

H U M A N I C A

2019



## VISION

*We are a family of talents who share the same passion in delivering **world-class products** and services.*

*Innovating today, to meet tomorrow's unrecognized needs.*



## MISSION

*Helping People in Our  
Virtual Community  
Work Better  
& Live Happier*

# OUR 17 YEAR 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



2016  
TICTA  
Award Winner



2017  
Expanded to Singapore  
& Malaysia



2017  
Listed in SET



2018  
Moved to new building  
at Rongmuang



480+

PROFESSIONAL STAFF



70+

TECHNICAL EXPERTS



3,000+

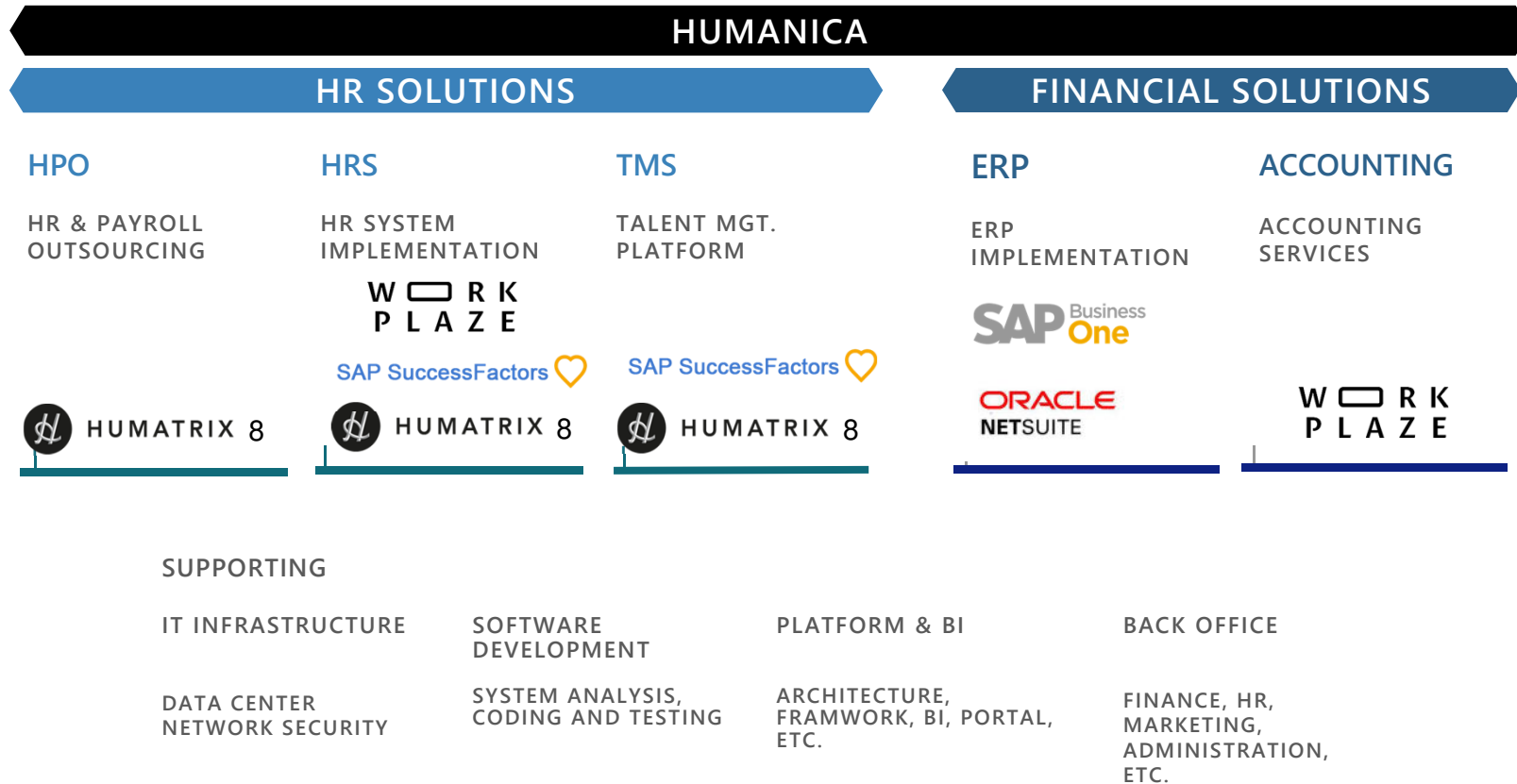
COMPANIES ENTRUSTED



700,000+

HEADCOUNTS SERVED

## Humanica profile



HR Solutions

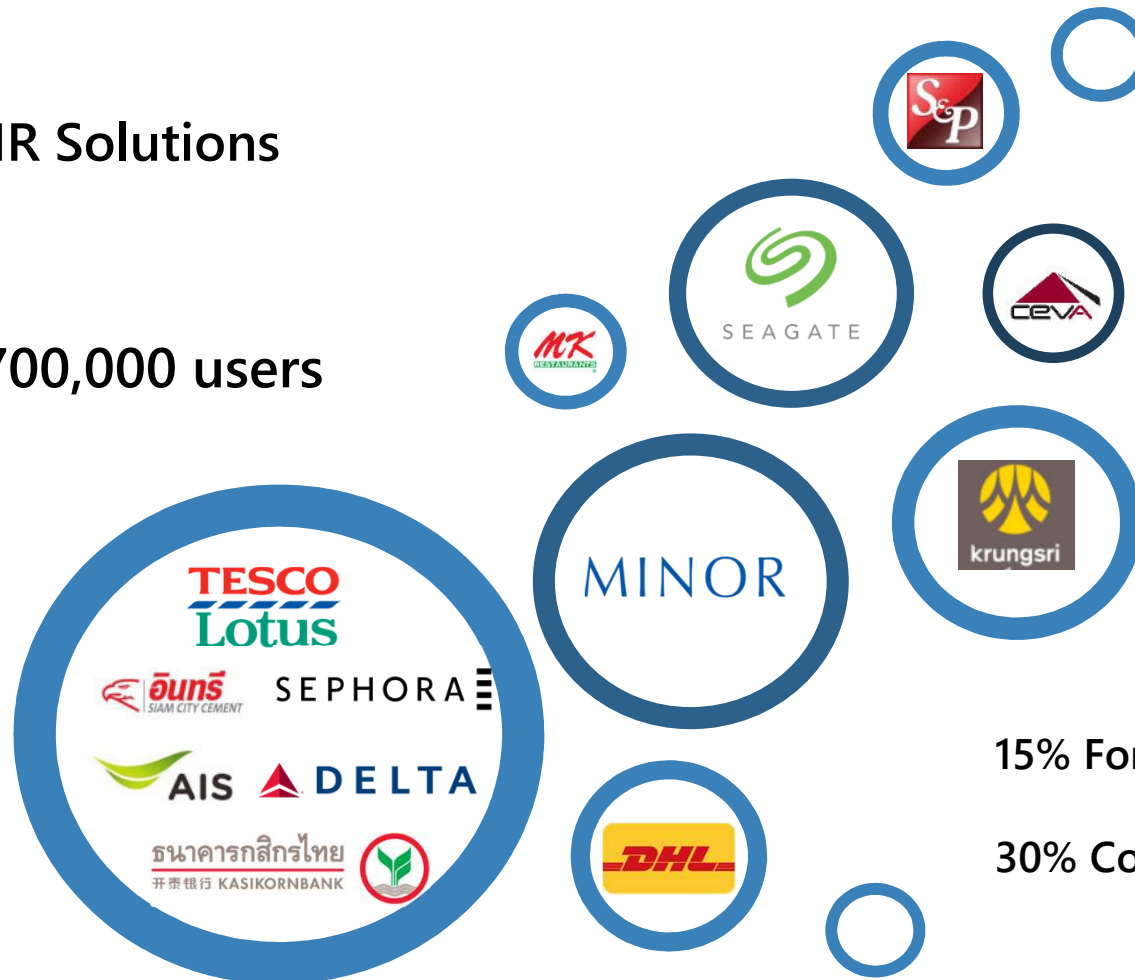
> 700,000 users

7 countries

> 3,500 clients

15% Fortune 500 Companies

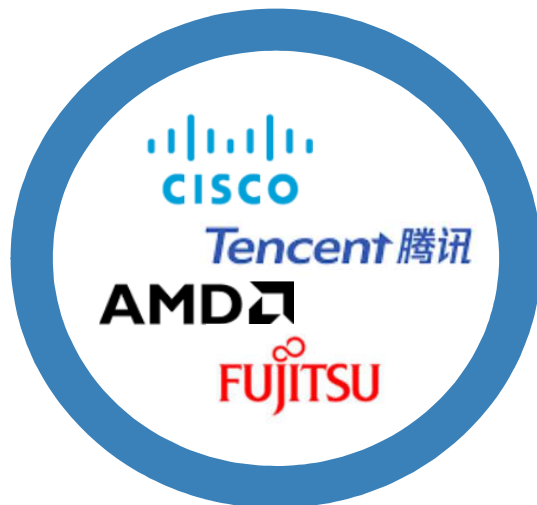
30% Companies listed in SET



## Financial Solutions

> 170 clients

13 clients listed  
in Thailand





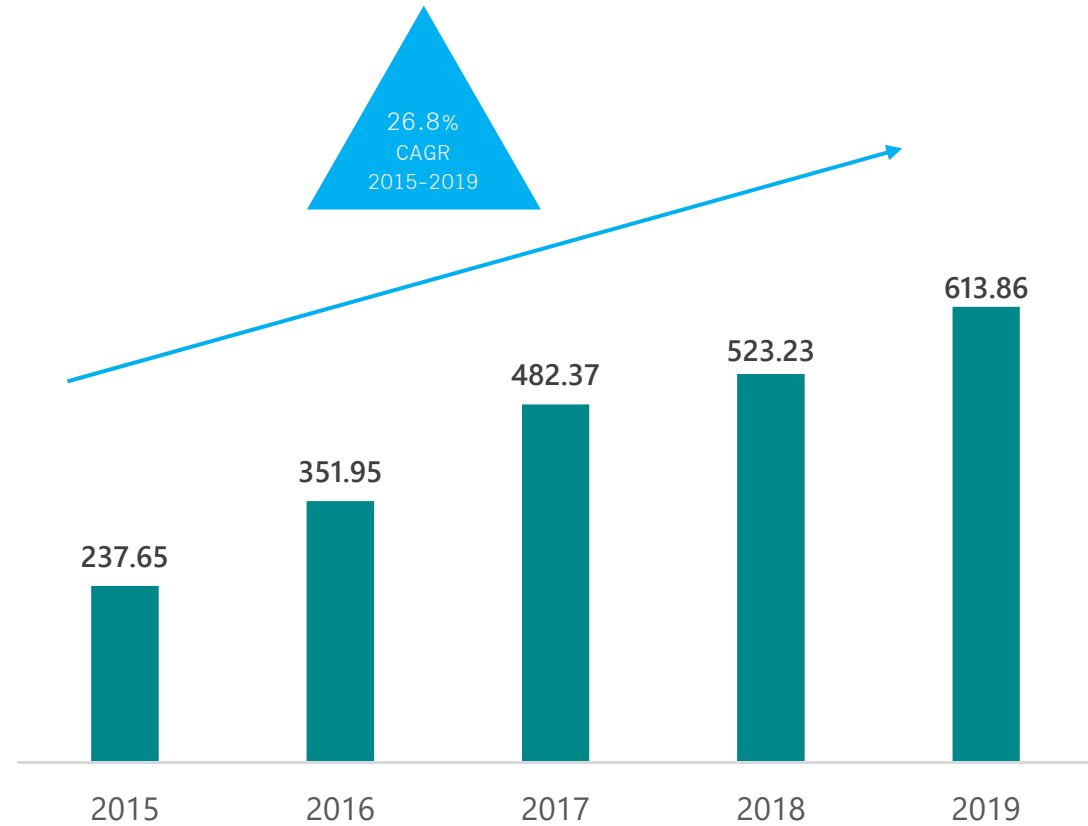
# FINANCIALS & KEYNOTES



## TOTAL REVENUE

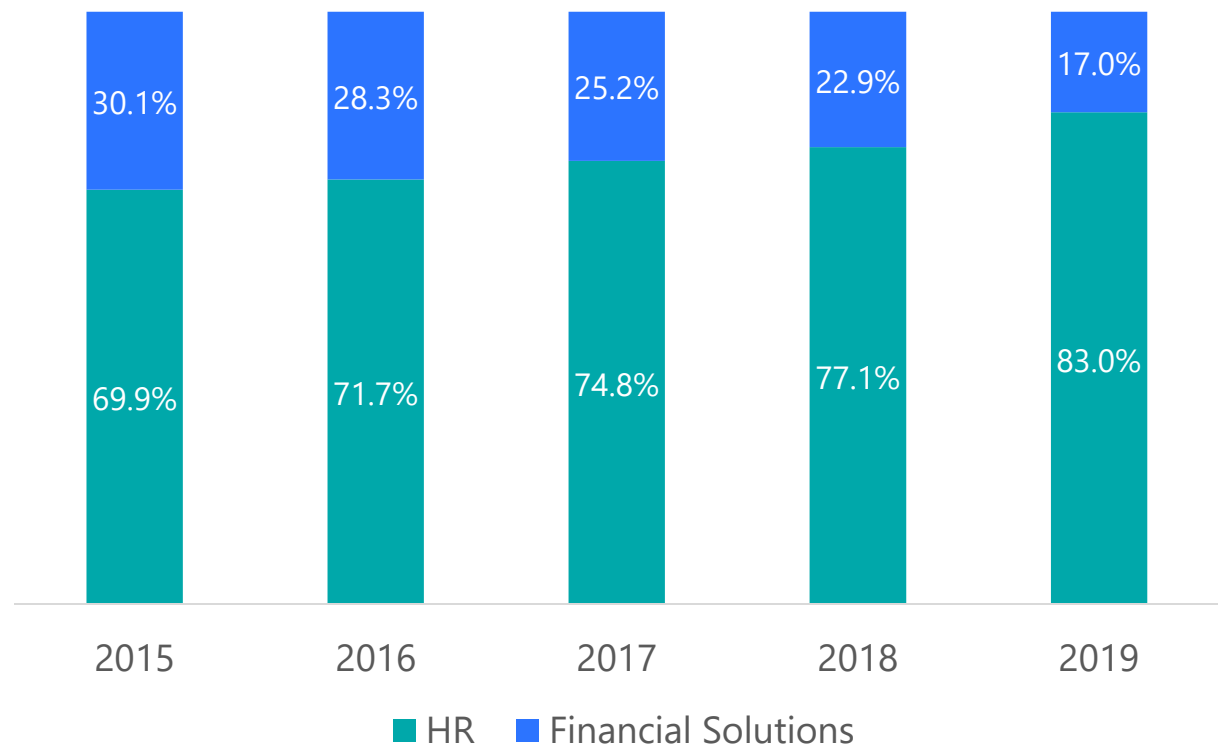
Revenue grew by 90.63mb  
or 17.3% YoY

2019 - 613.86mb  
2018 - 523.23mb



## REVENUE BREAKDOWN

83% HR Solutions and  
17% Financial Solutions

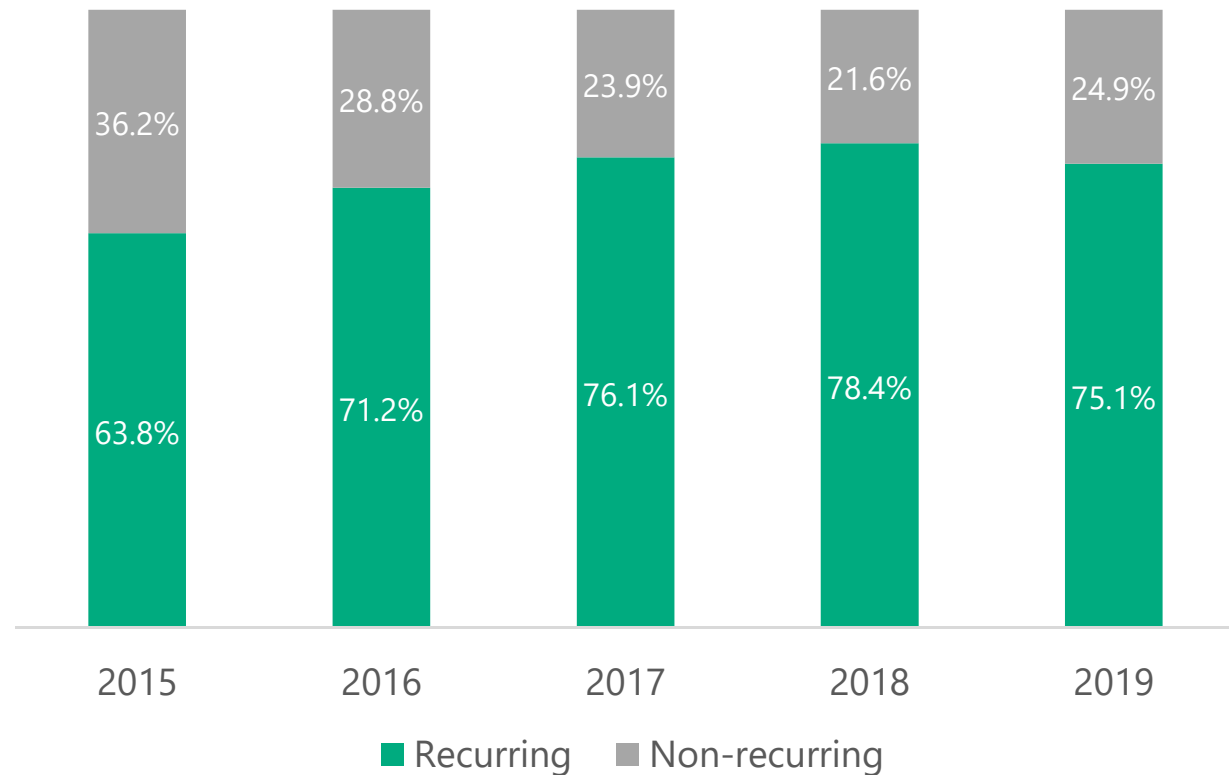


## RECURRING VS NON-RECURRING

Recurring revenue was 75.1%

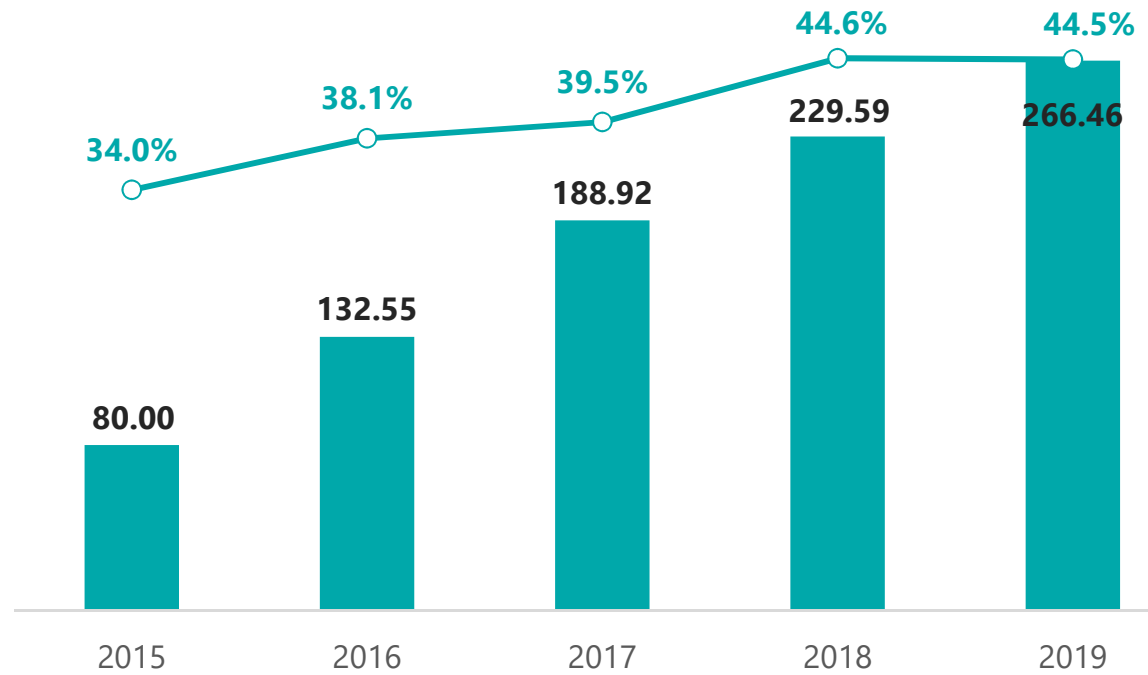
Recurring revenue grew 46.0 mb or 11.4%YOY, of which:  
HR Solutions +41.7mb (12.2%)  
Financial Solutions +4.3mb (7.0%)

Non-recurring revenue grew 37.7mb or 33.8% YOY, of which  
HR Solutions +56.4mb (22.6%)  
Financial Solutions -18.7mb (-33.3%)

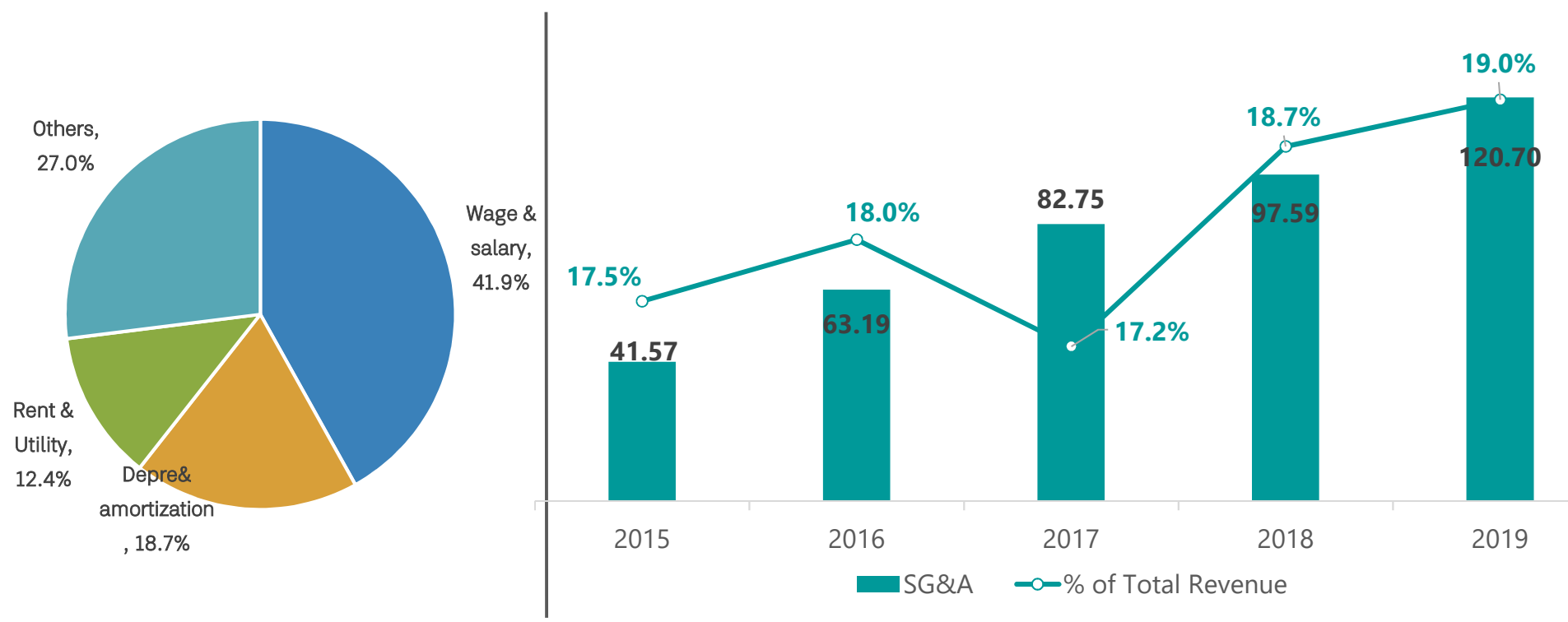


## GROSS PROFIT

Gross profit margin was constant at 44.5% compared to 44.6% in 2018



# SG&A EXPENSES TO TOTAL REVENUE

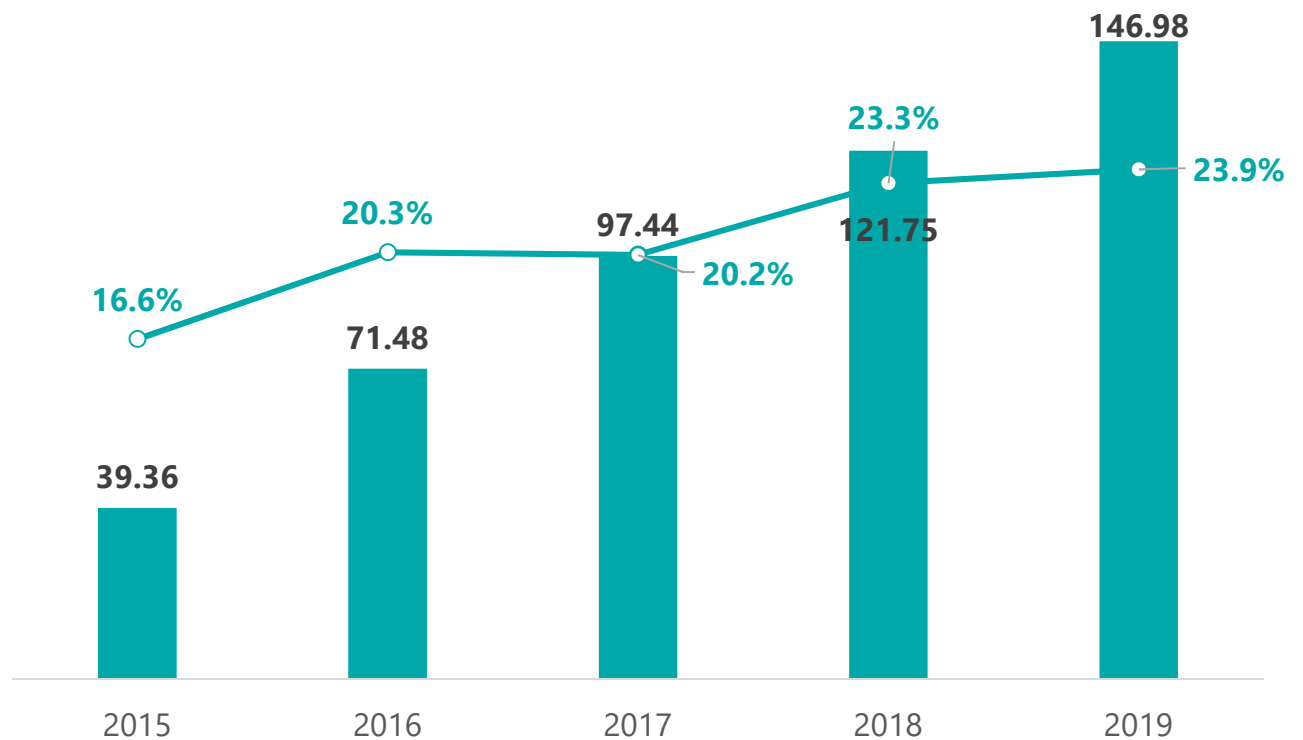


## NET PROFIT

Net profit margin was 23.9%, slightly increased from 23.3% in 2018.

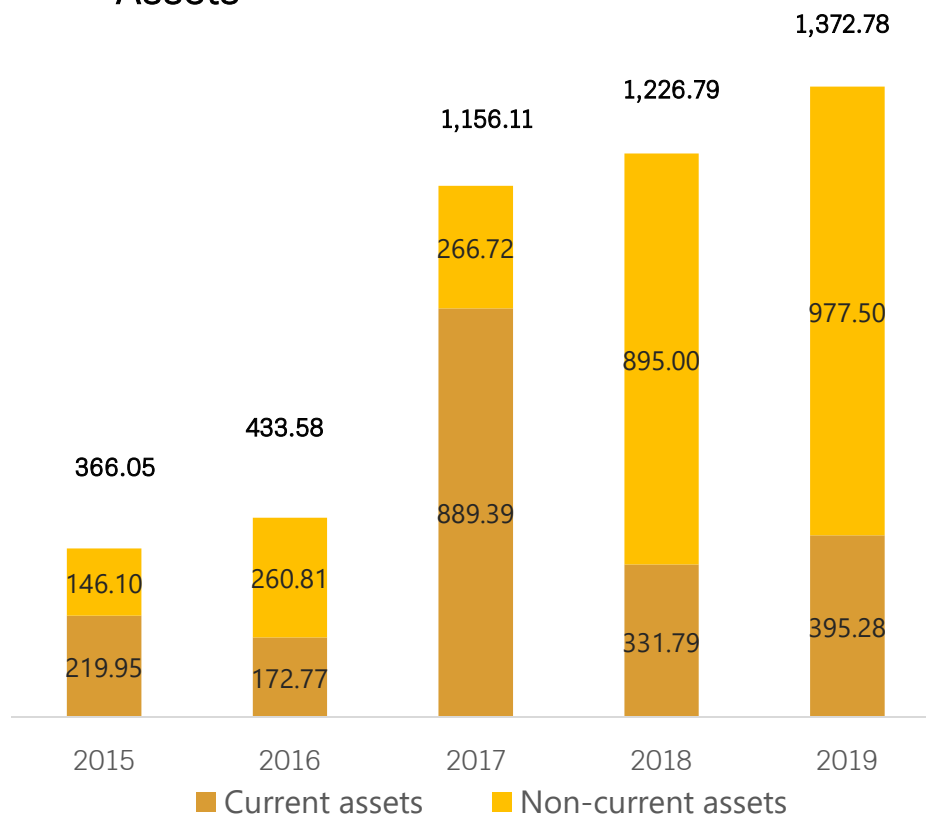
Net margin was affected by

1. one-time impact of increase in provision for retirement benefits of 3.7mb
2. exchange losses due to strengthening of Baht of 2.4mb
3. In 2018, we booked a debt written back of 4.7mb

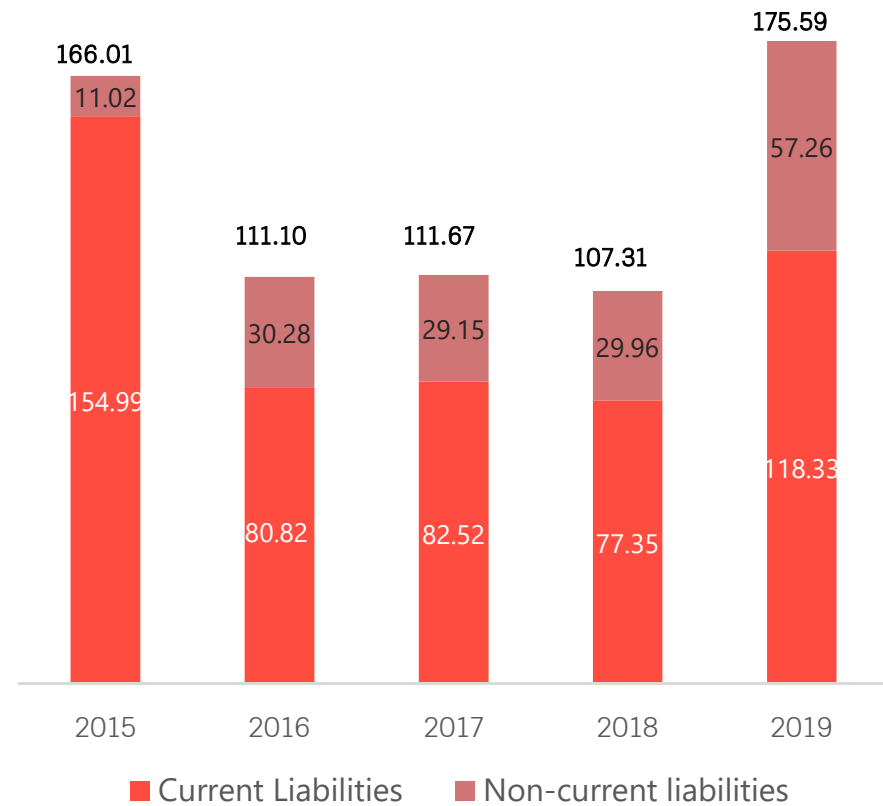


## ASSETS AND LIABILITIES

### Assets

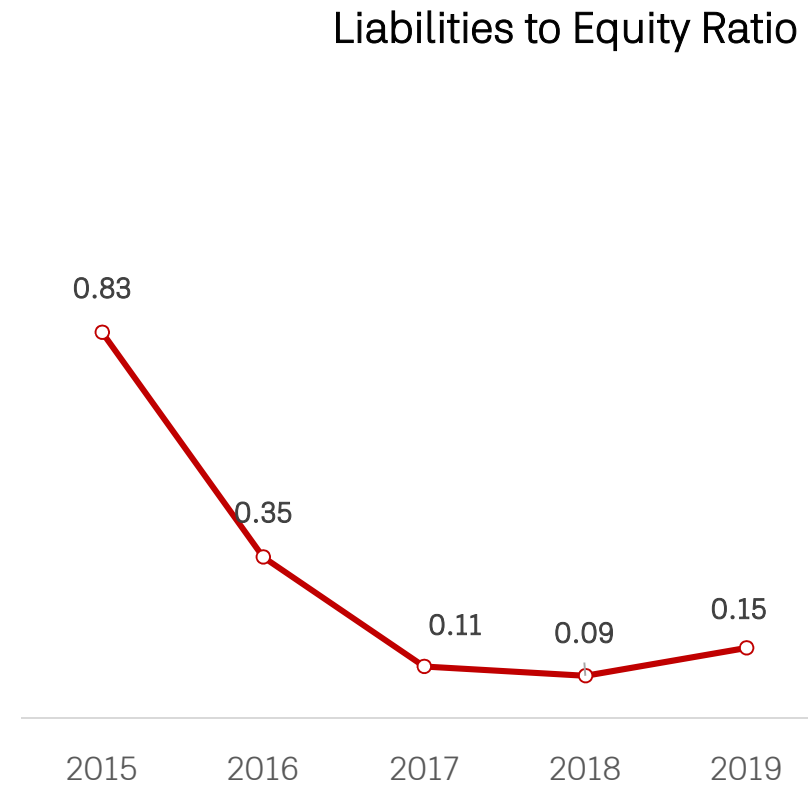
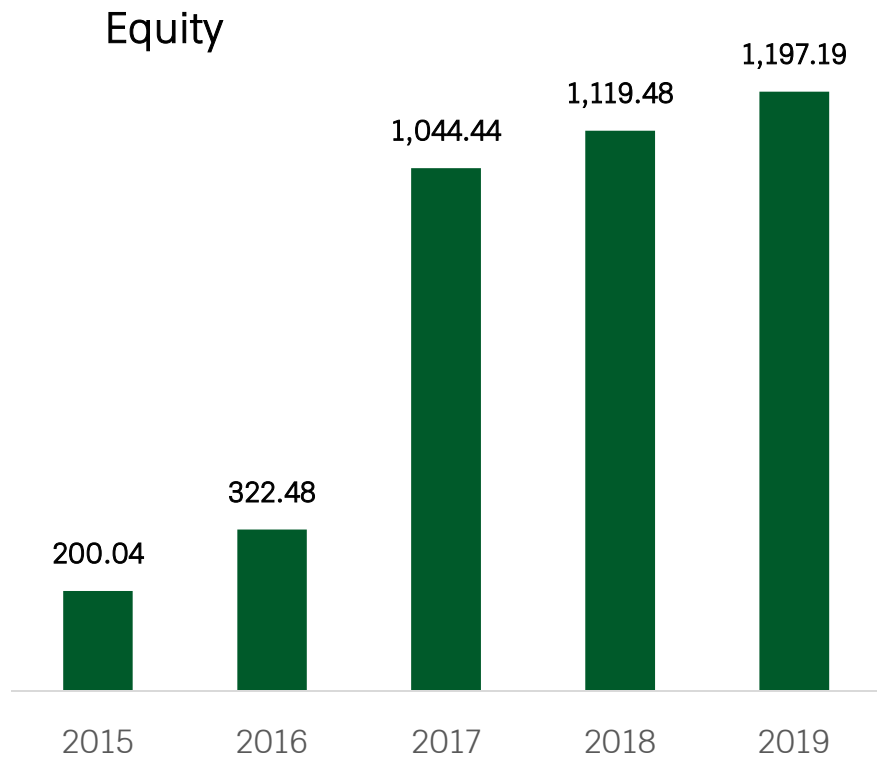


### Liabilities



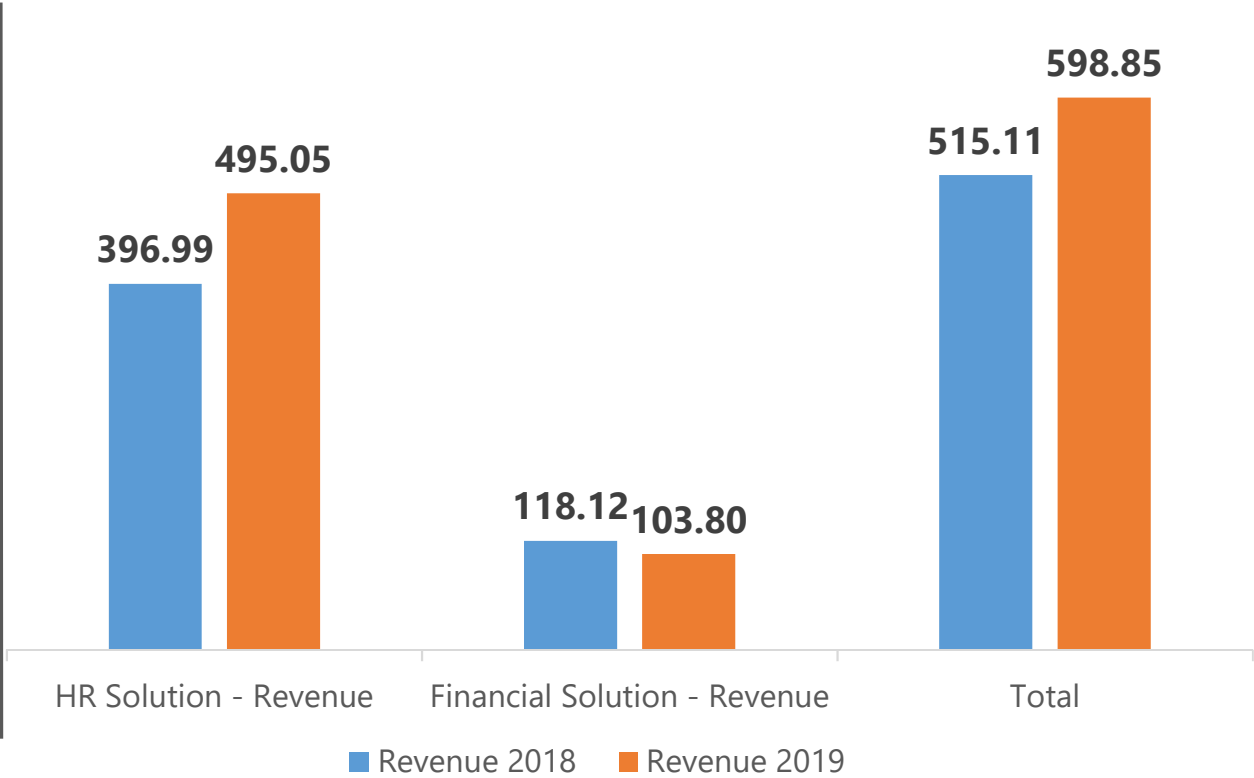


## EQUITY AND LIABILITIES TO EQUITY RATIO



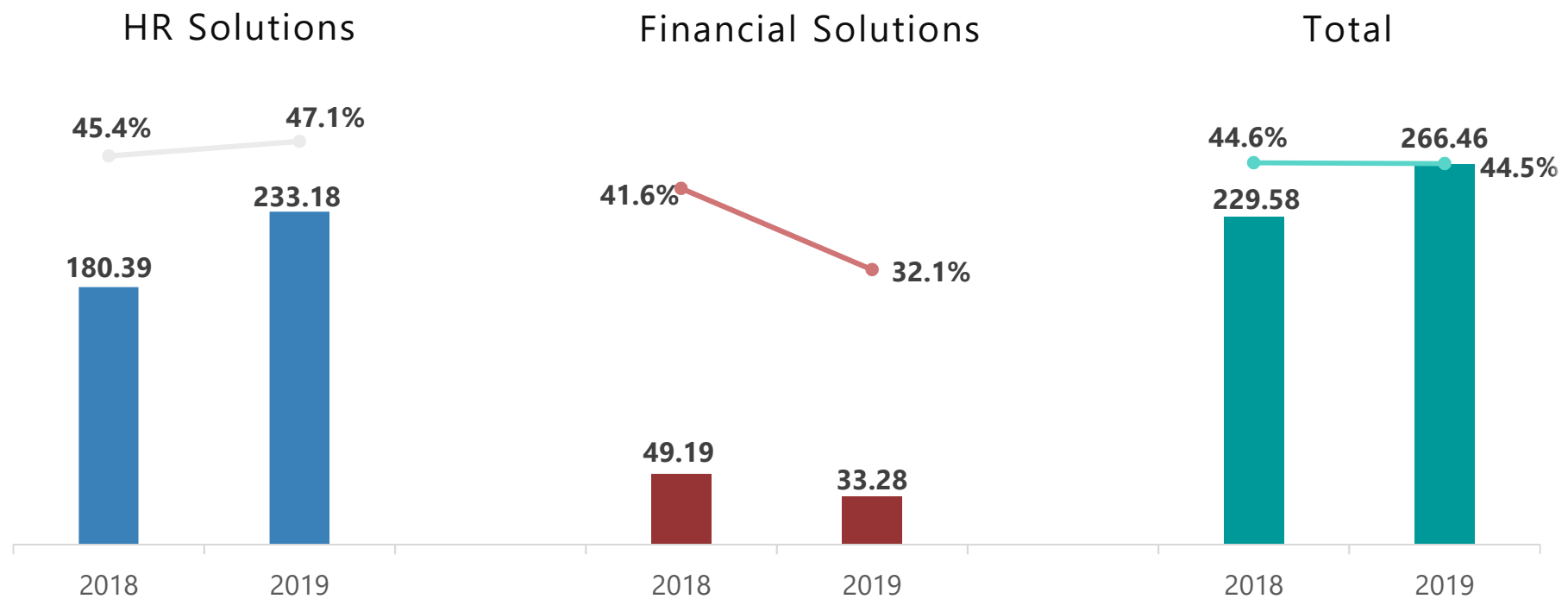
# REVENUE BY SEGMENT

Revenue from HR Solutions grew 98.06mb or 24.7% while revenue from Financial Solutions dropped by 14.32mb or -12.1%.



## GROSS MARGIN BY SEGMENT

### Year-on-year comparison



## BALANCE SHEET

Unit : Million Baht	2015	2016	2017	2018	2019
Cash	151.36	46.27	88.14	111.34	159.47
Account receivables	64.96	120.55	138.48	118.32	138.82
Investments	-	-	650.08	669.79	641.45
Fixed assets	16.71	34.10	31.95	51.21	40.11
Intangible assets	22.65	162.01	151.56	165.45	142.05
Computer software under development	83.04	6.03	21.46	12.03	27.43
Other assets	27.33	64.62	74.44	98.65	223.45
<b>Total assets</b>	<b>366.05</b>	<b>433.58</b>	<b>1,156.11</b>	<b>1,226.79</b>	<b>1,372.78</b>
Account payables	40.77	63.65	66.12	58.91	100.67
Loan from related parties	107.93	-	-	-	-
Other liabilities	17.32	47.45	45.55	48.40	74.92
<b>Total liabilities</b>	<b>166.02</b>	<b>111.10</b>	<b>111.67</b>	<b>107.31</b>	<b>175.59</b>
Total equity of major S/H	200.03	320.99	1,044.44	1,119.48	1,197.19
Minority interest	-	1.49	-	-	-
<b>Total equity</b>	<b>200.03</b>	<b>322.48</b>	<b>1,044.44</b>	<b>1,119.48</b>	<b>1,197.19</b>

## INCOME STATEMENT

Unit : Million Baht	2015	2016	2017	2018	2019
Sales and service income	235.59	347.68	478.88	515.11	598.85
Other income	2.06	4.27	3.50	8.12	15.01
<b>Total revenues</b>	<b>237.65</b>	<b>351.95</b>	<b>482.38</b>	<b>523.23</b>	<b>613.86</b>
Cost of sales and services	156.36	215.13	289.96	285.52	332.39
SG&A	43.15	63.19	82.75	97.39	120.70
EBIT	43.90	72.13	109.66	140.32	160.77
<b>Net Profit</b>	<b>39.36</b>	<b>71.48</b>	<b>97.45</b>	<b>121.91</b>	<b>146.98</b>
EBITDA	57.24	98.98	155.43	186.68	212.01

## KEY PERFORMANCE RATIOS

Financial Ratios		2015	2016	2017	2018	2019
Gross margin (sales & services)	%	34.0%	38.1%	39.4%	44.6%	44.5%
Operating margin	%	15.3%	19.5%	22.2%	25.6%	24.3%
Net profit margin	%	16.6%	20.3%	20.2%	23.3%	23.9%
ROE	%	24.7%	27.4%	14.3%	11.3%	25.4%
ROA	%	14.0%	17.9%	12.3%	10.2%	22.6%
Liquidity ratio	Times	1.4	2.1	10.8	4.3	3.3
Account receivable turnover	Times	6.4	5.8	5.0	5.0	23.3
Average collection period	Days	56.6	62.1	62.0	71.9	15.4
Account payable turnover	Times	6.2	6.2	6.0	6.9	29.0
Average payment period	Days	57.7	57.9	12.5	52.5	12.4
Cash cycle	Days	-1.1	4.2	49.5	19.5	3.0
Earnings per share	Bt	7.33	0.58	0.27	0.18	0.22
Book value per share	Bt	33.3	2.6	3.0	1.6	1.8
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 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







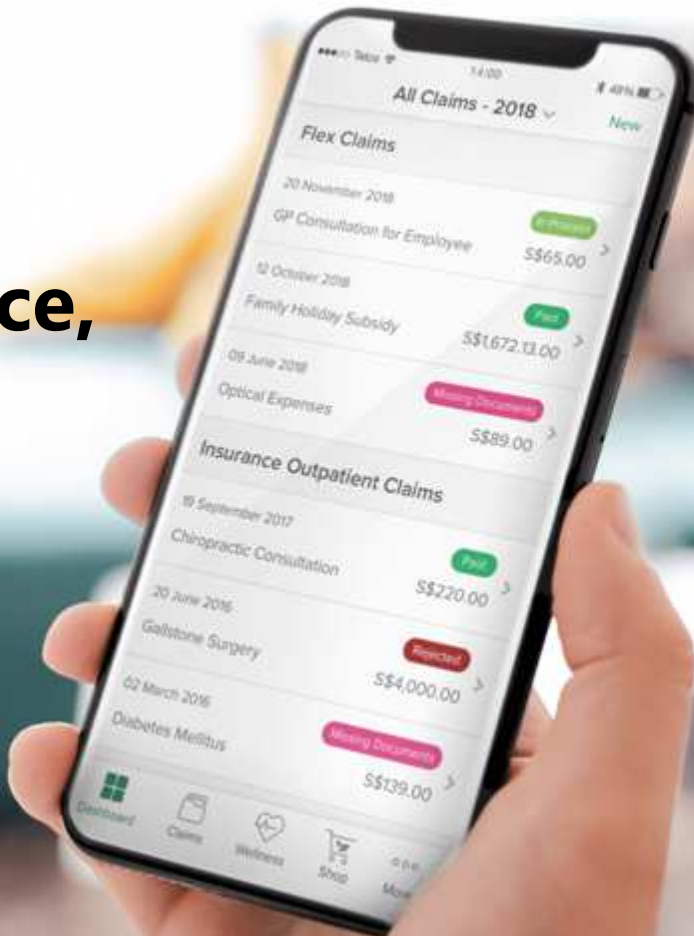
## White label with full integration to Humatrix

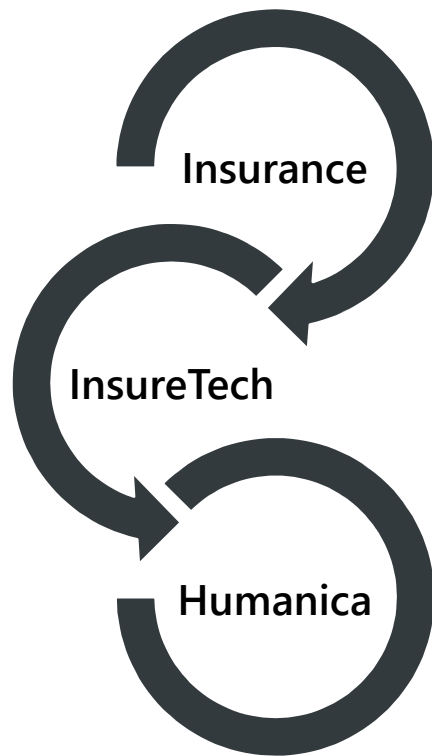
.....

Face Recognition with Human  
temperature Detection



# Reinventing Insurance, Health & Benefits in Thailand





## First in Thailand

Leveraging the best of suite to bring a new perspective to how employee insurance will be.

Joint Venture



Humanica



Compete based on **Value**, not **Price**.

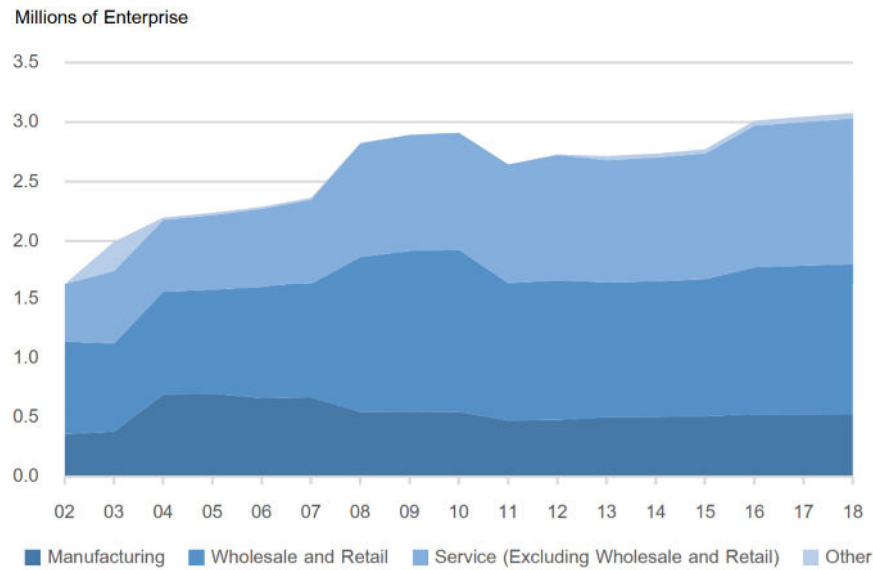
Add products or services that elevate our offer, making it too good to resist by **Bundling**.

**One-of-a-kind**

# SMEs in Thailand

**Number of SMEs**

[A]

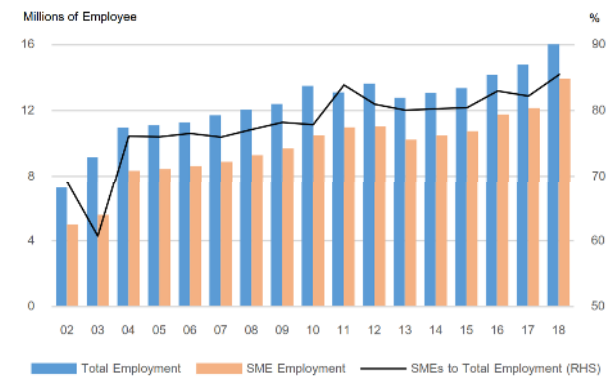


Source: The Office of SMEs Promotion

The total number of SMEs in 2018 exceeded 3 millions. SMEs employed 14 millions people or over 80% of overall employment.

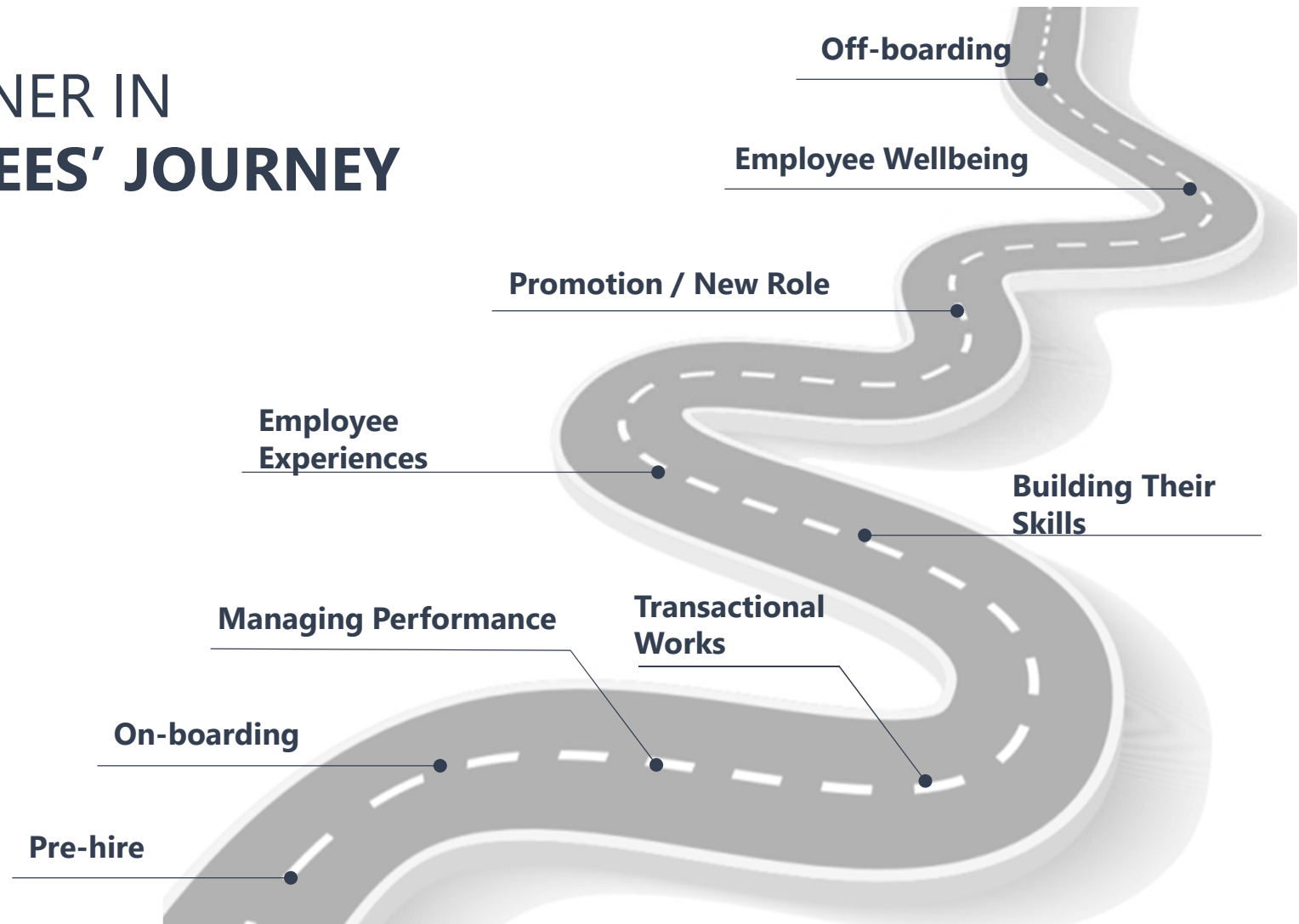
**Employment of SMEs**

[A]



Source: The Office of SMEs Promotion

# HR PARTNER IN EMPLOYEES' JOURNEY










# 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



9:41





## My lifestyle overview



58  
out of 100

### 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

 Search for a panel clinic

### My results

13.0

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

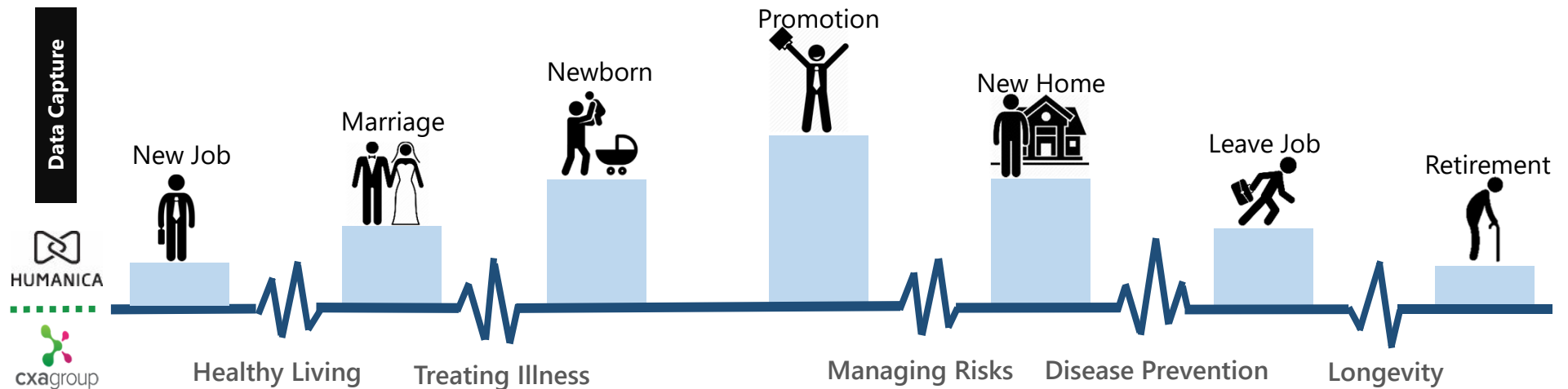
### Suggestions based on my lifestyle



**Trial low carb (1 Day Meal)**  
Eatology Limited  
HK\$ 428.00  
**HK\$ 128.00**

# EMPLOYEES WELLNESS

Personalized solutions at every stage of employees



## ENDLESS POSSIBLE SOLUTIONS

Insurance

Physical  
Fitness

Mindfulness

Telehealth

Chronic  
Disease Care

Financial  
Wellness

Savings  
Products

Investment  
Products

Retirement  
Planning

Tax Planning  
Products



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

A photograph of a smiling man with a beard and a small bun, looking towards the right. The background is a blurred office environment with desks and plants.

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

## E-LEARNING INTEGRATION

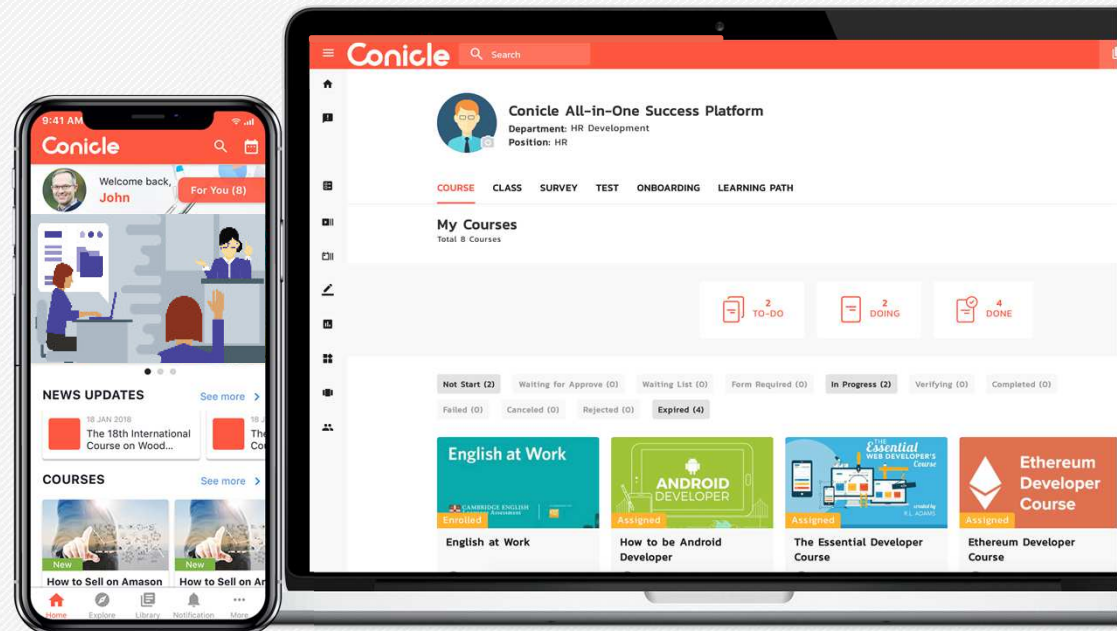
Alternative e-Learning platform, Humatrix's integration out of the box.

# Conicle

### Modern Learning Platform

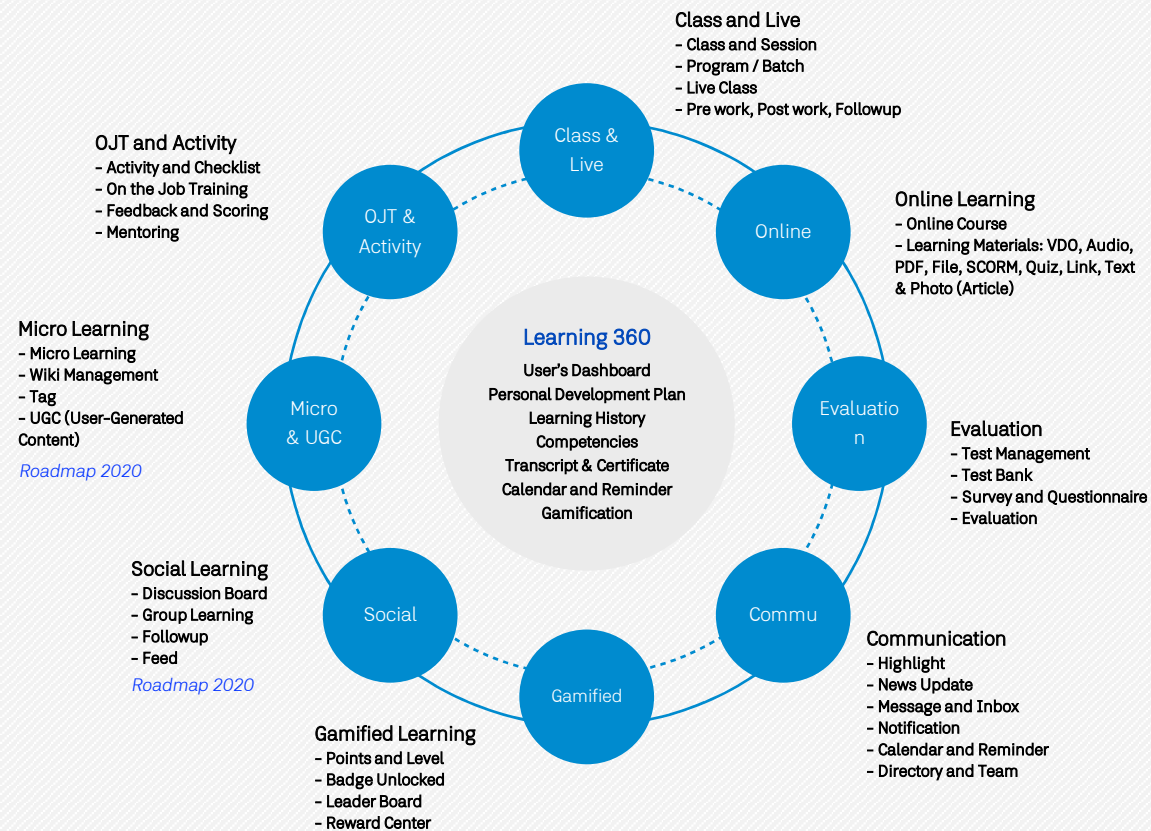
Conicle Platform is the revolutionized enterprise-class learning and development solution to empower organizations and people to learn and develop faster, easier and better. Anywhere. Anytime.

Mobile | Blended | Data-driven



## E-LEARNING INTEGRATION

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



## Conicle clients



**350,000+** Registered Users



**70,000+** Monthly Active Users



**20+** Companies



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.



Enhance CIMB People Development and Training Process with Modern & Movable 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.



Applying Conicle ONDEMAND and LIVE to broadcast company's Close 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.

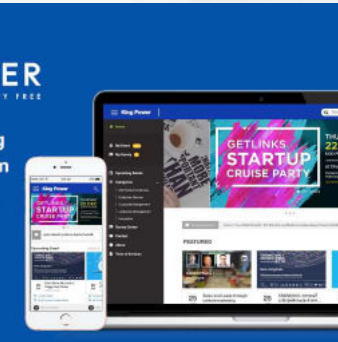


**KPG Digital Learning Management System**

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

Anywhere. Anytime. Without boundary.

Powered by Conicle

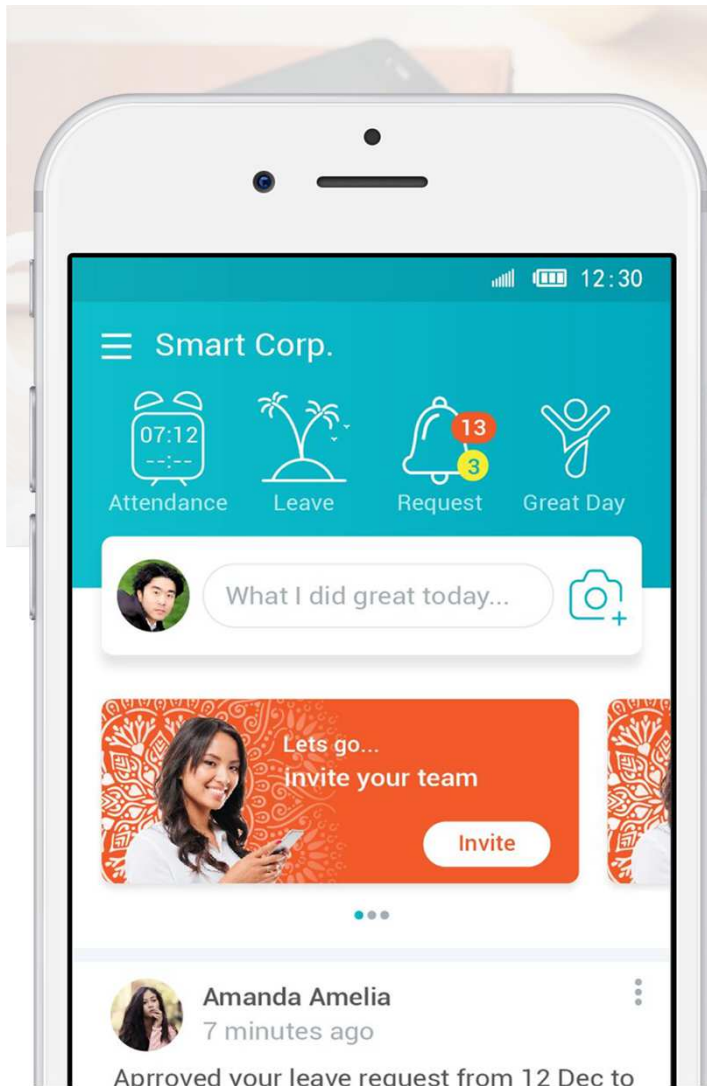




ENGAGE EMPLOYEES

# 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

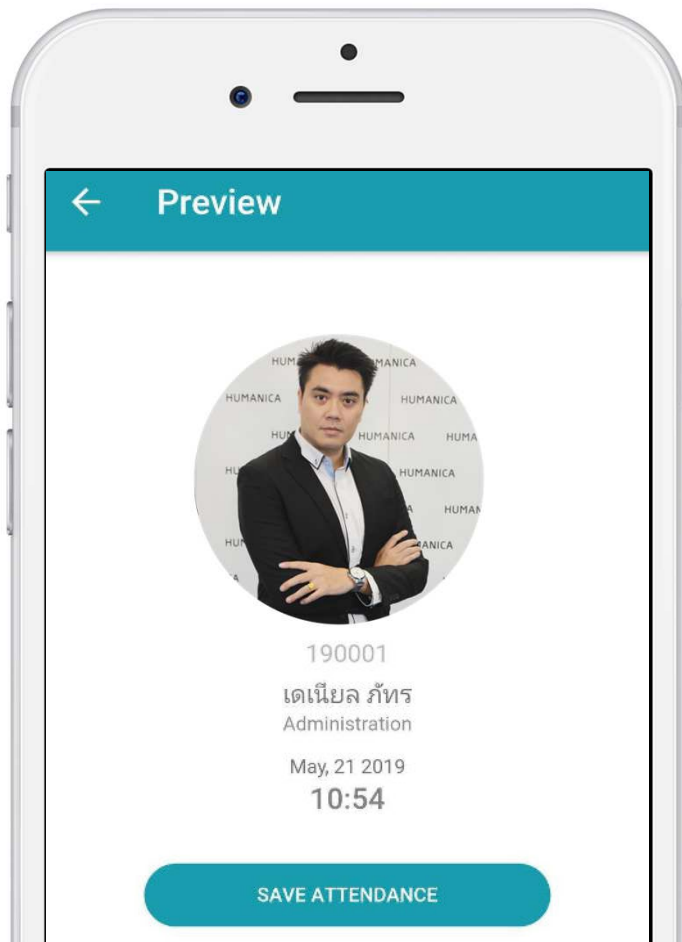


## Benefits

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

# Attendance

## Intuitive Attendance On-the-Go



Mobile Clock In & Out



GPS Technology, no clocking device needed



Team attendance status monitoring

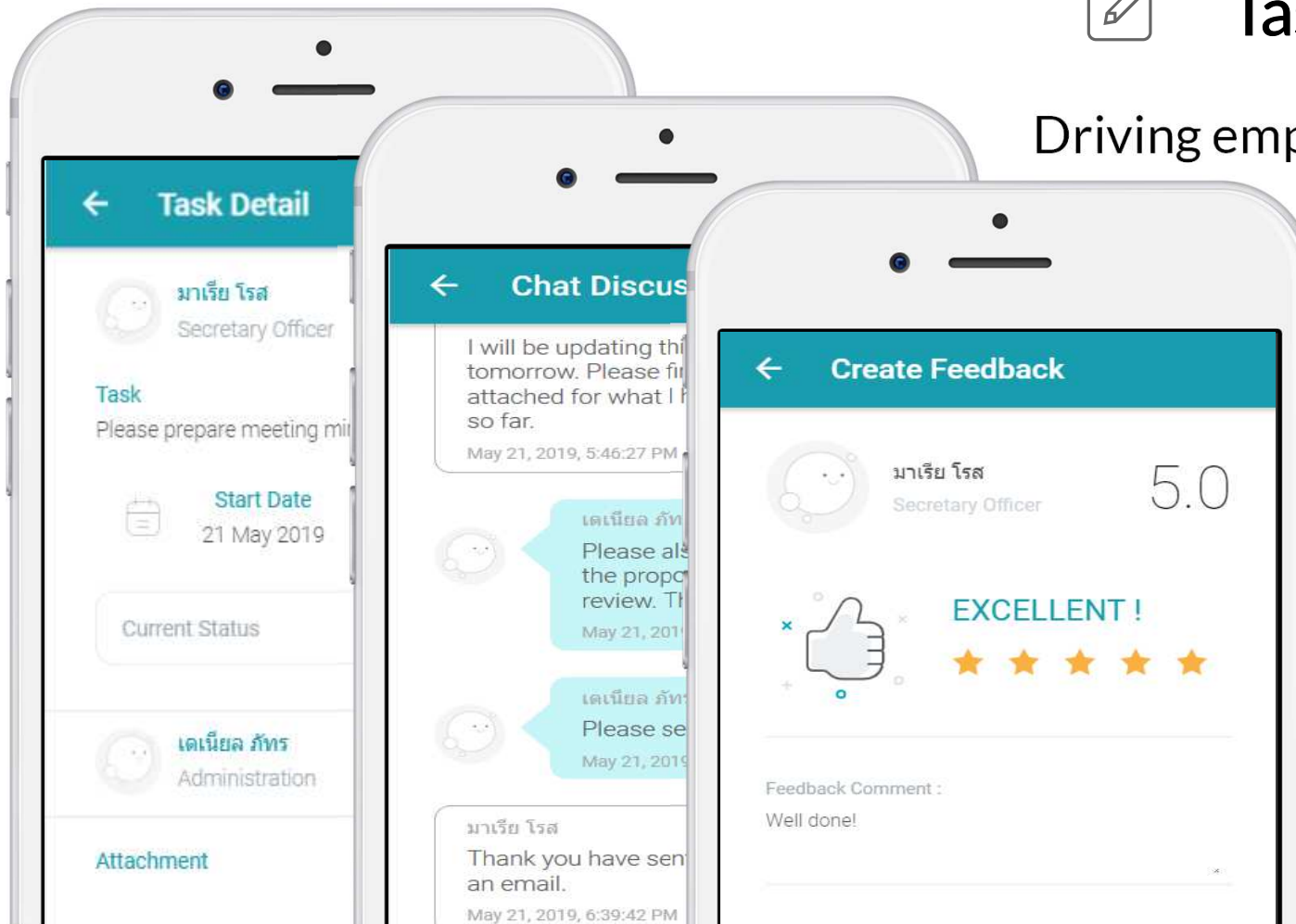






## Tasks & Feedback

Driving employee engagement



Tasks assignment



Chat



Feedback

# THANK YOU

## Any questions?



You can find me at

- [Soontorn.D@humanica.com](mailto:Soontorn.D@humanica.com)
- [www.humanica.com](http://www.humanica.com)

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