



HUMAN Q1 2023

HUMANICA PUBLIC COMPANY LIMITED

A portrait of Soontorn Denthham, an older man with grey hair, smiling. He is wearing a dark suit jacket over a light blue button-down shirt. He is standing in front of a large window with a view of green foliage. The background is slightly blurred, showing the window frame and the greenery outside.

SOONTORN DENTHAM
Founder & Group CEO

HUMAN

01 PROFILE OF HUMANICA

02 FINANCIAL RESULTS

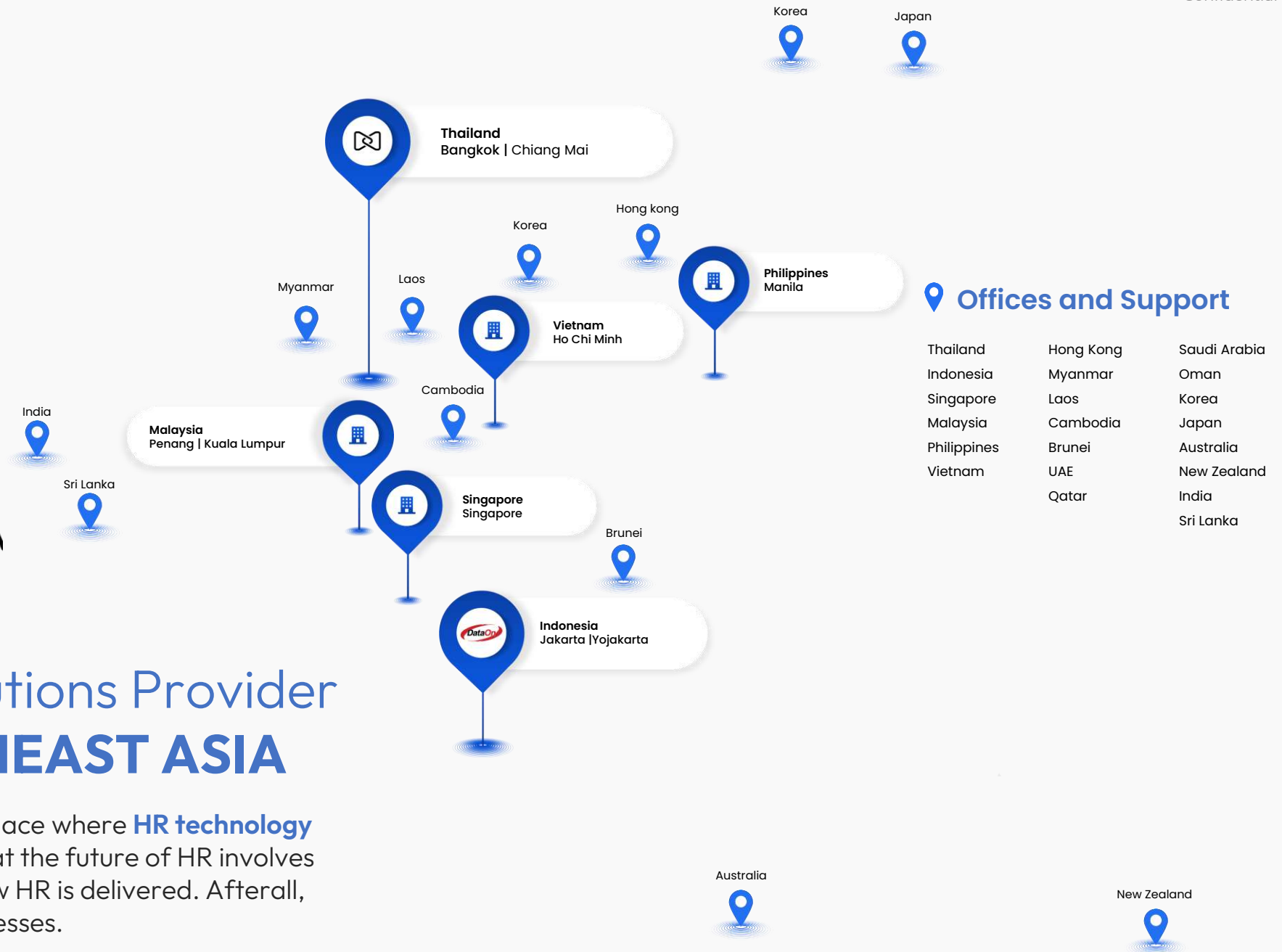
03 GROWTH STRATEGY



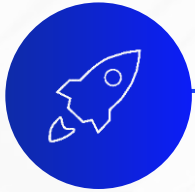


Is the trusted HR Solutions Provider of choice for **SOUTHEAST ASIA**

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.

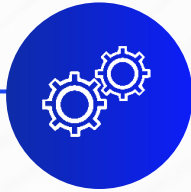


OUR 19 YEARS JOURNEY



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



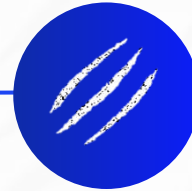
2017

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

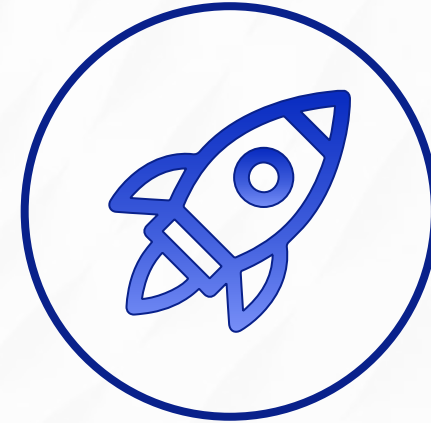
Merged with DataOn
from Indonesia

VISION



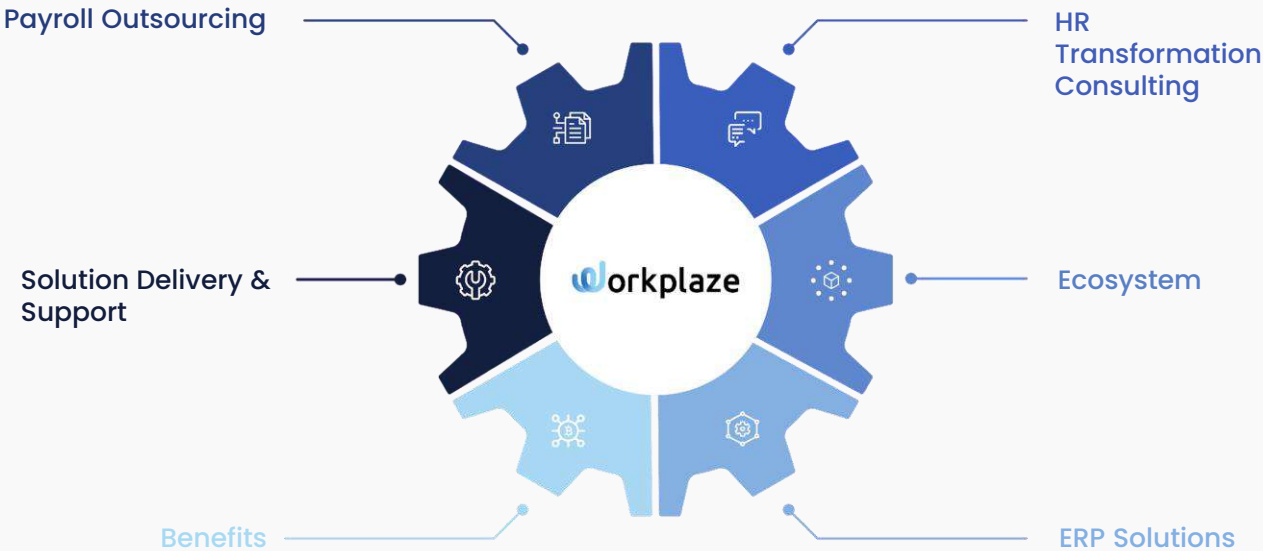
We are a **happy family** of good attitude talents who share the same meaning dreams and walk our value together to **develop and deliver world-class products and service** to meet even **unrecognized needs** of our client as well as their employees.

MISSION



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

The #1 HR Solutions Provider in Southeast Asia



22
Years of
Experience

1,000+
Current
Employees

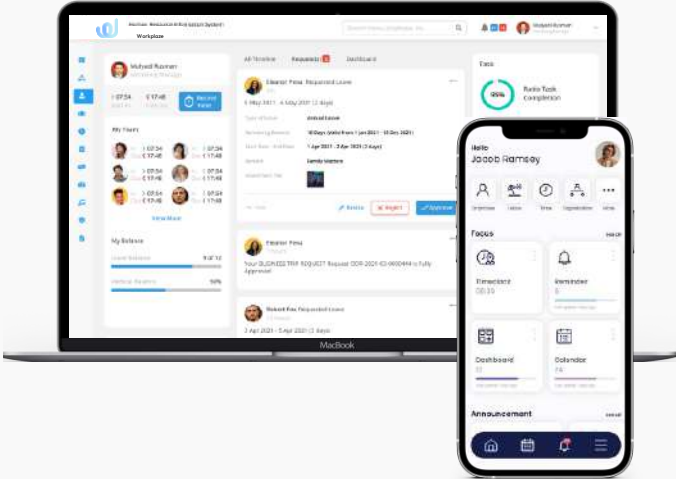
6
Offices in Asia
Thailand | Indonesia | Singapore
Malaysia | Philippines | Vietnam

5,000+
Active
Clients

2,000,000+
Employees under
our care

Humanica connects people, because people are the key to business success.

Our people solutions are based on great technology, continuously developed to meet support Asian customer over the last 20 years. We complement our technology with a holistic approach to services to provide a single vendor solution connecting people in your organization.



THE HUMANICA VALUE PROPOSITION

workplaze



 HUMANICA
HR & PAYROLL OUTSOURCING



 HUMANICA
CONSULTING



- **Full-suite HCM solution** that can be customized for Grab's requirements
- Mobile-friendly and **multi-language interface**
- **Robust APIs** for easy integrations with other HCM solutions including Workday
- **Local Payroll Experts** in over 18 countries globally, and growing
- **Over 20 years of payroll experience** serving over 5000 customers across 35 countries
- Global Project Management Office managed from Singapore
- **HR as a Service** provides ongoing consulting support
- **Monthly Analytics** helps identify challenges and provides the So What
- Long term **Change Management** supports continuous improvement







HOSPITALITY & RETAIL

Prepared for The Future Of Work

Our clients from the Hospitality & Related Industries



OTHER ICONIC BRANDS





ENERGY & RESOURCES

Prepared for The Future Of Work

Our clients from the Energy & Resources industry since 2016



OTHER ICONIC BRANDS





CUSTOMER BASE LIBRARY

EDUCATION	 Indonesian International Education Foundation  YAYASAN PENDIDIKAN JAYA  STIP JAKARTA  UNIVERSITAS PELITA HARAPAN  SEKOLAH PELITA HARAPAN
AVIATION & TRAVEL	 AirAsia  Angkasa Pura AIRPORTS  Angkasa Pura SUPPORTS  FLTECHNICS YOUR RELIABLE MRO PARTNER
BUILDING SERVICES	 WASKITA  JAYA KONSTRUKSI
COMMUNICATIONS	 infomedia by Telkom Indonesia  3  Telkom.inetra by Telkom Indonesia
CONSULTING	 JAYA CM ENGINEERS AND CONSULTING ENGINEERS  PhinCon Phintraco Consulting  astragraphia member of ASTRA  laureoli international  relationship republic
NON-PROFIT	 WWF
MEDIA & ENTERTAINMENT	 MNC

workplaze

CUSTOMER BASE LIBRARY

ENERGY & RESOURCES



GOVERNMENT



HEALTHCARE



PROFESSIONAL & BUSINESS SERVICES





CUSTOMER BASE LIBRARY

HOSPITALITY



PHARMACEUTICAL



INSURANCE



workplaze

CUSTOMER BASE LIBRARY

FINANCIAL SERVICES



MANUFACTURING



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CUSTOMER BASE LIBRARY

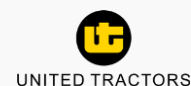
RETAIL



SEPHORA



OTHERS





MULTI-COUNTRIES PAYROLL OUTSOURING

FINANCIALS



A member of Prudential plc (UK)

MANUFACTURING



RETAILS



MNCS



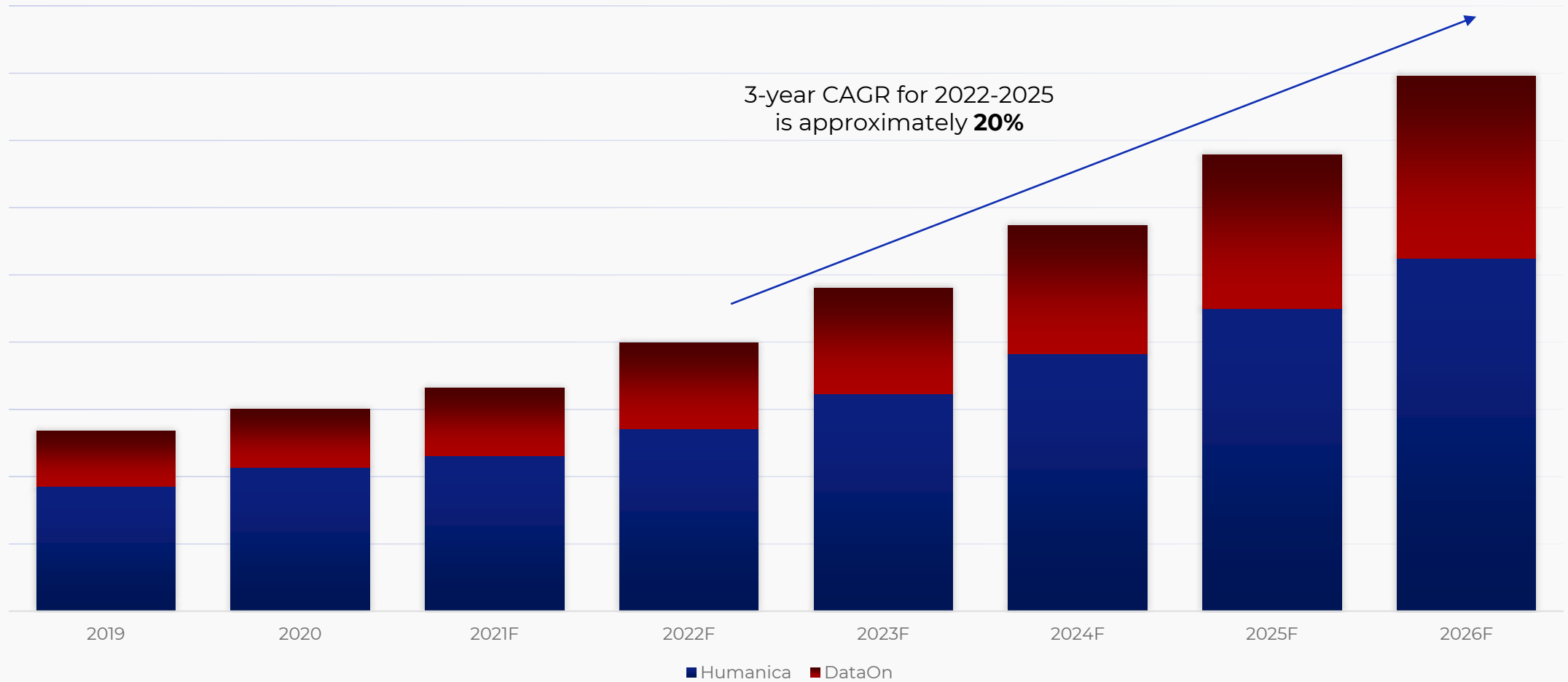
Making business flow



OUR PAST PERFORMANCE



PRO FORMA REVENUE





FINANCIAL RESULTS

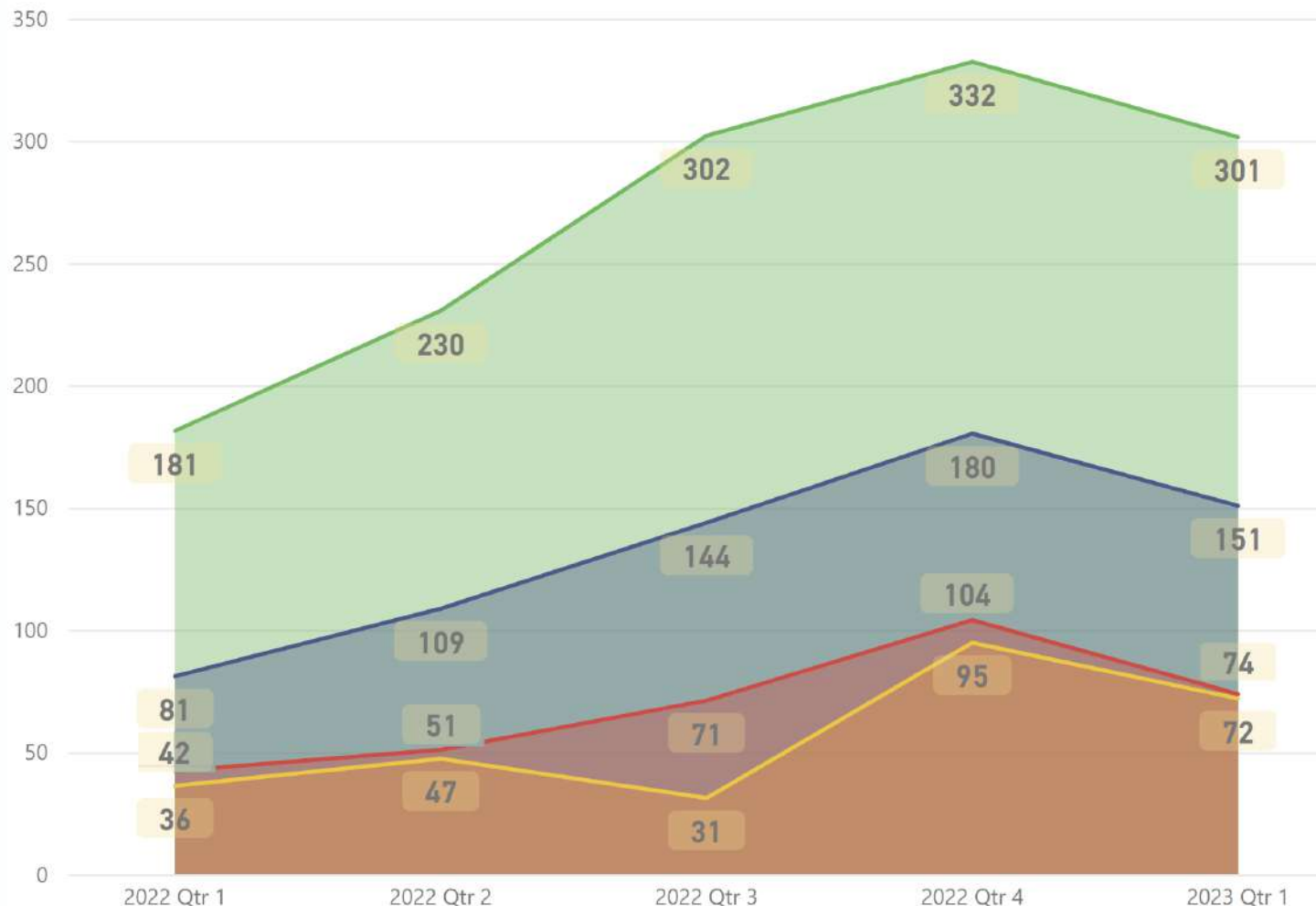
Quarter 1-2023



Q1-2023 Performance

REVENUE, GROSS PROFIT, EBT AND ADJUSTED EBT BY YEAR AND QUARTER

● Revenue ● Gross Profit ● EBT ● Adjusted EBT



Q1-2023 Overview

Change from last quarter

- Revenue 301mb dropped by -31mb or -9% from Q4-2022 but close to Q3-2022 (as Q4 is high season of Financial solution)
- Gross Profit 151mb dropped by -29mb or -16% from Q4-2022
- EBT 72mb dropped by -23mb

Q1-2023 vs Q1-2022

Revenue grew +120mb from Q1-2022

- Organic business grew +34mb
- Consolidate of DataOn in Q1-2023 for +86mb

EBT grew +36mb from Q1-2022

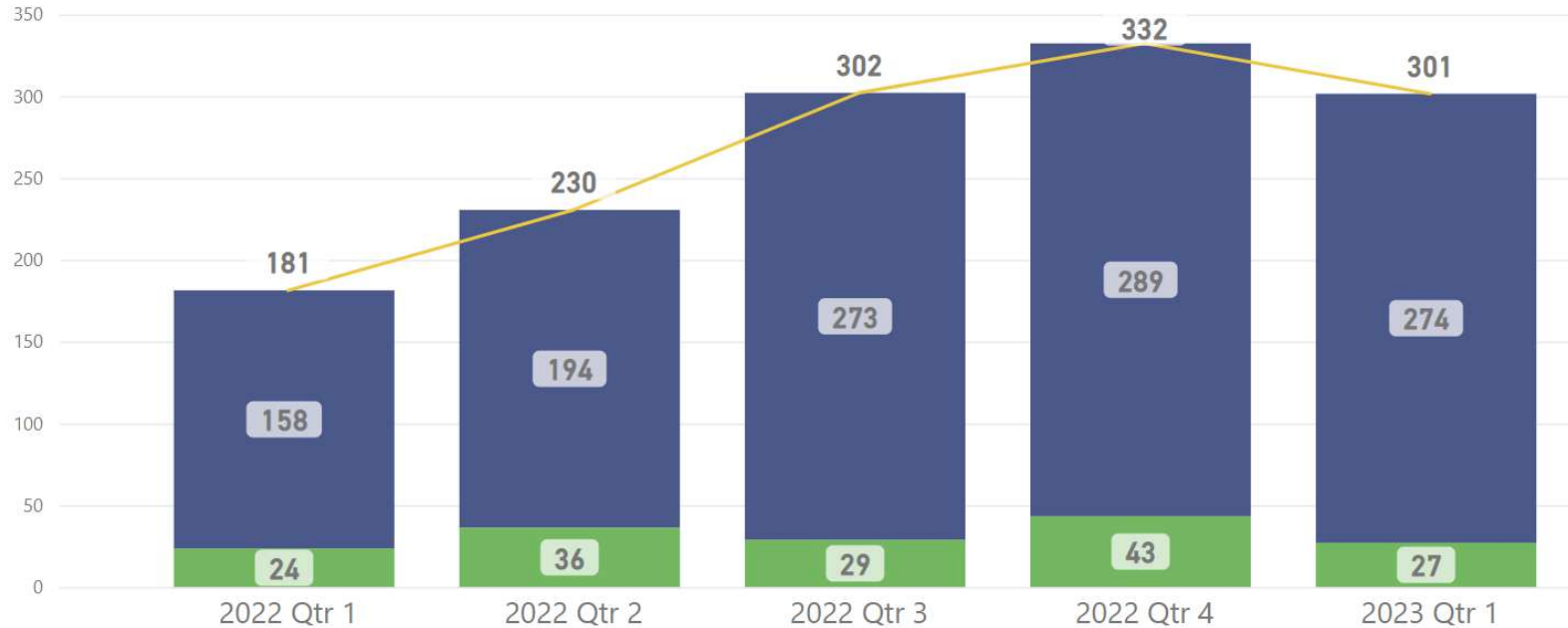
- Organic business grew +18mb
- Consolidate of Dataon +18mb

- Adjusted EBT exclude impact of
- Gain/loss on foreign exchange
 - Gain/loss on valuation of financial assets
 - One-off adjustment

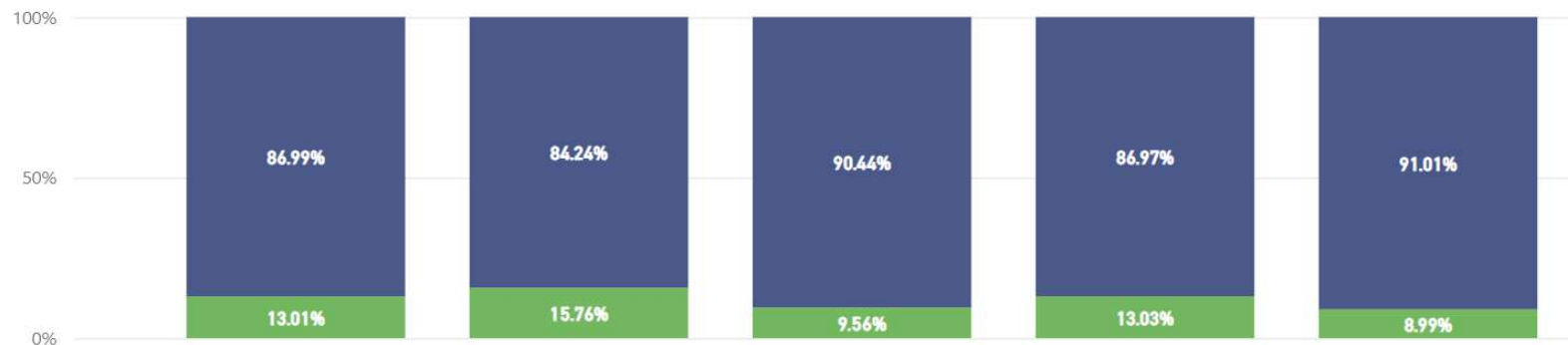
REVENUE by PRODUCT

Revenue by Product

Product ● FIN ● HRS ● Total Revenue



% Revenue by Nature



YTD - Revenue
301mb
HRS : 274mb
FIN : 27mb

- HR solution dropped -18mb or -6% from Q4-2022 mainly due to decline in non-recurring revenue
- Finance solution dropped -16mb from Q4-2022 (Q4 is normally high season)
- HR Solution represents 91.01% (Q4-2022: 86.97%)

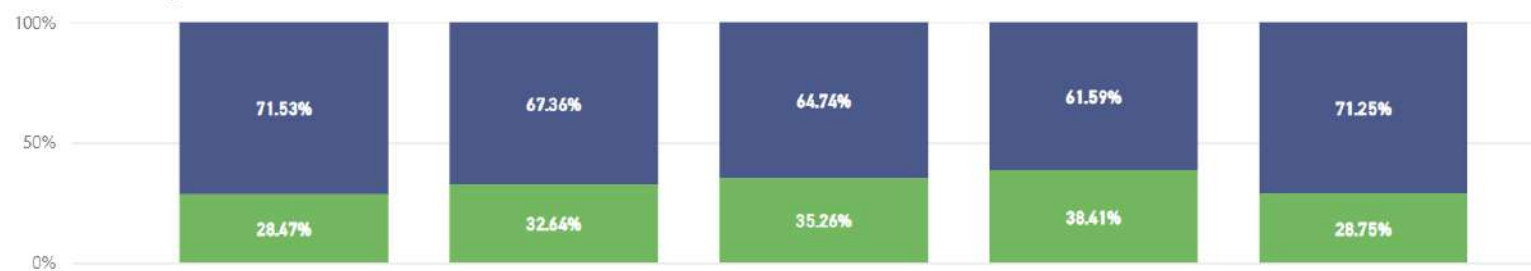
REVENUE by NATURE

Revenue by Nature

PL Item ● Non-Recurring Revenue ● Recurring Revenue ● Total Revenue



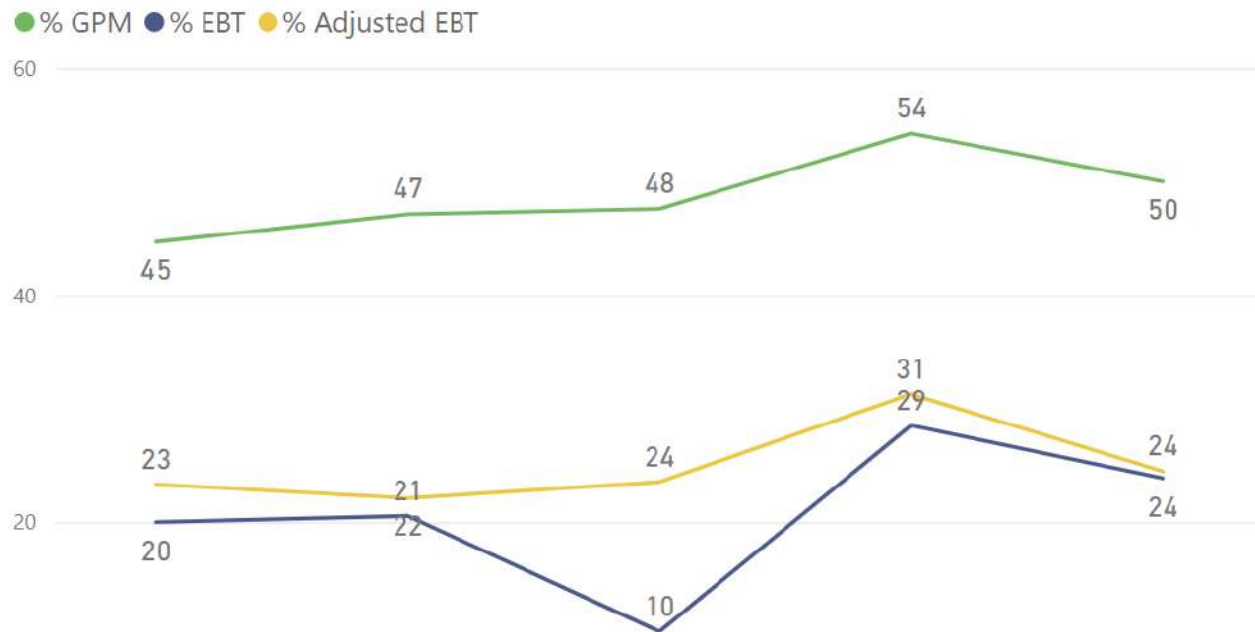
% Revenue by Nature



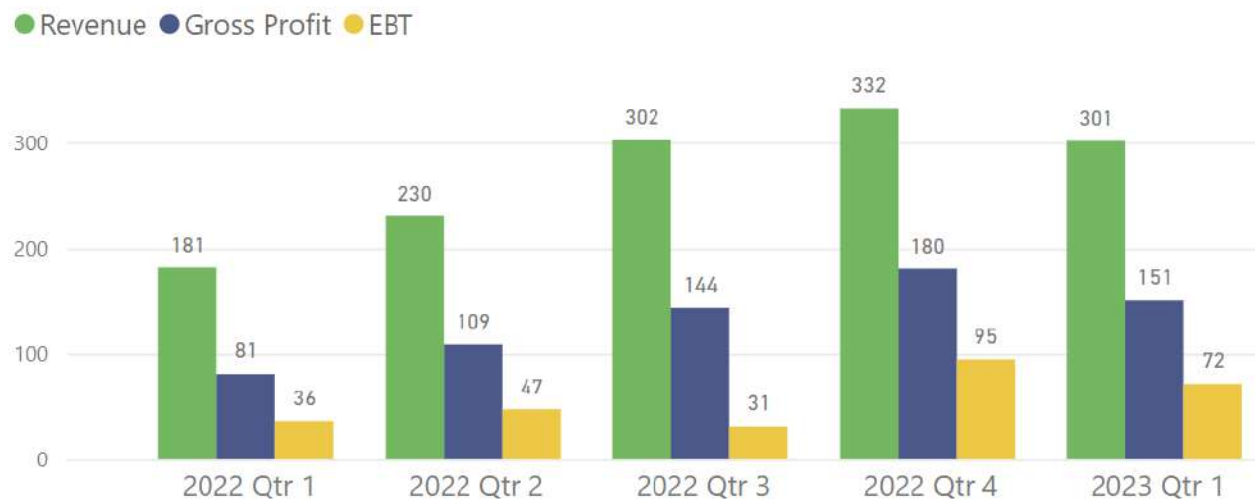
Recurring grew by +10 mb or +5% from last quarter from growth of client's headcount

- Non-Recurring dropped by -41mb or -32% from last quarter
- ERP's non-recurring revenue decreased -17mb from last quarter as Q4 was high season.
 - DataOn's non-recurring revenue dropped -18mb from last quarter from Long holidays – Balinese new year in Q1-2023 and transition of new sale team

% GPM, % EBT and % Adjusted EBT by Year and Quarter



Revenue, Gross Profit and EBT by Year and Quarter



GROSS PROFIT & EBT

- Gross Profit -29mb from Q4 as revenue decreased.
- Gross Profit Margin declined from 54% to 50%
- SG&A +10mb from Q4 from
 - Marketing expense saving +3.6mb
 - Provision expense reduced +3.3mb
 - Loss on exchange reduced +10.6mb
 - Amortization of intangible asset from PPA -7.2mb
- EBT -23mb from Q4 as gross profit -29mb and SG&A +10mb

SG&A by Year, Quarter and PL Group



BALANCE SHEET

Assets

BS group ● Current Assets ● Non-Current assets ● Total Assets



Liabilities & Equity

BS Class ● 2 Liabilities ● 3 Equity ● Total Liabilities & Equity



ASSET dropped -68mb from last quarter

- Current asset +119mb from
 - Cash & cash equivalent +75mb
 - Short term loan to associate company +13mb
 - Invest in current financial asset (USD Deposit) +17mb
 - A/R and contract asset +13mb
- Non-current asset -50mb from
 - Sale of financial asset (Fixed income fund) -30mb
 - Invest in Corporate Bond +10mb
 - Goodwill change -24mb from exchange translation

Liabilities grew +23mb

- Increase in contract liabilities (unearned revenue from client) +20mb

Equity grew +46mb from

- Retained earning +60mb from net profit for the period
- OCI -16mb mainly from exchange translation

Current ratio



D/E ratio





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

CORE BUSINESS



HUMANICA CONSULTING



HUMANICA FAS





The Future of Work-Life Platform

HOW OKR'S SUPPORT THE FUTURE OF WORK

Objective and Key Results provide a simple methodology to relate what we want to achieve to how we measure it.

- F** Focus: OKRs allow a team to rally behind a small set of carefully chosen priorities.
- A** Alignment: OKRs provide a method for an entire organization to align its goals at every layer with its top-level priorities and with its ultimate purpose.
- C** Commitment: OKRs demand a level of collective commitment from the parties involved to choose and stick to agreed-upon priorities.
- T** Tracking: OKRs allow a team or organization to track their progress toward a goal and know earlier when to change tactics.
- S** Stretching: OKRs empower teams to set goals that stretch beyond BAU - or “business as usual” - and make significant, meaningful change.





6 KEY STAGES ACROSS THE HR TRANSFORMATION METHODOLOGY

Most Clients Find Themselves Starting with Build & Implement Stages

UNDERSTAND THE BUSINESS / HR IMPERATIVE

DEPLOY THE TECHNOLOGY AND OPERATIONAL SOLUTION(S)



HUMANICA CONSULTING

PRODUCTS



Workforce Intelligence & Coaching

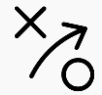
Gain insights into your workforce and identify areas of improvement through analytics, investigation and advisory



HR Functional Assessment

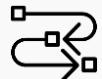
Assess your organization's HR maturity, productivity, service quality and cost efficiency

SOLUTIONS



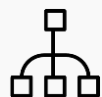
HR Transformation Strategy & Roadmap

Envision your future HR state with a holistic transformation strategy across digital, operations and service delivery



HR Process Optimization & Business Case

Streamline your HR processes and measure the results with a bottom-up business case analysis



Workforce Planning

Analyze and forecast workforce supply & demand to ensure that you have the right people with the right skills



Performance & Compensation Strategy

Define a compensation framework tailored to the rewards philosophy of your organization



Change Management

Manage digital or strategic change in your organization using the latest digital adoption solutions

THE HUMANICA VALUE PROPOSITION

WHEN TECHNOLOGY MEETS PAYROLL OUTSOURCING



- **Full-suite HCM solution** that can be customized for Grab's requirements
- Mobile-friendly and **multi-language interface**
- **Robust APIs** for easy integrations with other HCM solutions including Workday

- **Local Payroll Experts** in over 18 countries globally, and growing
- **Over 20 years of payroll experience** serving over 5000 customers across 35 countries
- Global Project Management Office managed from Singapore



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



ECOSYSTEM

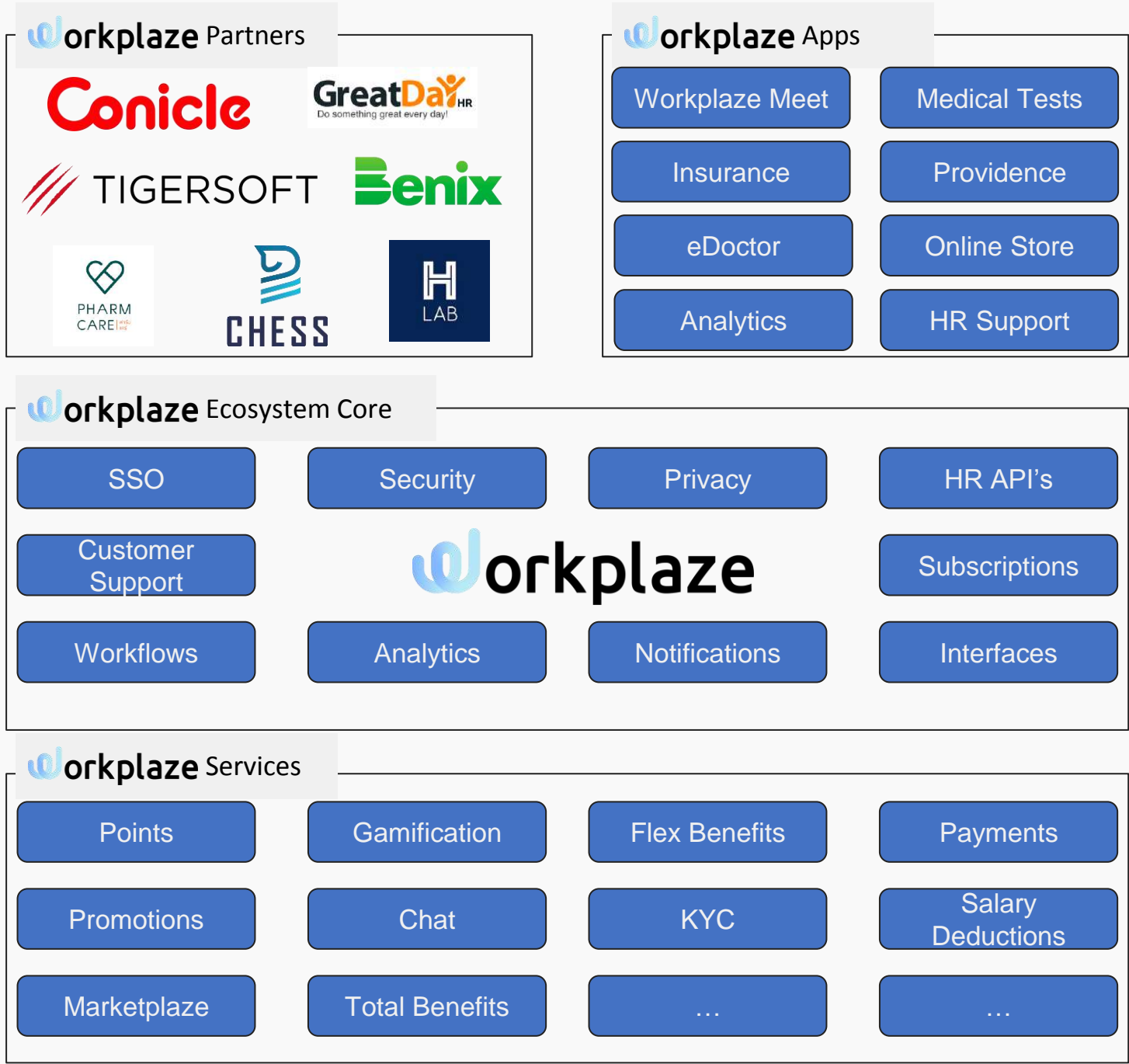
Workplaze ecosystem provides for additional functionality to augment core HCM features.

- Humanica associated companies
- Third party apps

Go beyond even the best HCM functionality by providing **pre integrated** functions that benefit from interconnection with HR data and processes.

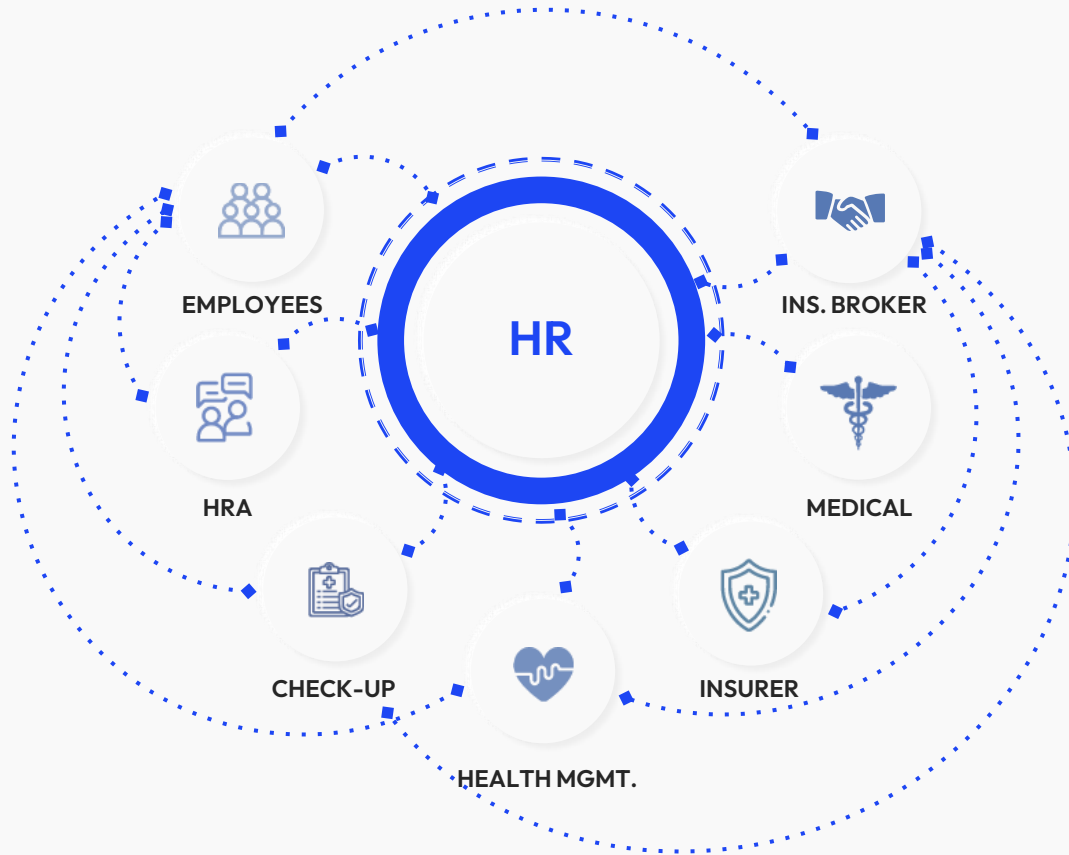
Ensure that **data privacy** and **security** are maintained when multiple providers interact with personal data.

Allow providers to deliver a **consistent** experience to employees while leveraging Workplaze **Core** and additional **Services**.

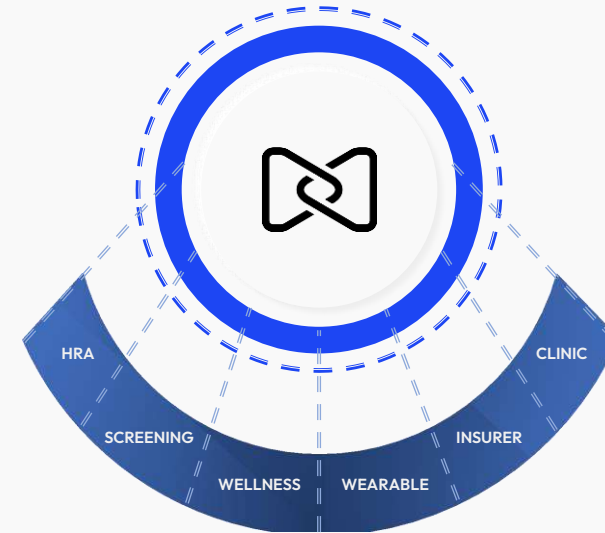


OUR VISION AND SERVICE MODEL

Traditional Benefit Value Chain VS Future Benefit Value Chain



TRADITIONAL BENEFIT VALUE CHAIN



Collect Data at The Source

Humanica Creates Value Chain
Provide End-to-End Solutions to promote "Physical, Mental
and Financial Wellness" for Employers and Employees

FUTURE BENEFIT VALUE CHAIN

HR ECOSYSTEM & HUMAN CENTRIC DESIGN SUPPORTS EMPLOYEES THROUGH THEIR CAREER



CARE BENEFITS IS THE NEW FOCUS FOR HR LEADERS.

98%

Have plans
for at least one
form of benefit
expansion

61%

Of respondents
favor flexible
benefits over
on-site care

61%

Already offer
some form of
mental health
benefits

41%

Plan to expand
them in the
coming year

HOW HUMANICA SUPPORT YOU TO BE A CARING EMPLOYER

We believe total wellness requires corporates to provide employees with higher caring and attention, to help support corporates money on benefit well spent, and employees perceive the value and effort of a Caring Employer.

04 PROVIDE TECHNOLOGY

- Enhance employee journey using technology
- Collect feedback from employees

03 SERVICE PROVIDERS SELECTION

- Employee Communication
- Pre-select service providers within our Eco-system
- Education and engagement



01 EMPLOYEE AWARENESS

- Education and engagement
- Total Rewards Statement

02 TRENDS AND ANALYTICS

- Health screening trends
- Employee's health scoring
- Analytics for health risks

CASE STUDY

Improvement on Retention Rate

BACKGROUND:

A leading property developer, F&B and hotels operator in Singapore with more than 2,000 employees, looking to increase employee retention as well as promote a learning culture within the organization.

SOLUTION:

“ABCD” reimbursement program for staff to experience new cultures as part of their continual learning journey.



2, 4, 7, 9 YEARS

Staff who complete certain milestones are eligible for a sum of \$1,500 - \$3500 SGD to claim travel costs at every milestone.



ABCD Claims

Arts, **B**uildings, **C**ommunity Services, and **D**ining are experiences that can be claimed with the Company.



Business Growth

Employees returning from their trip share their valuable experiences to provide ideas for business by way of submitting trip report on what they have learned.

SUCCESS:

Employees can pursue their choices of benefits and even look forward to the next milestone when they can plan their next experience.

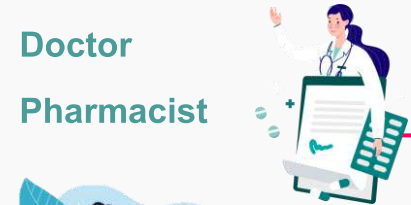
The Company is able to retain their employees whilst also getting good suggestions for business development and improvement via the global experience.

Connecting people to quality health service providers



Healthcare Providers

Doctor
Pharmacist



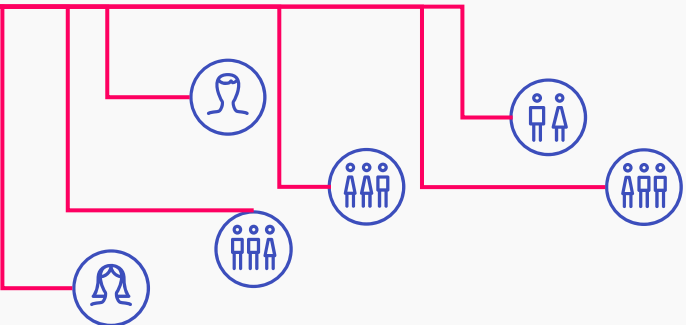
Nutritionist



Physical Therapist



Patients and Users



Integration on health service allowances and coverage

Results and insights of services provided by PharmCare's system and network

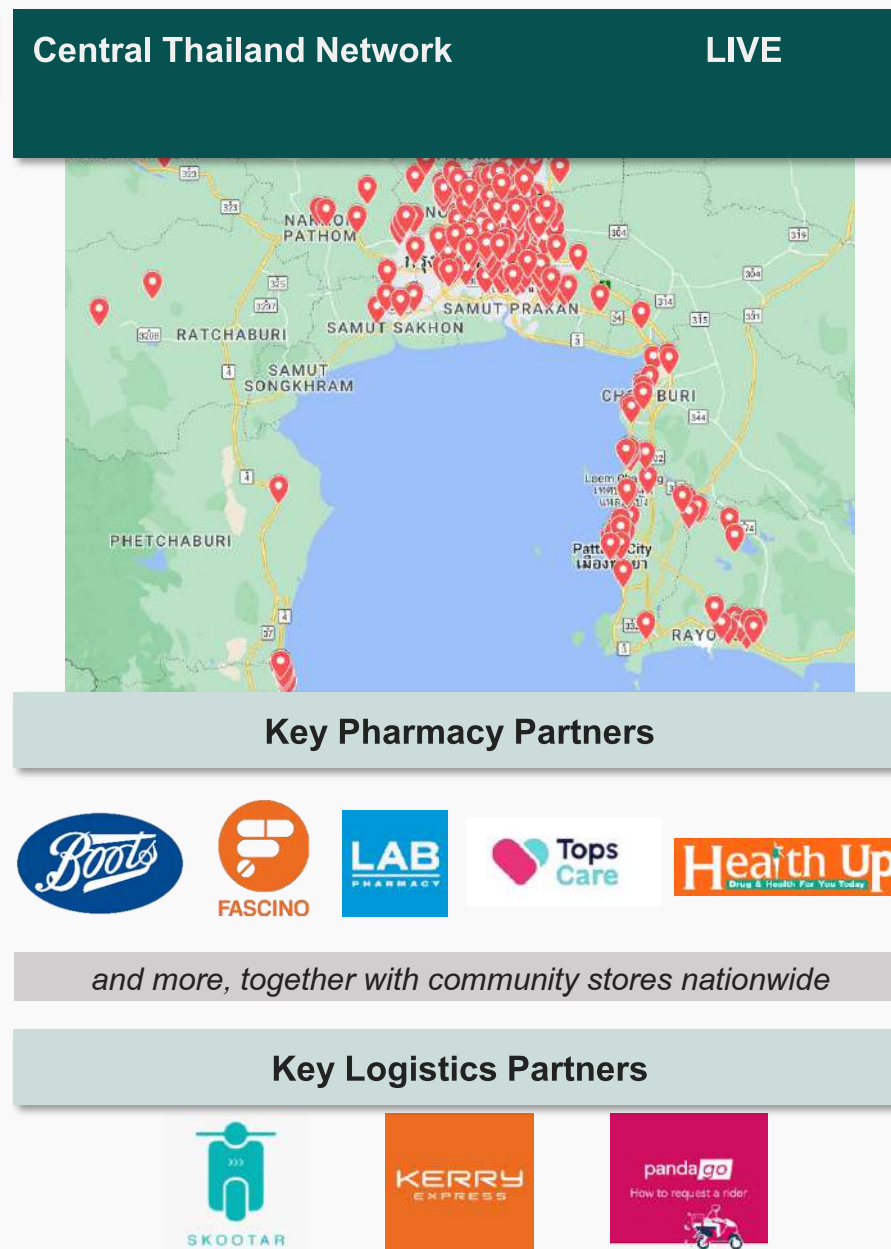
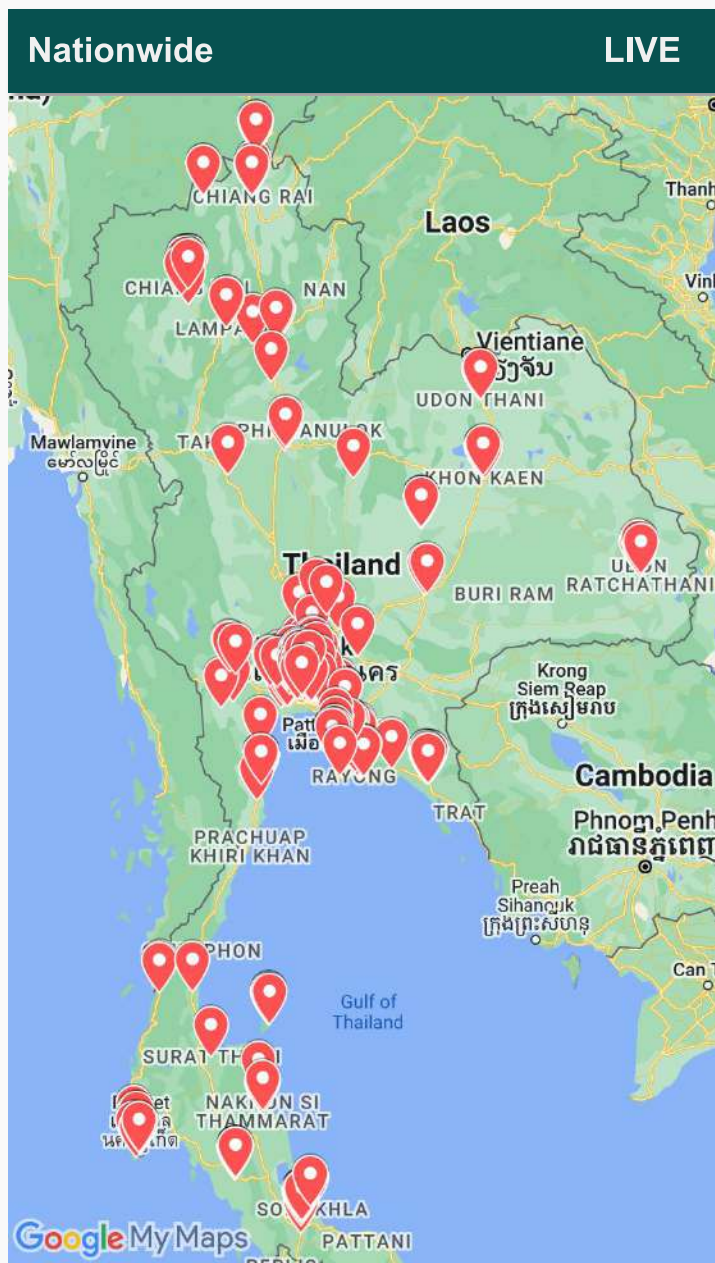
Partners

Enabling health coverage claims throughout our network



Strictly Confidential

Pharmacy Network Coverage



Key Pharmacy Partners



and more, together with community stores nationwide

Key Logistics Partners



Strictly Confidential

Network of
> 650 pharmacies
nationwide

Medicines **delivered within**
1 hour

Historical services **covering**
71 / 76 provinces

Telehealth Customer Journey

Telehealth



1 Telemedicine Journey

Multi-
disciplinary
services

Doctor Online Consultation

Hospital / Clinic



Telehealth



Medicine
Prescription



Customer begins with
Telemedicine with doctor,
follows by prescription
fulfillment by networked
pharmacies

2 Telepharmacy Journey

Pharmacy
Service

Teleconsultation with
Pharmacist



Prescription
Transfer



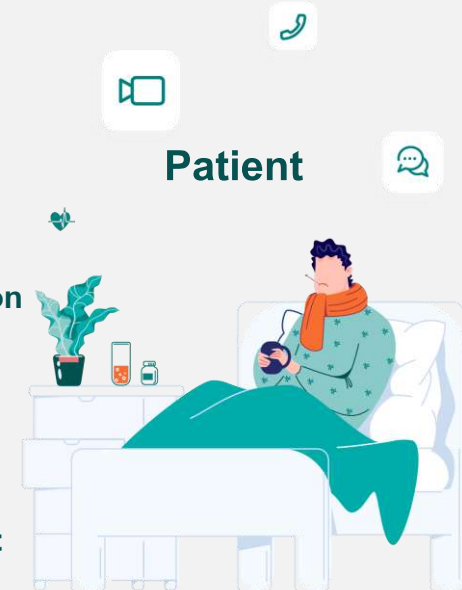
Pharmacist

- Health record & symptoms
- Medicine dispensing and packing
- Medication usage advice consultation

Pick-up & Delivery

- Tracking and status updates
- Validation of Pharmacist and Patient / Receiver

Patient

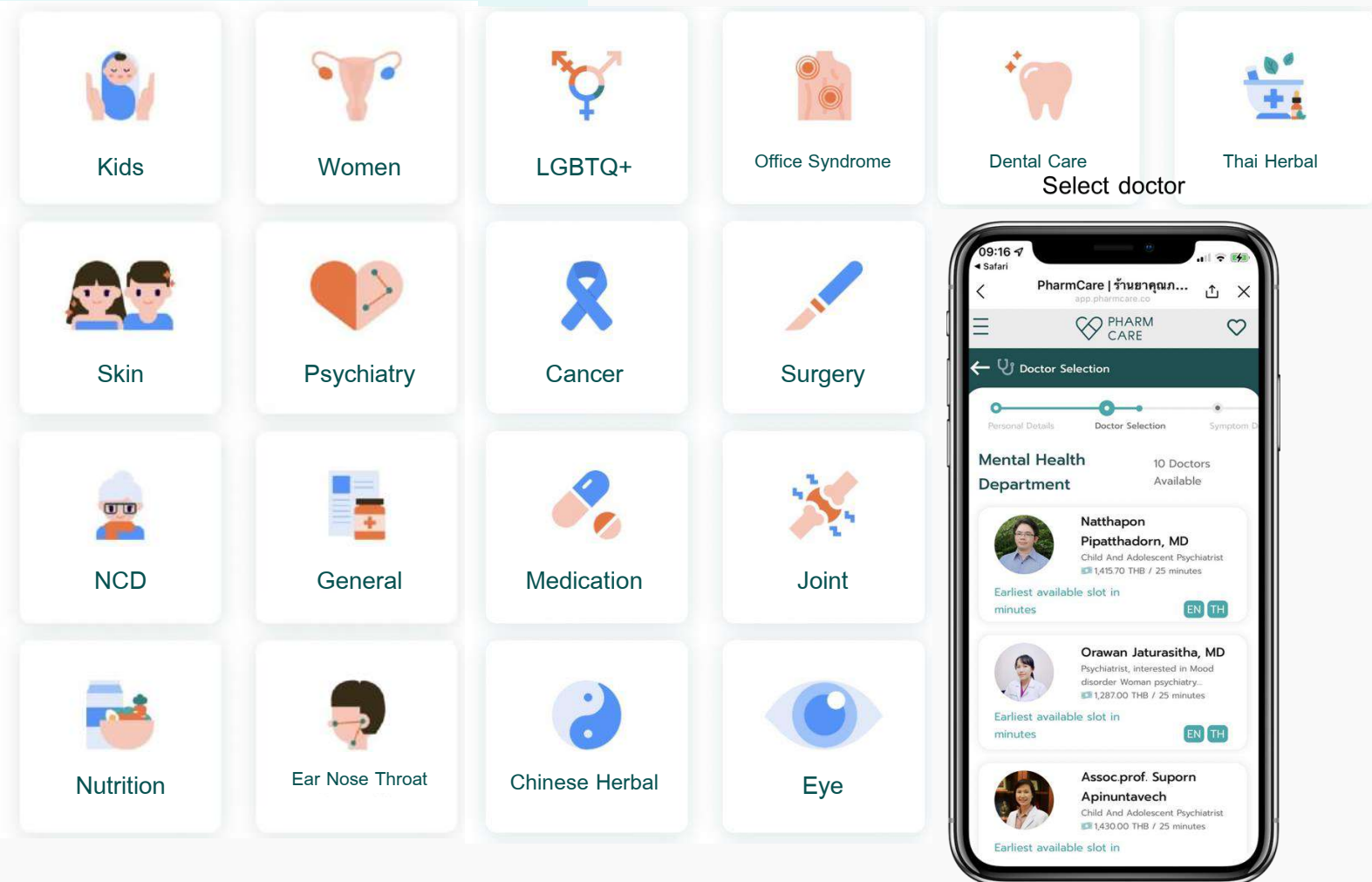


Doctor Consultation Through Telemedicine: On-demand GP and Booking for Specialists

GP On Demand



Booking for Specialists



Other Partners in our ECOSYSTEM



THANK YOU

Any questions?



You can find me at

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

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