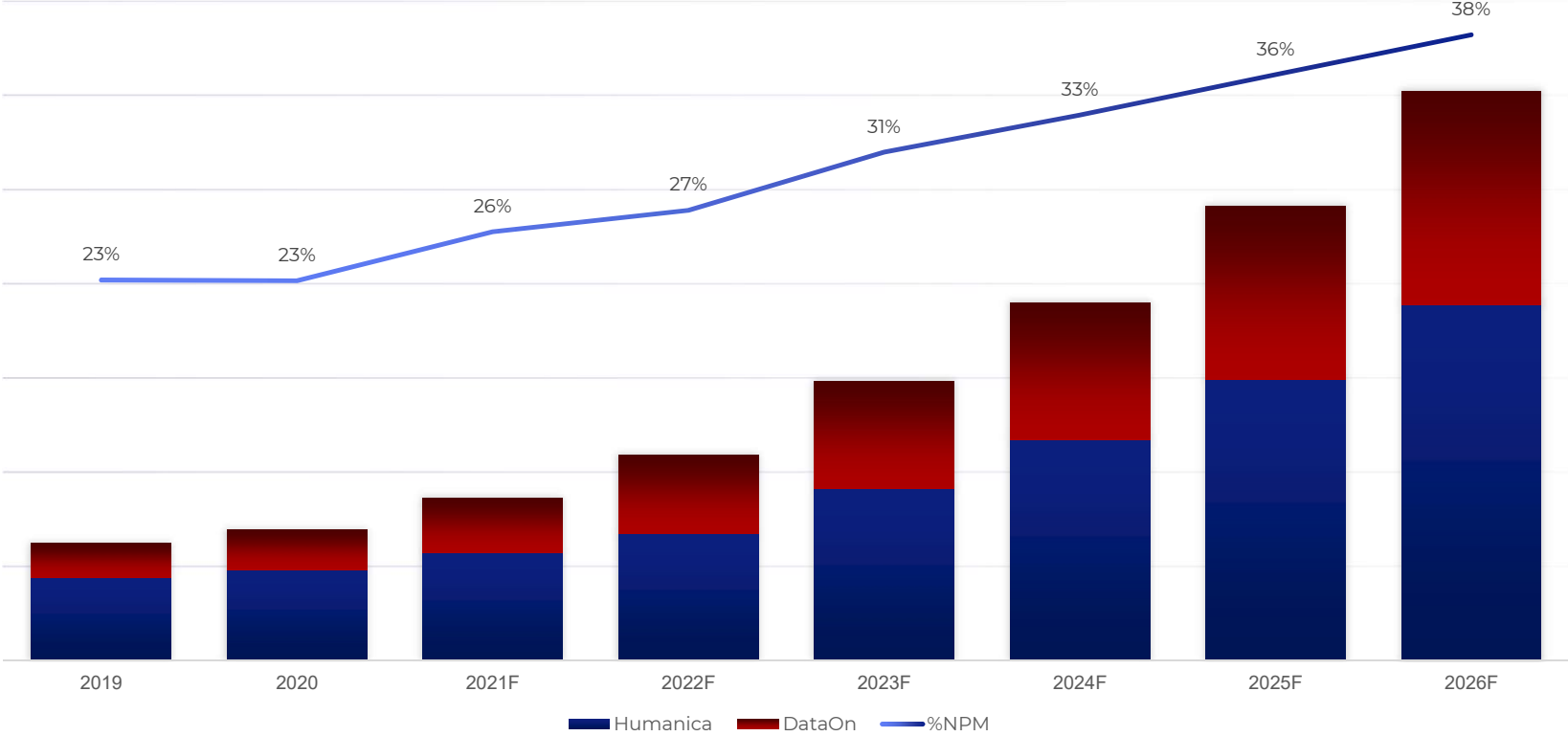


47,000 Employees across Indonesia over 700 offices
Implement HR, Attendance and Payroll
Deal size – 6.3 billion IDR (USD430K) in Dec 2020

PRO FORMA REVENUE



PRO FORMA NET PROFIT BEFORE TAX



Humanica + DataOn

**BUILDING THE
FUTURE OF WORK**

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

Hybrid

Modern

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

Digital

Pay

PAY FOR CONTRIBUTION

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

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



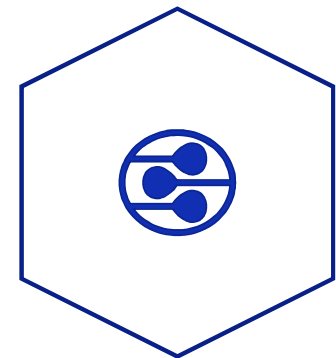
ERP

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



OKR

Performance Management for the future or work based on continuous feedback

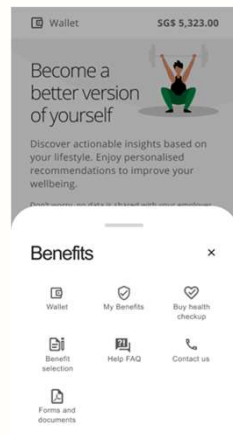
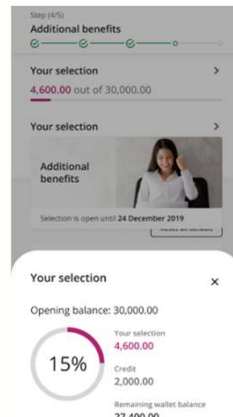
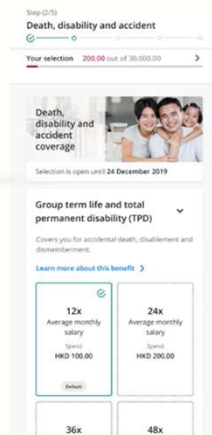
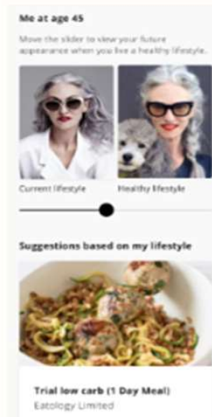
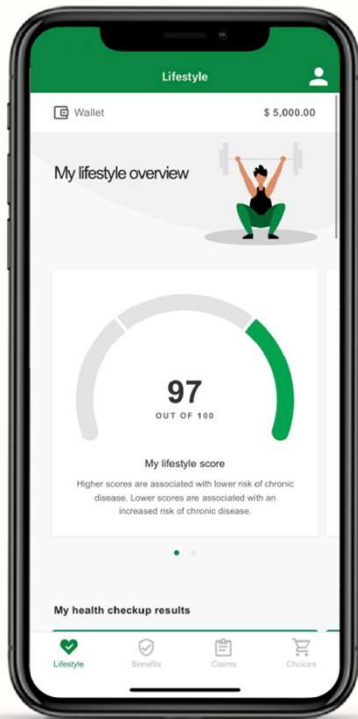


AI

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

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 first in 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

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- www.humanica.com

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 HUMANICA