

#### **MISSION**

To help the employees of our clients

to

work better & live happier

#### **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.

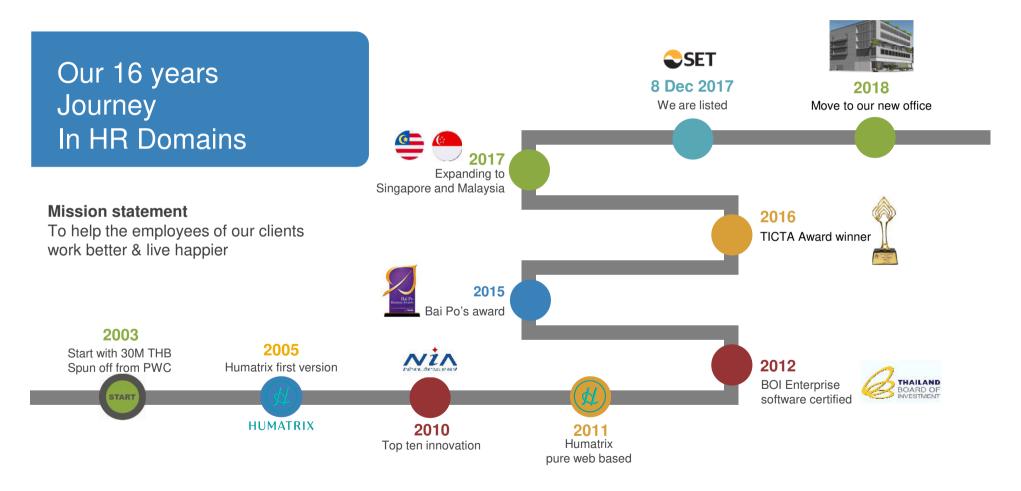
DNA

REFUSE TO LOSE | CONFRONT THE BRUTAL FACTS | BE HUMBLE

#### **CORE VALUES**

EXCELLENCE | TEAMWORK | INTEGRITY | OPENNESS

#### Humanica profile







#### Humanica profile

#### **HUMANICA HR SOLUTION FINANCIAL SOLUTION HPO HRS TMS ERP ACCOUNTING** HR & PAYROLL HR SYSTEM TALENT MGT. ACCOUNTING ERP OUTSOURCING **IMPLEMENTATION PLATFORM SERVICES IMPLEMENTATION** WORKPLAZE HUMATRIX 8 SAP ADD ON **HUMATRIX 8** SAP SuccessFactors SAP SuccessFactors

#### **SUPPORTING**

IT INFRASTRUCTURE

DATA CENTER NETWORK SECURITY SOFTWARE DEVELOPMENT

SYSTEM ANALYSIS, CODING AND TESTING PLATFORM & BI

ARCHITECTURE, FRAMWORK, BI, PORTAL, ETC. BACK OFFICE

FINANCE, HR, MARKETING, ADMINISTRATION, ETC.

#### **HR Solution**









7 countries







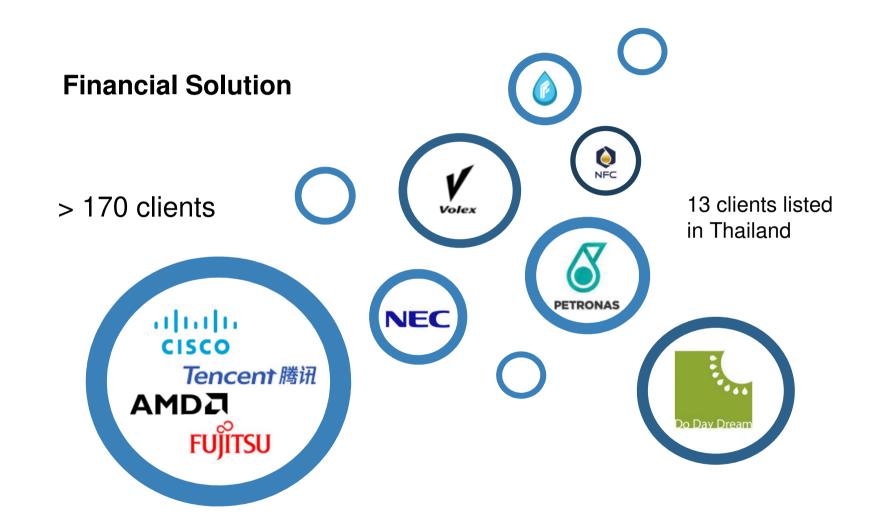




> 3,500 clients

15% Fortune 500 Companies

30% Companies listed in SET





## TOTAL REVENUES

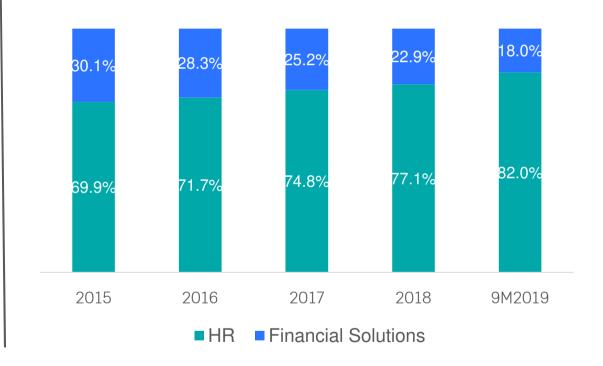
Revenue grew 15.8% YoY

9M 2019 - 440.78mb 9M 2018 - 380.50mb



## **REVENUE BREAKDOWN**

82% HR Solutions and 18% Financial Solutions

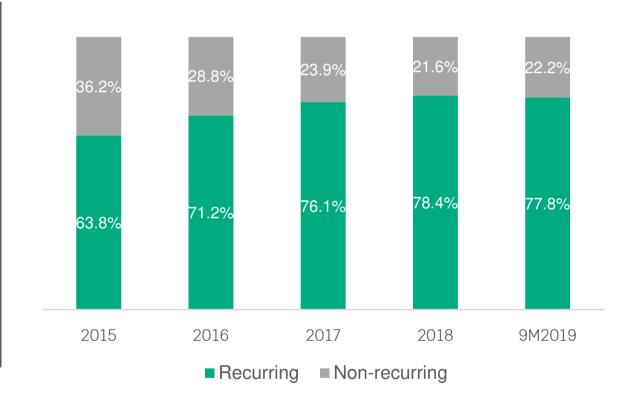


#### **RECURRING VS NON-RECURRING**

Recurring revenue was 77.8%

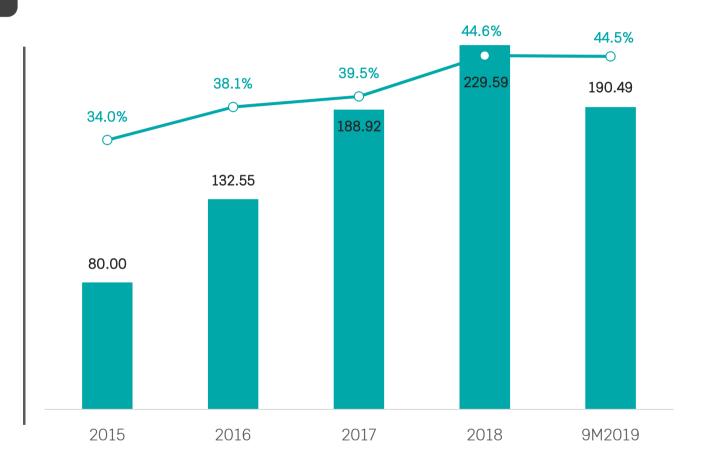
Recurring revenue grew 39.9mb or 13.6%YOY, of which: HR Solutions +35.3mb (14.2%) Financial Solutions +4.6mb (10.2%)

Non-recurring revenue grew 13.7mb or 16.8% YOY, of which HR Solutions +17.7mb (35.5%) Financial Solutions -4.0mb (-12.6%)

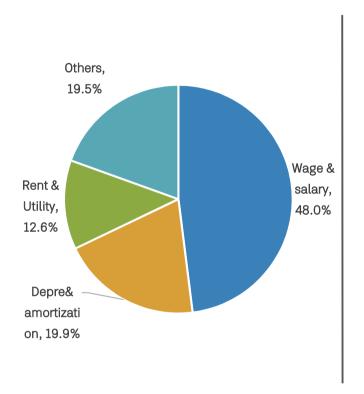


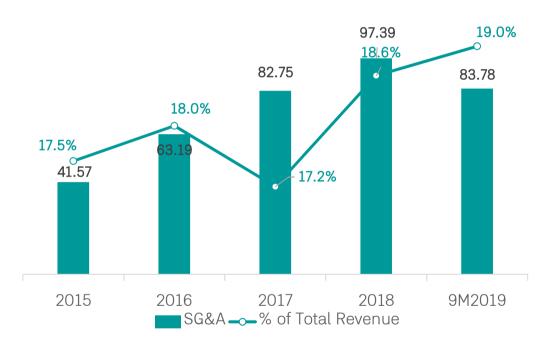
## **GROSS PROFIT**

Gross profit margin was 44.5%, increased from 42.9% in Q3 18



## SG&A EXPENSES TO TOTAL REVENUE



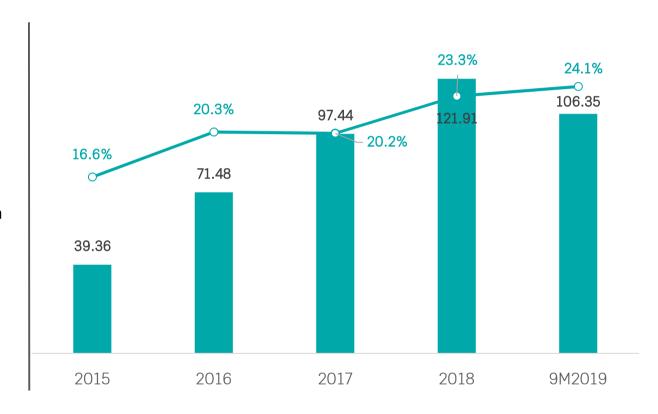


#### **NET PROFIT**

Net profit margin was 24.1%, slightly drop from 24.7% in Q3 18.

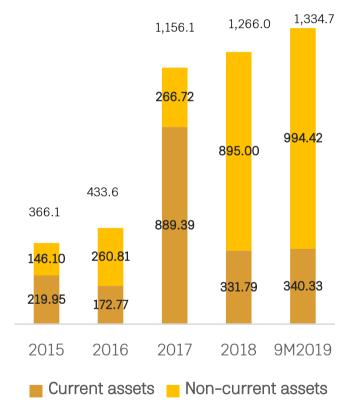
Net margin was affected by

- 1. one-time impact of increase in provision for retirement benefits of 3.7mb
- 2. exchange losses due to strengthening of Baht of 2.8mb
- 3. In 2018, we booked a debt written back of 4.7mb



## ASSETS AND LIABILITIES

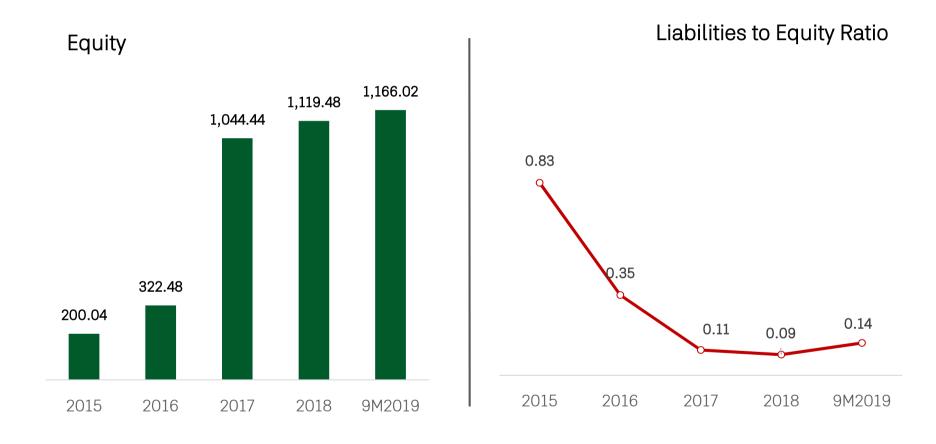
#### Assets



#### Liabilities

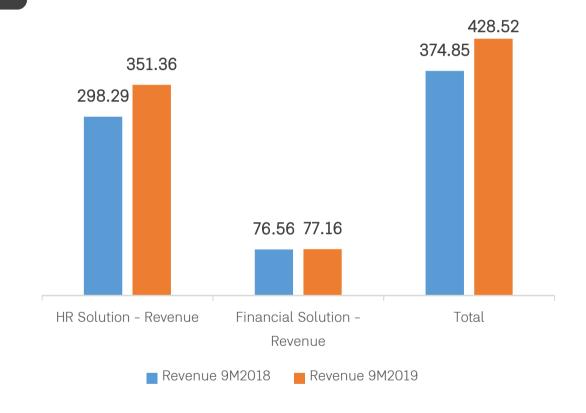


## **EQUITY AND LIABILITIES TO EQUITY RATIO**

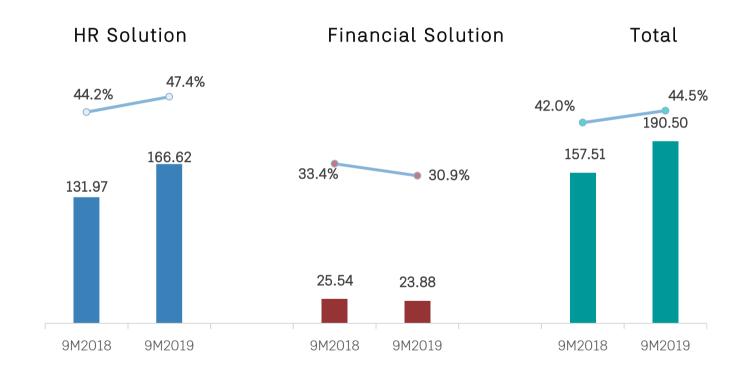


## **REVENUE BY SEGMENT**

Revenue for HR Solution increased by 17.8% YoY while revenue for financial solution increased by 0.8%.



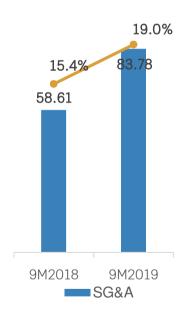
## GROSS MARGIN BY SEGMENT Year-on-year comparison



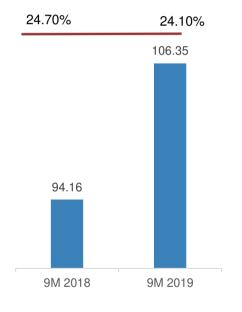
#### **OTHER STATISTICS**

## Year-on-year comparison

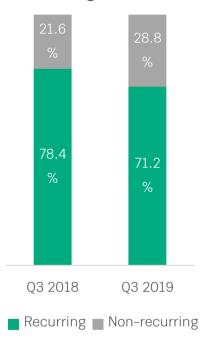
SG&A and its % to revenue



Net Profit & Net Profit Margin



#### Recurring Vs Nonrecurring revenue



## BALANCE SHEET

Unit : Million Baht	2015	2016	2017	2018	30 Sep 19
Cash	151.36	46.27	88.14	111.34	122.99
Account receivables	64.96	120.55	138.48	118.32	131.67
Investments	_	-	650.08	669.79	635.55
Fixed assets	16.71	34.10	31.95	51.21	44.38
Intangible assets	22.65	162.01	151.56	165.45	149.42
Computer software under development	83.04	6.03	21.46	12.03	24.44
Other assets	27.33	64.62	74.44	98.65	226.30
Total assets	366.05	433.58	1,156.11	1,226.79	1,334.75
Total assets Account payables	<b>366.05</b> 40.77	<b>433.58</b> 63.65	<b>1,156.11</b> 66.12	<b>1,226.79</b> 58.91	<b>1,334.75</b> 90.07
			•	•	,
Account payables	40.77		•	•	,
Account payables  Loan from related parties	40.77 107.93	63.65	66.12	58.91 -	90.07
Account payables Loan from related parties Other liabilities	40.77 107.93 17.32	63.65 - 47.45	66.12 - 45.55	58.91 - 48.40	90.07 - 78.66
Account payables Loan from related parties Other liabilities  Total liabilities	40.77 107.93 17.32 <b>166.02</b>	63.65 - 47.45 111.10	66.12 - 45.55 <b>111.67</b>	58.91 - 48.40 <b>107.31</b>	90.07 - 78.66 <b>168.73</b>

## INCOME STATEMENT

Unit : Million Baht	2015	2016	2017	2018	9M2019
Sales and service income	235.59	347.68	478.88	515.11	428.52
Other income	2.06	4.27	3.50	8.12	12.26
Total revenues	237.65	351.95	482.38	523.23	440.78
Cost of sales and services	156.36	215.13	289.96	285.52	238.02
SG&A	43.15	63.19	82.75	97.39	83.78
EBIT	43.90	72.13	109.66	140.32	119.48
Net Profit	39.36	71.48	97.45	121.91	106.35
EBITDA	57.24	98.98	155.43	186.68	158.25

## KEY PERFORMANCE RATIOS

Financial Ratios		2015	2016	2017	2018	6M2019
Gross margin (sales & services)	%	34.0%	38.1%	39.4%	44.6%	45.0%
Operating margin	%	15.3%	19.5%	22.2%	25.7%	27.0%
Net profit margin	%	16.6%	20.3%	20.2%	23.3%	25.8%
ROE	%	24.7%	27.4%	14.3%	11.3%	12.3%
ROA	%	14.0%	17.9%	12.3%	10.2%	11.2%
Liquidity ratio	Times	1.4	2.1	10.8	8.3	7.5
Account receivable turnover	Times	6.4	5.8	5.0	5.0	9.6
Average collection period	Days	56.6	62.1	62.0	71.9	37.5
Account payable turnover	Times	6.2	6.2	6.0	6.9	24.6
Average payment period	Days	57.7	57.9	12.5	52.5	14.6
Cash cycle	Days	-1.1	4.2	49.5	19.5	22.9
Earnings per share	Bt	7.33	0.58	0.27	0.18	0.10
Book value per share	Bt	33.3	2.6	3.0	1.6	1.7

Note: Earnings and book value per share are calculated by using the weighted average number of ordinary shares in issue during year 2017, after adjusting the number of ordinary shares to reflect the change in par value of ordinary shares from Baht 10 each to Baht 0.5 each, as if that change in the number and par value of such ordinary shares had occurred at the beginning of the earliest period reported. Year 2016 was restated for comparative purpose.

# HUMANICA X TIGER SOFT ACQUISTION COMPLETED IN Q3 2019



#### **FACT SHEET ABOUT TIGER SOFT**

Well established since 1998 with the founding members of the company still leading the company of 145 staff

Achieve a steady growth rate of 26% over 11 years. The growth rate is increasing in most recent 3 years

Achieved quality standard of ISO and CMMI

Served over achieve 6,000 clients in software and hardware, including >100 companies listed in SET



## PRIME MINISTER'S EXPORT AWARD

Is the highest government award given to outstanding business operators To show the image of the quality and standard of Thai products in the world market

## BEST SERVICE ENTERPRISE AWARD (DIGITAL CONTENT & SOFTWARE)

. Tiger Soft (1998) Co., Ltd.

2018



**After Merger** 













#### OPPORTUNITIES | OPPORTUNITIES | and MORE OPPORTUNITIES

Up selling

Cross selling

Dominating market share

Increase mass for B to B to C



A large oil and gas company, listed among Fortune 500 companies, awarded to Humanica group of companies:

Humanica: Core HR/ Time & Attendance / Payroll /

Benefits / Training for 15,000 employees in

**Business Services** 

Tiger : 250 time clocks for its restaurant business

Conicle: Learning management system for over 300

employees in Phase 1







Humanica was appointed as NetSuite Partner in Q3 2019

- Leverage on our strength in ERP implementation in offering cloud solution
- Only vendor in Thailand with the ability to offer both SAP B1 and Oracle Netsuite

NetSuite Named Leader by Gartner in 2019 Magic Quadrant Cloud Core Financial Management Suites for Midsize, Large and Global Enterprises



ENGAGE EMPLOYEES

## **WORKPLAZE HR**

Users prefer to work through mobile devices on all but the most complex tasks. Providing employees an engaging mobile experience for their HR interactions allows better communication and greater adoption of self service functionality thereby driving general engagement, productivity and innovation.



#### **Directory**

Provide employees quick ways to find and reach out to co-workers by phone, email, chat or post sharing



#### **Attendance**

Set schedules, track attendance with photo & GPS evidence. Automate leave, travel and other requests



#### Tasks & Feedback

Manage employee tasks, track and rank achievements and give faster feedback



#### Social

Secure and improve employee communications with chat, postings, shared calendars and feedback



#### Workflow

Allow employees to quickly complete and improve tasks with employee and manager self-service



#### **Benefits**

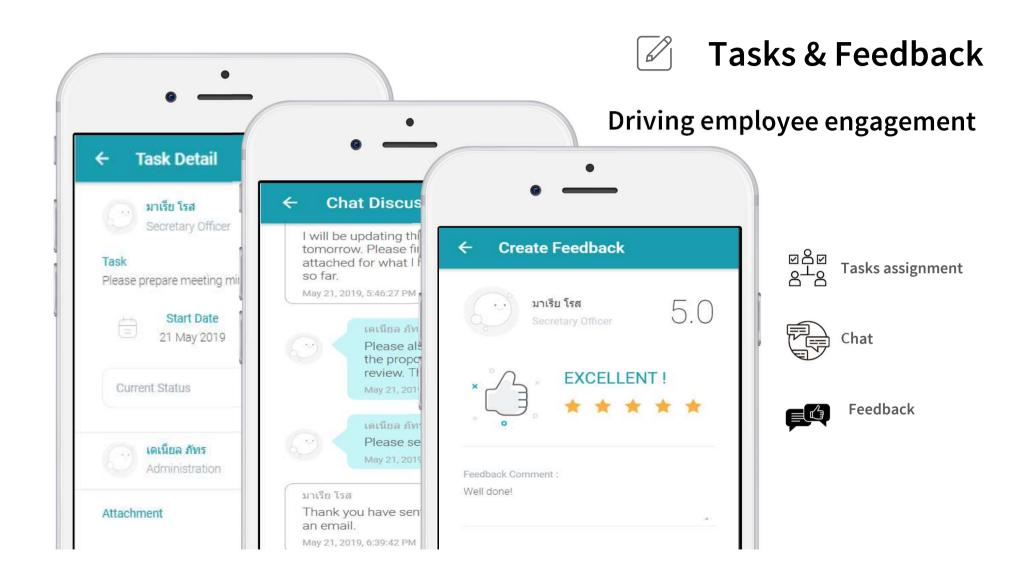
Employees easily track their company pay and deductions and may integrate their wallet for more features

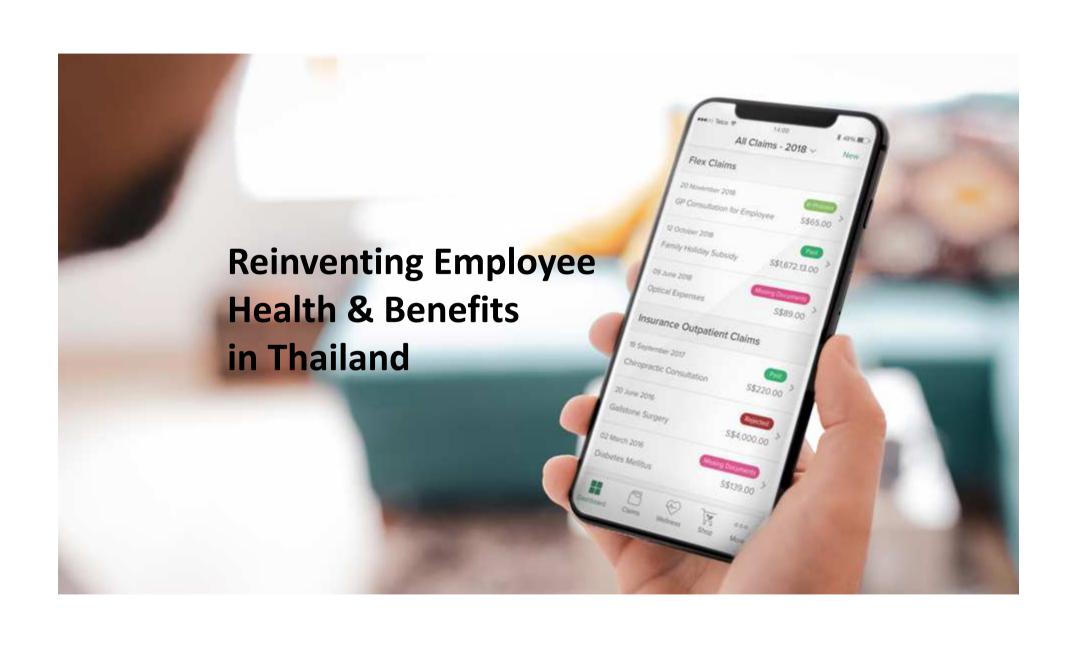


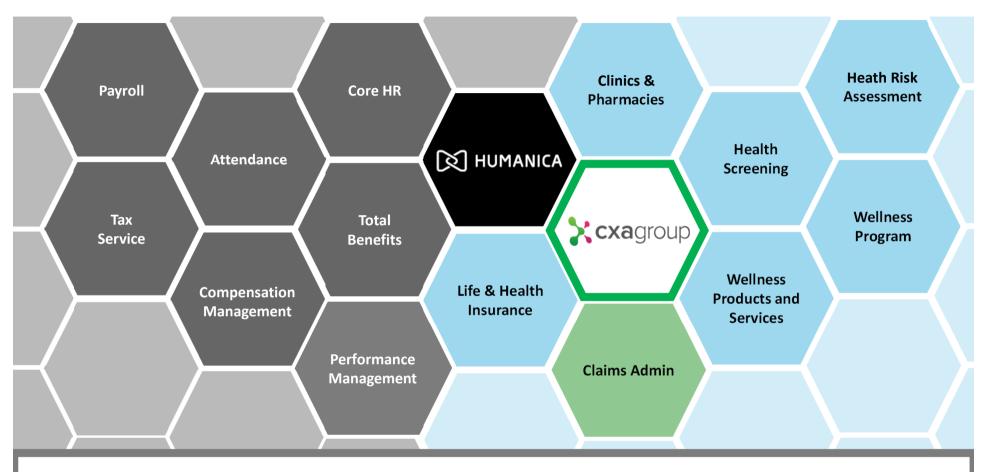


## **Intuitive Attendance On-the-Go**



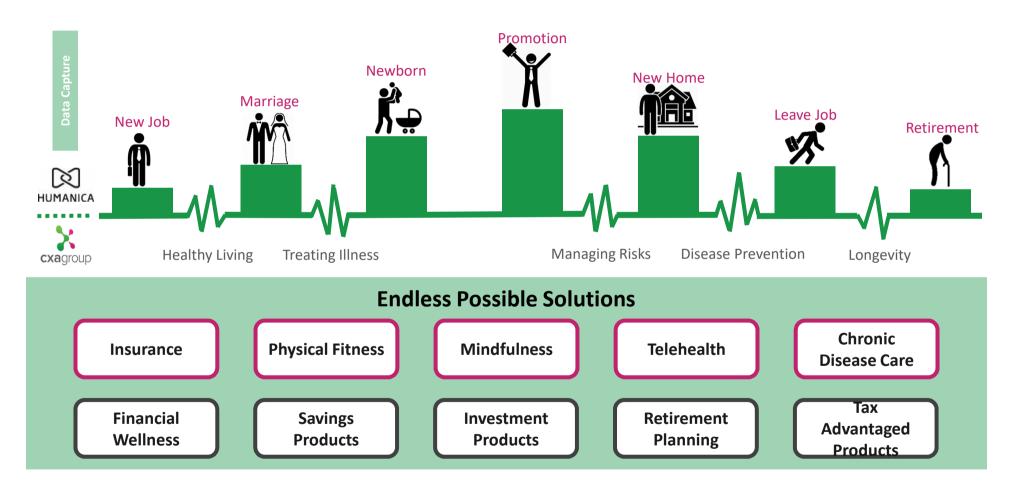






HUMANICA x CXA: Delivering Unique Values to Employer & Employee in Thailand

## **Personalized Solutions at Every Stage for Employees**





Asia's First Data-Driven Benefits and Wellness Solution Marketplace







Flex Cafeteria

Wellness eMarketplace

Face-Ageing

Virtual Wallet







Better

Experience, Less Hassle

More Value

Digital Biometrics



Rewards Gamification



Learning Channel

Virtual Clinic





eClaims



SignUps & eTicketing

#### Access to Curated Health & Wellness Products at a Discount



Conicle Product

Conicle Platform is the revolutionized enterprise-class HRD and learning solutions to empower organization and people Modern Learning Platform

to learn, grow and achieve faster, easier and better. Anywhere. Anytime.

Conicle Platform is suit for sales team, HQ team, branch staff, customer service staff, operation staff and all of the people in the organization.



Mobile & Cloud

Anywhere Anytime On-the-Go Ondemand



Class, Online Course Project, Assessment Social, Live, VR Blended



Easy-to-Use with modern and friendly design. Conicle is designed for everyday use.



Personalized

Progress Tracking Skill Gap Analysis Learning Pathway

#### Conicle's Success Story

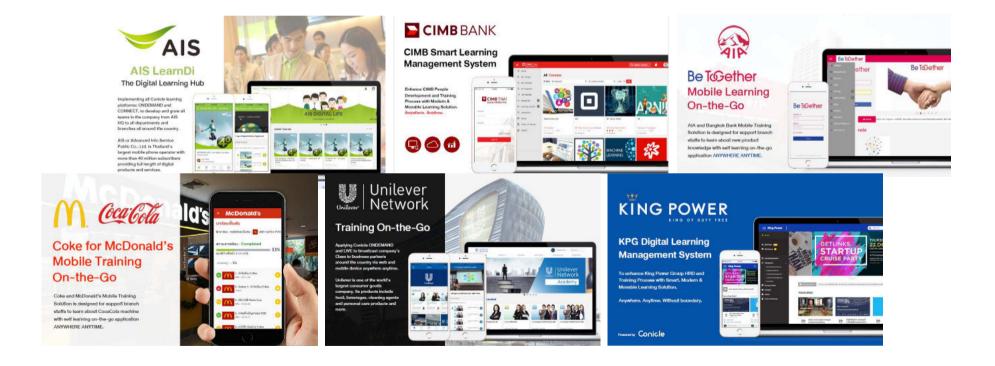




70,000+ Monthly Active Users



20+ Companies



## THANKS!



## Any questions?

#### You can find me at

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