HUMANICA Q12020

VISION

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

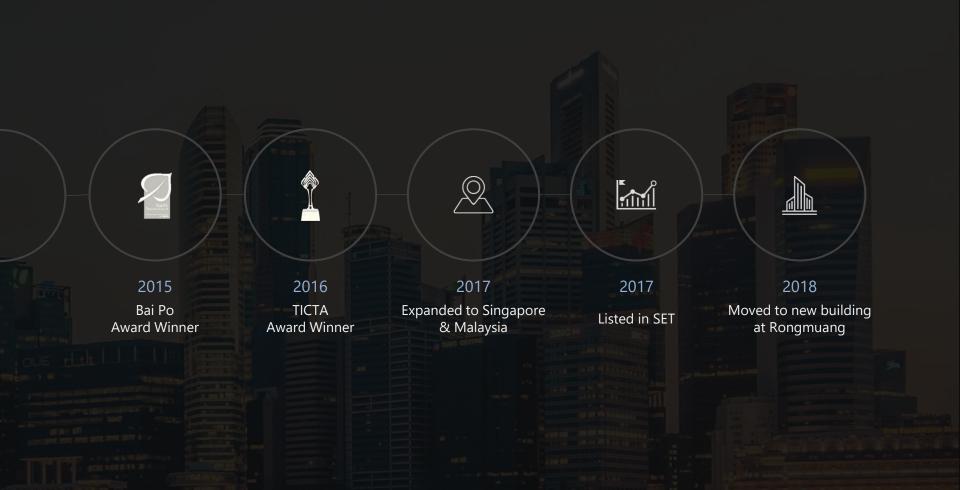


To help the employees of our clients to work better & live happier

OUR 17 YEAR JOURNEY IN HR DOMAINS



NAME AND POST OF A DOCT











581 professional staff 70+ TECHNICAL EXPERTS 3,000+ COMPANIES ENTRUSTED

700,000+

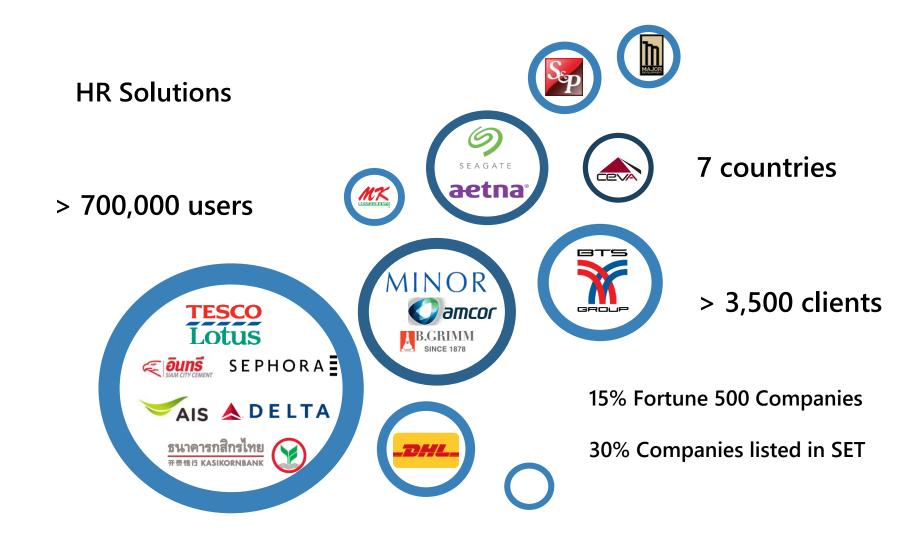
HEADCOUNTS SERVED

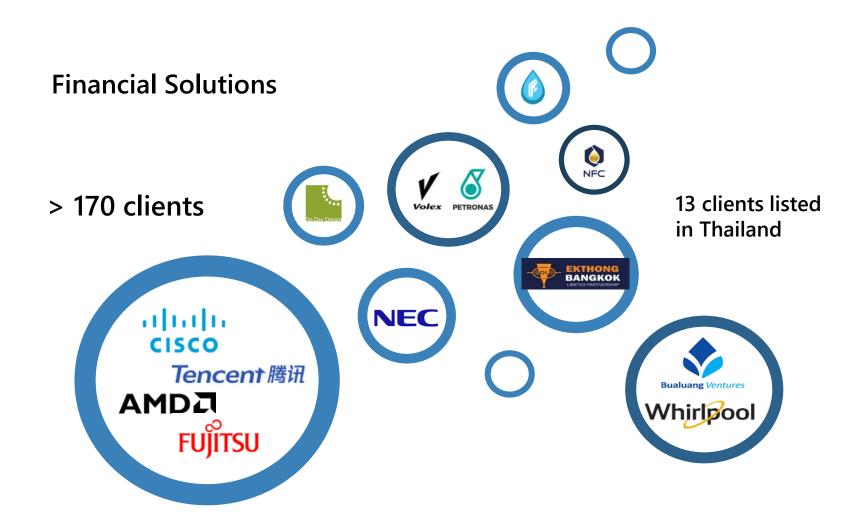
Humanica profile

HUMANICA					
HR SOLUTIONS			FINANCIAL SOLUTIONS		
НРО	HRS	TMS	ERP	ACCOUNTING	
HR & PAYROLL OUTSOURCING	HR SYSTEM	TALENT MGT. PLATFORM	ERP IMPLEMENTATION	ACCOUNTING SERVICES	
	W 🖵 R K P L A Z E	-	SAP Business One		
HUMATRIX 8	SAP SuccessFactors 💛	SAP SuccessFactors	NETSUITE	W 🗖 R K P L A Z E	

SUPPORTING

IT INFRASTRUCTURE	SOFTWARE DEVELOPMENT	PLATFORM & BI	BACK OFFICE
DATA CENTER NETWORK SECURITY	SYSTEM ANALYSIS, CODING AND TESTING	ARCHITECTURE, FRAMWORK, BI, PORTAL, ETC.	FINANCE, HR, MARKETING, ADMINISTRATION, ETC.



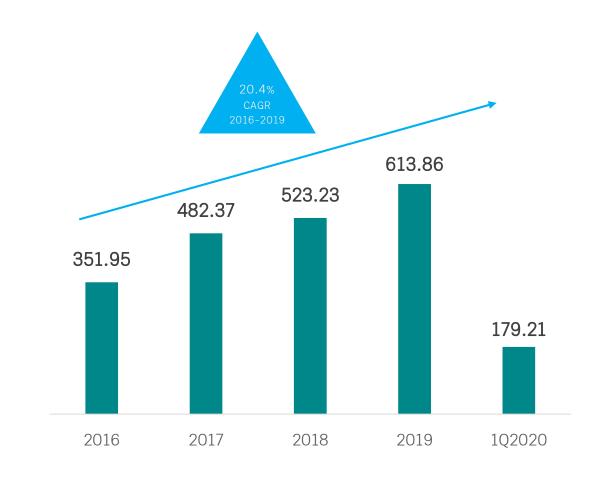




TOTAL REVENUE

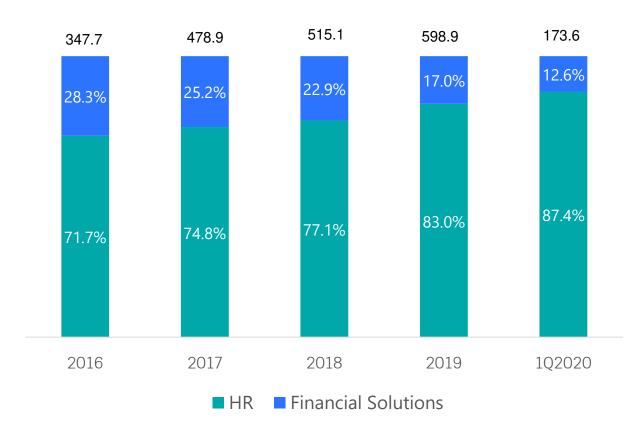
Revenue grew by 46.67mb or 35.2% YoY

1Q 2020 - 179.21mb 1Q 2019 - 132.54mb



REVENUE BREAKDOWN

87% HR Solutions and 13% Financial Solutions

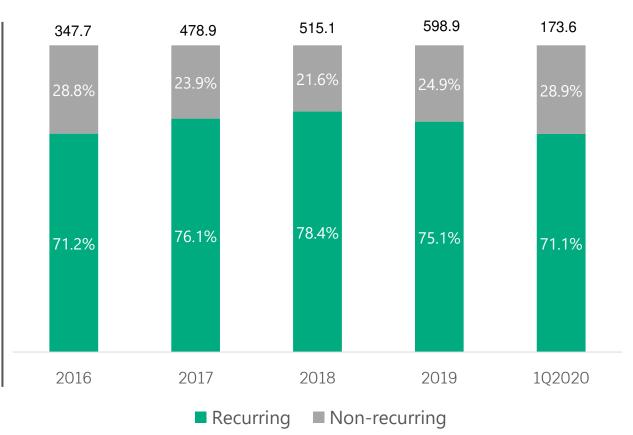


RECURRING VS NON-RECURRING

Recurring revenue was 71.1%

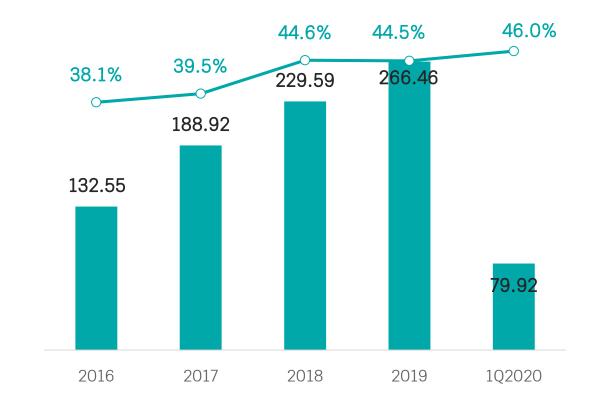
Recurring revenue grew 14.3mb or 13.0%YOY, of which: HR Solutions +13.5mb (+14.5%) Financial Solutions +0.7mb (+4.6%)

Non-recurring revenue grew 30.3mb or 152.5% YOY, of which HR Solutions +29.7mb (+193.0%) Financial Solutions +0.6mb (+12.7%)

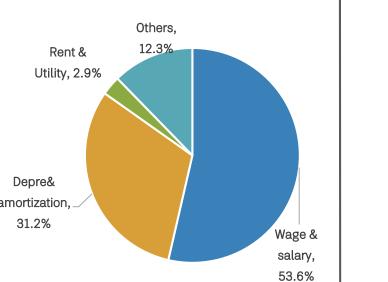


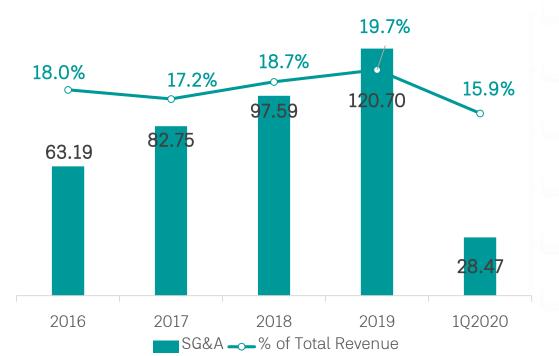
GROSS PROFIT

Gross profit margin improved to 46.0% compared to 44.5% in 2019



SG&A EXPENSES TO TOTAL REVENUE

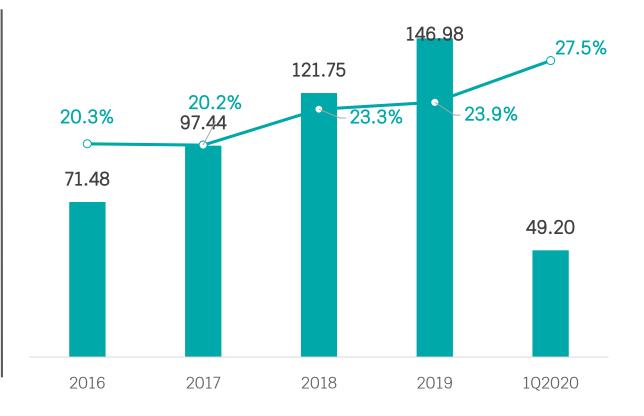




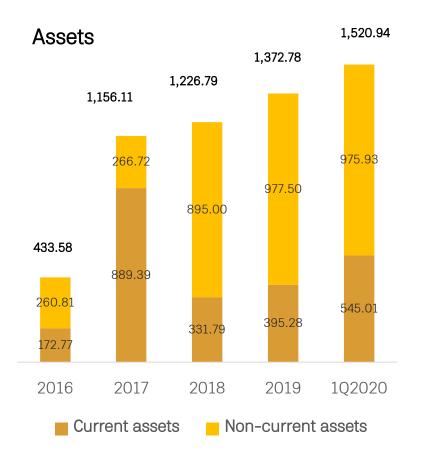
NET PROFIT

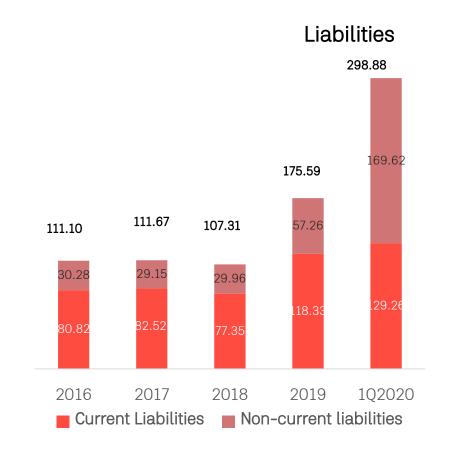
Net profit margin was 27.5%, increased from 23.9% in 2019.

Net profit grew +14.5mb or +42.0% in 1Q 2020 compared to 1Q 2019

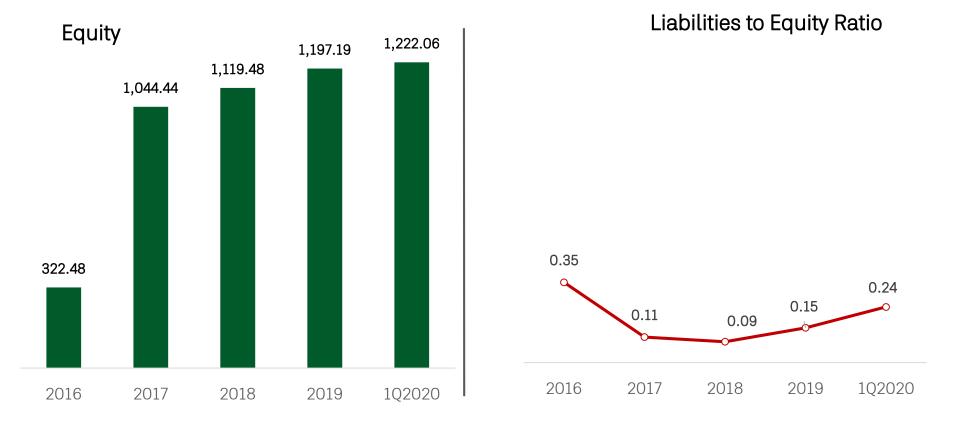


ASSETS AND LIABILITIES





EQUITY AND LIABILITIES TO EQUITY RATIO



BALANCE SHEET

Unit : Million Baht	2016	2017	2018	2019	1Q2020
Cash	46.27	88.14	111.34	159.47	214.94
Account receivables	91.14	105.40	95.96	114.23	137.31
Current contract assets	29.41	33.08	22.36	24.58	22.60
Investments	-	650.08	669.79	641.45	566.04
Fixed assets	34.10	31.95	51.21	40.11	41.85
Intangible assets	162.01	151.56	165.45	142.05	135.49
Computer software under development	6.03	21.46	12.03	27.43	30.45
Right to use assets	-	-	-	-	131.79
Other assets	64.62	74.44	98.65	223.46	240.47
Total assets	433.58	1,156.11	1,226.79	1,372.78	1,520.94
Account payables	42.55	45.05	38.16	53.50	42.10
Current contract liabilities	21.10	21.07	20.75	47.17	53.73
Lease liabilities	9.38	9.82	9.76	3.89	136.55
Other liabilities	38.07	35.73	38.64	71.03	66.50
Total liabilities	111.10	111.67	107.31	175.59	298.88
Total equity of major S/H	320.99	1,044.44	1,119.48	1,197.19	1,222.06
Minority interest	1.49	-	-	-	-
Total equity	322.48	1,044.44	1,119.48	1,197.19	1,222.06

INCOME STATEMENT

Unit : Million Baht	2016	2017	2018	2019	1Q2020
Sales and service income	347.68	478.88	515.11	598.85	173.63
Other income	4.27	3.50	8.12	15.01	5.58
Total revenues	351.95	482.38	523.23	613.86	179.21
Cost of sales and services	215.13	289.96	285.52	332.39	93.71
SG&A	63.19	82.75	97.39	120.70	28.47
EBIT	72.13	109.66	140.32	160.77	57.46
Net Profit	71.48	97.45	121.91	146.98	49.20
EBITDA	98.98	155.43	186.68	212.01	74.59

KEY PERFORMANCE RATIOS

Financial Ratios		2016	2017	2018	2019	1Q2020
Gross margin (sales & services)	%	38.1%	39.4%	44.6%	44.5%	46.0%
Operating margin	%	19.5%	22.2%	25.6%	24.3%	29.6%
Net profit margin	%	20.3%	20.2%	23.3%	23.9%	27.5%
ROE	%	27.4%	14.3%	11.3%	12.7%	16.3%
ROA	%	17.9%	12.3%	10.2%	11.3%	13.6%
Liquidity ratio	Times	2.1	10.8	4.3	3.3	4.2
Account receivable turnover	Times	6.4	5.6	5.7	6.3	6.2
Average collection period	Days	62.0	63.9	63.3	57.5	58.4
Account payable turnover	Times	6.0	6.6	6.9	7.3	11.6
Average payment period	Days	60.4	54.4	52.5	49.6	31.0
Cash cycle	Days	49.5	9.5	10.9	7.9	27.4
Earnings per share	Bt	0.11	0.14	0.18	0.22	0.07
Book value per share	Bt	0.5	1.5	1.6	1.8	1.8

TRANSFORMATION OF TIGERSOFT

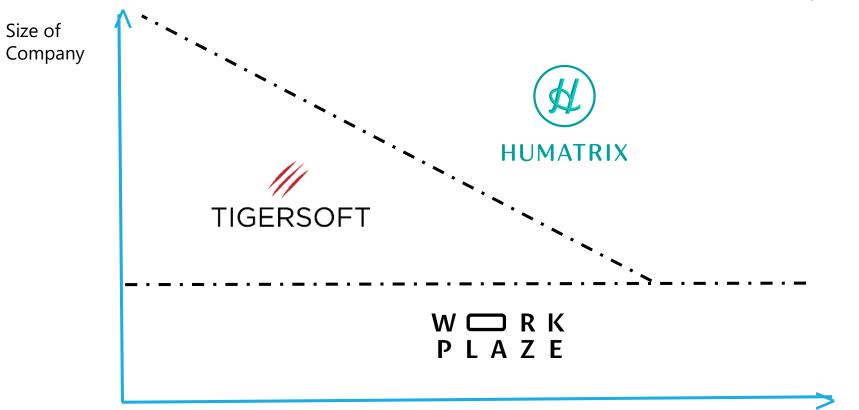








Product Segmentation



Readiness for Digitalization

GTIG≅R

XFace200+

Temperature measurement technology with real-time display to prevent high-temperaturepersonnel from accessing a specific area.



Contactless recognition technology Fever detection and masked individual identification



Anti-spoofing algorithm for facial recognition against almost all types of fake photos and videos attack





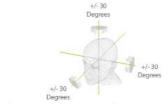
High-speed biometric access control terminal with facial recognition. 3-in-1 palm recognition (Palm Shape, Palm Print and Palm Vein) is performed in 0.35 sec per hand

Features

- Visible Light Facial Recognition
- Prevent counterfeit from using photos or videos
- Verification through Face, Fingerprint, Palm, and Password

Visible Light Facial Recognition

- Operational in low light areas
- The scanning distance is 0.3-2 meters.
- Temperature measurement technology.



The scanning distance is 0.3-2 meters.

XFace200+ measures body temperature. If the person's temperature exceeds a given criterion, he will not be able to pass through. The device helps prevent the spreading of COVID-19 within an organization. Additionally, the detection range of the device is 30-50 centimeters, reports the result in under 3 seconds, and recognizes faces within the 30 degrees angle.

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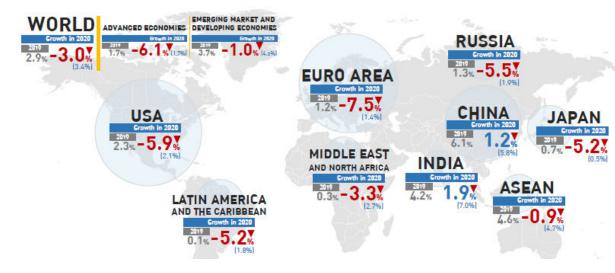


สิ่งที่ได้รับเมื่อใช้บริการ TIGER PAYROLL OUTSOURCING

Benefits from using Tiger Payroll Outsourcing Service







GDP Growth Forecasts by International Monetary Fund

Change in 2020 GDP growth forecasts by IMF

Thailand -6.7% (down from +3.0%)

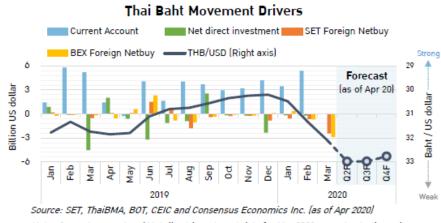
Singapore -3.5% (down from +1.0%)

Malaysia -1.7% (down from +4.5%)

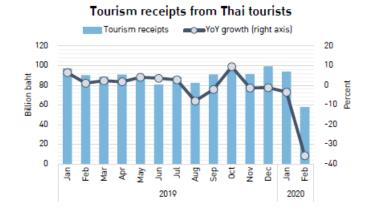
Baht weakened from Bt30.3/USD in Q4/2019 to Bt31.3/USD in Q1/2020. Baht will continue to weaken to below Bt32/US\$ for the rest of the year as

Thai exports could contract by 5-10%.

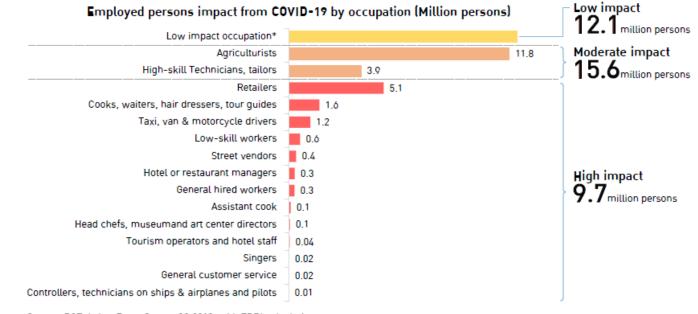
Tourism declined almost 100% and may only fully recover in 2022.



Note: Current account and Net direct investment data for Mar 2020 are not yet released 9

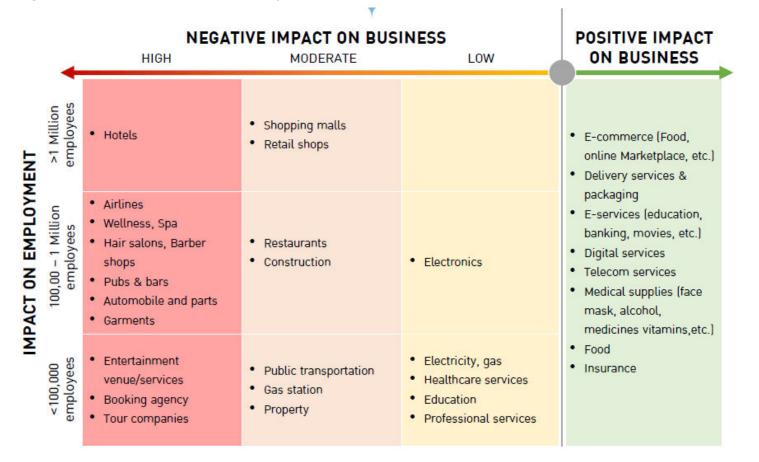


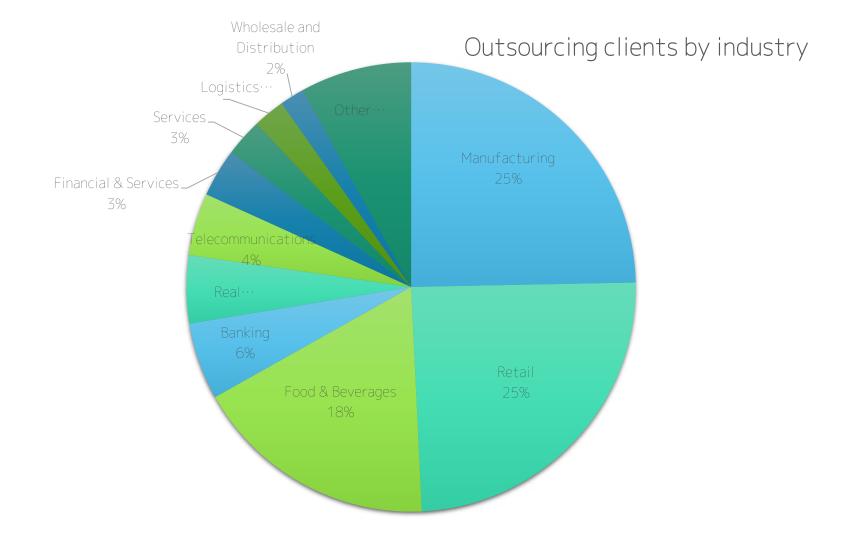
According to BOT, almost 10m employed persons are severely affected by the lockdown.



Source: BOT, Labor Force Survey Q3:2019 with TDRI calculation

High impact are felt in hospitality, aviation, retails and F&Bs





The Covid-19 coronavirus is becoming the accelerator for one of the greatest workplace transformations of our lifetime.

It has taken just a few weeks for the Covid-19 coronavirus to shut down most restaurants, bars, shops, and gyms, as well as mandate or, according to Gartner, it encourage 88% of workers to works from home.



Future Workplace's recent survey, entitled *The Impact of the Coronavirus in the Workplace*, was conducted among 350 HR leaders in the USA to explore this question. 3 top trends are:

1) Ramp up Training and Investment in Remote Working

Learning will be radically transformed.

2) The Future of Work Is the Future of Worker Wellbeing

With the growth of the digital economy, our 'always on' way of working, the stresses in managing work-life integration, and now dealing with the coronavirus, assisting workers with their wellbeing has never been more important.

People's wellbeing include their physical, financial, emotional and mental well-being. HR are going beyond viewing wellbeing as a perk, the need for Company to provide guidance and suggestions for good habits in these areas of wellbeing.

3) The Coronavirus Can be an Opportunity to Re-define Your Business

The coronavirus pandemic is fundamentally shifting how we live and do business and will accelerate the HR digitalization, fuelled by smart technologies such as Artificial Intelligence and mobile supercomputing.

The coronavirus is making companies, employees and their managers more comfortable with working from home.

E-LEARNING INTEGRATION

Alternative e-Learning platform, Humatrix's integration out of the box.

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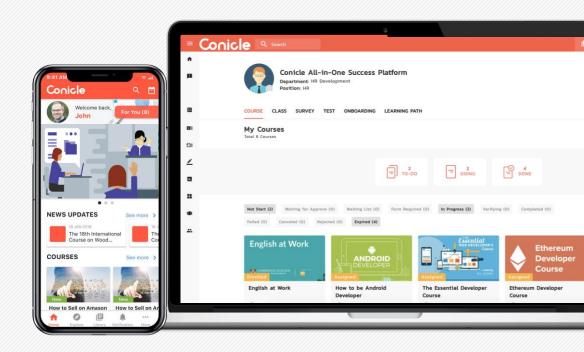
Conicle

Modern Learning Platform

Conicle Platform is the revolutionized enterprise-class learning and development solution to empower organizations and people to learn and develop faster, easier and better. Anywhere. Anytime.

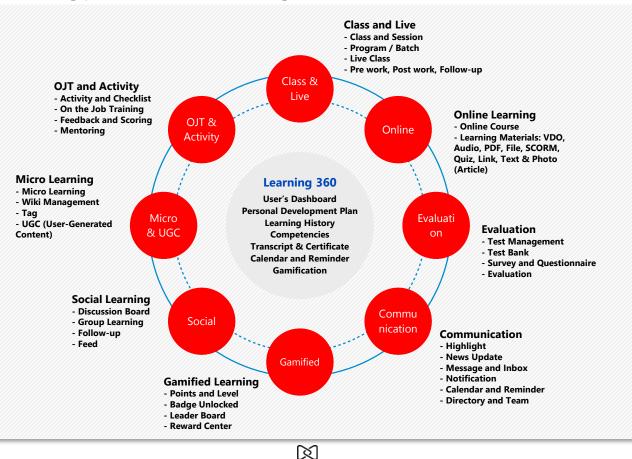
Mobile | Blended | Data-driven

• • • • • • • • • • •



E-LEARNING INTEGRATION

Alternative e-Learning platform, Humatrix's integration out of the box.





Growth Strategies

1 Strengthen Platform to Penetrate Corporate Market 🕅 HUMANICA

Strengthen our platform covering HRD process and aggressively penetrate the market with our strategic partner; Humanica

- 2 Build Customer Success Engine for High Retention and Lifetime Value Build the customer success engine to retain almost 100% of subscribers to have higher base recurring revenue
- 3 Industry Expert Partnership and International Content Licensing

Accelerate the growth of the content and academy business with 1. Industry Expert Partnership and 2. Licensing Contents

R

4 Scale to SMBs and B2C with Strategic Partners /// TIGERSOFT



500

Scale and leverage to the mass market; SMBs and B2C with strategic partners; Tigersoft (Humanica) and AIS

5 Oversea Expansion with Strategic Partners IN HUMANICA Oversea Expansion by leverage the network of our partners and investors; Humanica and 500 Startups

Conicle Platform

People Development Platform: For Corporates / Cloud Academy Platform: For Industry Experts / B2C Platform: For Consumers / Conicle For Business Platform: For SMBs

Mobile-First

On-the-Go

Anywhere Anytime

Class and Workshop

Online and Live

Activity and OJT



Blended Learning



Group Learning **Discussion and Mentor** User-Generated



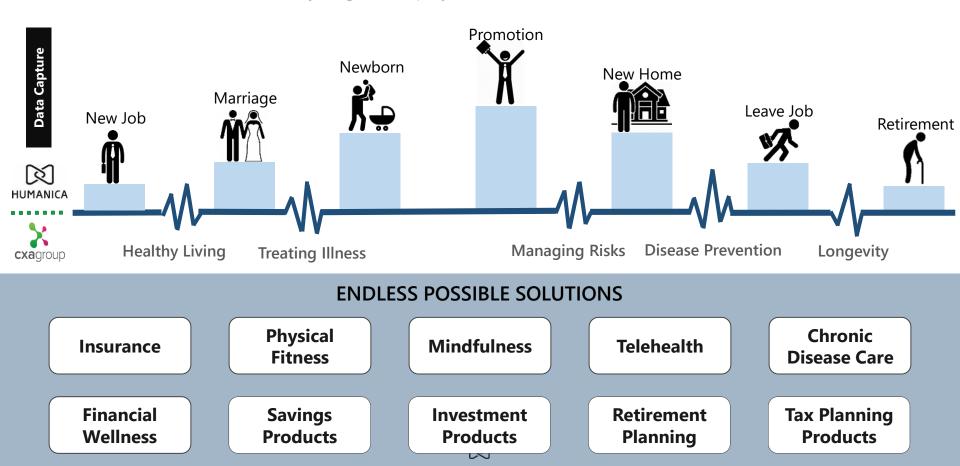
Competencies Gamification Visualized and Analytics

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EMPLOYEES WELLNESS

Personalized solutions at every stage of employees



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Tier 1 - Employee and dependant

Outpatient	>
Hospital & surgical	>
Supplementary major medical	>
Maternity subsidy √២	>
Wellness flexible spending account	>

Policy number 10241551GH-21565

Insurer HSBC Insurance

Effective period 04 Oct 2019 - 03 Oct 2020

Your diabetes result shows High risk

You are potentially pre-diabetic. Early detection can guide you in changing your lifestyle and result in better outcomes.

Eat smart to stay healthy by Asia Diabetes Foundation

Balanced diet is important in achieving self-management. Let us share some diet tips.

Learn more



achieving self-management. Let us share some diet tips.

R

Learn more

Claim amount (other insurer) HK\$ 555.00

Receipts



Settlement Advice



By submitting this claim, I agree to the Terms & Conditions.

Submit Claim

Healthy food (35)





Trial Lighter Delights (1 D...) Eatology Limited

***** 25

(1 Day Meals) Eatology Limited

Trial Low Carb

HK-\$438.00 HK \$328.50 нк.\$438.00 НК **\$372.30**





 Pay by Wallet
 1-week

 1-week Low
 1-week

 Carb (Breakf...)
 Eatology Limited

 ±atology Limited
 ***** 25

 ***** 25
 ***** 25

 HK \$1,540.00
 HK \$1,155.00

Load more

Become a better version of yourself

Discover actionable insights based on your lifestyle. Enjoy personalised recommendations to improve your wellbeing.

Don't worry, no data is shared with your employer.

Add my lifestyle data



Search for a

panel clinic





My lifestyle score

Higher scores are associated with lower risk of chronic disease. Lower scores are associated with an increased risk of chronic disease.

•

Update my

lifestyle data

Q Search for a panel clinic

R

My results



BMI Underweight

You are at risk of developing multiple health problems. Change your dietary and lifestyle habits to get healthier.

View lifestyle tips

More lifestyle tips

General tip

by Department of Health

Lorem Ipsum is simply dummy text of the printing and typesetting industry. Lorem Ipsum has been the industry.

Learn more

Me at age 45

Move the slider to view your future appearance when you live a healthy lifestyle.



Current lifestyle

Healthy lifestyle

Suggestions based on my lifestyle

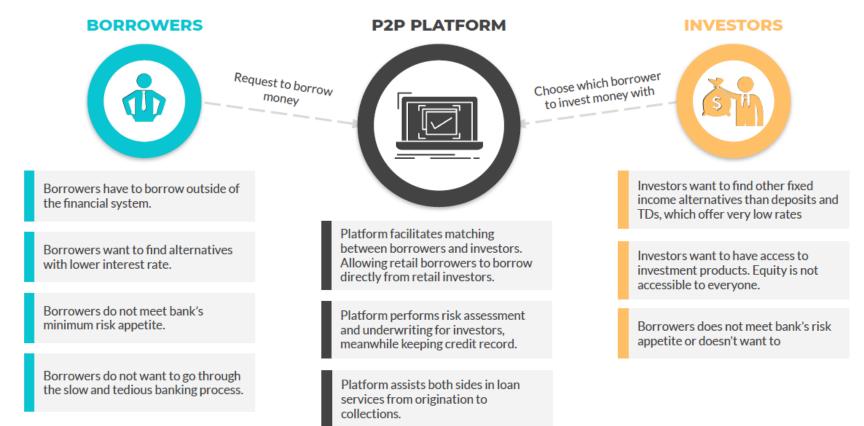


Trial low carb (1 Day Meal) Eatology Limited

HK\$ 428.00 HK\$ 128.00

P2P LENDING IN A NUTSHELL

A marketplace for lending products

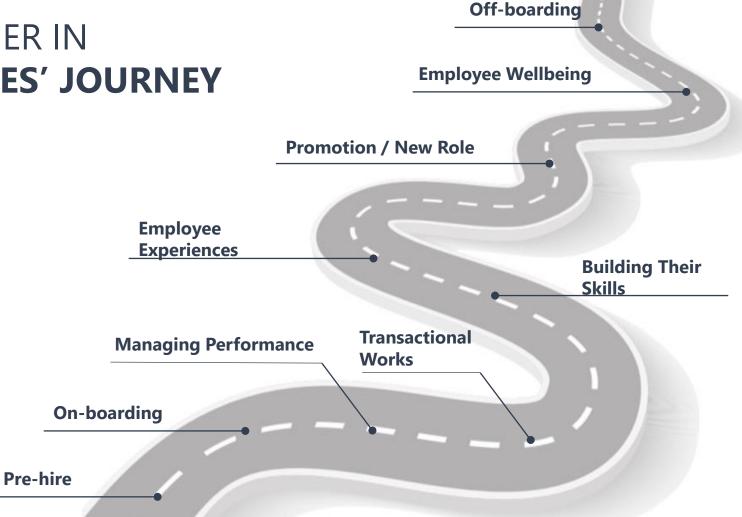


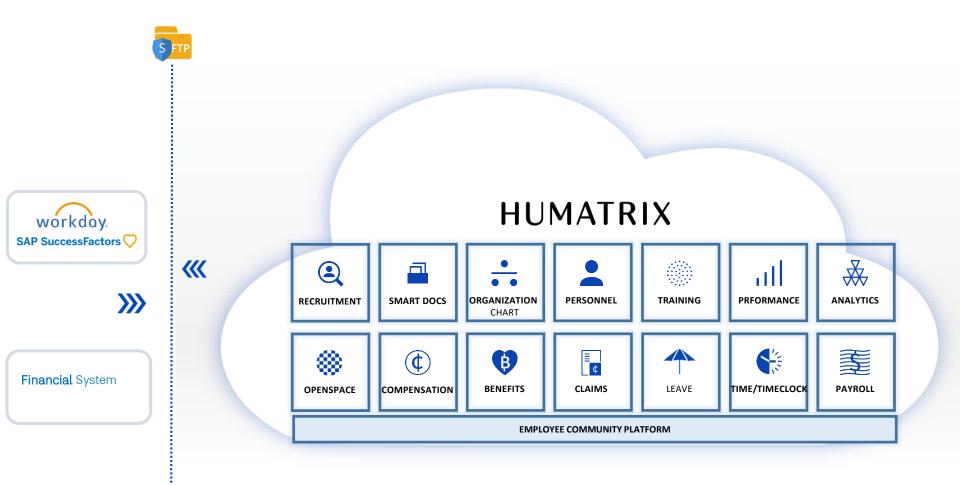
MONETIZATION STRATEGY

Minimal hassle in the form of micro-transaction fees to distinguish from traditional banks



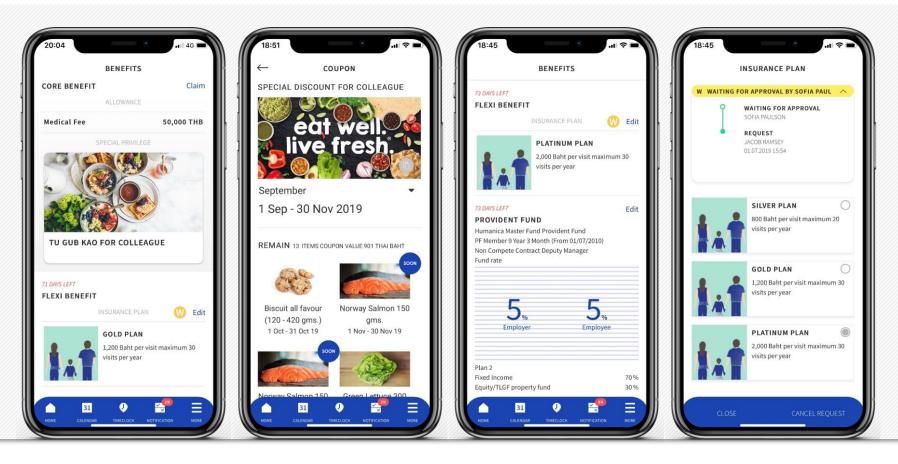
HR PARTNER IN **EMPLOYEES' JOURNEY**





BENEFITS

View your benefits and choose benefits options



BENEFITS Choose uniform model color size amount



HUMANICA

THANK YOU Any questions?



You can find me at

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

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