


A photograph of two people standing on a dark, silhouetted cliff or rock formation. They are both facing away from the camera, with their arms raised in a celebratory gesture. The sun is low on the horizon, directly behind them, creating a bright, glowing effect and casting long, dark shadows. The sky is a deep orange and red, indicating a sunset or sunrise. The overall mood is one of achievement and triumph. The image is partially obscured by a large, light gray diagonal shape that covers the left side and bottom left corner.

# HUMAN

QUARTER 4 2018

A photograph of two young men in profile, looking out a window. The man on the left is in sharp focus, wearing glasses and resting his chin on his hand. The man on the right is slightly out of focus, also wearing glasses and resting his chin on his hand. A diagonal line divides the image, with the left side being clearer and the right side being more blurred. The text "WHO ARE WE AND WHAT WE DO" is overlaid on the left side.

WHO ARE WE AND  
WHAT WE DO

## 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

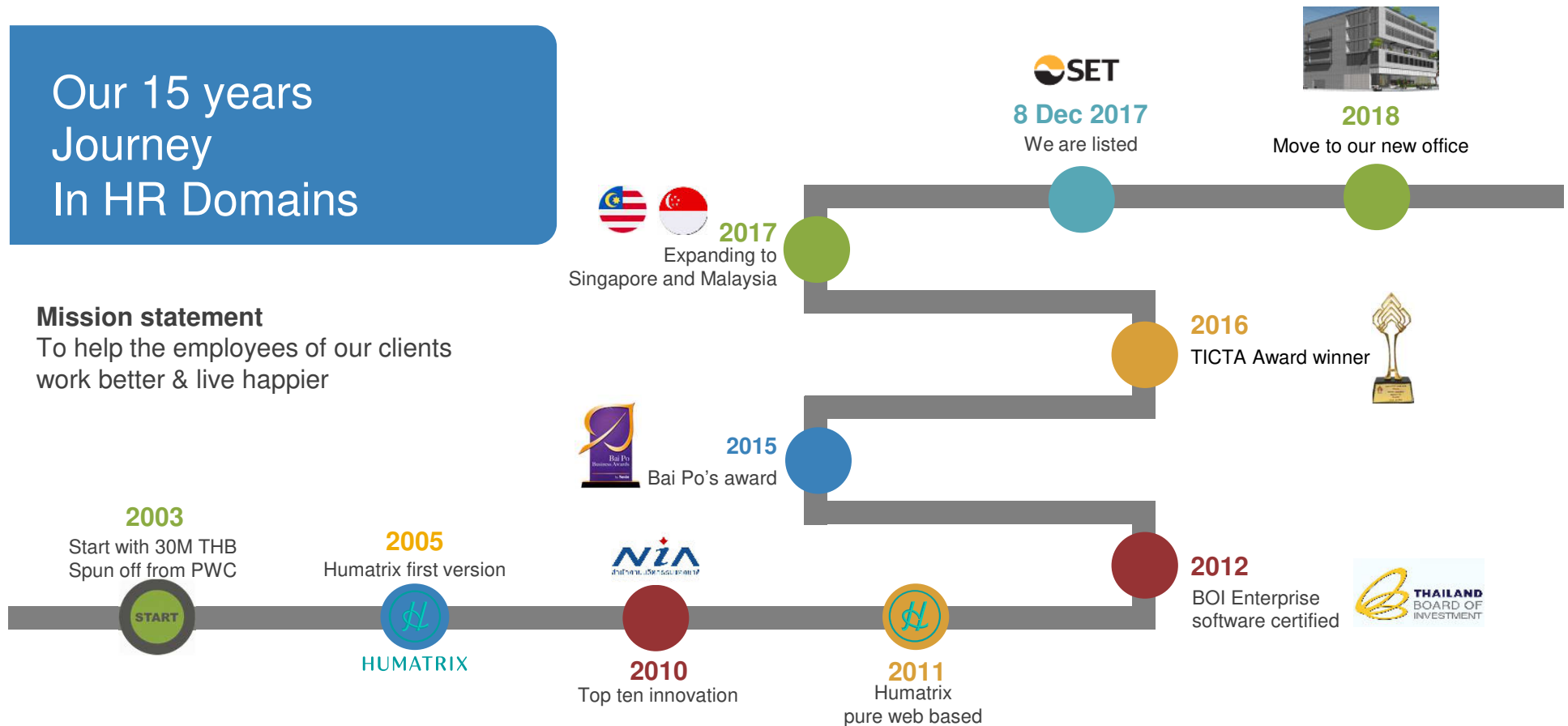
**EXCELLENCE | TEAMWORK | INTEGRITY | OPENNESS**

## Humanica profile

### Our 15 years Journey In HR Domains

#### Mission statement

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



THE  
**BIGGEST**  
HR SOLUTION PROVIDER  
IN THAILAND

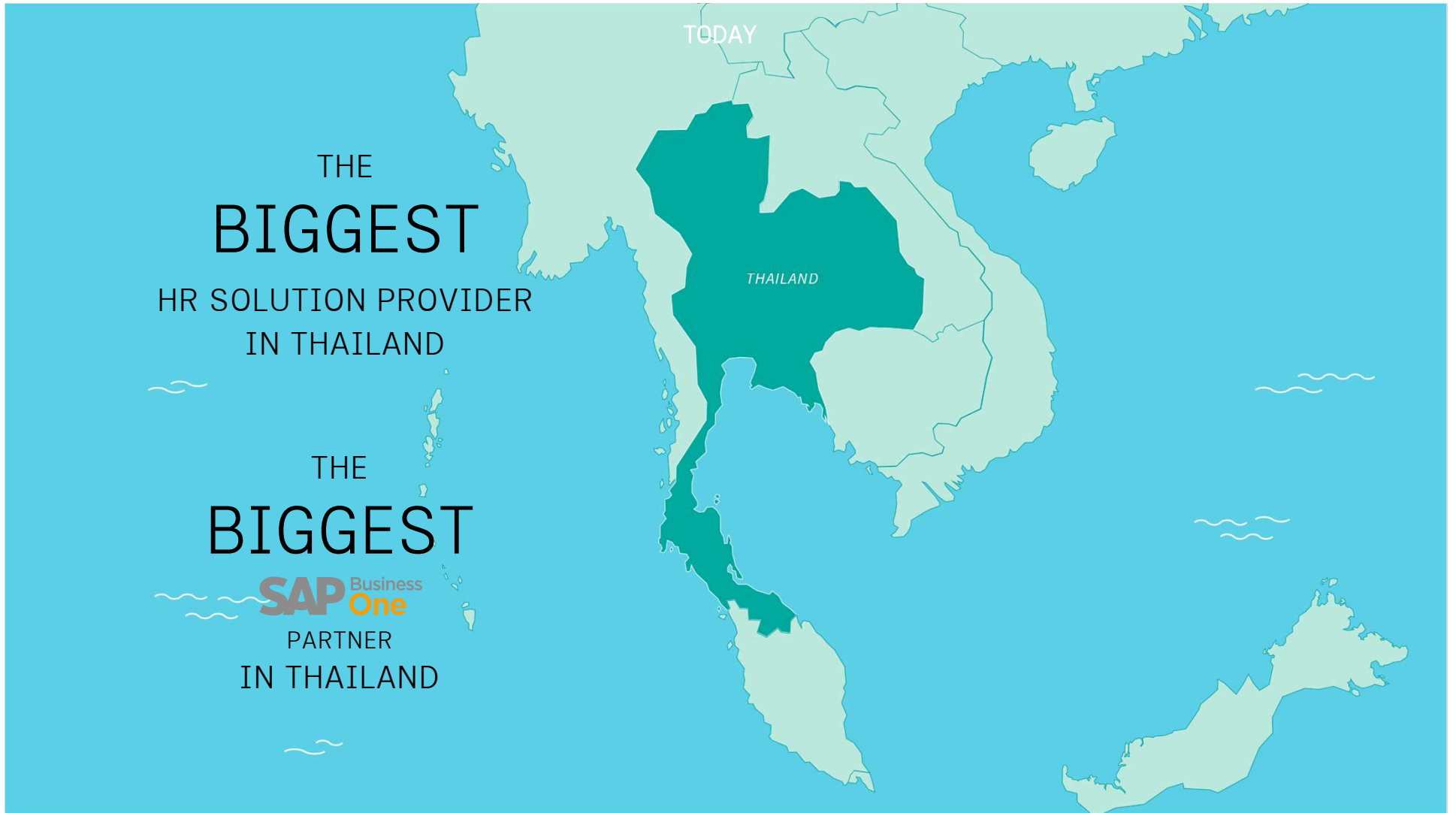
THE  
**BIGGEST**



PARTNER  
IN THAILAND

TODAY

THAILAND





WE ARE SERVING  
TOP TIER MNC & LOCAL  
ENTERPRISES

IN  
SINGAPORE, MALAYSIA, THAILAND  
JAPAN, KOREAN, VIETNAM & DUBAI

- △ HUMANICA'S OFFICE
- △ OFFICE WITH < 30 HEADCOUNT
- ▲ OFFICE WITH > 300 HEADCOUNT

TODAY

THAILAND

BANGKOK

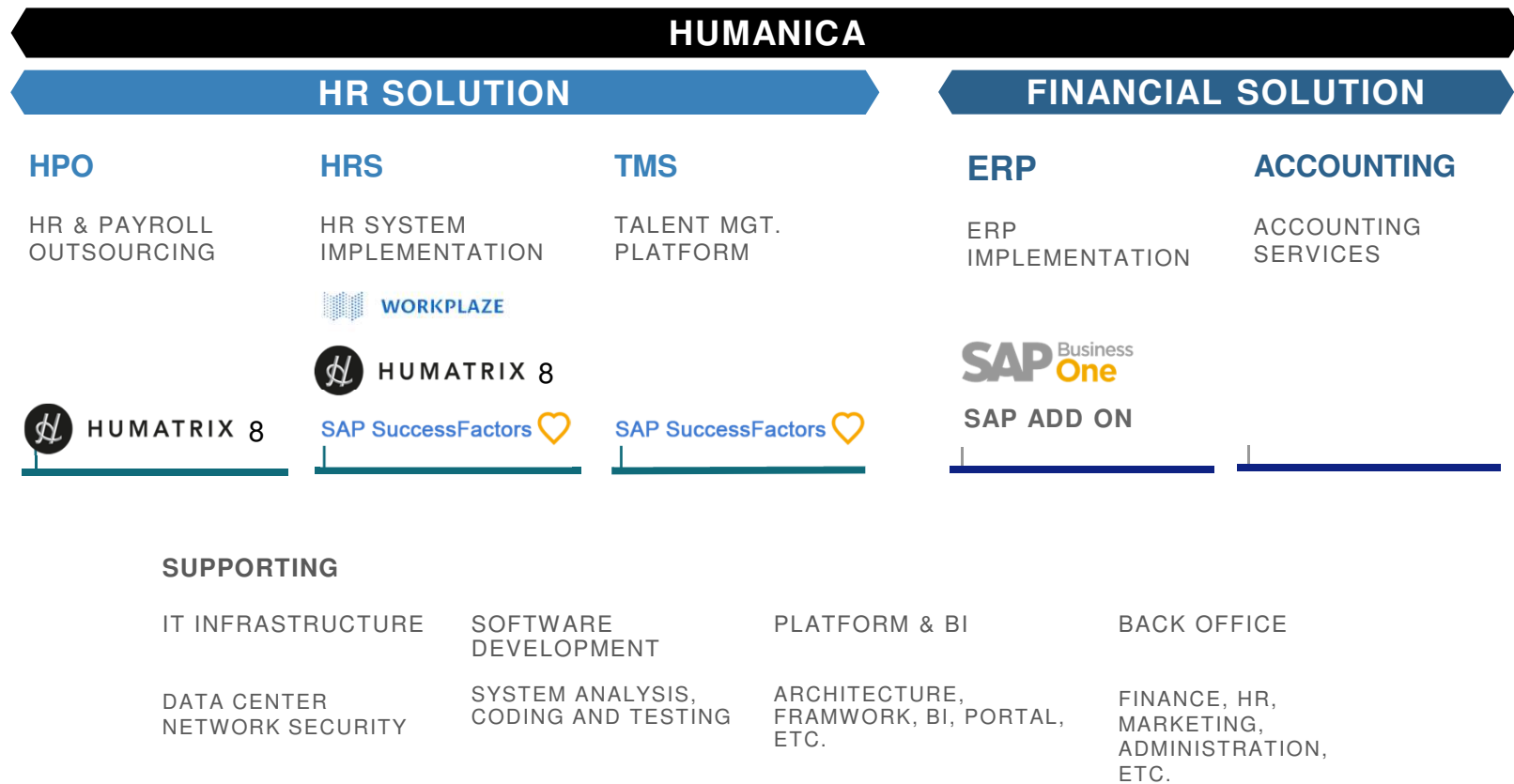
PENANG

MALAYSIA

SINGAPORE  
SINGAPORE



## Humanica profile





HUMATRIX



ENGAGING 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

Smart Corp.  
12:30



Attendance  
07:12



Leave



Request  
13



Great Day



What I did great today...



Amanda Amelia  
7 minutes ago

Approved your leave request from 12 Dec to

## HR Solution

> 300,000 users



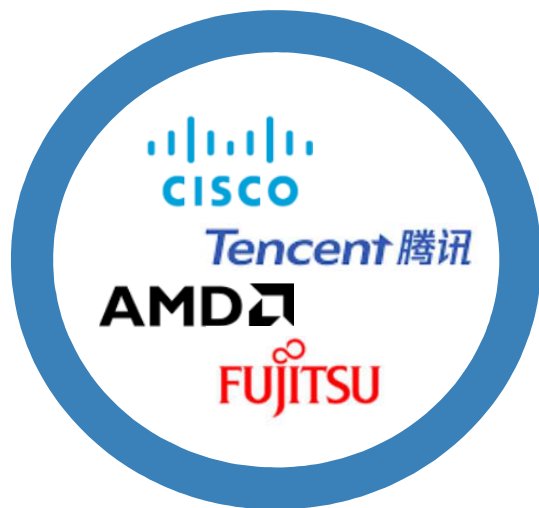
7 countries

> 360 clients

15% Fortune 500 Companies  
and Companies listed in SET

## Financial Solution

> 170 clients



13 clients listed  
in Thailand

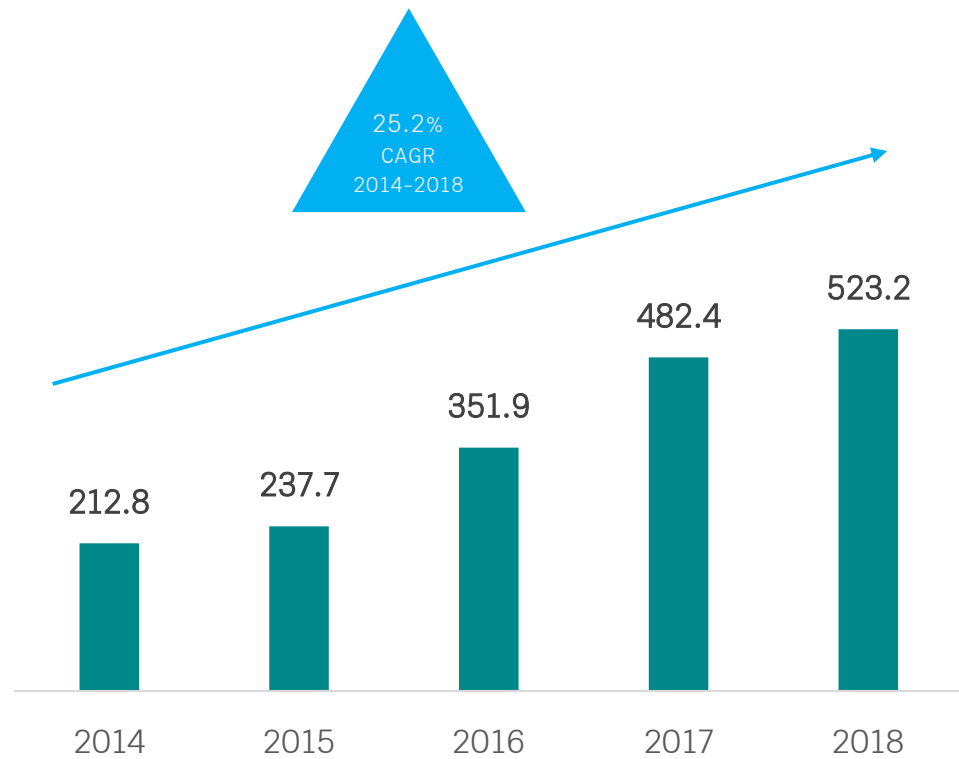


# FINANCIALS & KEYNOTES



## TOTAL REVENUES

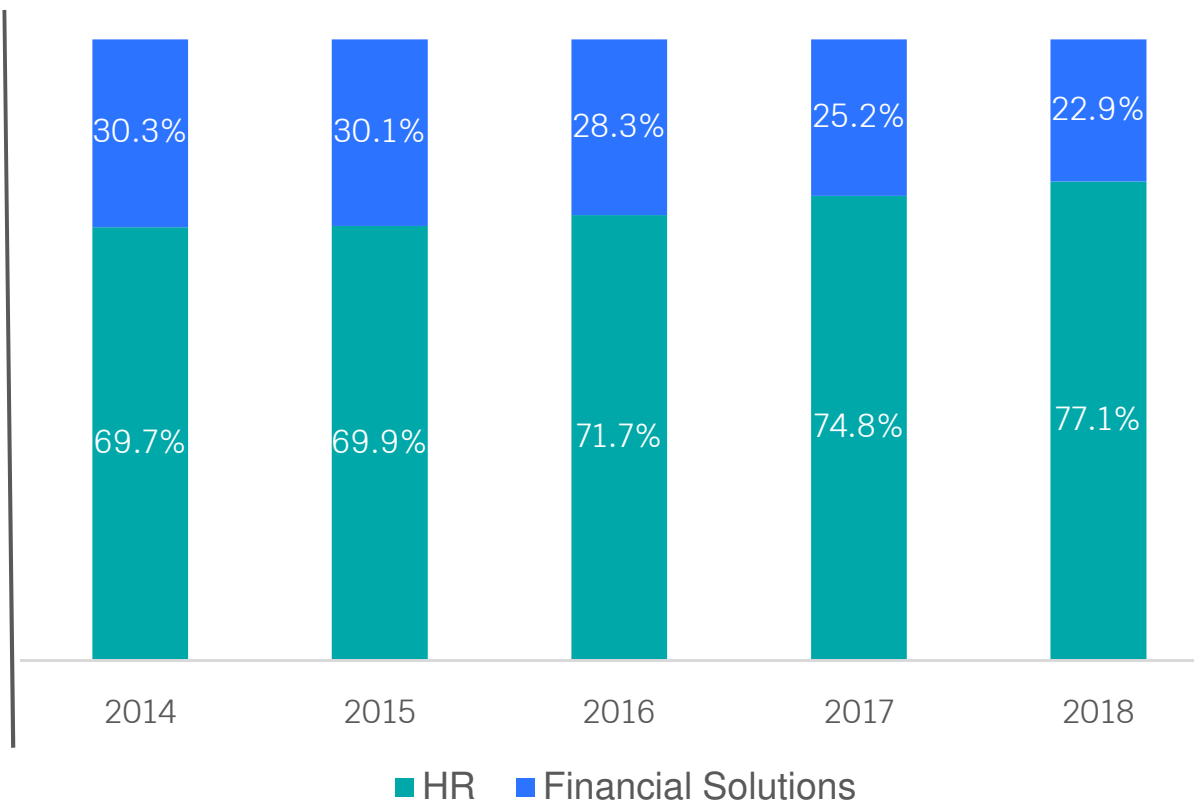
Revenue grew 8.5% YoY





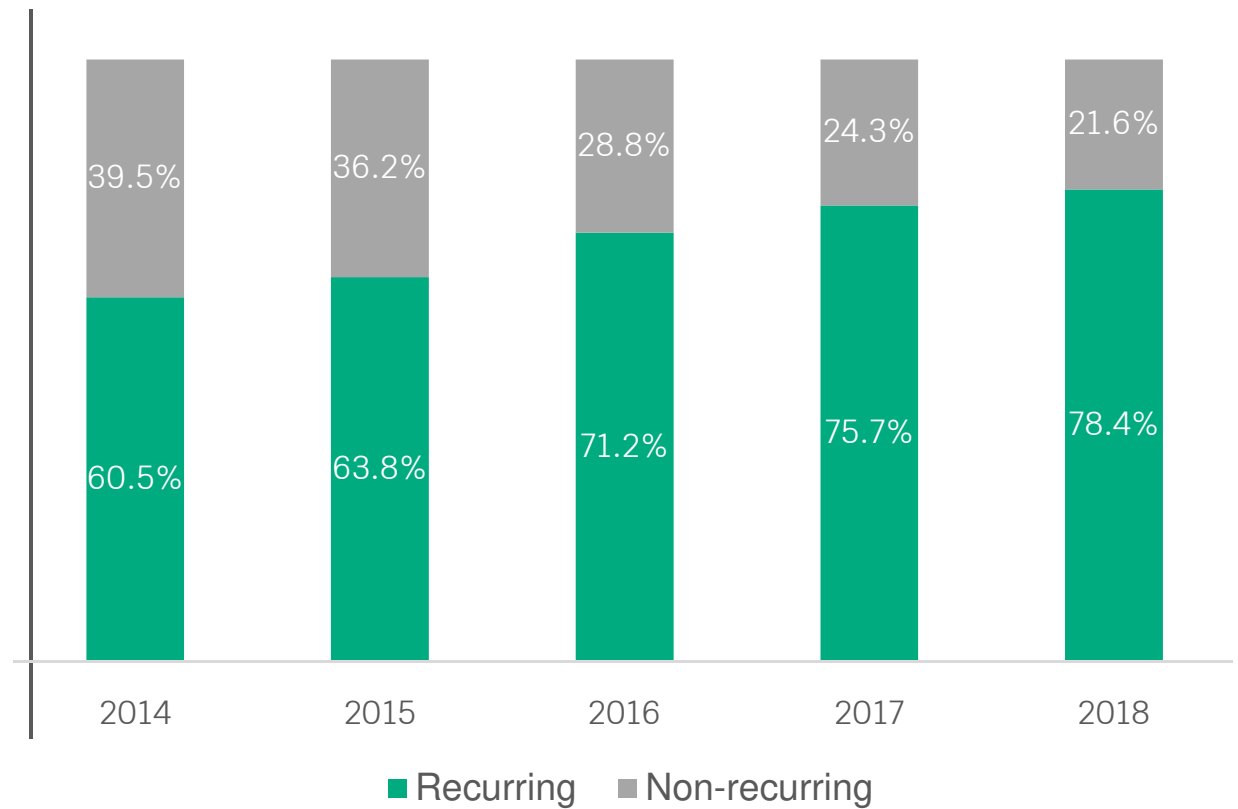
## REVENUE BREAKDOWN

77 : 23 Business model



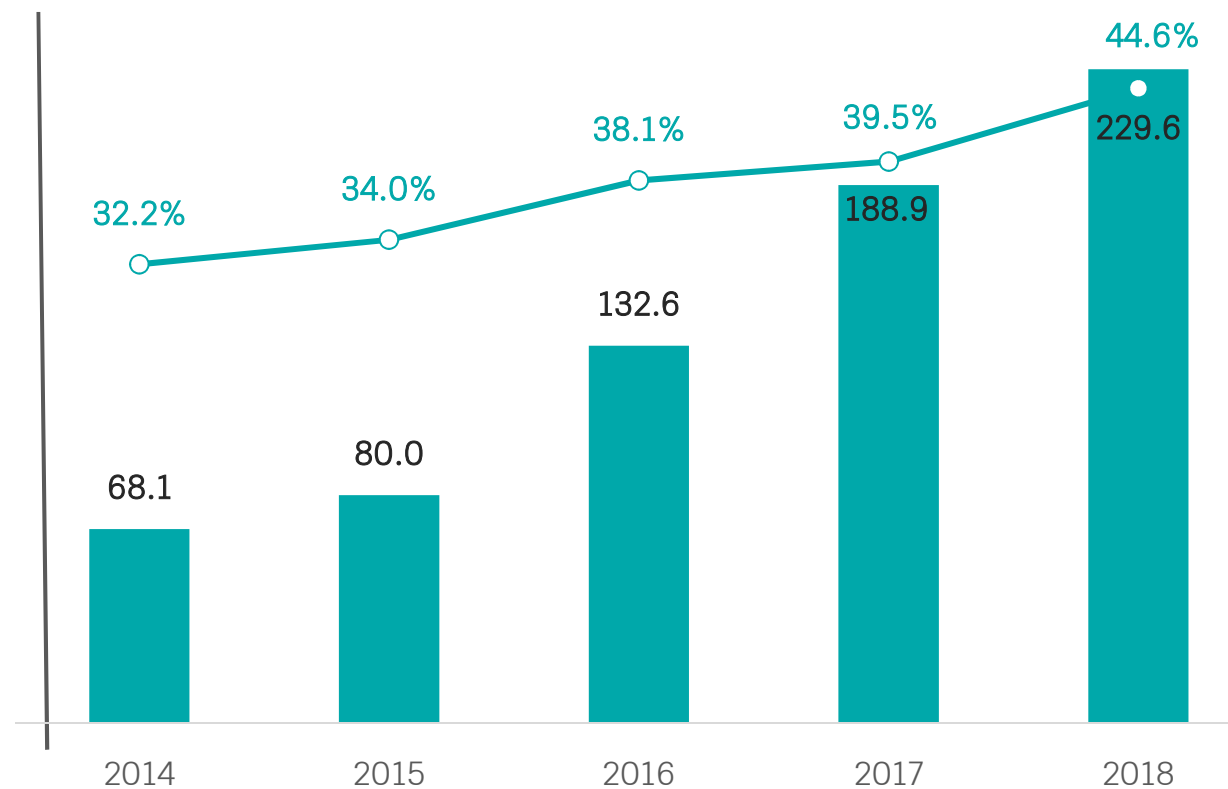
## RECURRING VS NON-RECURRING

Recurring revenue is **78.4%**.

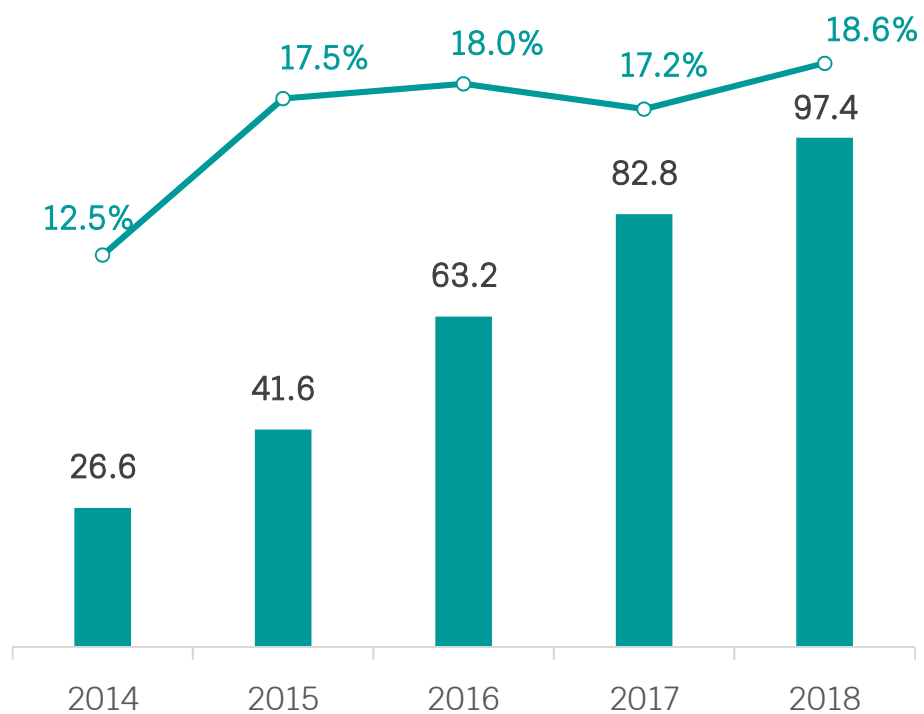
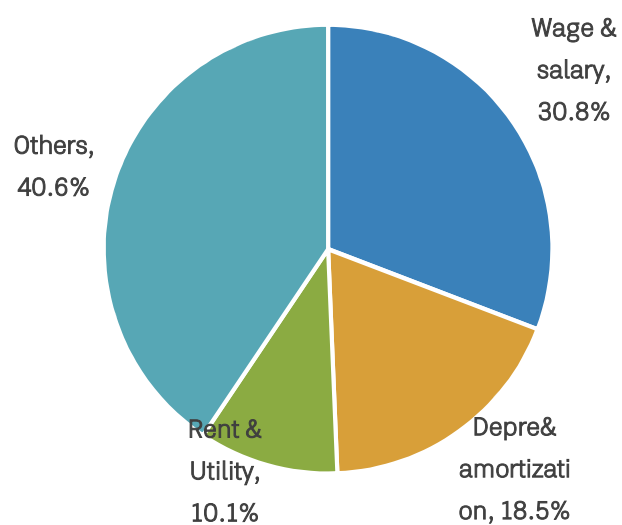


## GROSS PROFIT

Gross profit margin is **44.6%**,  
increase by 510 basis points  
YOY

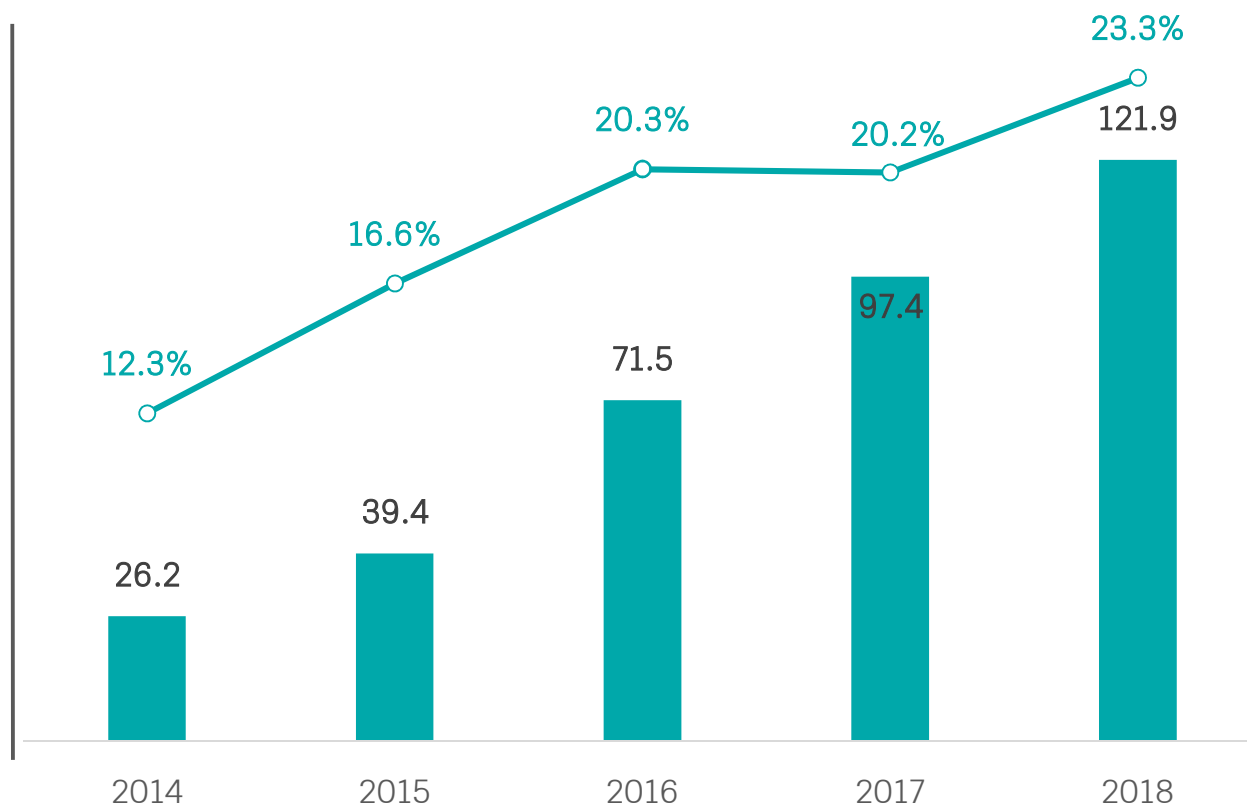


## SG&A EXPENSES TO TOTAL REVENUE



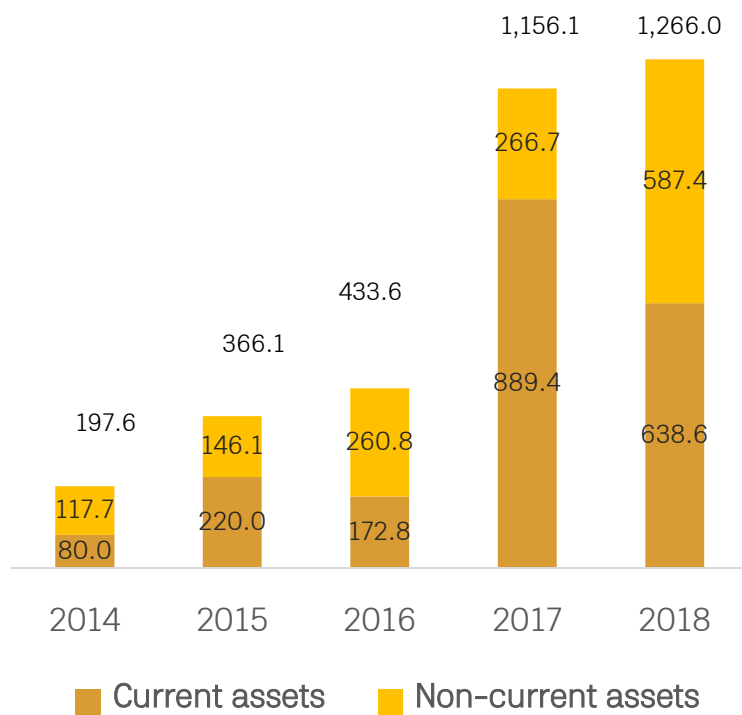
## NET PROFIT

Net profit margin is **23.3%**,  
increase by 310 basis points  
YOY

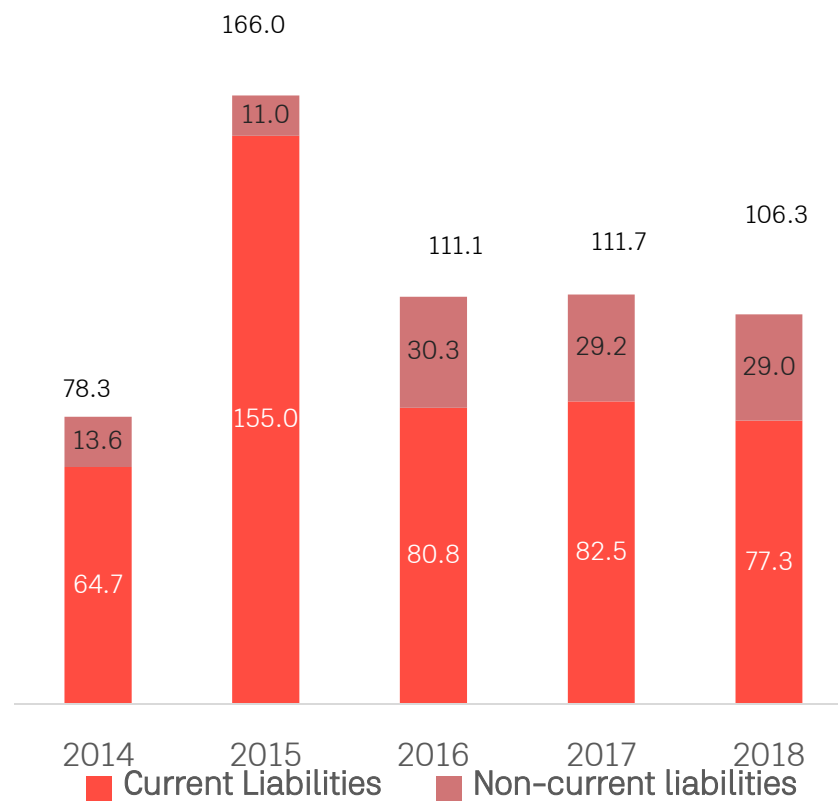


## ASSETS AND LIABILITIES

### Assets

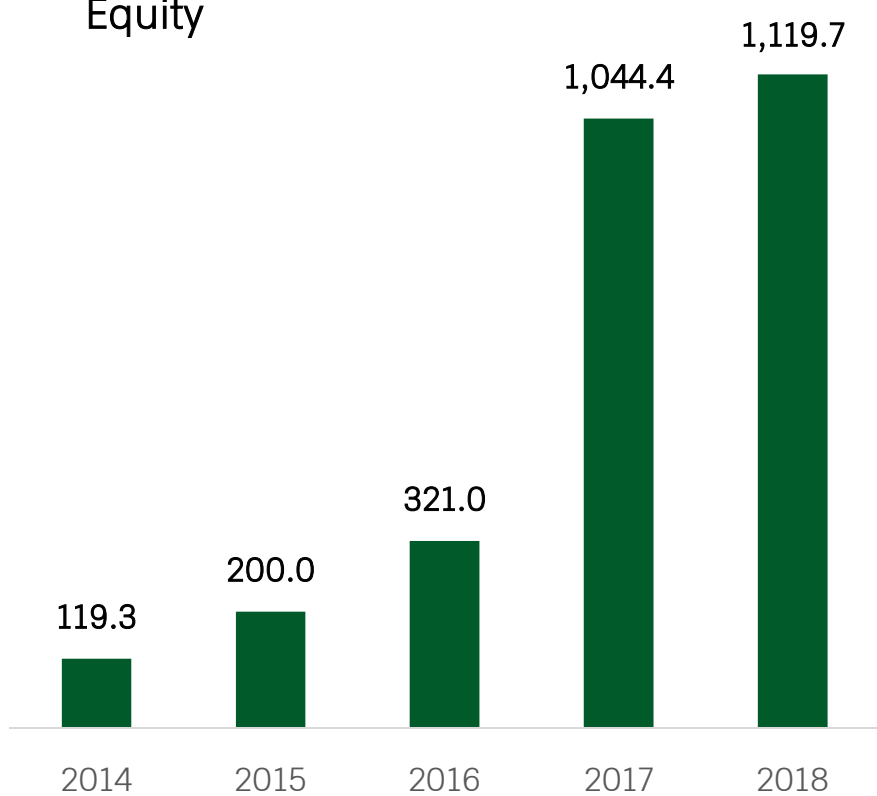


### Liabilities

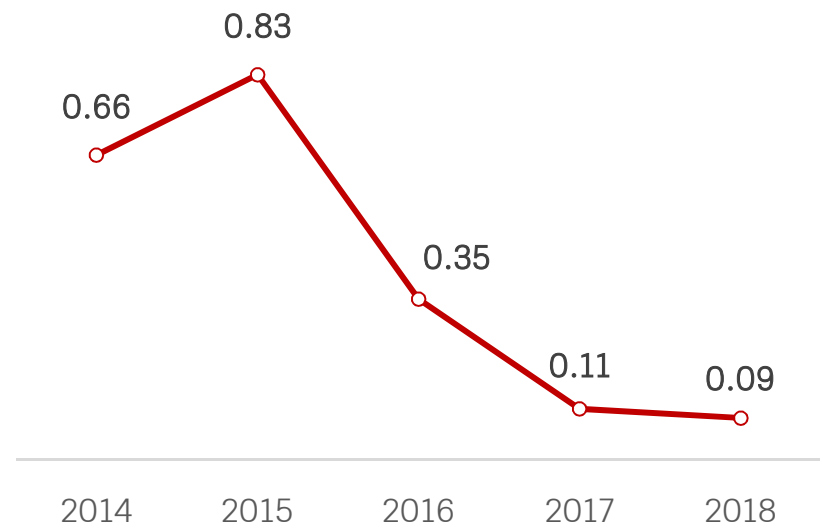


## EQUITY AND LIABILITIES TO EQUITY RATIO

Equity

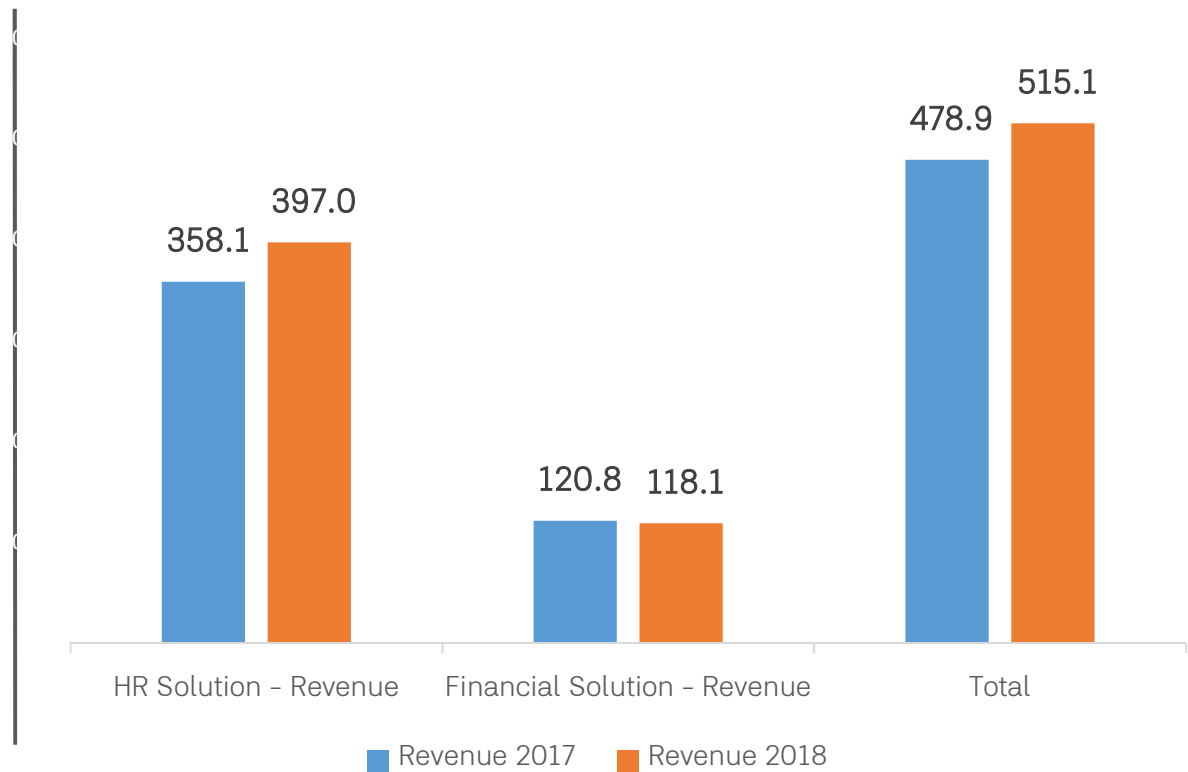


Liabilities to Equity Ratio



## REVENUE BY SEGMENT

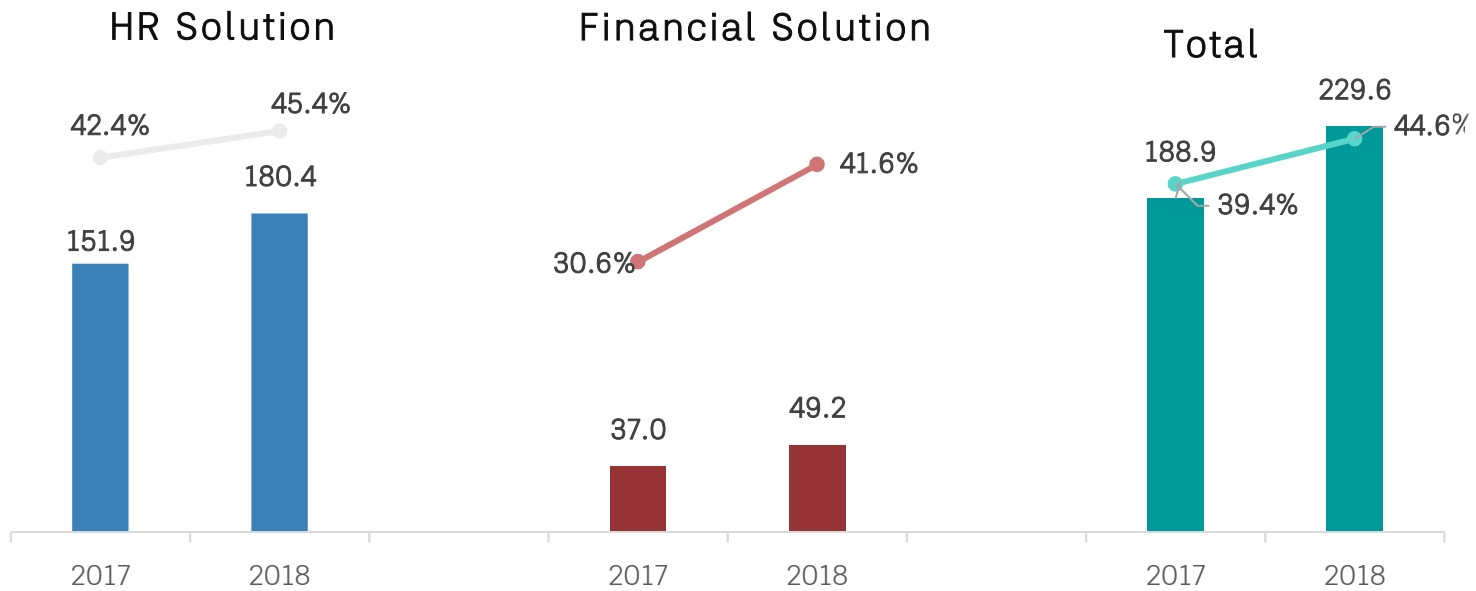
Revenue for HR Solution increased by 10.9% YoY while revenue for financial solution decreased by 2.2%.





## GROSS MARGIN BY SEGMENT

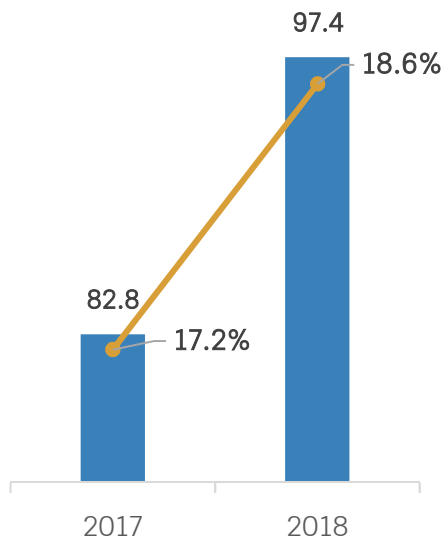
### Year-on-year comparison



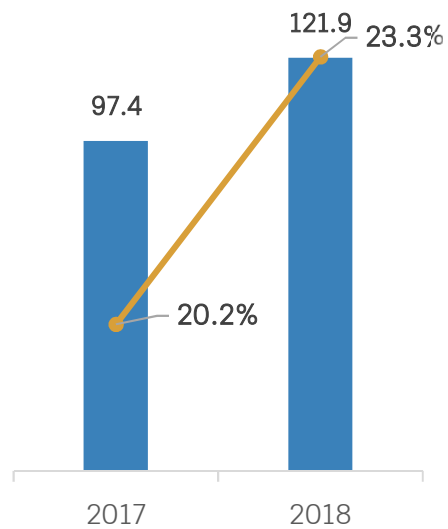
## OTHER STATISTICS

### Year-on-year comparison

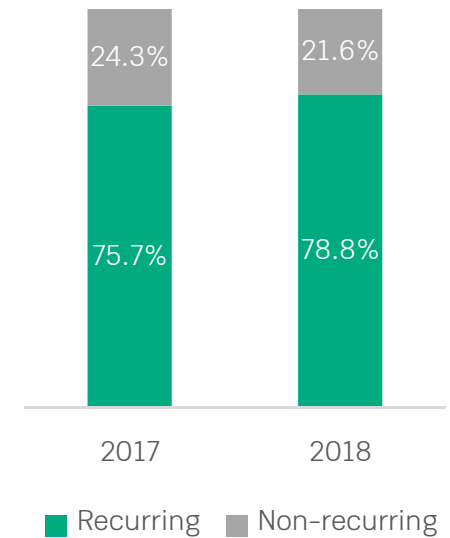
SG&A and its  
% to revenue



Net Profit & Net Profit  
Margin



Recurring Vs Non-  
recurring revenue



## BALANCE SHEET

Unit : Million Baht	2014	2015	2016	2017	2018
Cash	19.8	151.4	46.3	88.1	111.3
Account receivables	55.7	65.0	120.6	138.5	113.9
Investments	-	-	-	650.1	669.8
Fixed assets	18.5	16.7	34.1	32.0	51.2
Intangible assets	28.0	22.7	162.0	151.6	160.6
Computer software under development	58.2	83.0	6.0	21.5	12.0
Other assets	17.5	27.3	64.6	74.4	107.2
<b>Total assets</b>	<b>197.6</b>	<b>366.1</b>	<b>433.6</b>	<b>1,156.1</b>	<b>1,226.0</b>
Account payables	20.4	29.6	42.6	45.1	38.2
Loan from related parties	20.0	107.9	-	-	-
Service income received in advance	11.1	11.2	21.1	21.1	20.7
Other liabilities	26.8	17.3	47.5	45.6	47.4
<b>Total liabilities</b>	<b>78.3</b>	<b>166.0</b>	<b>111.1</b>	<b>111.7</b>	<b>106.3</b>
Total equity of major S/H	119.3	200.0	321.0	1,044.4	1,119.7
Minority interest	-	-	1.5	-	-
<b>Total equity</b>	<b>119.3</b>	<b>200.0</b>	<b>322.5</b>	<b>1,044.4</b>	<b>1,119.7</b>

## INCOME STATEMENT

Unit : Million Baht	2014	2015	2016	2017	2018
Sales and service income	211.4	235.6	347.7	478.9	515.1
Other income	1.3	2.1	4.3	3.5	8.1
<b>Total revenues</b>	<b>212.8</b>	<b>237.7</b>	<b>352.0</b>	<b>482.4</b>	<b>523.2</b>
Cost of sales and services	143.6	156.4	215.1	290.0	285.5
SG&A	28.2	43.2	63.2	82.8	97.4
EBIT	30.1	43.9	72.1	109.6	140.3
<b>Net Profit</b>	<b>26.2</b>	<b>39.4</b>	<b>71.5</b>	<b>97.4</b>	<b>121.9</b>
EBITDA	41.6	57.2	99.0	155.4	186.7

## KEY PERFORMANCE RATIOS

Financial Ratios		2014	2015	2016	2017	2018
Gross margin (sales & service)	%	32.2%	34.0%	38.1%	39.4%	44.6%
Operating margin	%	13.6%	15.3%	19.5%	22.2%	25.7%
Net profit margin	%	12.3%	16.6%	20.3%	20.2%	23.3%
ROE	%	25.6%	24.7%	27.4%	14.3%	11.3%
ROA	%	14.2%	14.0%	17.9%	12.3%	10.2%
Liquidity ratio	Times	1.2	1.4	2.1	10.8	8.3
Account receivable turnover	Times	6.6	5.9	5.8	5.4	5.4
Average collection period	Days	54.6	60.9	62.0	66.4	66.4
Account payable turnover	Times	25.8	28.6	28.7	39.1	46.4
Average payment period	Days	13.9	12.6	12.5	9.2	7.8
Cash cycle	Days	40.7	48.3	49.5	57.2	58.7
Earnings per share	Bt	5.0	7.3	0.6	0.3	0.2
Book value per share	Bt	22.3	33.3	2.6	3.0	1.6


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.

NEW BUSINESSES



## INVESTMENT IN CONICLE

HUMAN intends to invest 20% shares in Conicle, a company focusing in Learning Technology. The collaboration between Humanica and Concile brings opportunity of cross selling and expansion of the scope of services.

A photograph showing two hands, one from the left and one from the right, placing two large, light blue puzzle pieces together. The puzzle pieces are interlocking and are set against a bright blue sky with soft, wispy white clouds. The hands are positioned as if they are about to snap the pieces together, symbolizing collaboration and partnership.

Since 2014, Conicle has built solutions creating values to people by providing the best-in class HRD solutions including LMS, TMS, KMS, LIVE, Social and AMS (Active Learning Solution) and worked with the leading companies in Thailand and South east Asia across the industries such as telecommunication, banking, insurance, FMCG, QSR, manufacturing and etc.

## Product

# Modern Learning Platform

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

On-demand  
On-the-Go  
Anywhere Anytime



## Blended

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



## Personalized

Progress Tracking  
Skill Gap Analysis  
Learning Pathway



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

# Conicle





## Conicle Access Story



**350,000+** Registered Users



**70,000+** Monthly Active Users



**Companies**

### AIS AIS LearnDi The Digital Learning Hub

Implementing all Conicle learning platforms: ONDEMAND and CONNECT, to develop and grow all teams in the company from AIS HQ to all departments and branches all around the country.

AIS or Advanced Info Service Public Co., Ltd. is Thailand's largest mobile phone operator with more than 40 million subscribers providing full length of digital products and services.



### CIMB BANK CIMB Smart Learning Management System

Enhance CIMB People Development and Training Process with Modern & Mobile Learning Solution.  
*Anywhere. Anytime.*



### Be Together Mobile Learning On-the-Go

AIA and Bangkok Bank Mobile Training Solution is designed for support branch staffs to learn about new product knowledge with self learning on-the-go application ANYWHERE ANYTIME.



### Coke for McDonald's Mobile Training On-the-Go

Coke and McDonald's Mobile Training Solution is designed for support branch staffs to learn about Coca-Cola machine with self learning on-the-go application ANYWHERE ANYTIME.



### Unilever Unilever Network Training On-the-Go

Anything Conicle ONDEMAND and LIVE to broadcast company's Class to business partners around the country via web and mobile device anywhere anytime.

Unilever is one of the world's largest consumer goods company. Its products include food, beverages, cleaning agents and personal care products and more.



### KING POWER KPG Digital Learning Management System

To enhance King Power Group HRD and Training Process with Smart, Modern & Mobile Learning Solution.

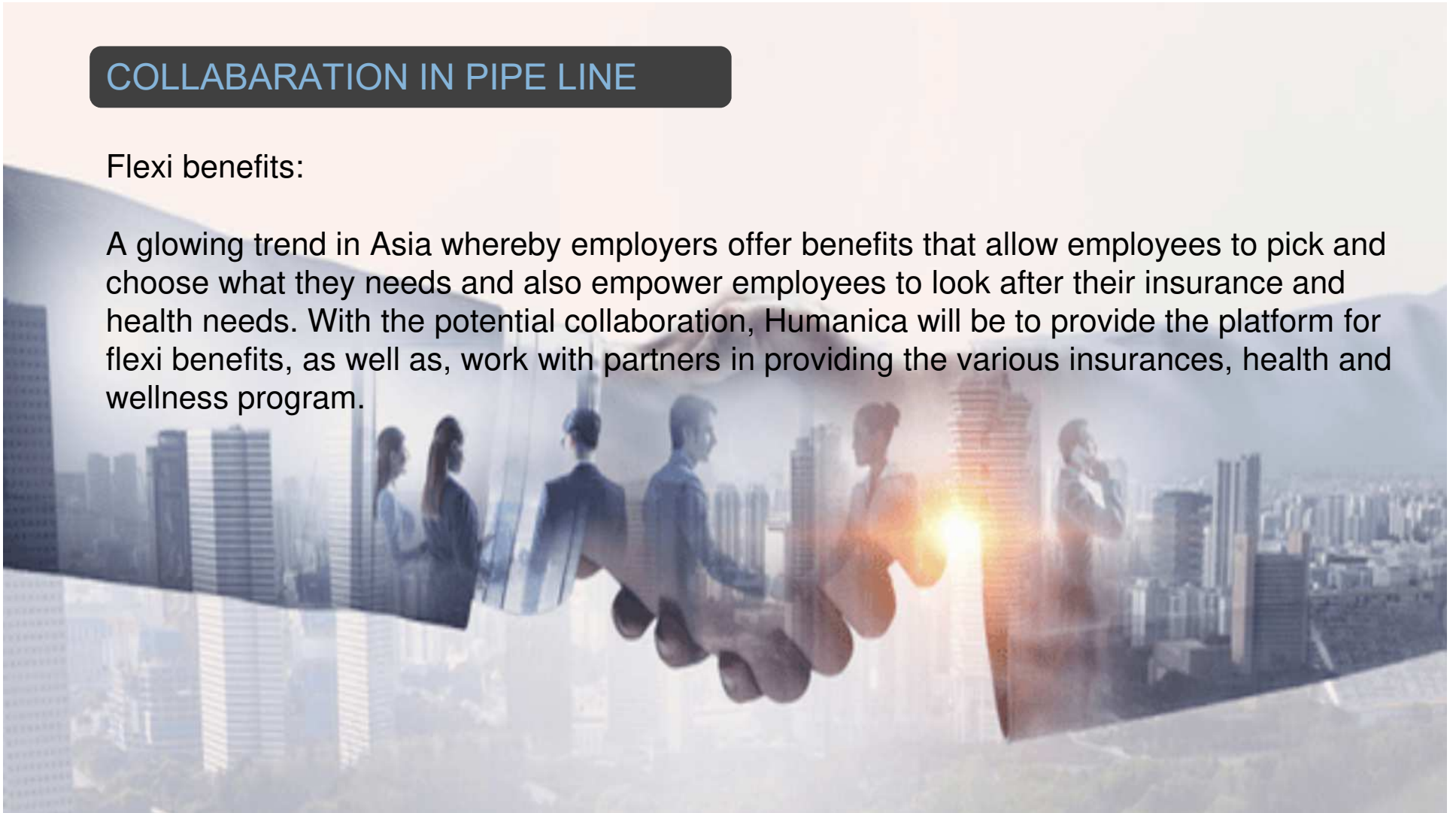
*Anywhere. Anytime. Without boundary.*

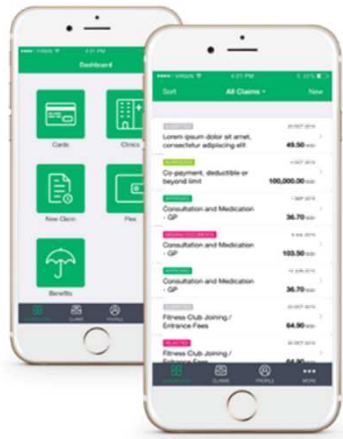


## COLLABARATION IN PIPE LINE

### Flexi benefits:

A glowing trend in Asia whereby employers offer benefits that allow employees to pick and choose what they needs and also empower employees to look after their insurance and health needs. With the potential collaboration, Humanica will be to provide the platform for flexi benefits, as well as, work with partners in providing the various insurances, health and wellness program.





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



Virtual Wallet



Flex Cafeteria



Wellness eMarketplace



Face-Ageing



eHRA



Digital Biometrics



Rewards Gamification



Learning Channel



Virtual Clinic



Benefits eEnrollment



eClaims



SignUps & eTicketing

Better  
Experience,  
Less Hassle  
More Value

# Choose your own Package!

Benefits are tailored to fit individual needs and goals

## Group Term Life

**12x Basic  
Monthly Salary**  
Price: SGD56.71

**24x Basic  
Monthly Salary**  
Price: SGD114.49

**36x Basic  
Monthly Salary**  
Price: SGD172.27

## Group Hospitalization

**4 Bed**  
Price: SGD194.74

**2 Bed**  
Price: SGD218.28

**1 Bed**  
Price: SGD325.28

Add Dependant ▼

Add Dependant ▼

Add Dependant ▼

## Personal Insurance

**Standard Plan**  
Price: SGD 100

**Enhanced Plan**  
Price: SGD 120

**Superior Plan**  
Price: SGD 150

### Wallet

You now have  
**2,314.32**

[Account Info](#)

• Benefits Spent 891.44 SGD

Balance :  
  
1,422.88 SGD

**Checkout**

All prices include GST

Benefits eEnrollment

# PREVENTION before CURE!

Shift excess treatment spending into early detection  
& disease prevention

Select Default /  
Last Accepted Cover

Group Term Life

Covers you for death and total permanent disability. Choose your coverage.

12x Basic  
Monthly  
Salary

\$195.00

24x Basic  
Monthly  
Salary

\$327.00

\* Health Declaration is Required

36x Basic  
Monthly  
Salary

\$489.00

\* Health Declaration is Required

Group Critical Illness

Covers you if you are diagnosed with a critical illness. Choose your coverage.

12x Basic  
Monthly

\$314.00

24x Basic  
Monthly

\$538.00

36x Basic  
Monthly

\$890.00

Wallet

You now have  
**\$4543.73**

View Statement

Usage

Risk & Medical

\$1226.93

Health & Wellness

\$2579.07

Subtotal

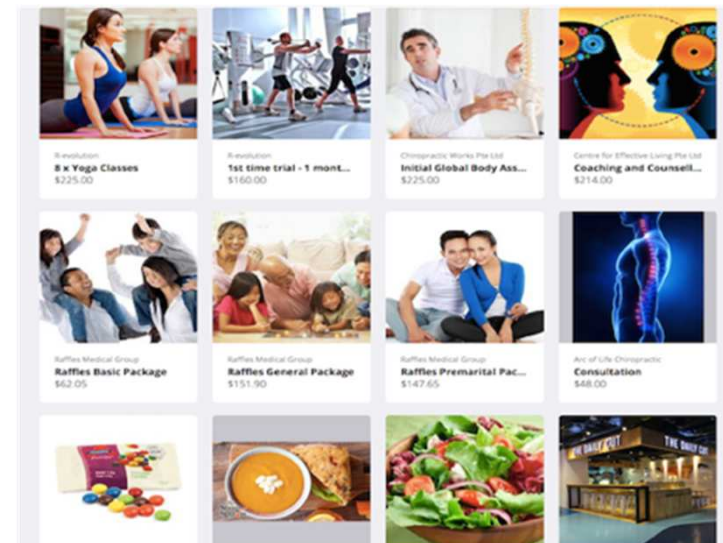
\$3806.00

Remaining Balance

\$73773

Checkout


All prices include GST



Shifts Excess Spend to Wellness  
Wellness eMarketplace

Be aware of your HEALTH and keep IMPROVING it!

**Types of breads and grains**



Refined Grains e.g., pasta, white rice, white bread, cereals and crackers

Whole Grains e.g., brown rice and whole wheat

What kinds of breads and grains do you usually eat?

- ☐ Nearly always eat refined grain products
- ☐ Eat mostly refined grain products, some whole grain
- ☐ Eat both about the same
- ☒ Eat mostly whole-grain products, some refined grain
- ☐ Eat only whole-grain products

Previous Next

**Smoking**

Which of these best describes you?

- ☒ Smoker
- ☐ Ex Smoker
- ☐ Non-smoker

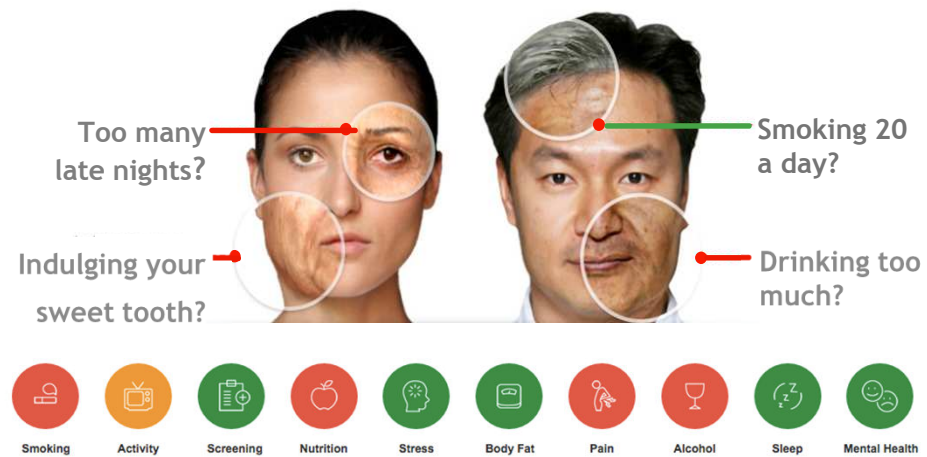
How soon do you smoke your first cigarette from the moment you wake up everyday?

- ☒ Within 5 mins
- ☐ 5-30 mins
- ☐ 31-60 mins
- ☐ more than 60 mins

How many cigarettes do you smoke on a typical day?

- ☒ 10 or less
- ☐ 11-20
- ☐ 21-30
- ☐ More than 30

Previous Next



The system will show outcome of personal appearance in based on their lifestyle.

Online Health & Lifestyle Risk Assessment



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to  
p  
to  
C









SCB Abacus partners with HR company Humanica for AI-powered lending platform

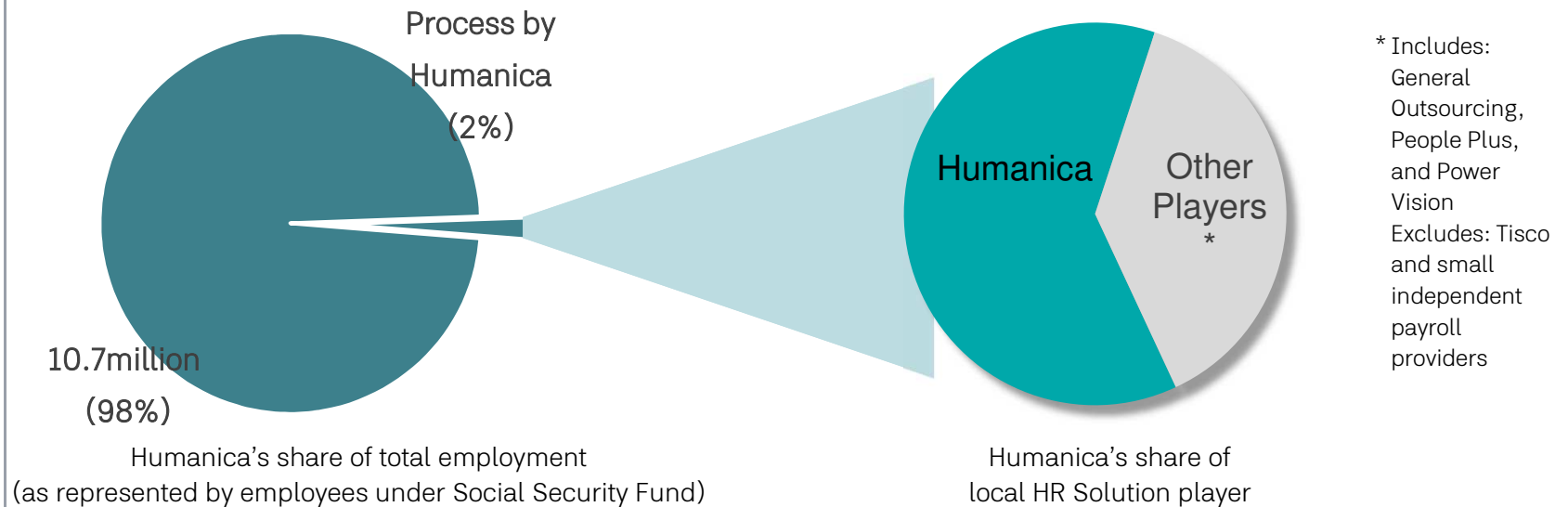
Corporate February 12, 2019 15:31

MORE STUFF  
COMING  
SOON!

# MARKET OUTLOOKS



HUMANICA DOMINATES THE PAYROLL OUTSOURCING MARKET,  
ALTHOUGH STILL REPRESENT ONLY 2% OF TOTAL POTENTIAL MARKET



Source: Social Security Fund

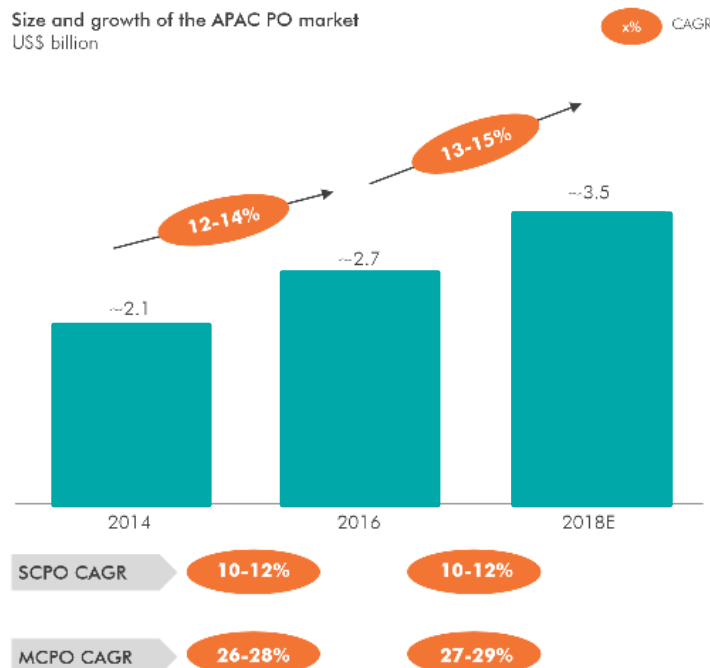
## LARGEST 50 LISTED COMPANIES IN THAILAND WHO IS STILL PROCESSING THEIR OWN PAYROLL

#	Companies	Humanica's client	Competitor's client
1	PTT		
2	The Siam Cement		
3	Thai Beverage		
4	Airports of Thailand		
5	The Siam Commercial Bank		
6	CP ALL		
7	Advanced Info Service		
8	Kasikornbank		
9	PTT Exploration and Production		
10	Bangkok Bank		
11	PTT Global Chemical		
12	Bangkok Dusit Medical Services		
13	Bank of Ayudhya		
14	Krung Thai Bank		
15	Central Pattana		
16	True Corporation		
17	Charoen Pokphand Foods		
18	Berli Jucker		
19	Intouch Holdings		
20	Indorama Ventures		
21	Big C Supercenter		
22	Siam Makro		
23	Thai Oil		
24	Minor International		
25	Bumrungrad Hospital		

#	Companies	Humanica's client	Competitor's client
26	Home Product Center		
27	Glow Energy		
28	Land and Houses		
29	Bangkok Expressway and Metro		
30	Electricity Generating		
31	IRPC		
32	TMB Bank		
33	Delta Electronics		
34	Thai Union Group		
35	Energy Absolute		
36	Total Access Communication		
37	Banpu		
38	BTS Group		
39	Bangkok Life Assurance		
40	Banpu Power		
41	Ratchaburi Electricity Generating		
42	Robinson Department Store		
43	Muangthai Leasing		
44	Siam City Cement		
45	KCE Electronics		
46	Siam Global House		
47	Kiatnakin Bank		
48	Thanachart Capital		
49	Carabao Group		
50	Star Petroleum		

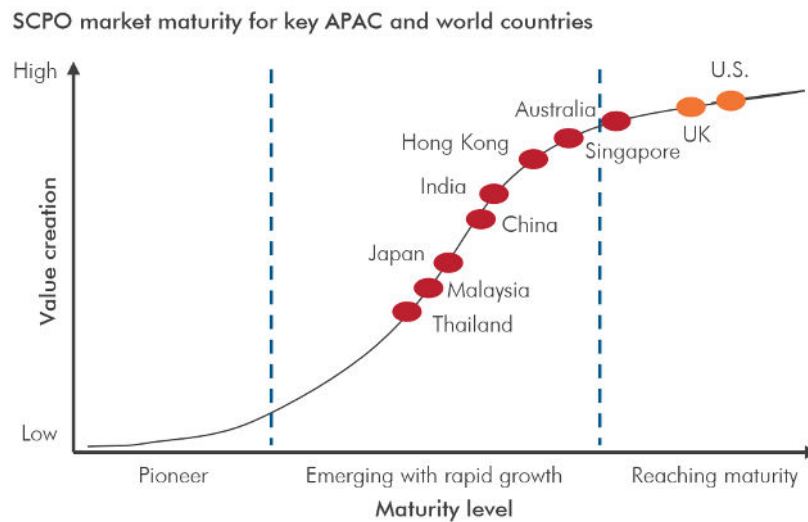
Payroll only
  Software only
  Payroll and software

## SIZE & GROWTH OF PAYROLL OUTSOURCING MARKET IN APAC



- High growth in APAC Payroll Outsourcing market is expected to hold steady.
- Buyer approach moves towards payroll technology.
- Companies in Asia traditionally see payroll as administrative. This is changing due to higher compliance costs.
- Market is moving in favour of Multi-Countries Payroll Outsourcing (MCPO) as it helps companies to standardize its operation.
- Expect MCPO to grow more rapidly than Single Country Payroll Outsourcing (SCPO).

## MATURITY LEVEL OF PAYROLL OUTSOURCING



Source – Everest Group: Payroll Outsourcing in Asia Pacific 2017

- Companies in more countries see values in payroll outsourcing.
- Shift from traditional software on premises to BPaaS – Business Process as a Service.

# THANKS!

Any questions?



You can find me at

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- [www.humanica.com](http://www.humanica.com)

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