



HUMAN Q4 2022

HUMANICA PUBLIC COMPANY LIMITED

HUMAN

01 PROFILE OF HUMANICA

02 FINANCIAL RESULTS

03 GROWTH STRATEGY



VISION



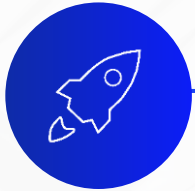
We are a **happy family** of good attitude talents who share the same meaning dreams and walk our value together to **develop and deliver world-class products and service** to meet even **unrecognized needs** of our client as well as their employees.

MISSION



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

OUR 19 YEARS JOURNEY



2003

Spun off from PWC



2005

Humatrix
First Version



2010

NIA
Top Ten
innovation
Award



2011

Humatrix
Pure Web-based



2012

BOI Enterprise
Software Certified



2015

Bai Po
Award

OUR 19 YEARS JOURNEY



2016

TICTA
Award Winner



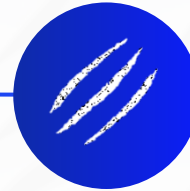
2017

Expanded to
Singapore & Malaysia



2017

Listed in **SET**



2018

Acquired **Tigersoft**
to expand reach in
SME market



2020

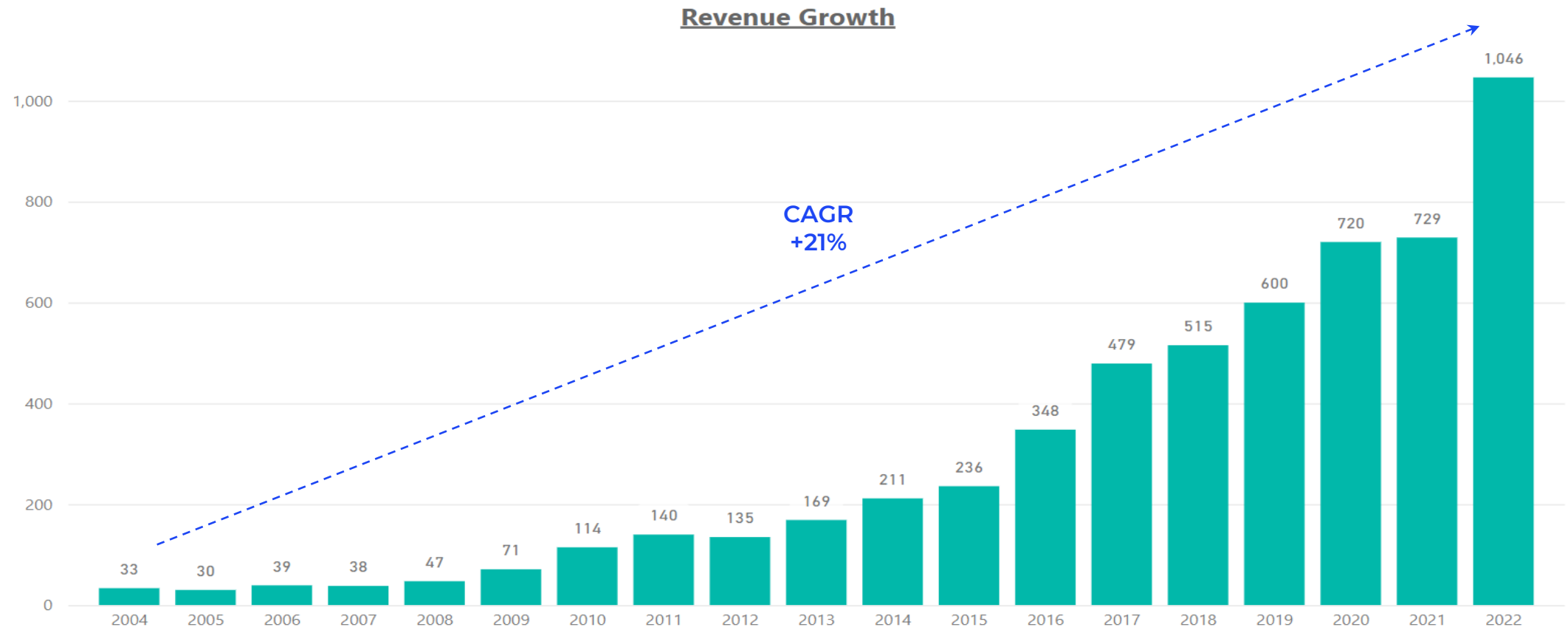
Winner of **SET Awards**
“Best Innovative
Company Awards”



2022

Merged with DataOn
from Indonesia

OUR PAST PERFORMANCE





HUMANICA

Welcome to the Humanica ecosystem, a place where **HR technology meets employee empathy**. We believe that the future of HR involves taking on an employee-centric view to how HR is delivered. Afterall, great people practices makes great businesses.

Is the trusted HR Solutions Provider
of choice for **SOUTHEAST ASIA**

Includes Fortune 500 companies and
Companies listed by SET





Thailand
Indonesia
Singapore
Malaysia
Philippines
Vietnam



Hong Kong
Myanmar
Laos
Cambodia
Brunei
UAE
Qatar
Saudi Arabia
Oman



Korea / Japan
Abu Dhabi

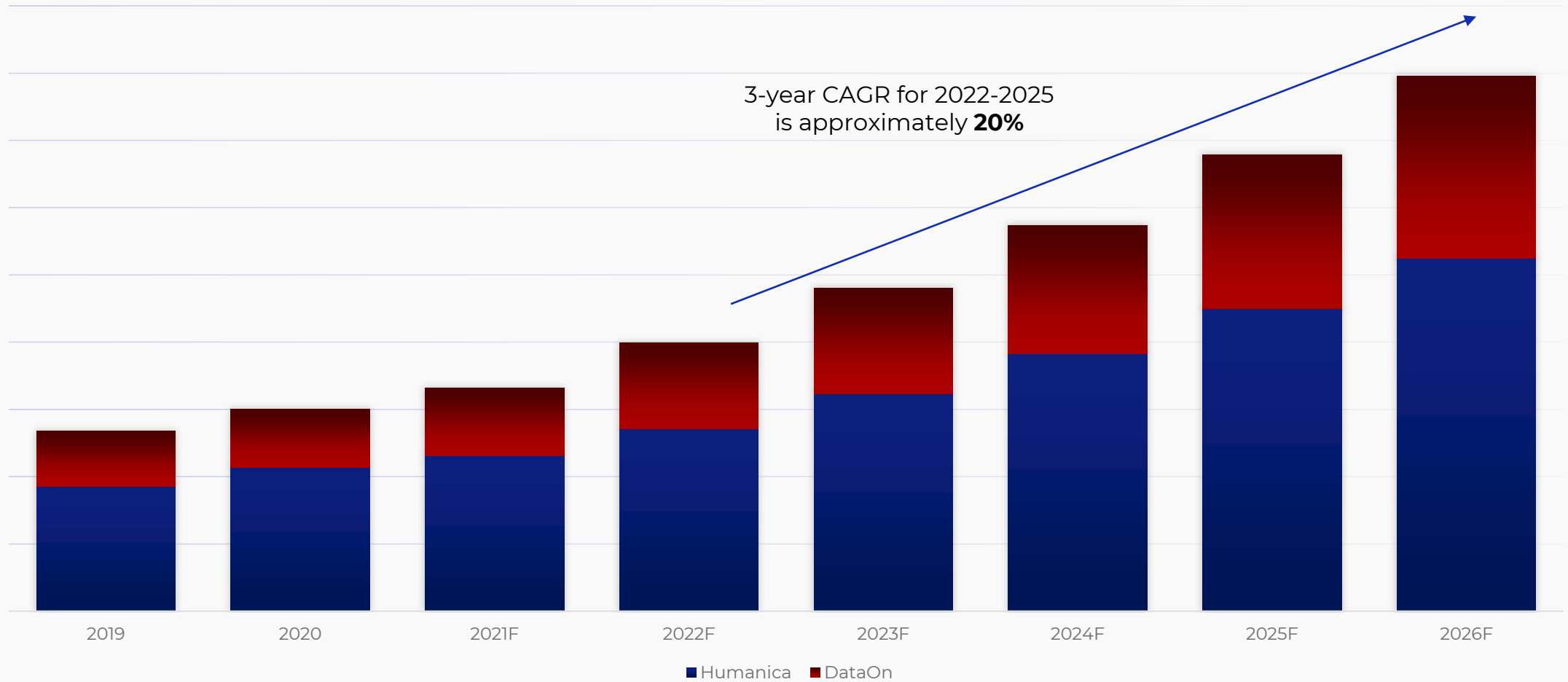


Australia / NZ
India / Sri Lanka





PRO FORMA REVENUE





FINANCIAL RESULTS

Year 2022

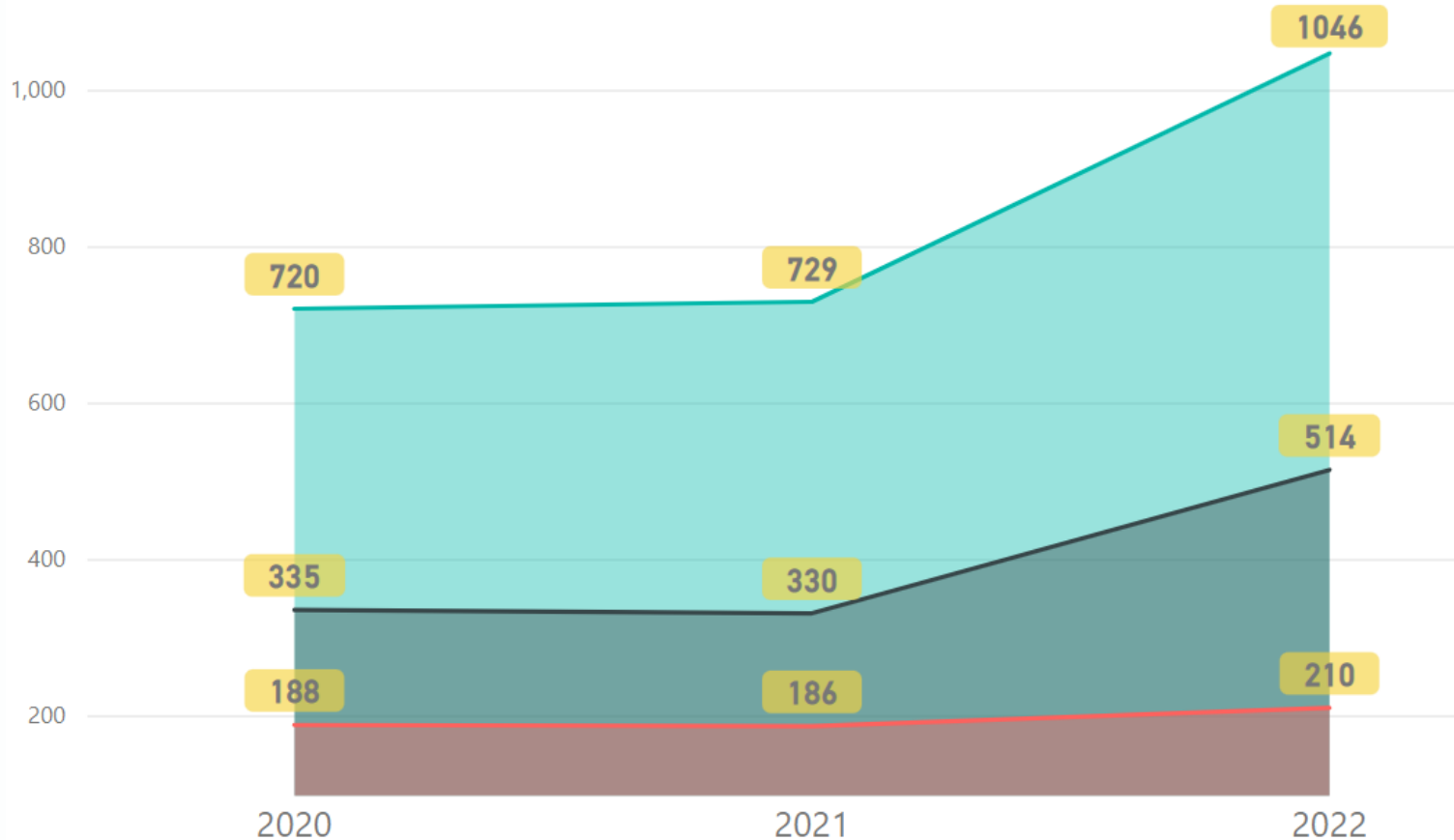


2022 - Performance



YTD - Revenue, Gross Profit and EBT

● Revenue ● Gross Profit ● EBT



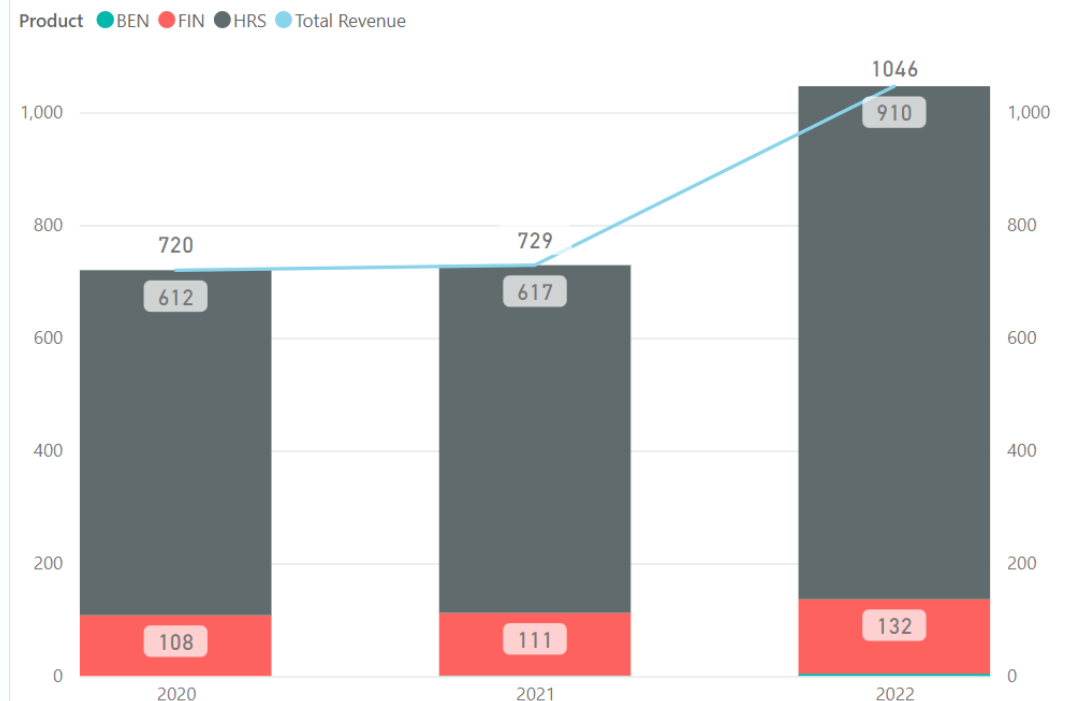
Overview

- Revenue 1,046mb grew by +317mb or **+43%**
- Gross Profit 514mb grew by +184mb or **+56%**
- EBT 210mb grew +24mb or **+13%**
- 2022 impact from extraordinary exp. Items for -68mb
- Exclude one-off expense, EBT will grow to 278mb (+92mb or **+49%**)

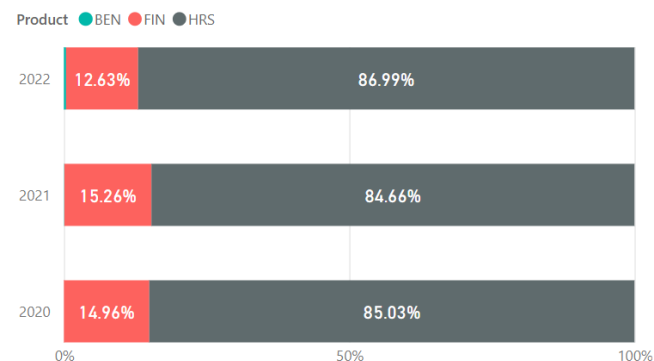
REVENUE by PRODUCT



YTD - Revenue by Product



% Revenue by Product

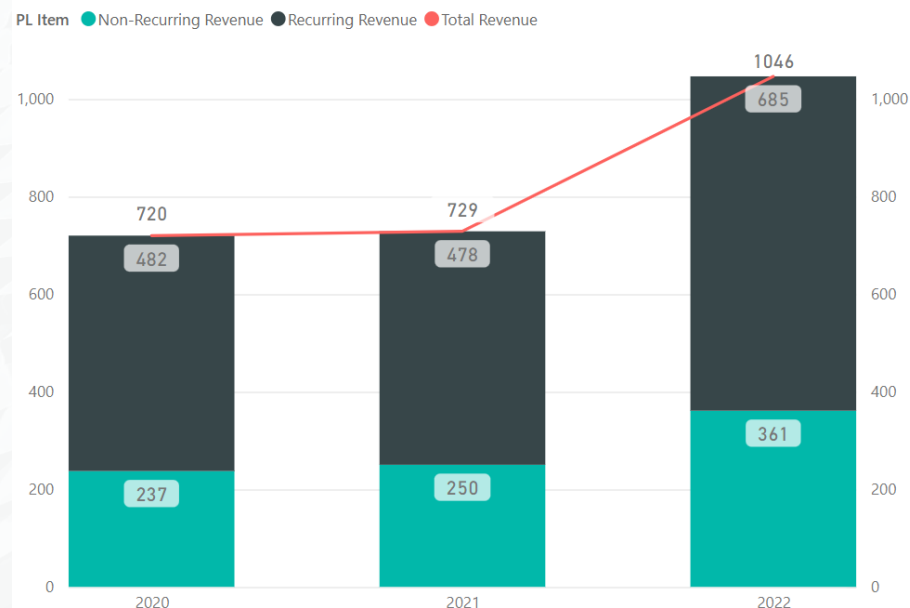


YTD - Revenue
grew by
+317mb
or **+43%**

- HR solution grew **+293mb** or **+47%**
- from consolidate of DataOn **+241mb** and Organic **+52mb**
- Finance solution grew **+21mb** or **+19%**
- HR Solution represents **86.99%** (Y 2021 : **84.66%**)

REVENUE by NATURE

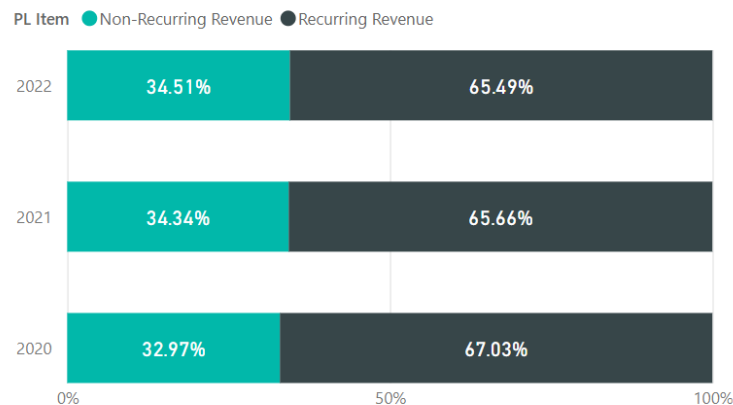
YTD - Revenue by Nature



- Recurring grew by +207mb or +28% from Consolidate of DataOn +141mb and Humanica's organic +66mb
- Recurring revenue represents 65.49% (Y 2021: 65.66%)

Non-Recurring grew by +111 mb or +44% from Humanica's organic +11mb and Consolidate of DataOn +100mb

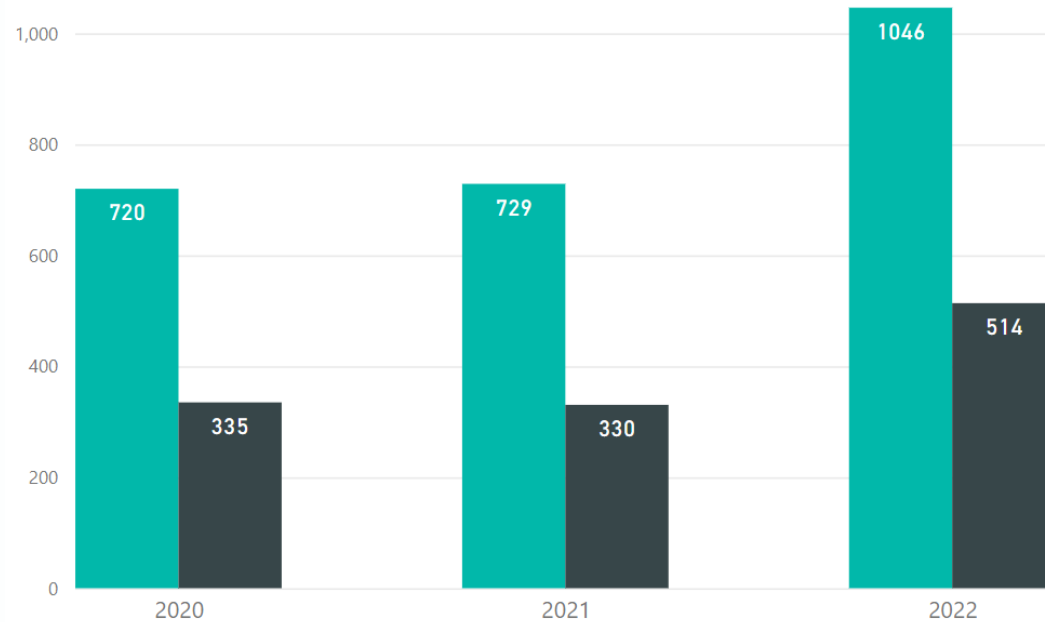
% Revenue by Nature



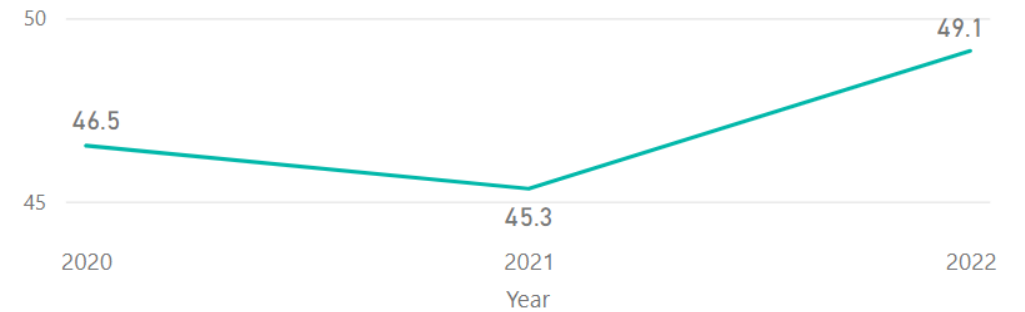
REVENUE & GROSS PROFIT

Gross Profit

● Revenue ● Gross Profit



% GPM by Year

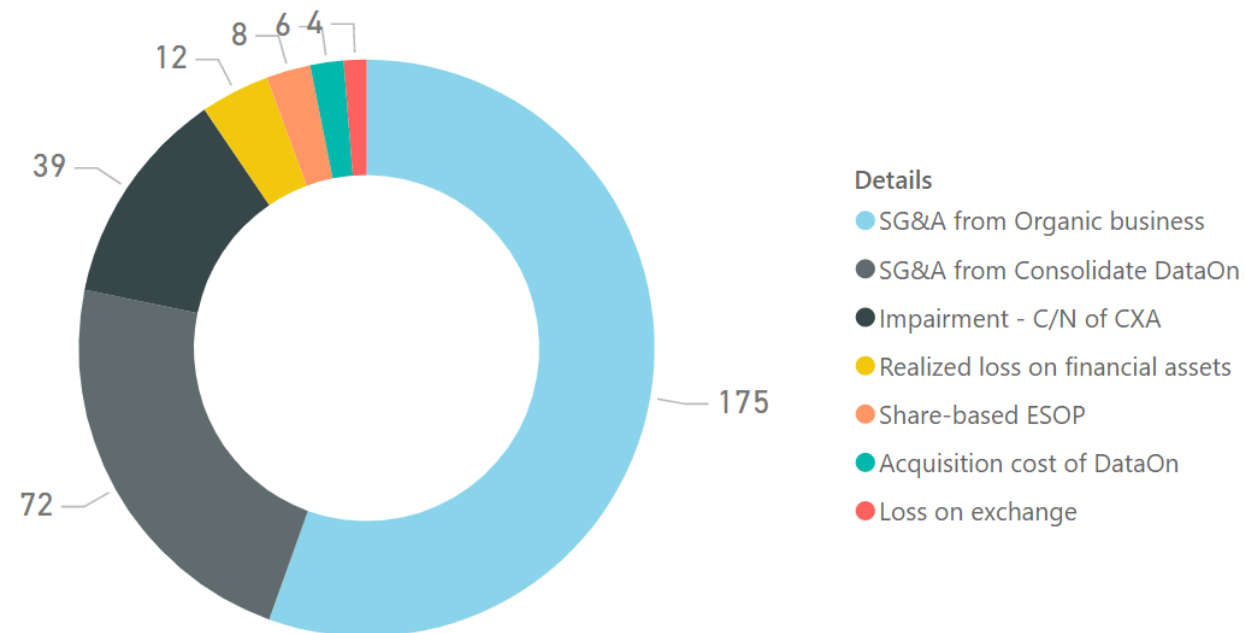
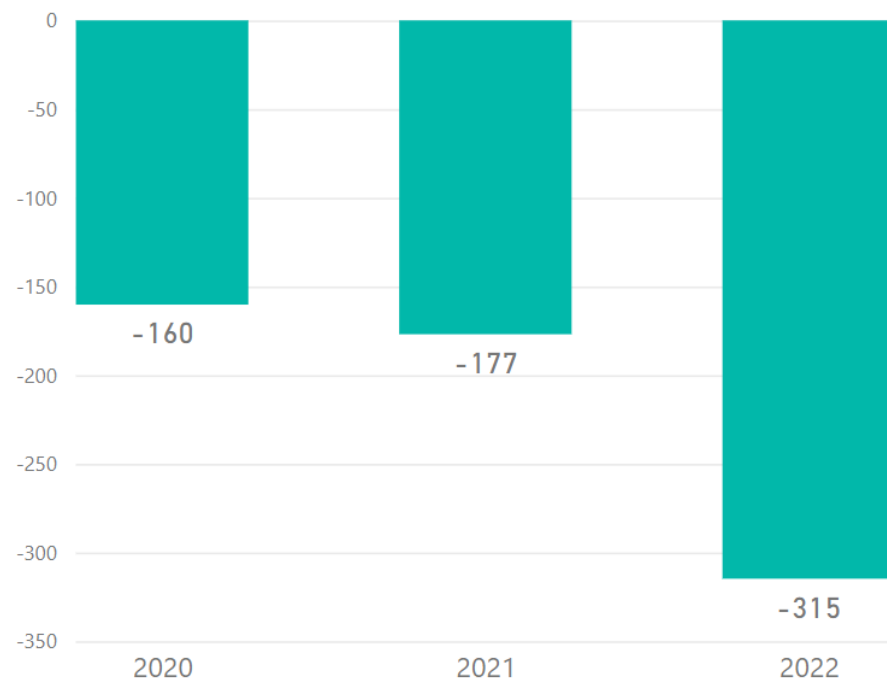


- YTD - Gross Profit grew +184mb Or +56% from Revenue grew +43%
- Gross Profit Margin improved from 45.3% to **49.1%**

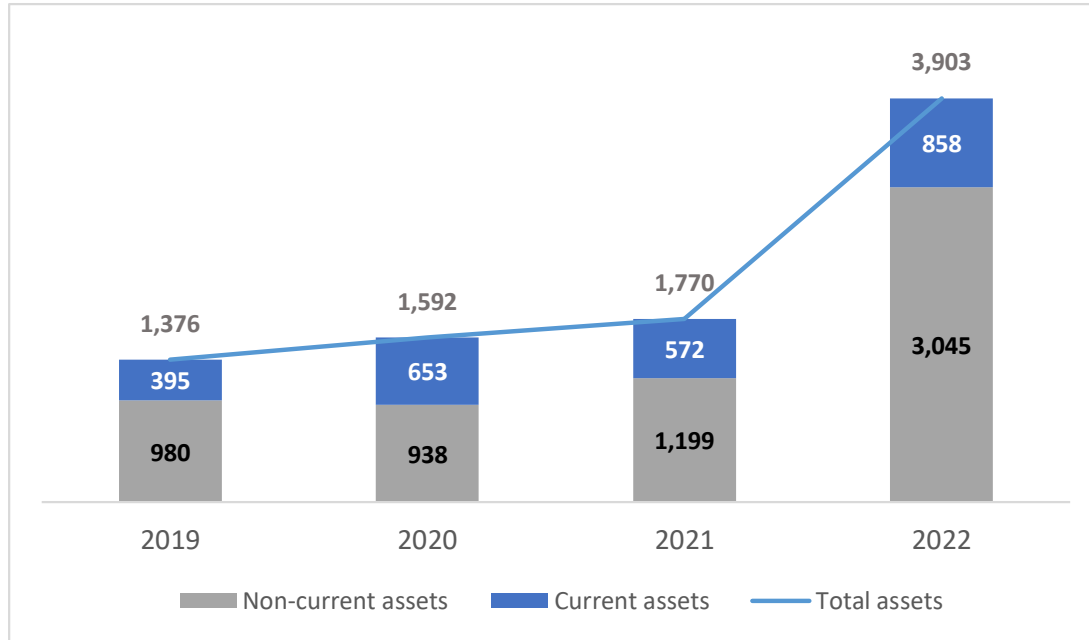
SG&A EXPENSE

2022 SG&A Breakdown

SG&A

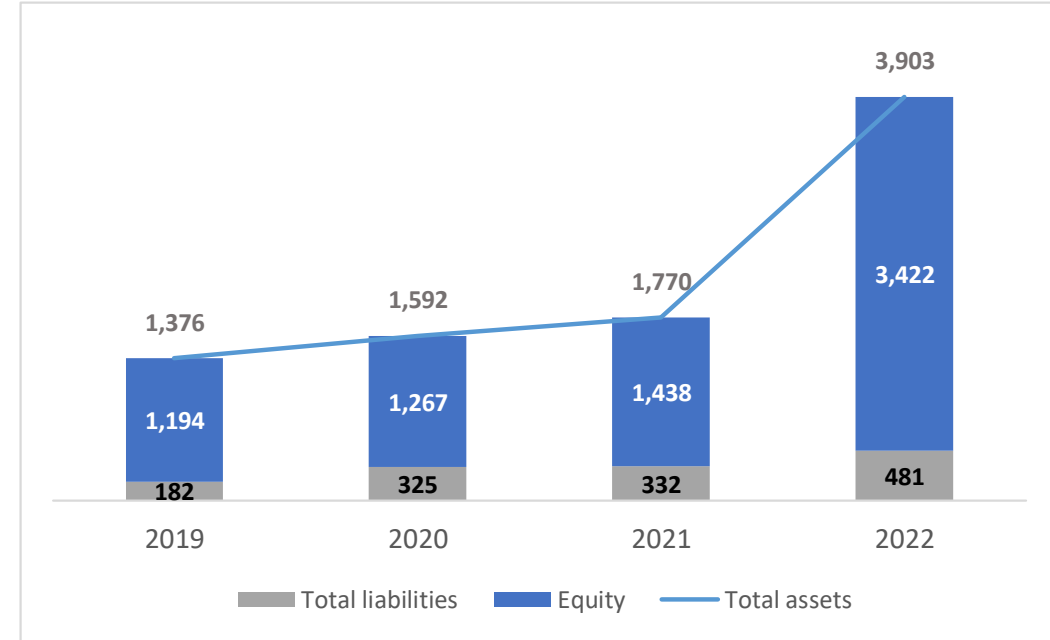


BALANCE SHEET



ASSET GREW +2,133mb from major change of

- Unallocated costs of business acquisition of DataOn Group +1,839mb
- Consolidate of DataOn's assets +360mb
- Financial assets decreased -142mb from unrealized loss of valuation



Liabilities grew +149mb

- Consolidate of DataOn's liabilities +181mb
- Human's lease liabilities decreased -17mb

Equity grew +1,984mb from

- Share capital and share premium +1,987mb from increase of share for DataOn's acquisition
- Net profit for the period +181mb
- Dividend paid -120mb
- OCI decreased -73mb from decrease in valuation of investment in financial assets
- Reserve for share-based payment (ESOP) +8mb



GROWTH STRATEGY





HUMAN GROWTH STRATEGY



ORGANIC

Existing Business
New Business



M&A

Only Related Business



New Economy / Business



HUMAN GROWTH STRATEGY



ORGANIC

Existing Business



M&A

Only Related Business



New Economy / Business



UPDATE ON Existing Business

01

HR Platform & services

Workplaze, MCPO, HR Transformation Consulting

02

Employee Benefits

Benix

03

ERP Services

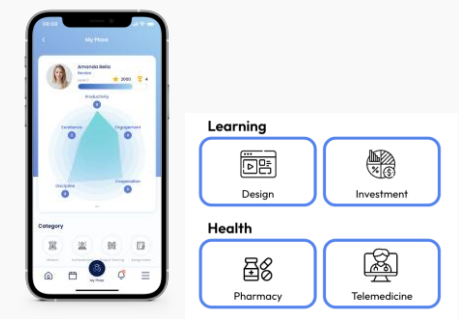
CORE BUSINESS



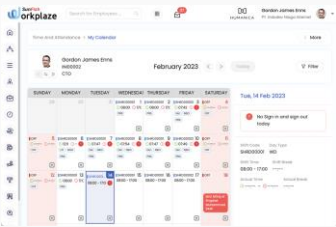
HUMANICA
CONSULTING



Major Initiatives - Products



MARKETPLAZE/
MYSPACE



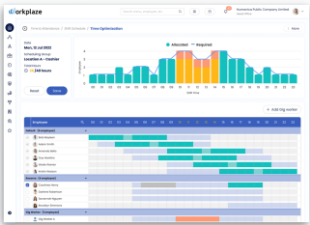
FUTURE OF WORK -
PRODUCTIVITY &
COLLABORATION



INTERFACES &
OPEN API



FLEXIBLE
BENEFITS



WORKFORCE
PLANNING



AI &
ADVANCED
TECHNOLOGIE
S



MULTI-COUNTRY
PAYROLL & LSP



HR HELPDESK



HUMAN GROWTH STRATEGY



ORGANIC

Existing Business
New Business



M&A

Only Related Business



New Flagship -
Workplaze



HUMAN GROWTH STRATEGY



ORGANIC

Existing Business
New Business



M&A

Only Related Business



New Economy / Business

ECOSYSTEM of New Economy

rabbit cash

Conicle





The Future of Work-Life Platform

workplaze

GROW CAPABILITY

Hire, Monitor, Develop

Drive your organization's HR capability through
WorkPlaze's outcome-oriented talent management
solutions



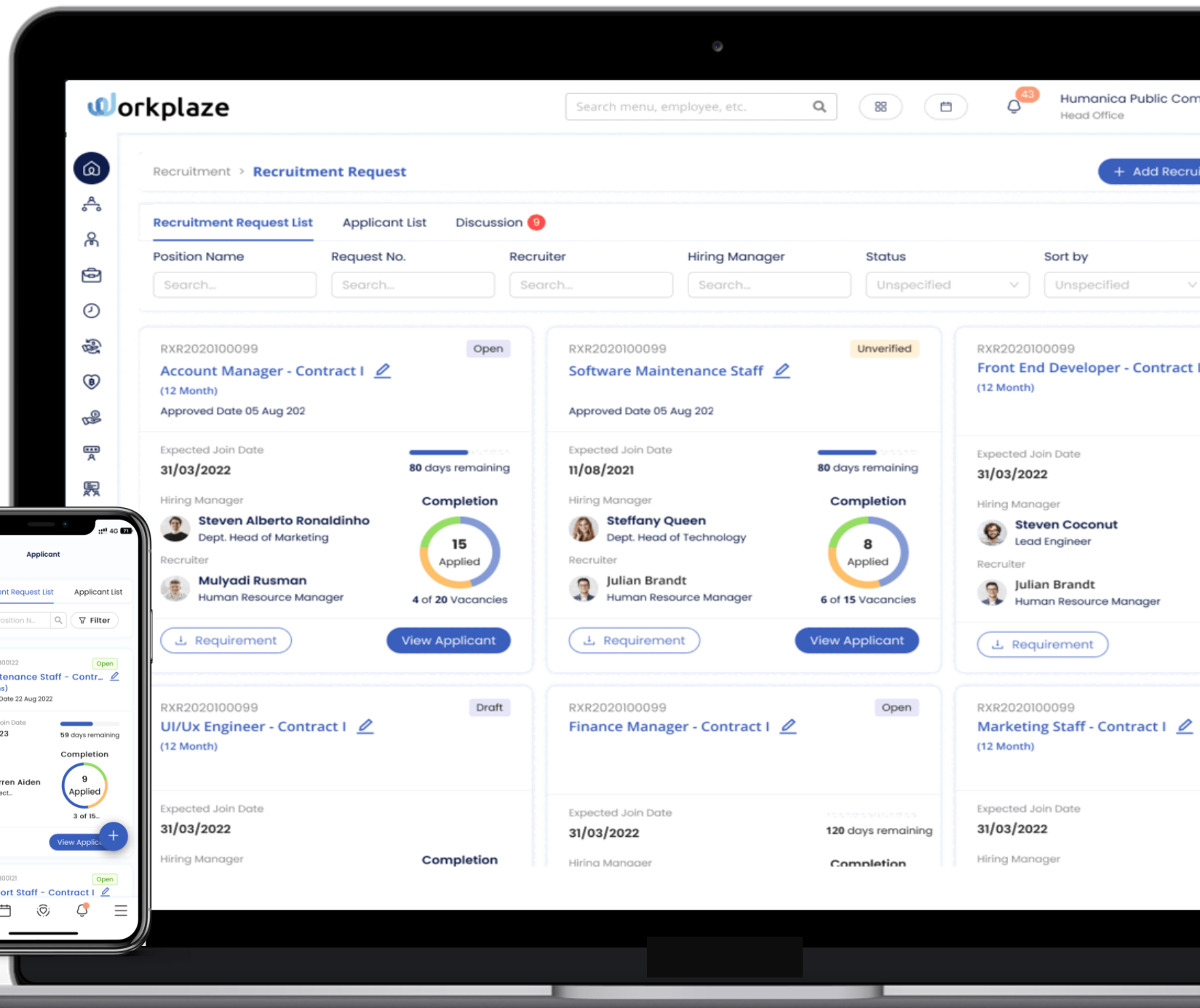
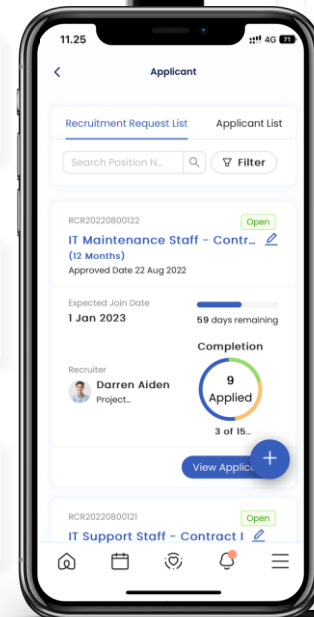
RECRUITMENT



PERFORMANCE



LEARNING



workplaze

GROW CAPABILITY

Hire, Monitor, Develop

Drive your organization's HR capability through
WorkPlaze's outcome-oriented talent management
solutions



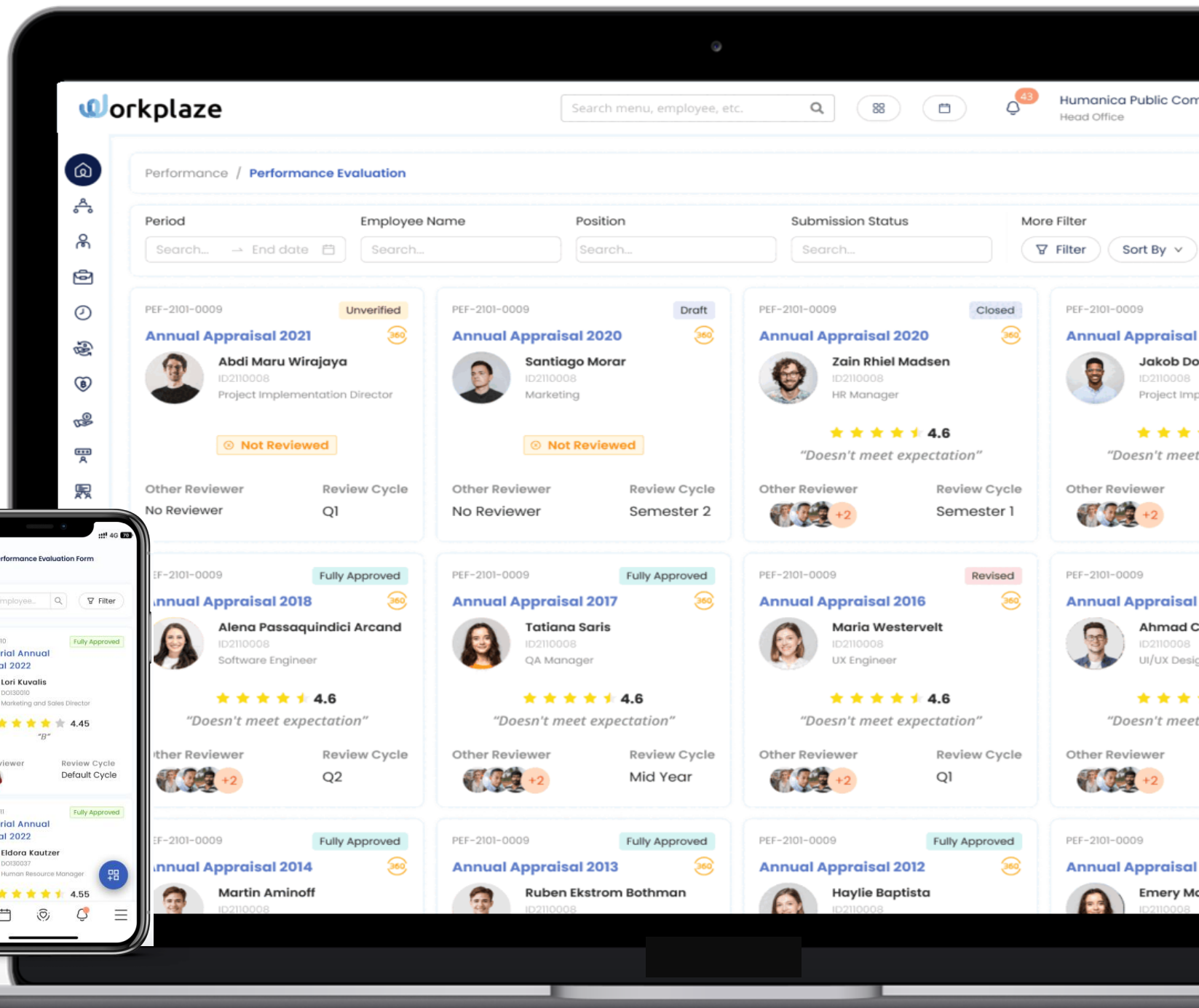
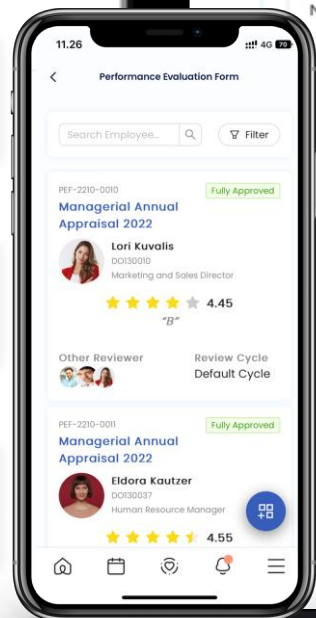
RECRUITMENT



PERFORMANCE



LEARNING



workplaze

GROW CAPABILITY

Hire, Monitor, Develop

Drive your organization's HR capability through
WorkPlaze's outcome-oriented talent management
solutions



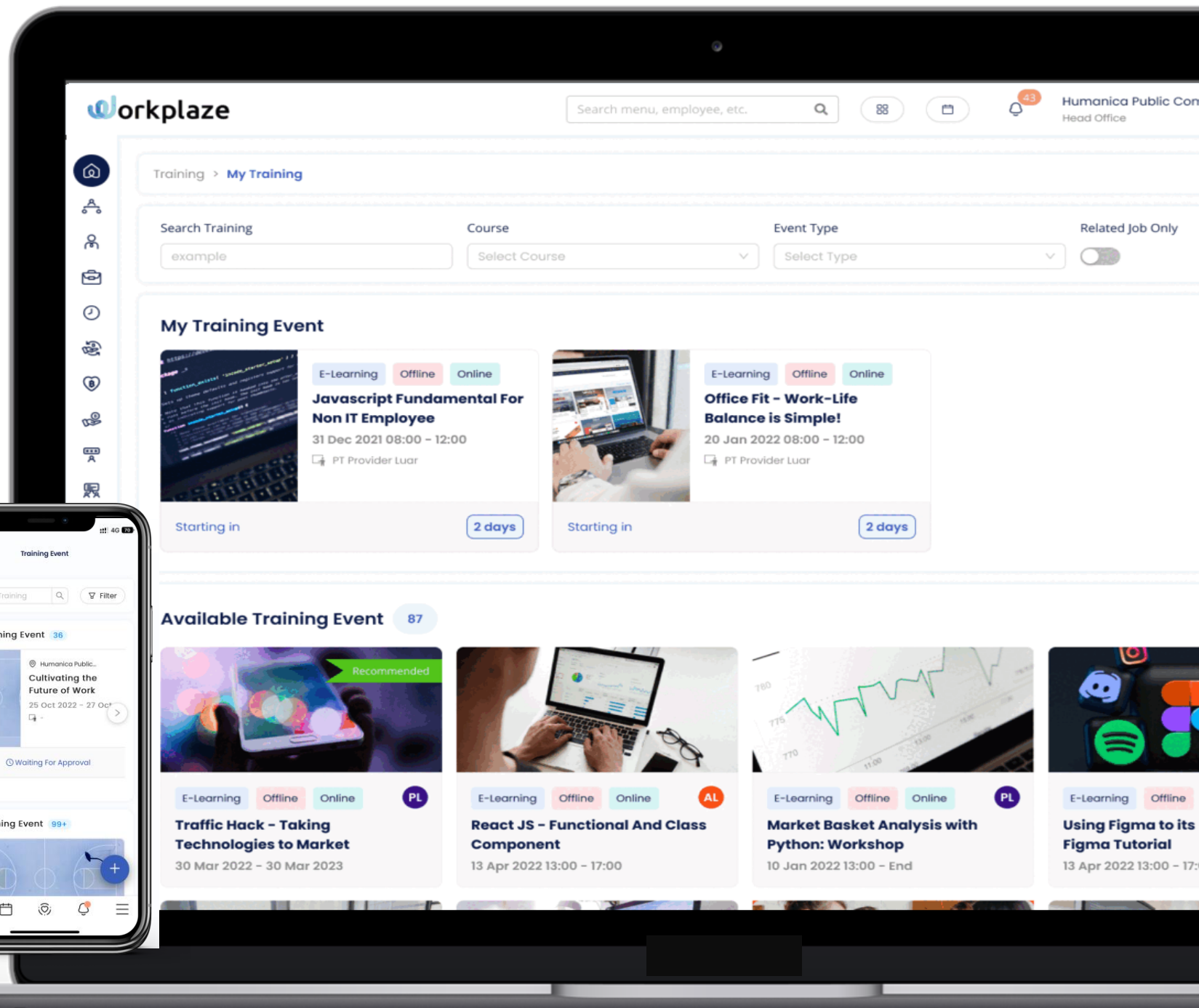
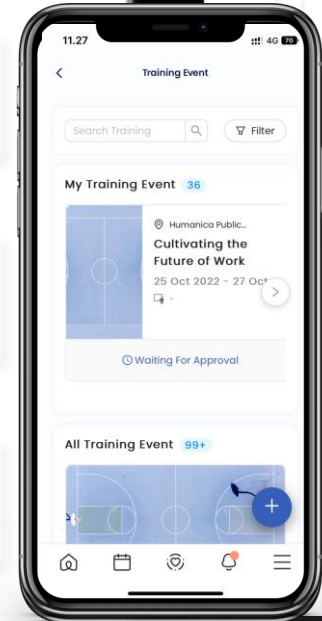
RECRUITMENT

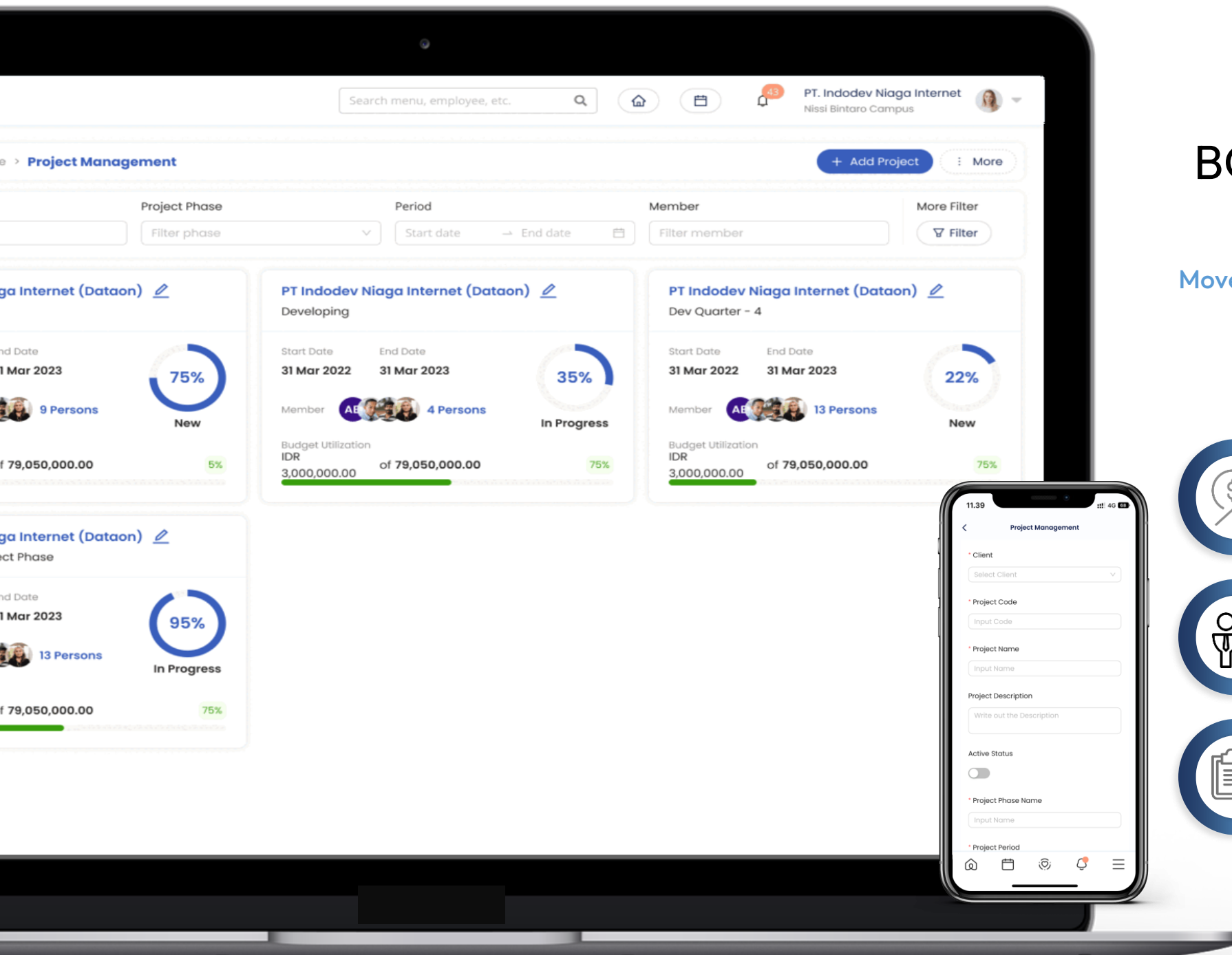


PERFORMANCE



LEARNING





workplaze

BOOST CREDIBILITY

Empowering HR

Move from back office planning to front office
workforce maximization



COMPENSATION PLANNING



ADVANCED PERFORMANCE



PROJECT MANAGEMENT

workplaze

ENRICHING USER EXPERIENCE

WorkPlaze supported by best user experience for a pleasant HR journey

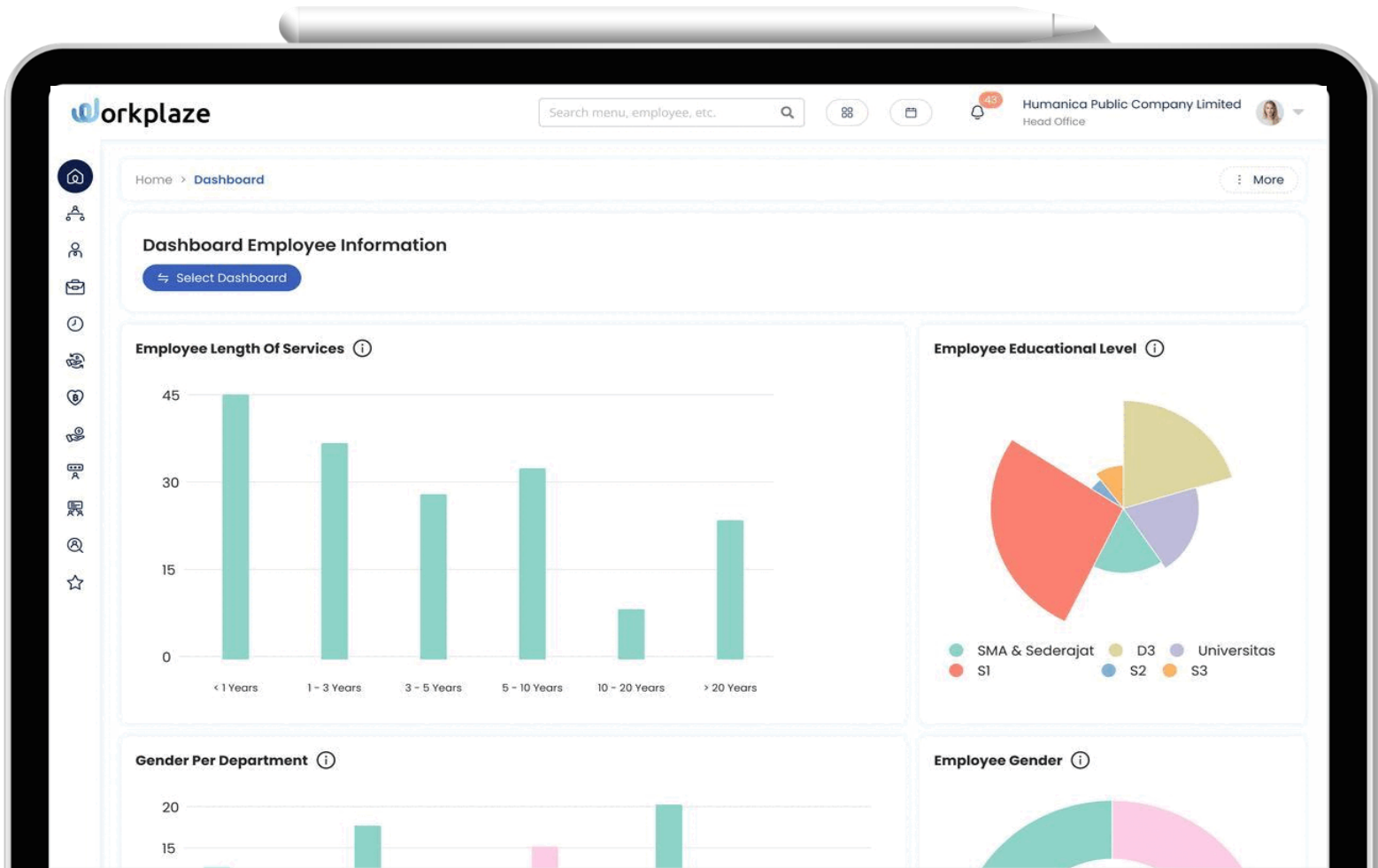
CAPACITY

CONVENIENCE

CAPABILITY

CREDIBILITY

USER EXPERIENCE



REPORT DESIGNER



WORKPLAZE MOBILE



DEVELOPMENT KIT

workplaze

ENRICHING USER EXPERIENCE

WorkPlaze supported by best user experience for a pleasant HR journey

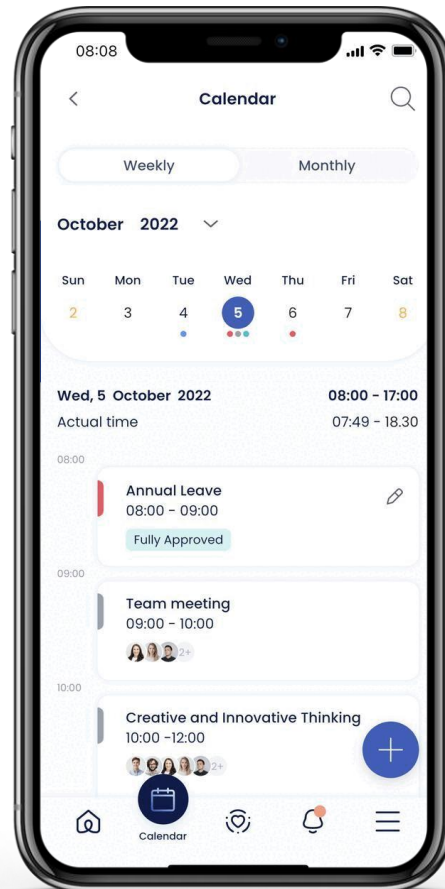
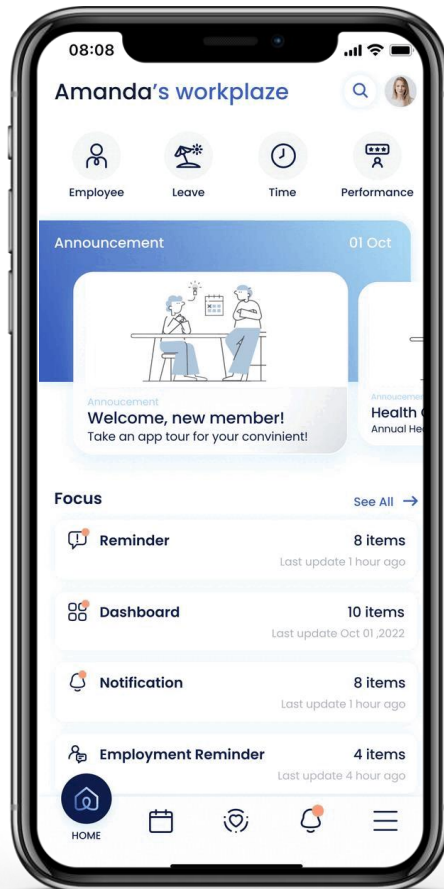
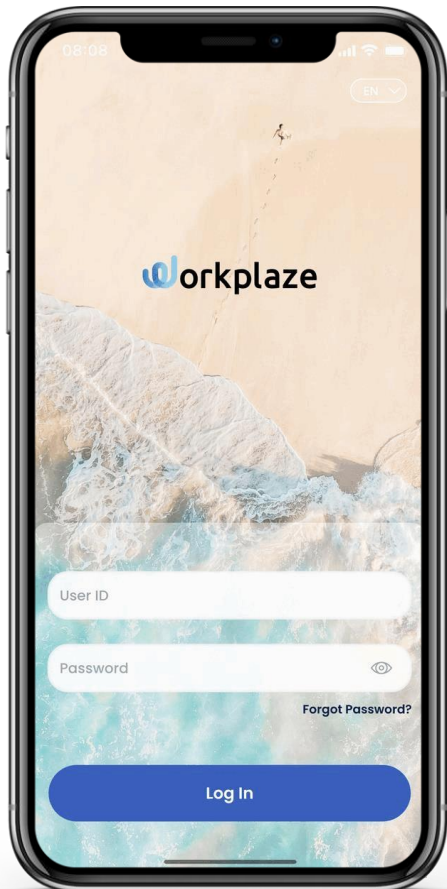
CAPACITY

CONVENIENCE

CAPABILITY

CREDIBILITY

USER EXPERIENCE



REPORT DESIGNER



WORKPLAZE MOBILE



DEVELOPMENT KIT

THANK YOU

Any questions?



You can find me at

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

Disclaimer:

Items published on this presentation are intended to provide financial information or business information of HUMAN. Some forward-looking statement may be based on management's view at present time. These information are subject to certain risks and uncertainties that could caused the actual result to be different from what was stated. The management undertakes no responsibility on the change after the date of this presentation.