



HUMAN Q4 2021

HUMANICA PUBLIC COMPANY LIMITED

HUMANICA

- 01 PROFILE OF HUMANICA
- 02 OUR PAST PERFORMANCE & GROWTH
- 03 THE YEAR IN REVIEW
- 04 GROWTH STRATEGY
- 05 UPDATE ON NEW BUSINESSES



VISION



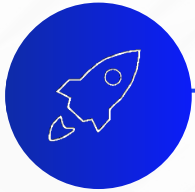
We are a happy family of good attitude talents who share the same meaning dreams and walk our value together to deliver world-class products and service to meet even unrecognized needs of our client as well as their employees.

MISSION



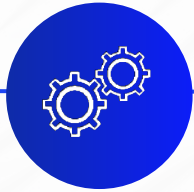
To help the employees of our clients to work better & live happier

OUR 18 YEARS JOURNEY IN HR DOMAINS



2003

Start with 30MB THB
Spun off from PWC



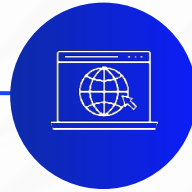
2005

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



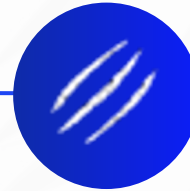
2017

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**

W O R K
P L A Z E

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

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

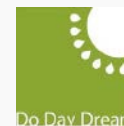
13 clients listed in Thailand



PETRONAS



Volex



Do Day Dream



Bualuang Ventures



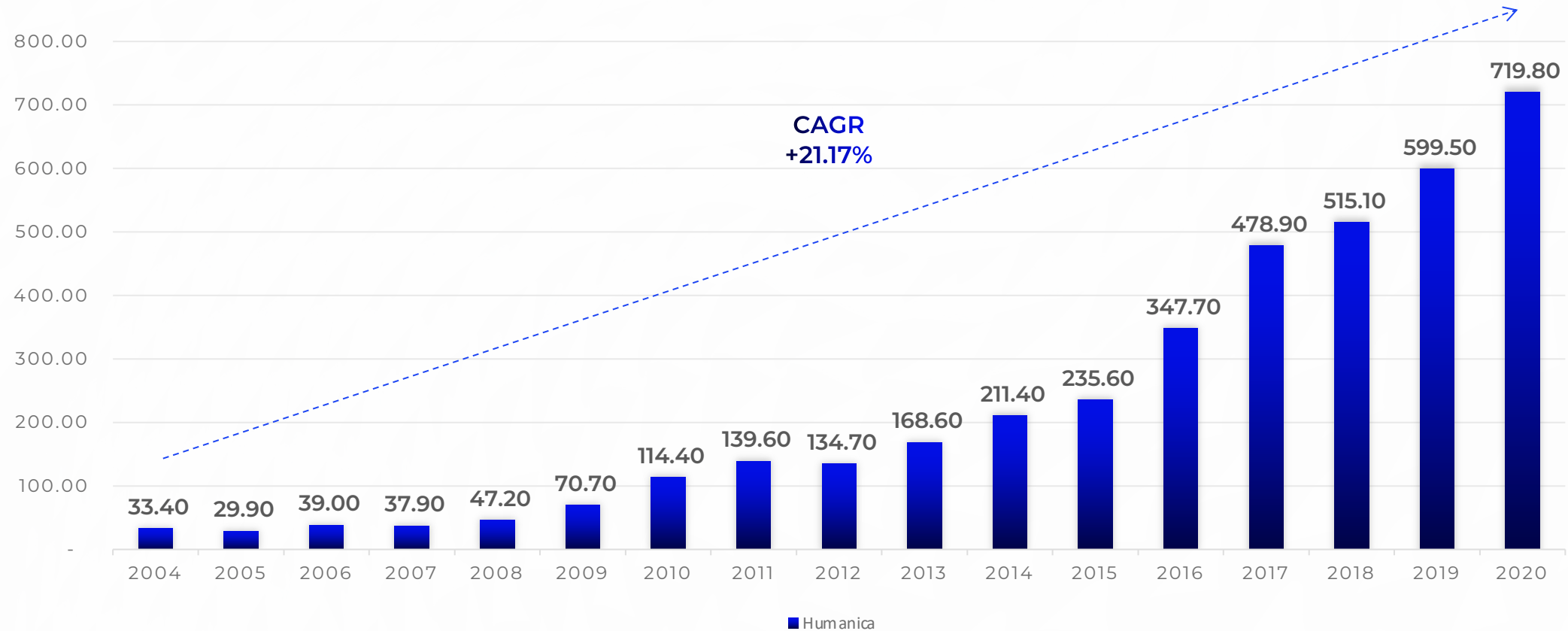
FINANCIAL SOLUTIONS



170+ Clients

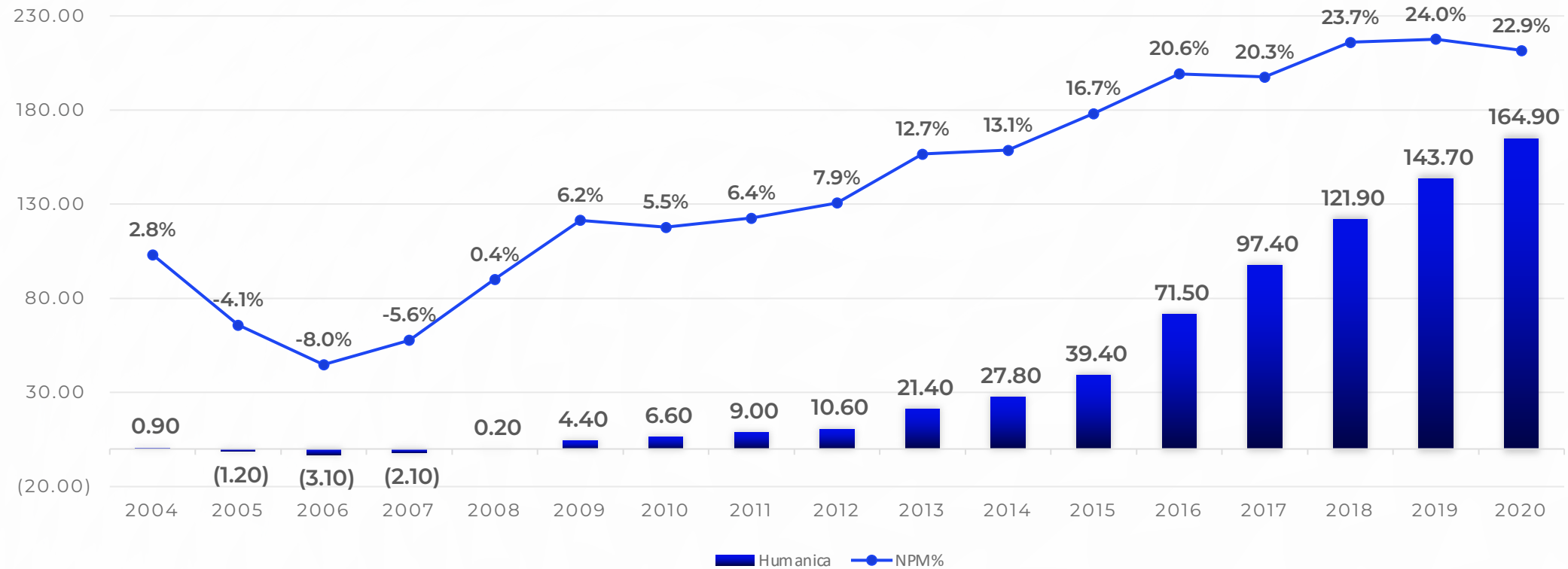
OUR PAST PERFORMANCE

REVENUE



OUR PAST PERFORMANCE

NET PROFIT





WEAKENED ECONOMY OUTLOOK



ECONOMY GROWTH

GROWTH IN 2020

Q3 – 2021
Update GDP

FORECAST
Q4-2021 GDP

COVID Cases
(As of Nov 2021)

MALAYSIA

-5.6% MALAYSIA

-3.6% QoQ in Q3 2021

+2.0% by end of Q4

2.56 million cases
at 6 K new cases a day
79% get Vaccination

THAILAND

-6.1% THAILAND

-1.1% qoq in Q3 2021
due to Spread of Delta,
Low vaccination rate and
Global supply chain issue

+2.5% by end of Q4 from
Open Country Policy

2.04 million cases
at 6 K new cases a day
65% get Vaccination

SINGAPORE

-5.4% SINGAPORE

+0.8% QOQ in Q3 2021
as recovery from COVID

+3.0% by end of Q4

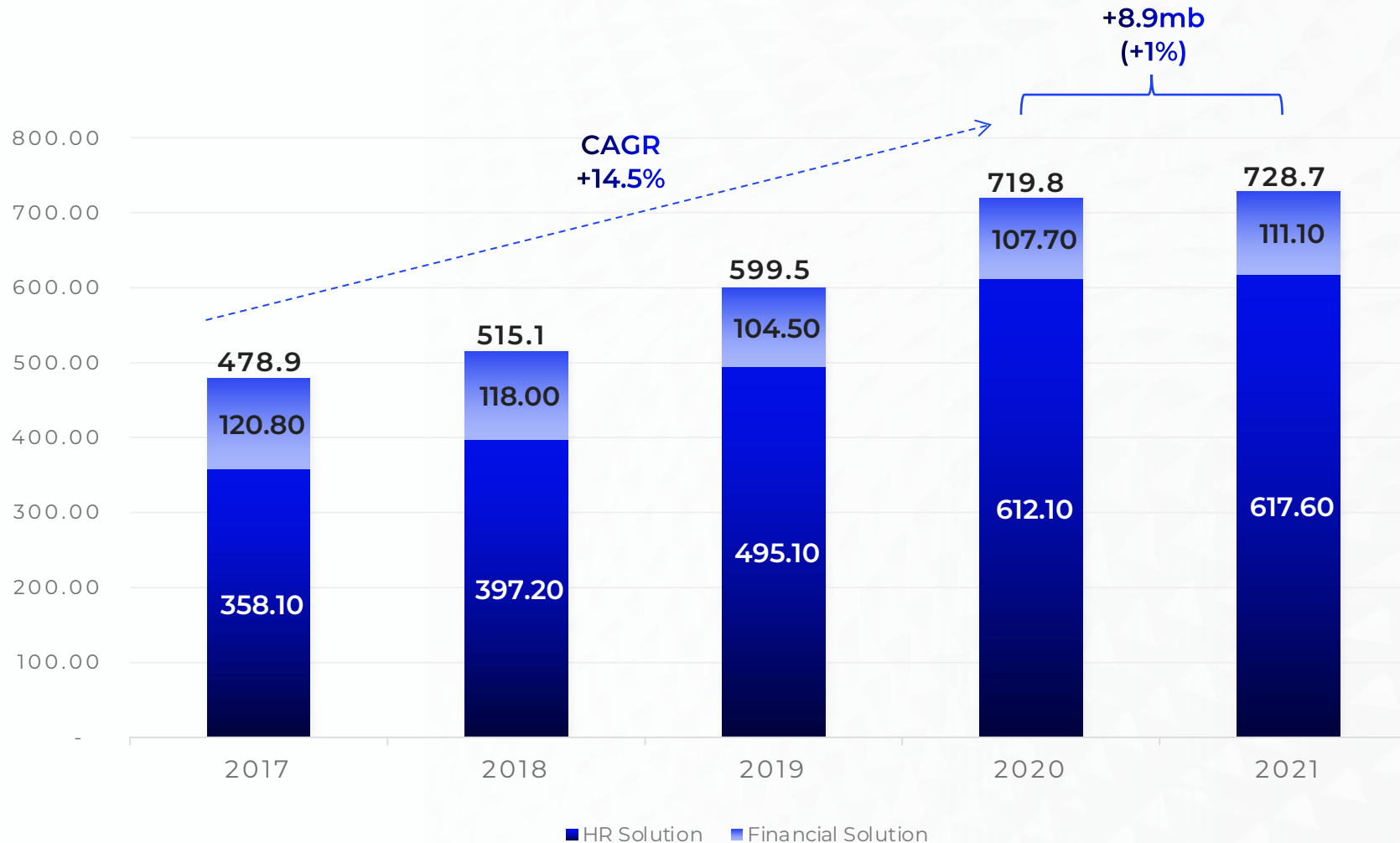
245 K cases
at 3 K new cases a day
89% get Vaccination



FINANCIAL RESULTS FY2021



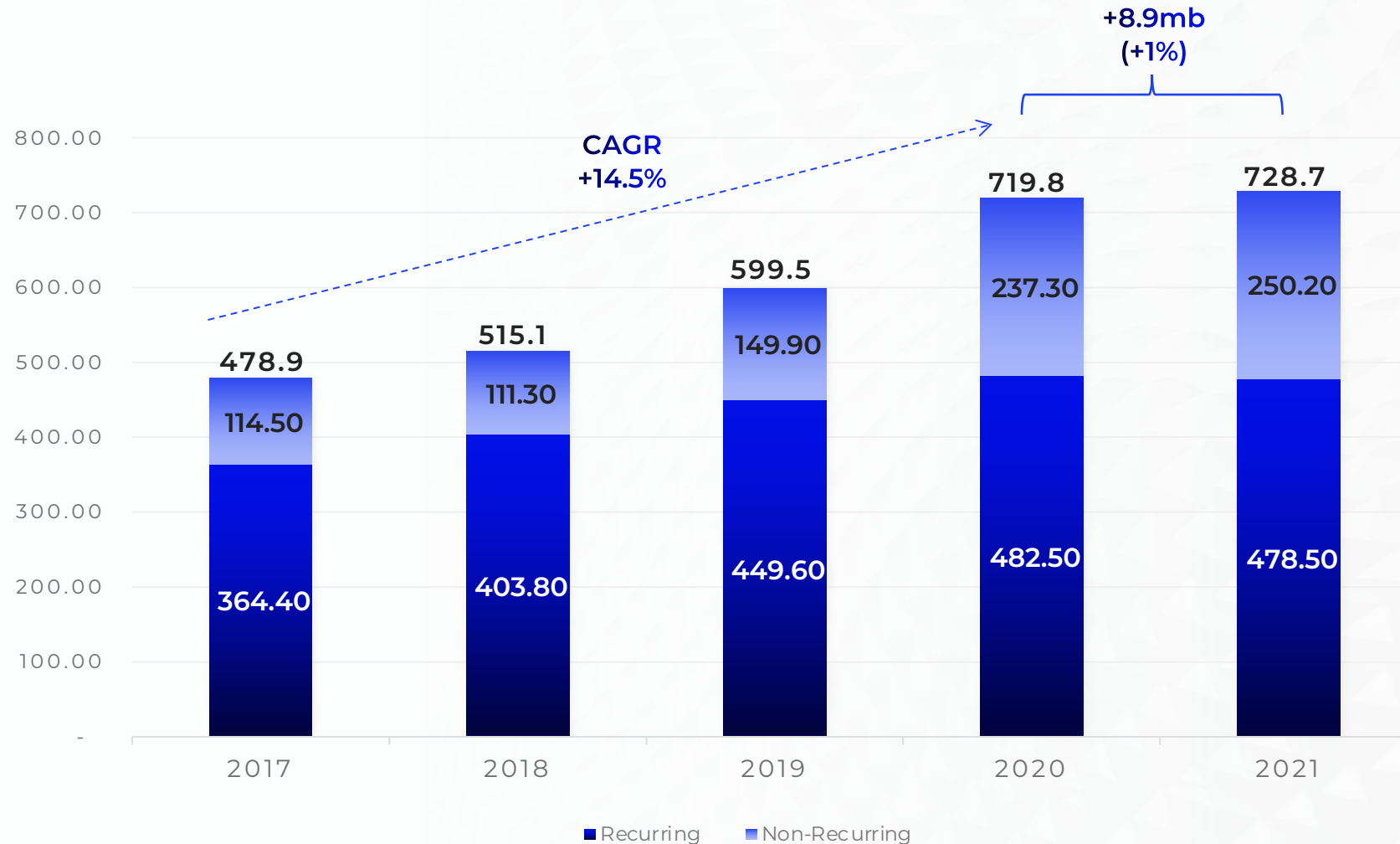
REVENUE by PRODUCT



**Revenue grew
by +8.9mb
or +1%**

- HR solution +5.5 mb
- Financial solution +3.4mb

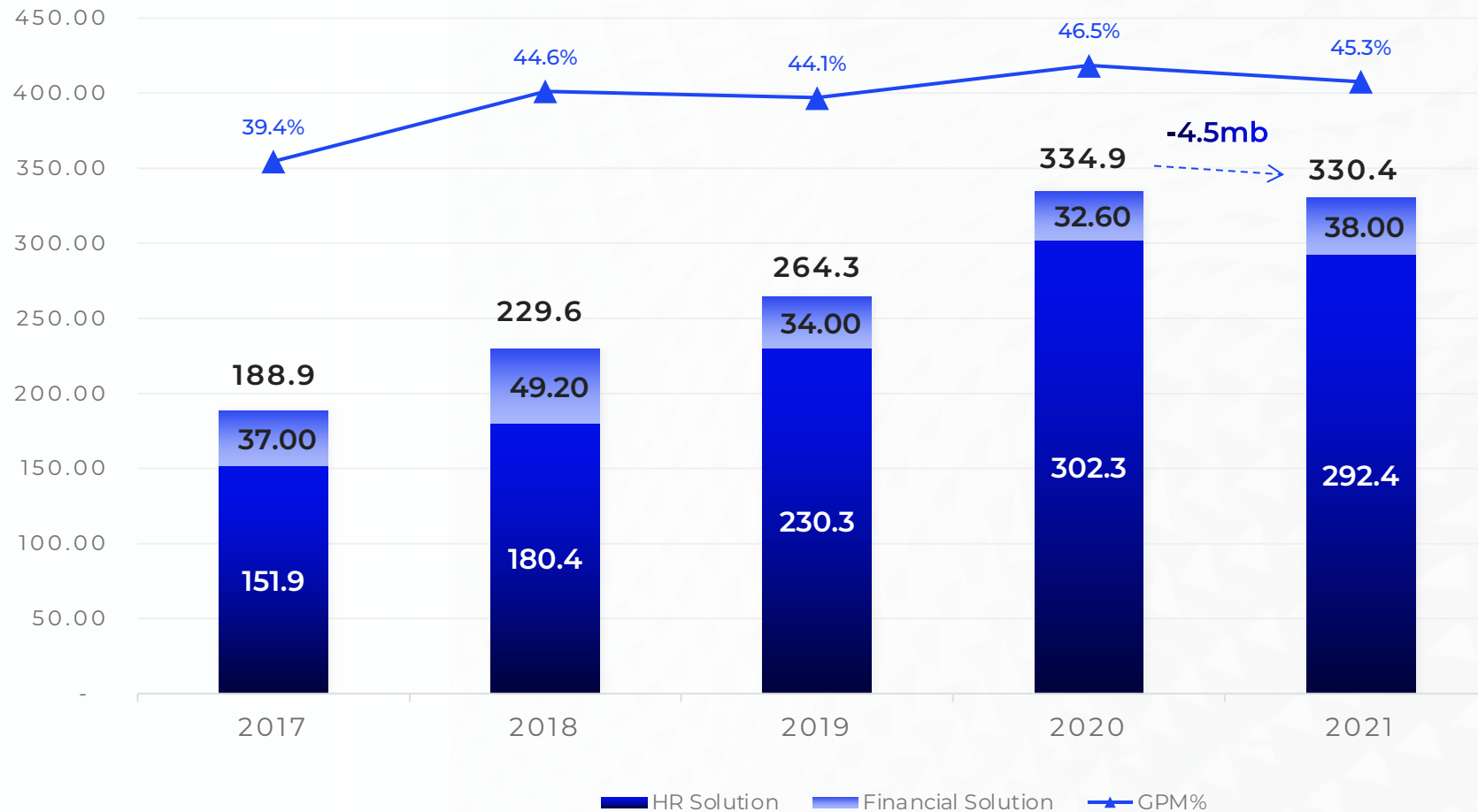
REVENUE by NATURE



Non-Recurring grew by +12.9mb or +5.4% From new project implementation for both HPO & ERP

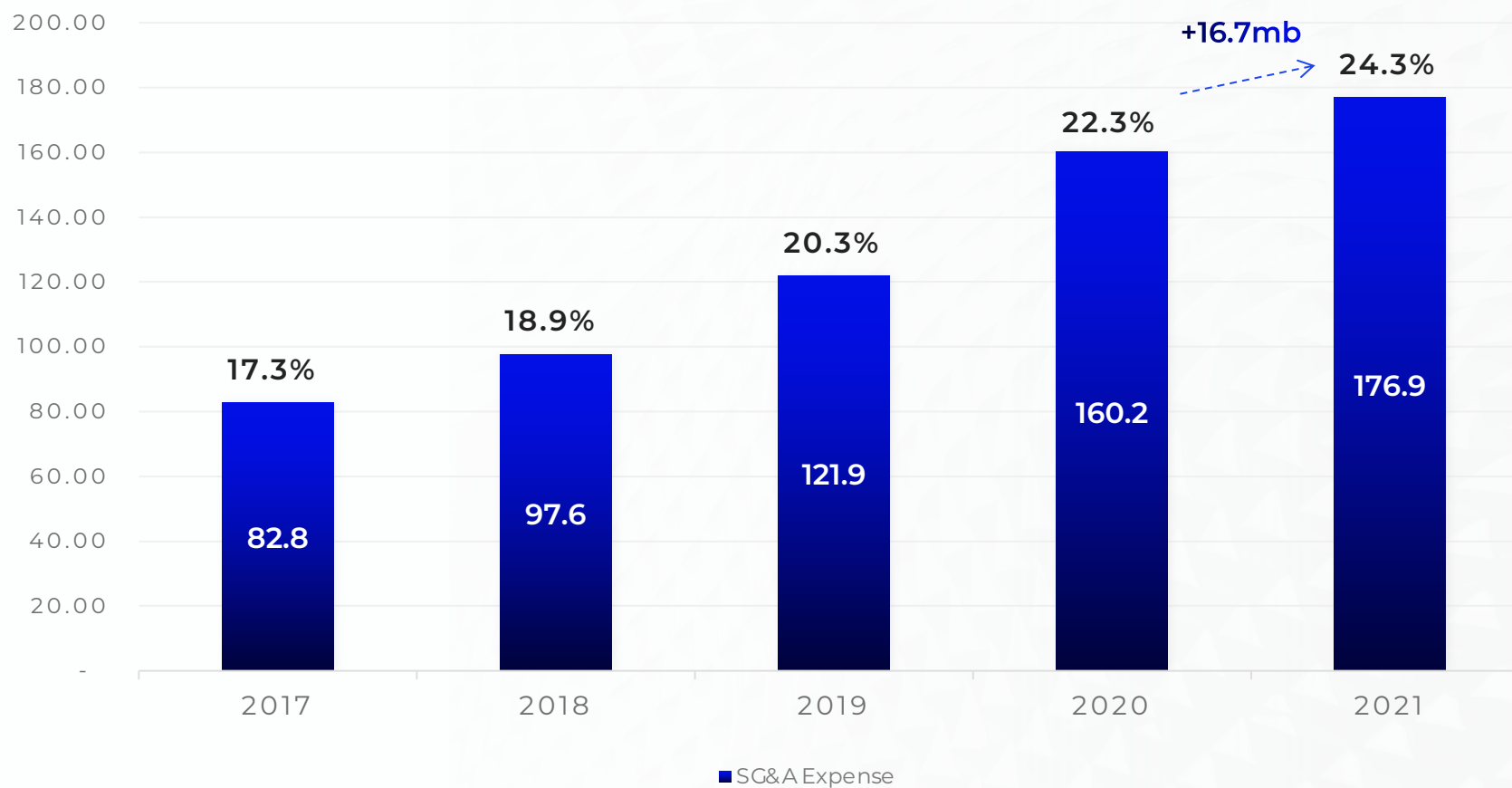
Recurring dropped by -4.0mb or -0.8% from Decrease in headcounts of clients in Hotel and F&B industry from COVID effect

GROSS PROFIT



Gross Profit
-4.5mb from
Revenue
+8.9mb and
Cost -13.3mb

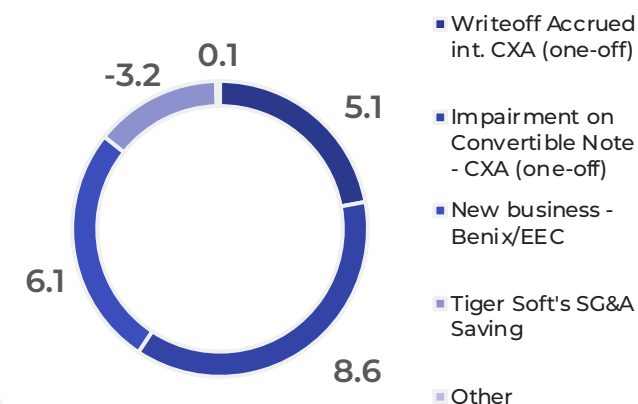
SG&A EXPENSE



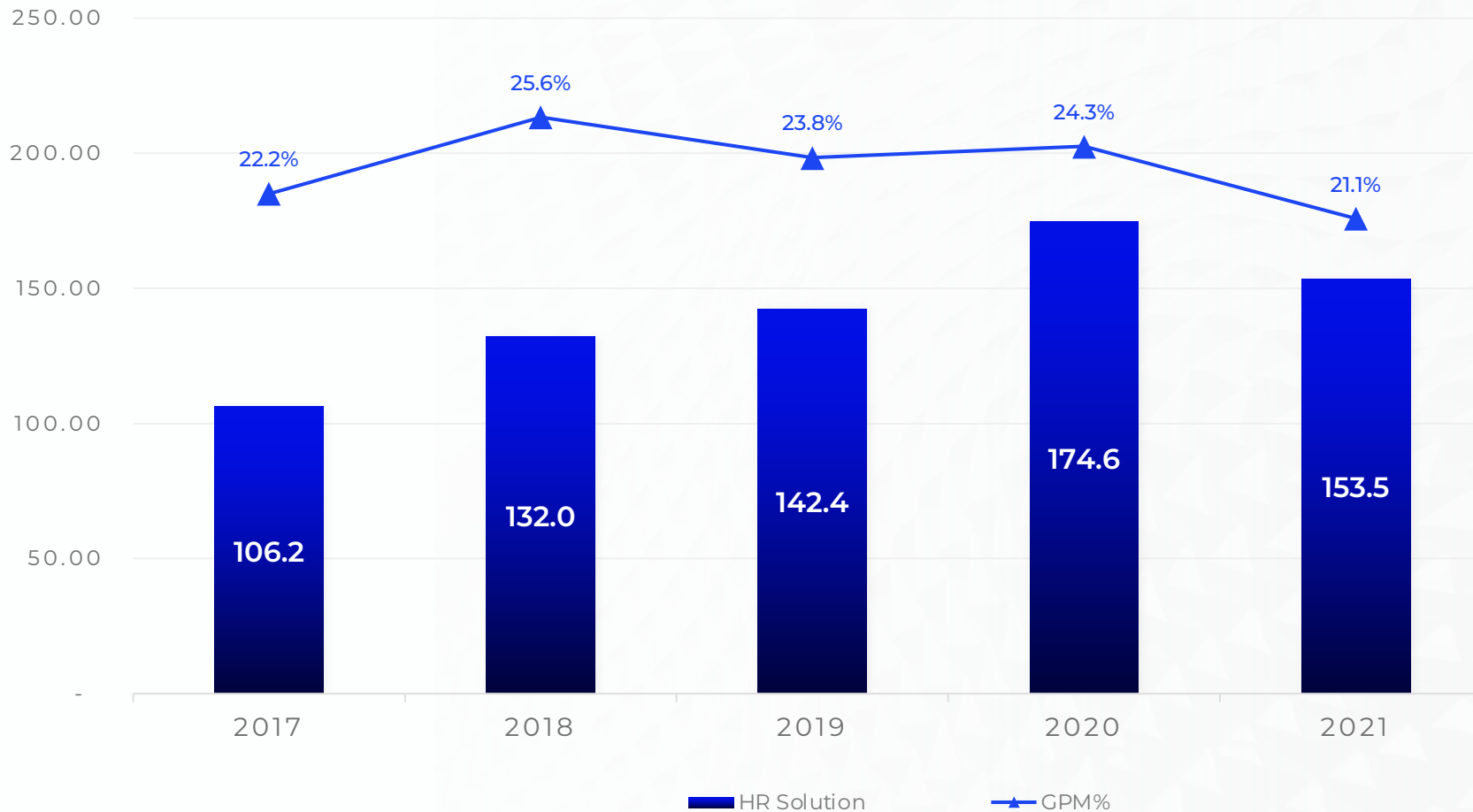
SG&A increased +16.7mb from

- Impairment of investment in Convertible Notes (C/N) – CXA for +8.6mb (one-off item)
- Write off accrued interest income from C/N – CXA for +5.1mb (one-off item)
- New Business (Benix/EEC) +6.1mb
- Tiger Soft SG&A saving -3.2mb

SG&A CHANGE by NATURE



OPERATING PROFIT



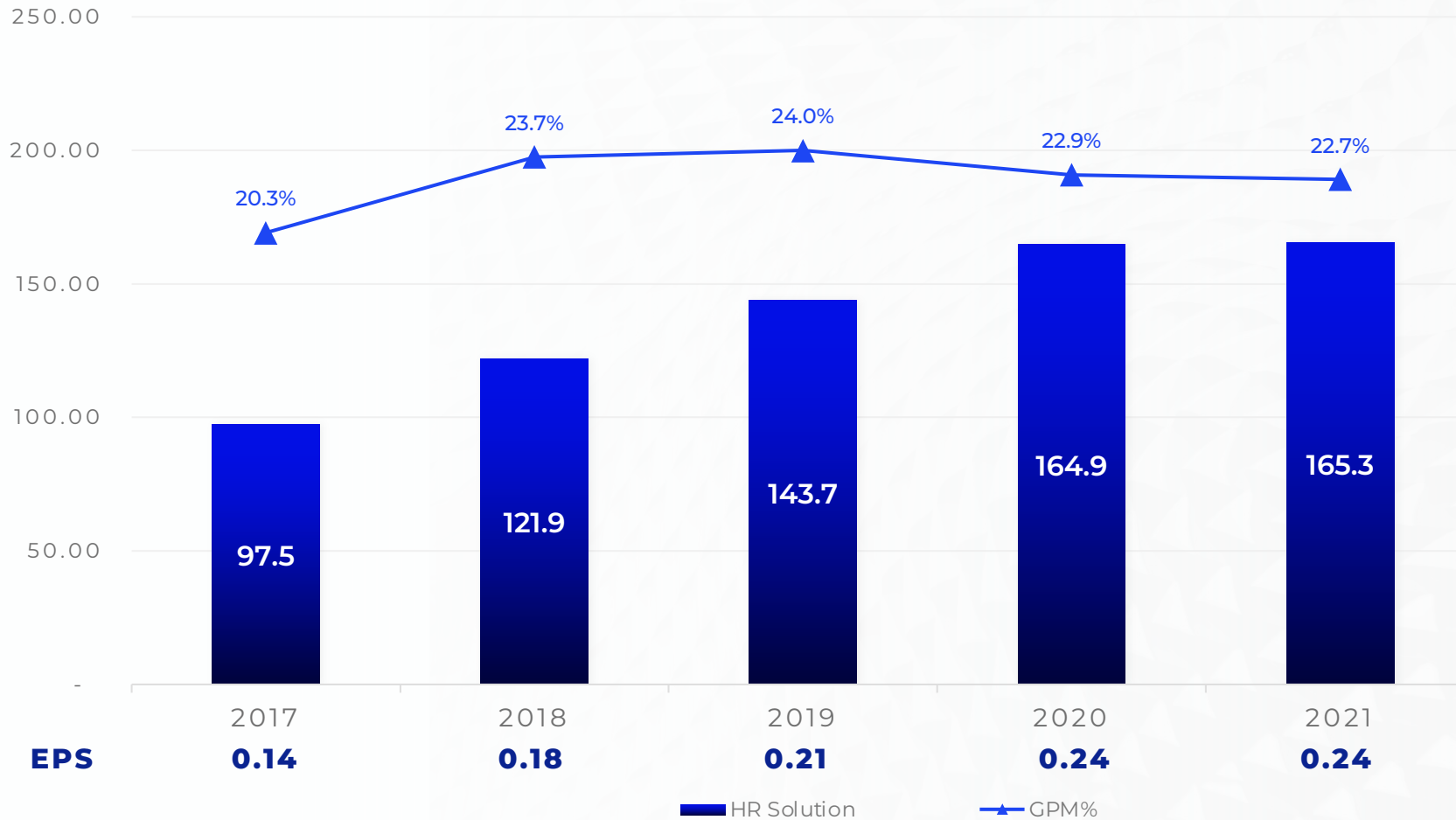
**Operating Profit
dropped
by -21.1mb
(-12.1%)**

**From Gross Profit
-4.5mb
and SG&A
-16.7mb**



NET PROFIT & EPS

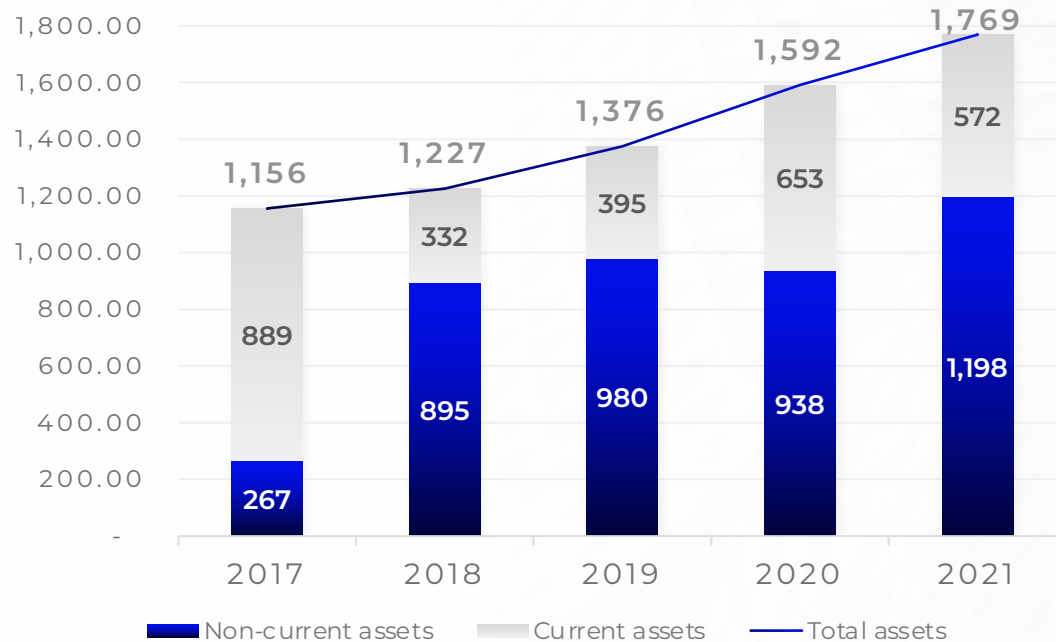
NET PROFIT & EPS FOR 12 MONTHS



**Net Profit grew a little bit
+0.4mb (+0.2%) from**

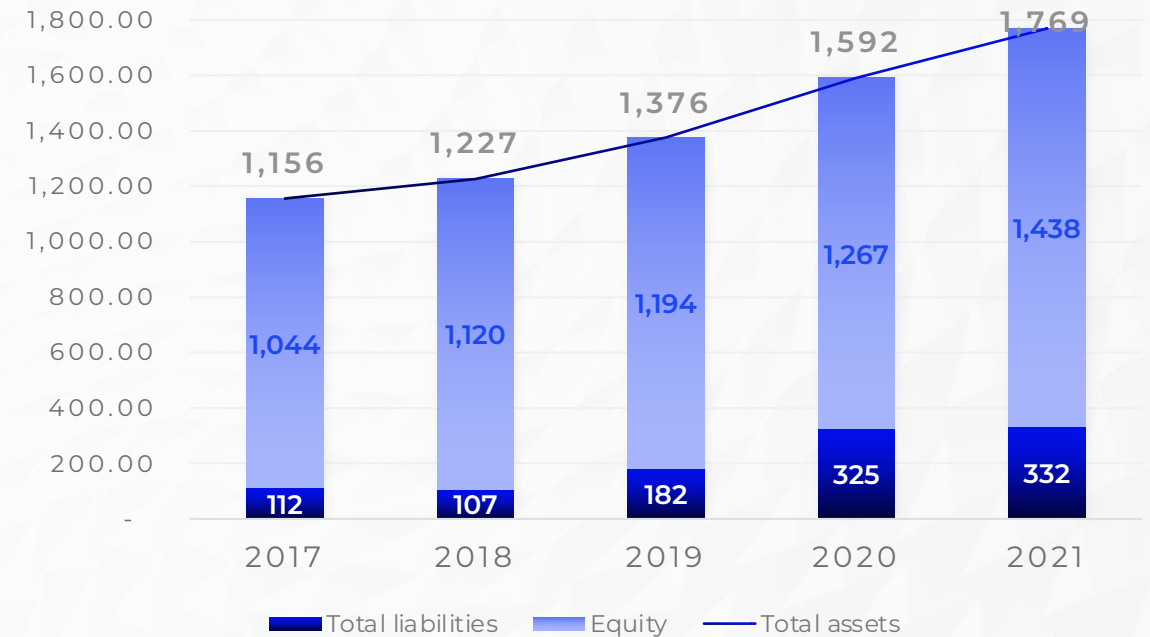
- Operating Profit -21.1mb
- Other income +20.4 mb
(from exchange gain
+9.4mb and waive of
license fee +8.9mb)
- Finance cost -1.0mb
- Income Tax +2.2mb

BALANCE SHEET



ASSET GREW +177.6mb

- Current assets -81.9mb from Cash +87.8mb and current financial assets -174.3mb
- Non-current assets +259.5mb mainly from
 1. Investment in associates +35.1mb BY Conicle +17.7mb and Pharmcare +15.4mb)
 2. Other L-T investment +241.9mb from Rabbit Cash +40.0mb, Publica Holding +68mb and SECURE +139.0mb (Cost 82mb + FV increase 57mb)



Liabilities grew +6.9mb from increase in lease liabilities (from office space expansion)

Equity grew +170.8mb from

- net profit of parent portion +169.8mb
- dividend paid -95.2mb
- revalue of employee benefit +11.4mb
- OCI increased +54.2mb



GROWTH STRATEGY





HUMAN GROWTH STRATEGY



ORGANIC

Existing Business
New Business



M&A

Only Related Business



PLATFORM PARTNERSHIP



UPDATE ON NEW BUSINESS

01

HR Platform

Conicle
Workplaze

02

HR Services

Multi-Country Outsourcing

03

Employee Benefits

Benix + PharmCare + Care24 + HLab
Rabbit Cash
Personal Wealth Management

04

Others

nForce Security



HUMANICA

The #1 HR Solutions Provider in Thailand.

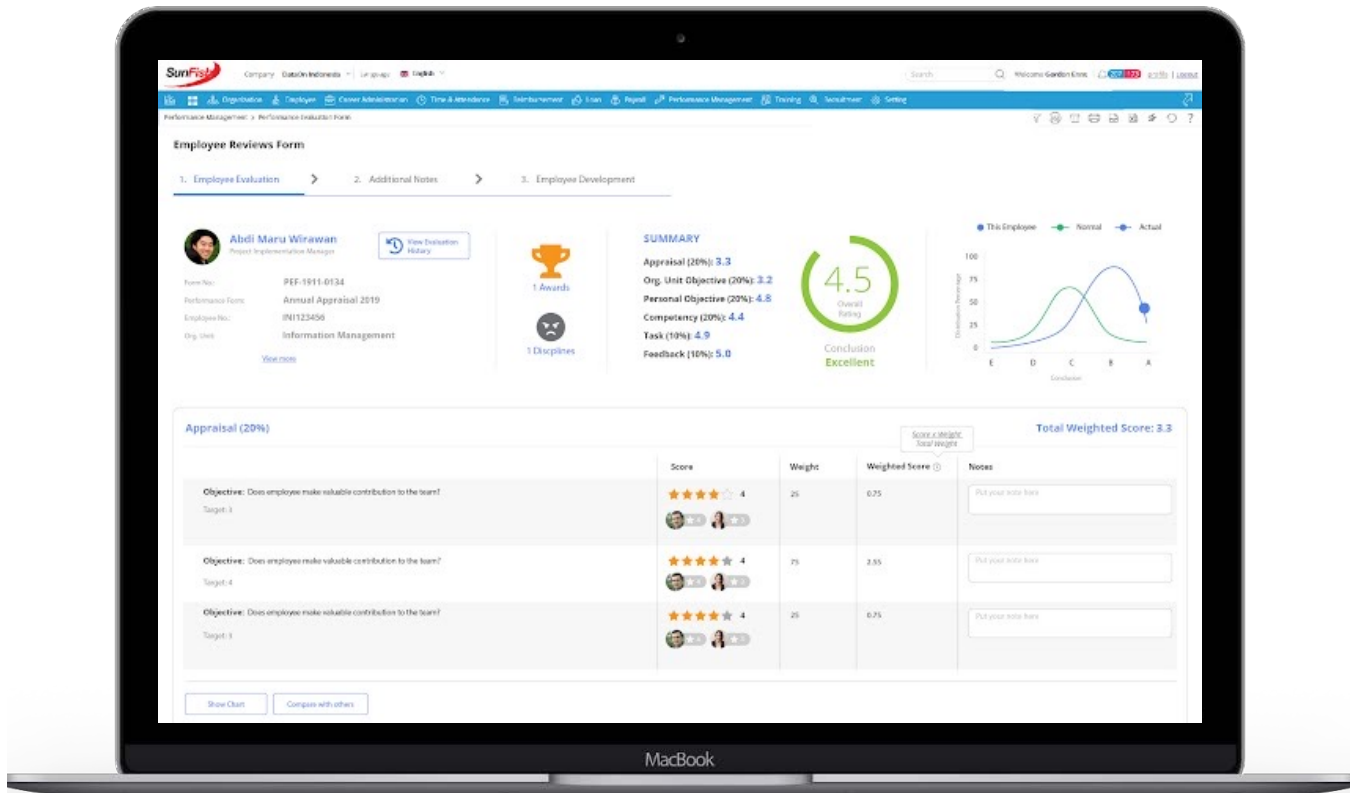
19
Years of
Experience

600+
Current
Employees

3
Offices in Asia
Thailand | Singapore | Malaysia

3,000+
Active
Clients

700,000+
Employees
under our care



The #1 HR Solutions Provider in Indonesia.

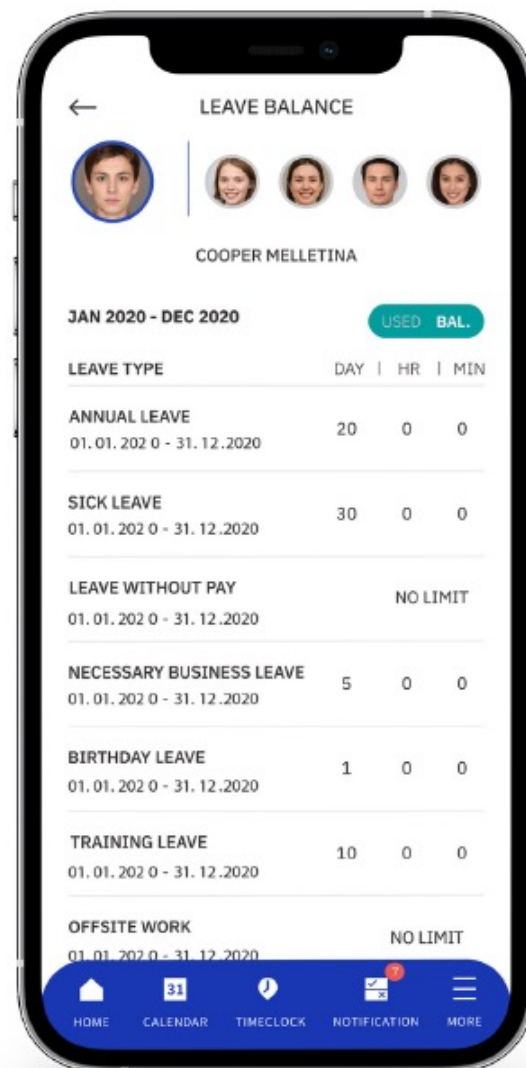
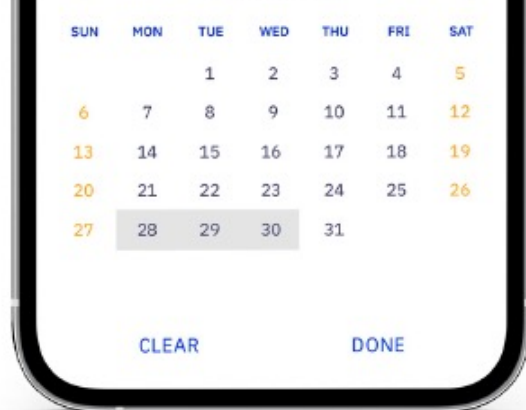
22
Years of
Experience

400+
Current
Employees

4
Offices in Asia
Indonesia | Thailand
Malaysia | Philippines

2,000+
Active
Clients

1,200,000+
Employees
under our care



 +
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

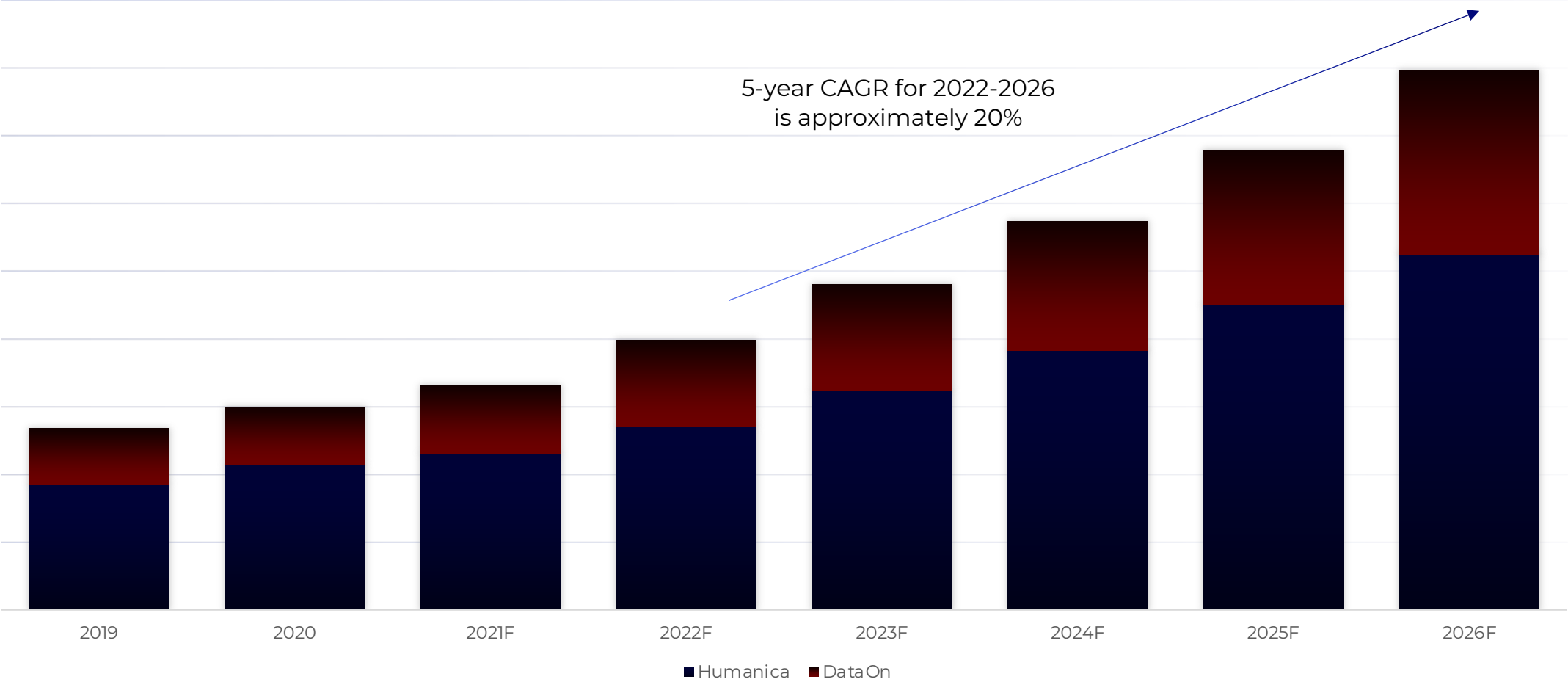


51,000 Employees in delivery startup
Implement HR Core and Great Day
Deal size – 6.3 billion IDR (USD430K) in Dec 2020

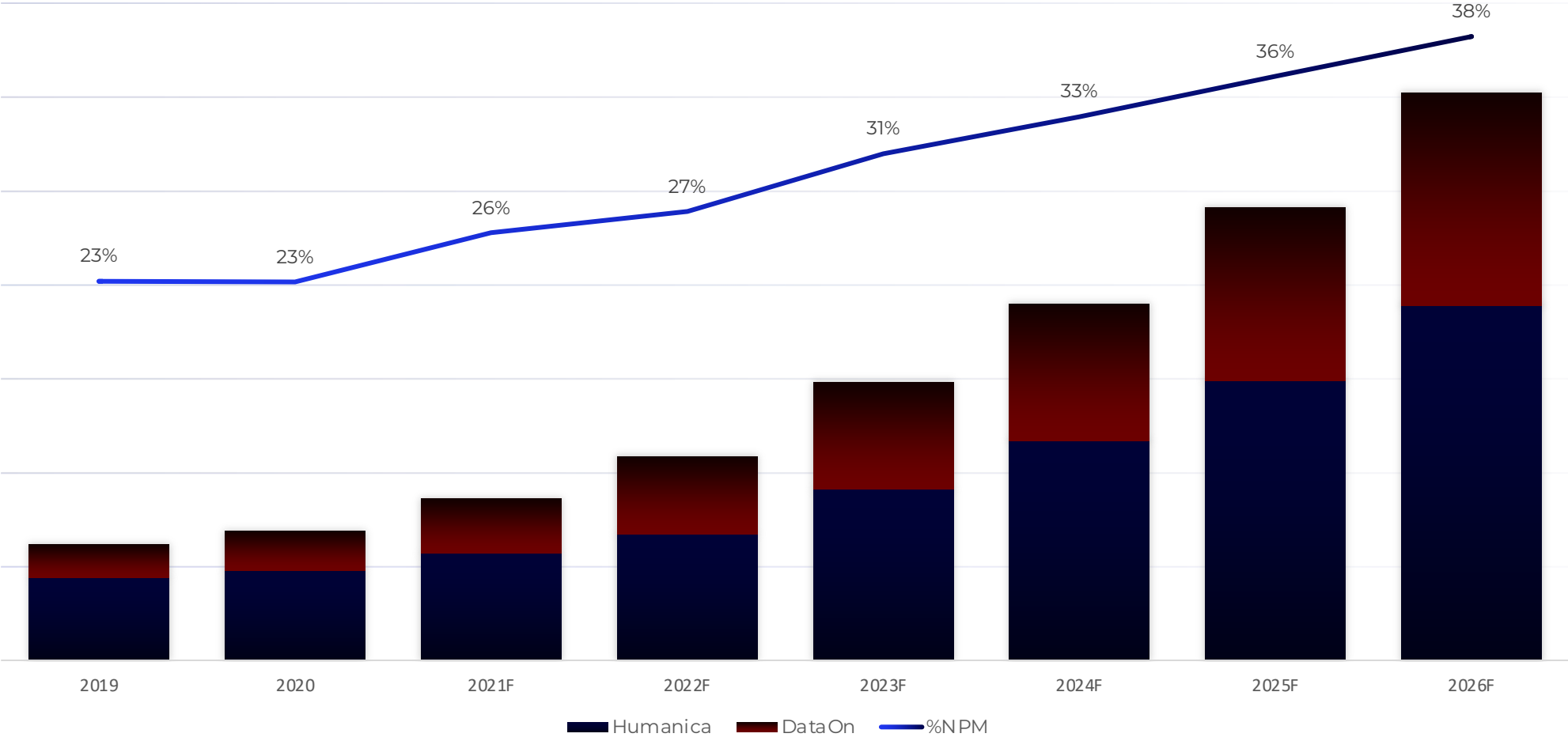


47,000 Employees across Indonesia over 700 offices
Implement HR, Attendance and Payroll
Deal size – 6.3 billion IDR (US\$430K) in Dec 2020

PRO FORMA REVENUE



PRO FORMA NET PROFIT BEFORE TAX



Humanica + DataOn

**BUILDING THE
FUTURE OF WORK**

BUILDING THE FUTURE OF WORK

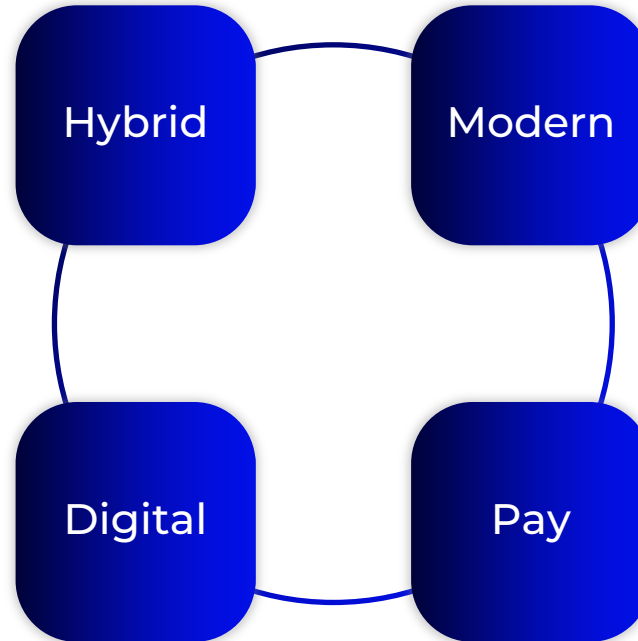
A Solution for the new workforce post COVID

HYBRID WORK

A new approach to managing employees wherever and with whoever they work

DIGITAL WORKPLACE

Tools to support employee collaboration and productivity that link back to HR costs and performance metrics



NON TRADITIONAL WORK

Mix full time employees with contractors and job marketplaces to accomplish more and leverage specialties

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



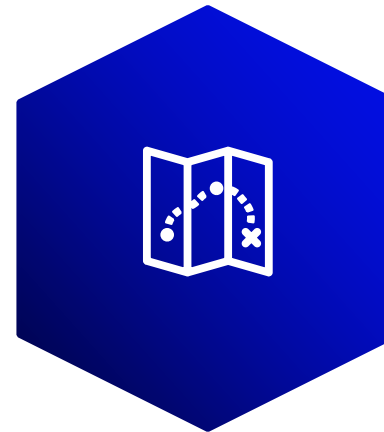
HR Platform

API platform for integrated employee services



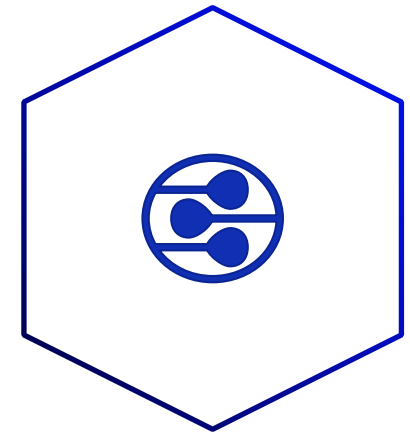
ERP

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



OKR

Performance Management for the future or work based on continuous feedback



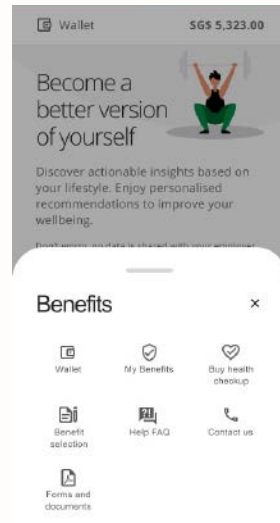
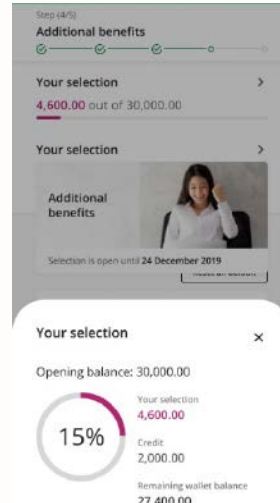
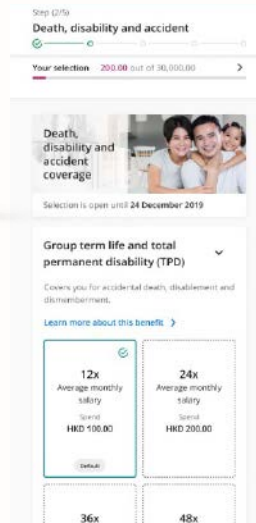
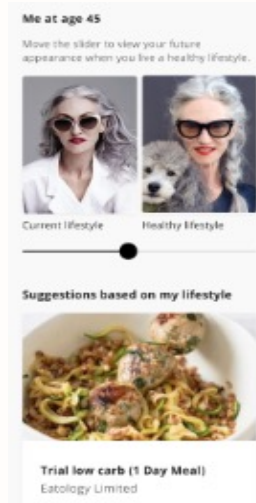
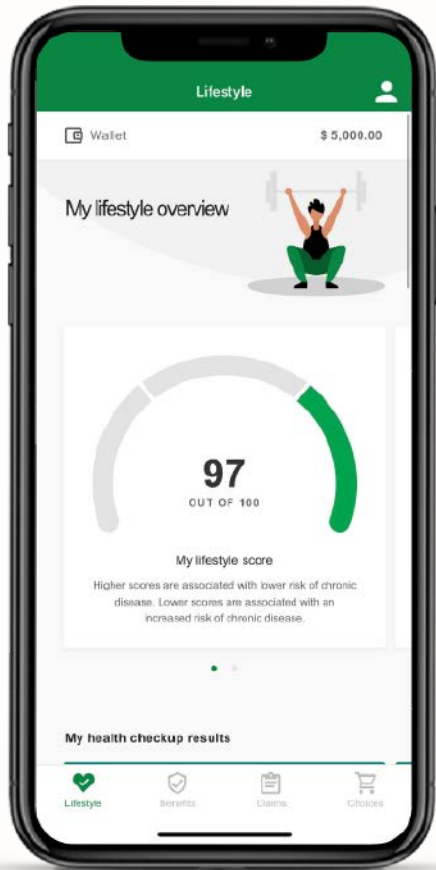
AI

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

The Benix logo is rendered in a bold, green, sans-serif typeface. The letter 'B' is stylized with three horizontal bars. The letter 'i' features a solid green circular dot. The background of the entire image is a faded photograph of a person running on a road towards a bright horizon, with a green bar at the bottom.

Benix

Your Wellness Partner



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.





Health Services in Pharmacies Near You

Forbes Asia 100 TO WATCH

Conicle Co.

Thailand

Category: **Education & Recruitment**

Year founded: **2014** • CEO: **Nakorn Phuekphiphatmet**

Key backer: **Intouch Holdings**

Conicle develops online learning and employee development programs for companies, including certificates, coursework and evaluation. It says customers include over 500 organizations in various industries in Southeast Asia, with more than 500,000 registered users. This fiscal year the firm says it expects to double last year's revenue of \$1.7 million.

P2P LENDING IN A NUTSHELL

A marketplace for lending products

BORROWERS



Borrowers have to borrow outside of the financial system.

Borrowers want to find alternatives with lower interest rate.

Borrowers do not meet bank's minimum risk appetite.

Borrowers do not want to go through the slow and tedious banking process.

P2P PLATFORM



Platform facilitates matching between borrowers and investors. Allowing retail borrowers to borrow directly from retail investors.

Platform performs risk assessment and underwriting for investors, meanwhile keeping credit record.

Platform assists both sides in loan services from origination to collections.

INVESTORS



Investors want to find other fixed income alternatives than deposits and TDs, which offer very low rates

Investors want to have access to investment products. Equity is not accessible to everyone.

Borrowers does not meet bank's risk appetite or doesn't want to

Request to borrow money

Choose which borrower to invest money with

Synergy Action Plan with Humanica

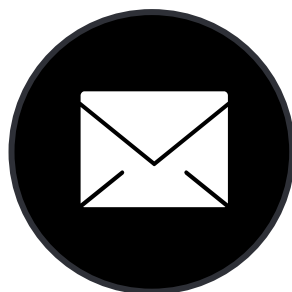
nForce Secure Public Company Limited

Strictly Private and Confidential



THANK YOU

Any questions?



You can find me at

- Soonporn.D@humanica.com
- www.humanica.com

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