



# **HUMAN Q4 2022**

HUMANICA PUBLIC COMPANY LIMITED

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# HUMAN

**01** PROFILE OF HUMANICA

**02** FINANCIAL RESULTS

**03** GROWTH STRATEGY



## VISION



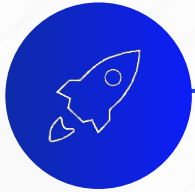
We are a **happy family** of good attitude talents who share the same meaning dreams and walk our value together to **develop and deliver world-class products and service** to meet even **unrecognized needs** of our client as well as their employees.

## MISSION



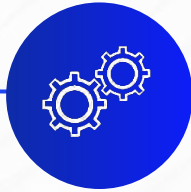
To help the **employees** of our clients  
**work better & live happier**

# OUR 19 YEARS JOURNEY



**2003**

Spun off from PWC



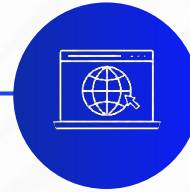
**2005**

**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



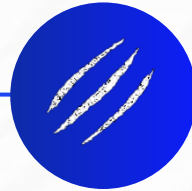
**2017**

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





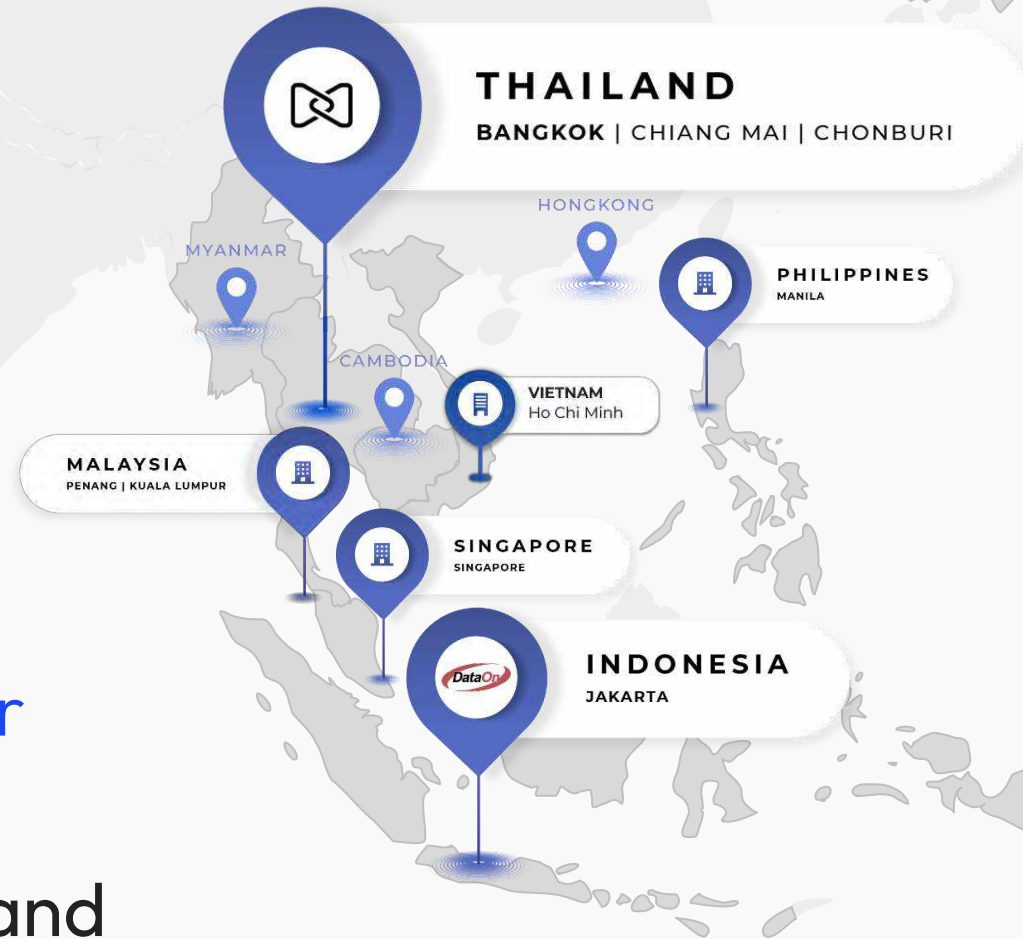


# HUMANICA

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





**FULL COMPLIANT**

Thailand  
Indonesia  
Singapore  
Malaysia  
Philippines  
Vietnam

Hong Kong  
Myanmar  
Laos  
Cambodia  
Brunei

UAE  
Qatar  
Saudi Arabia  
Oman

**INVESTMENT LSP**

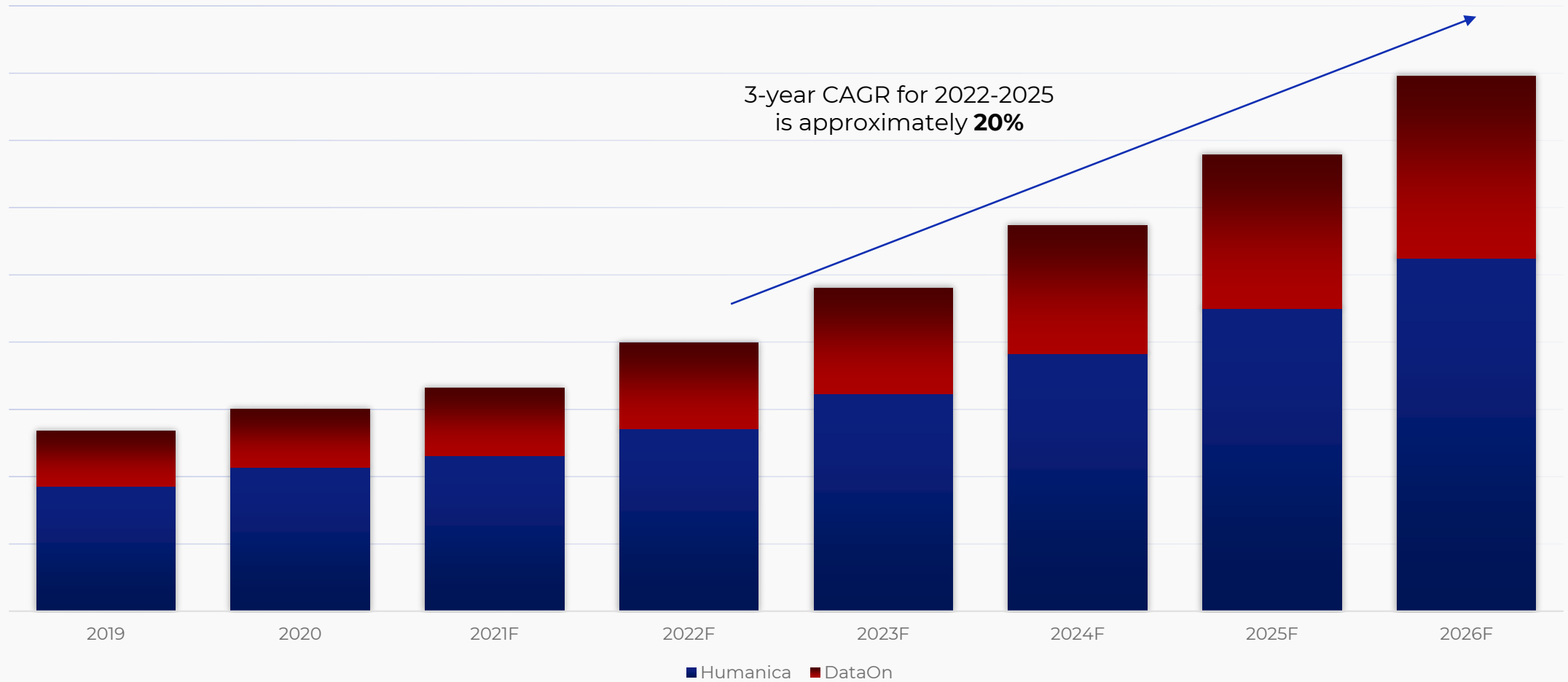
Korea / Japan  
Abu Dhabi

Australia / NZ  
India / Sri Lanka





# PRO FORMA REVENUE





# **FINANCIAL RESULTS**

## **Year 2022**



# 2022 - Performance



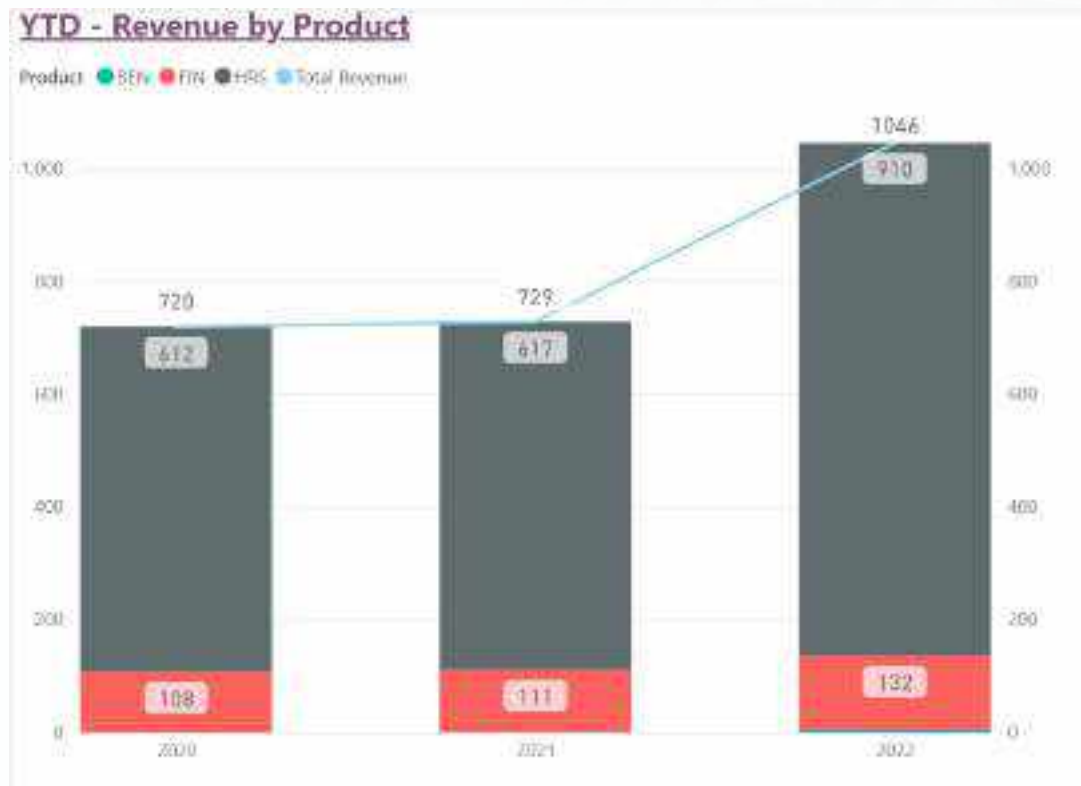
## YTD - Revenue, Gross Profit and EBT



## 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  
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

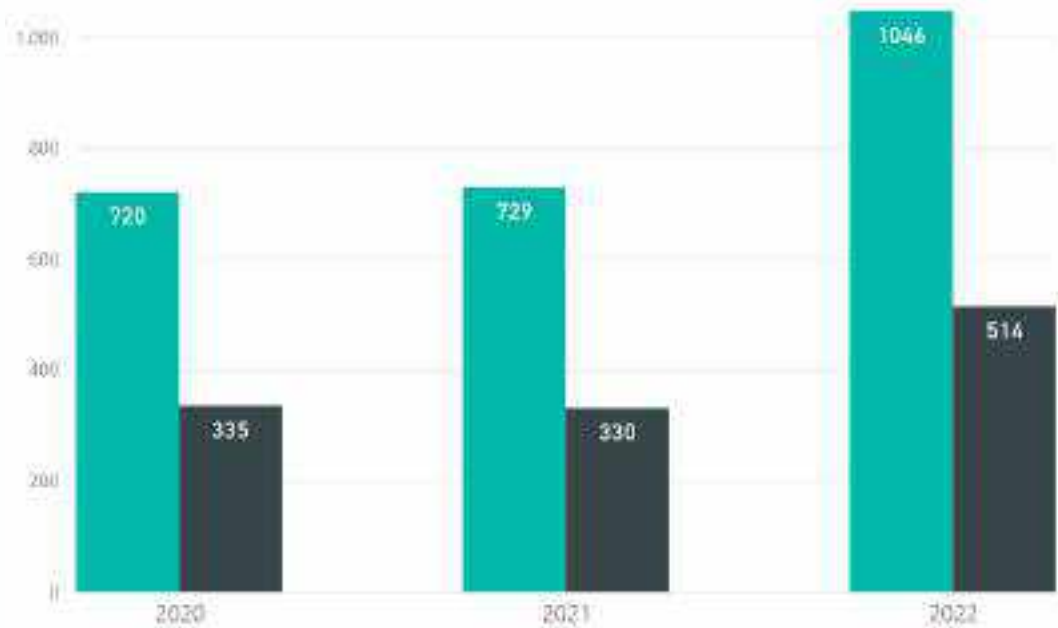




# REVENUE & GROSS PROFIT

Gross Profit

● Revenue ● Gross Profit



% GPM by Year



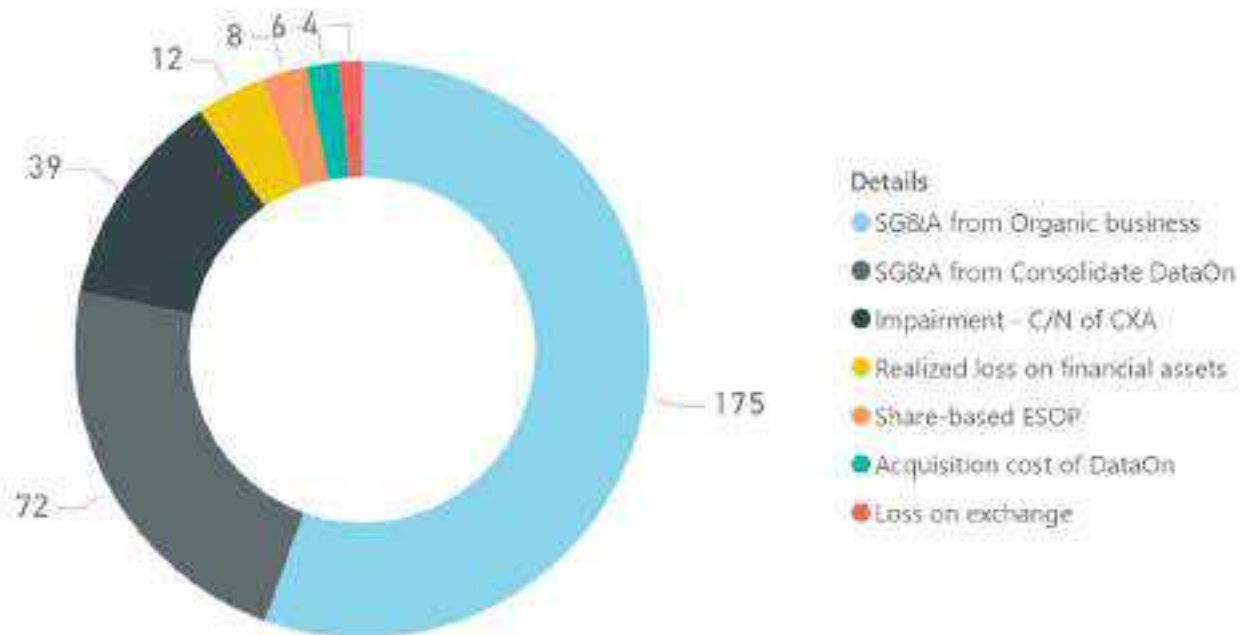
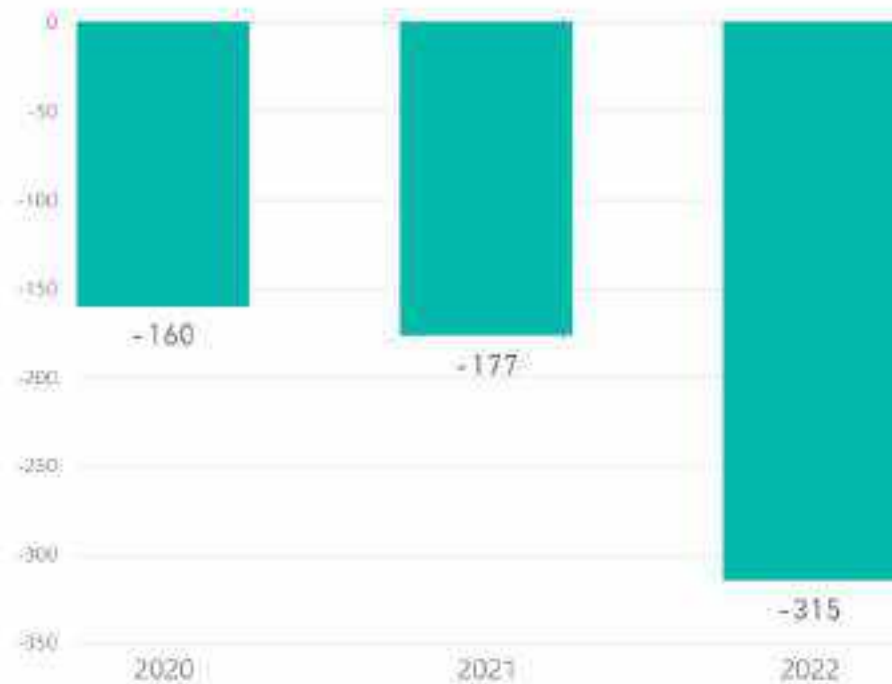
- YTD - Gross Profit grew +184mb Or +56% from Revenue grew +43%
- Gross Profit Margin improved from 45.3% to **49.1%**



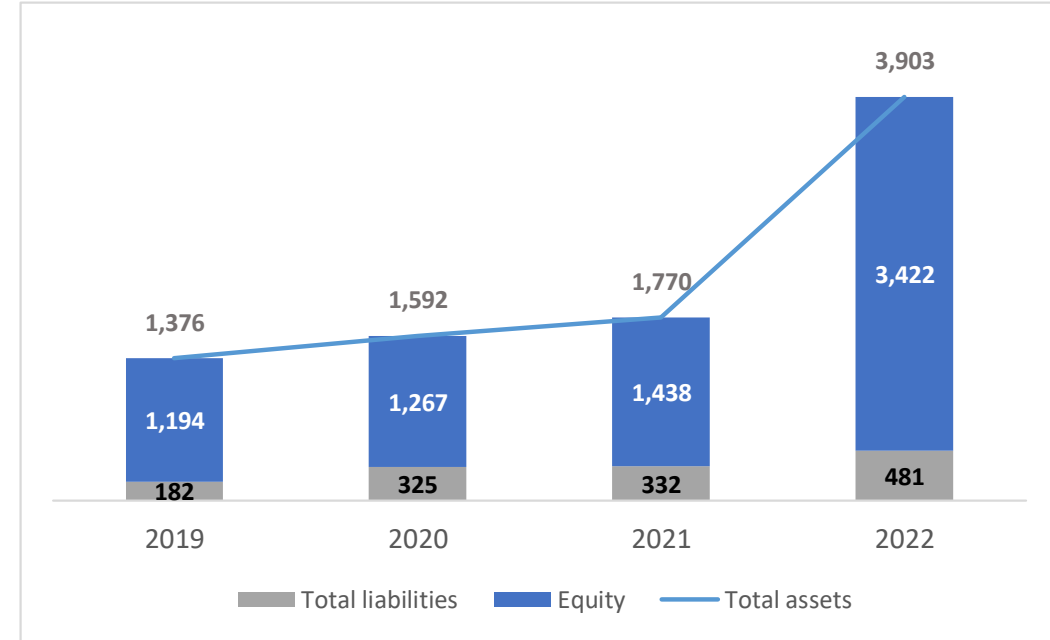
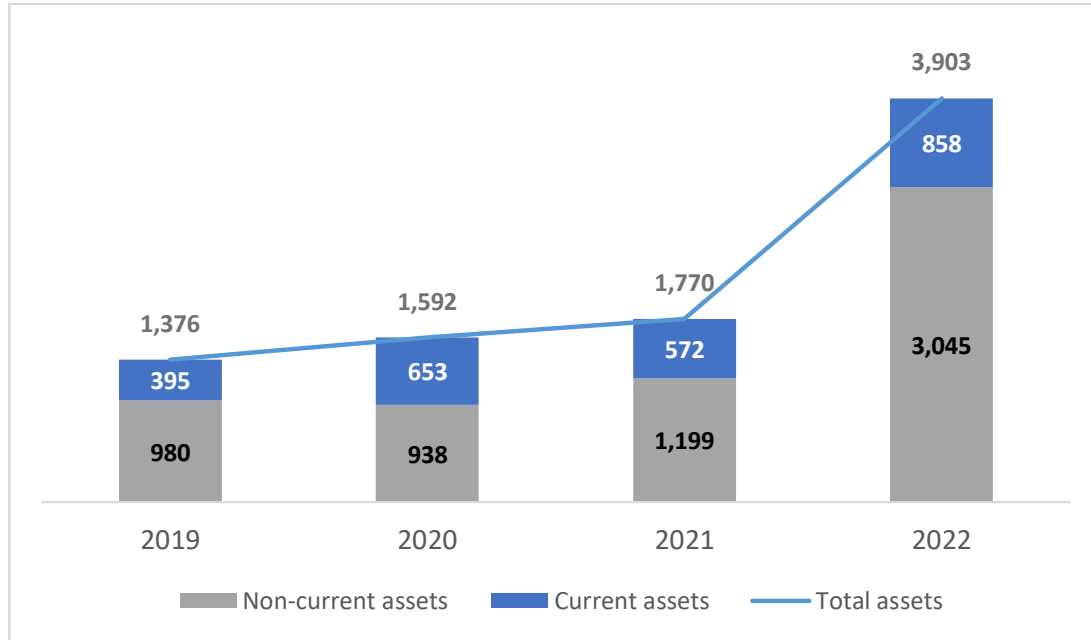
# SG&A EXPENSE

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**





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# HUMAN GROWTH STRATEGY



## **ORGANIC**

Existing Business  
New Business



## **M&A**

Only Related Business



## **New Economy / Business**



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# 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



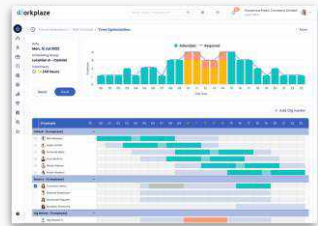
FUTURE OF WORK -  
PRODUCTIVITY &  
COLLABORATION



INTERFACES &  
OPEN API



FLEXIBLE  
BENEFITS



WORKFORCE  
PLANNING



AI &  
ADVANCED  
TECHNOLOGIE  
S



MULTI-COUNTRY  
PAYROLL & LSP



HR HELPDESK



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# HUMAN GROWTH STRATEGY



## ORGANIC

Existing Business  
New Business



## M&A

Only Related Business



New Flagship -  
Workplaze



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# HUMAN GROWTH STRATEGY



## ORGANIC

Existing Business  
New Business



## M&A

Only Related Business



## New Economy / Business

# ECOSYSTEM of New Economy

rabbit cash

Conicle





# **orkplaze**

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



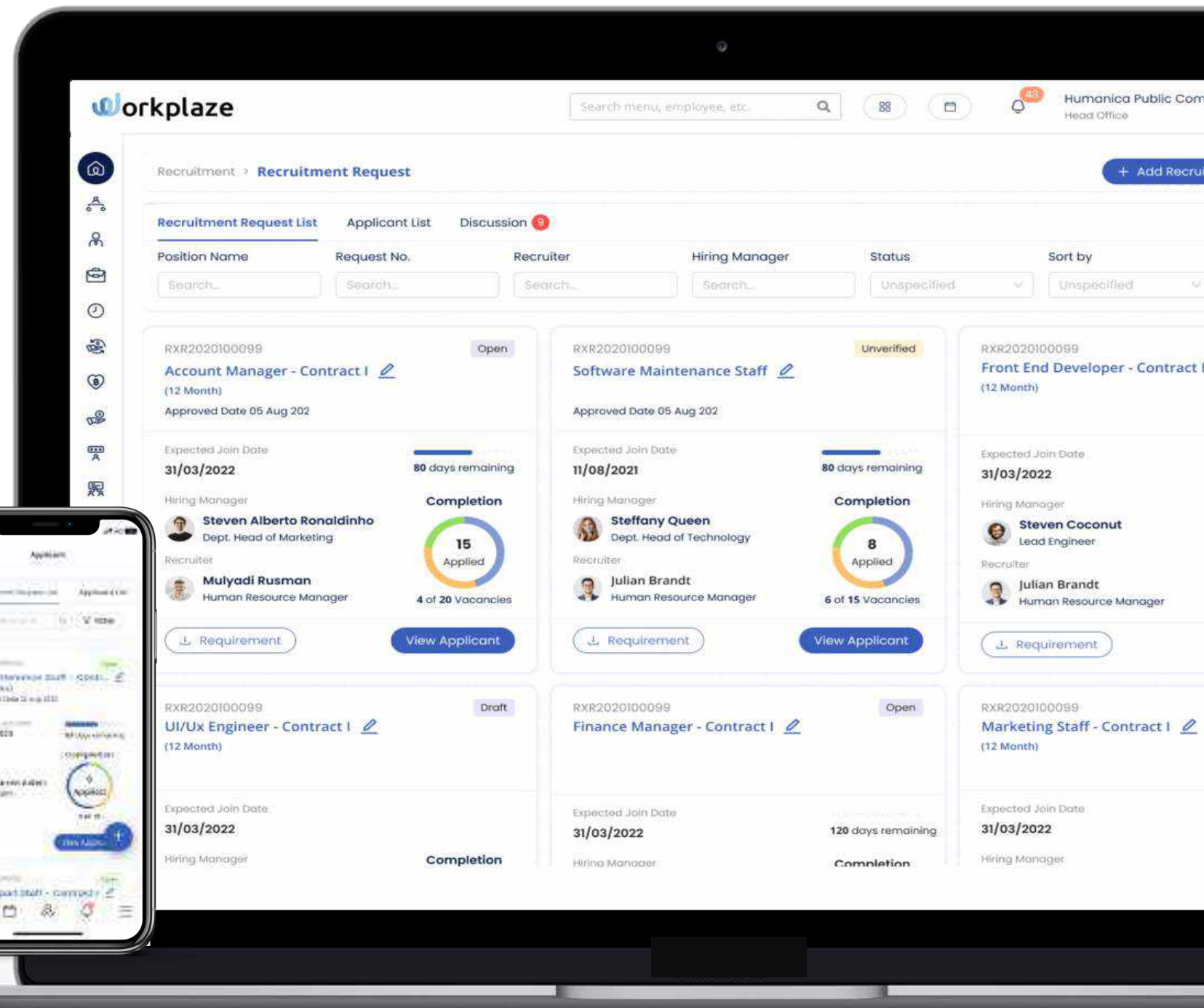
RECRUITMENT



PERFORMANCE



LEARNING





# workplaze

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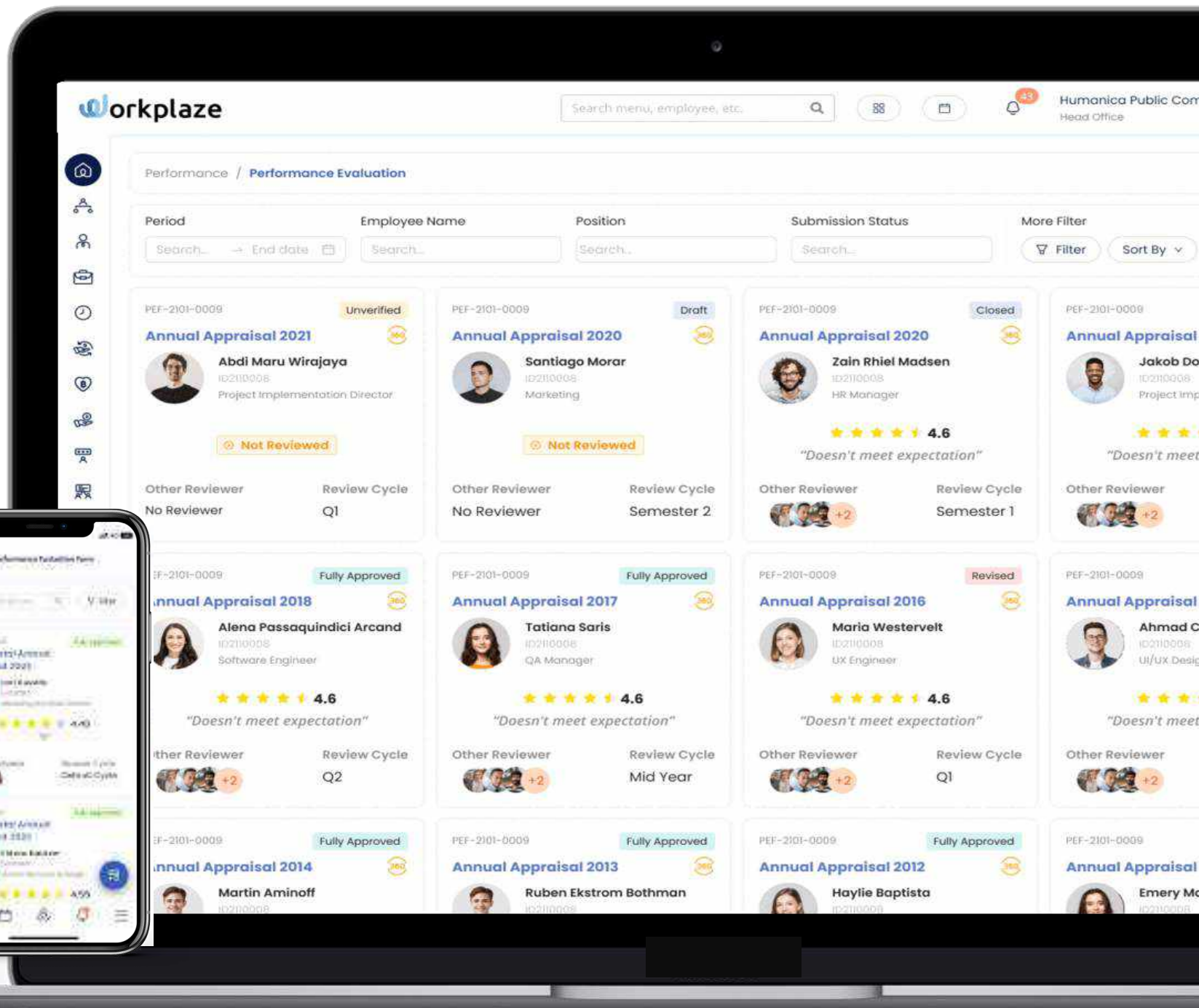
RECRUITMENT



PERFORMANCE



LEARNING





# workplaze

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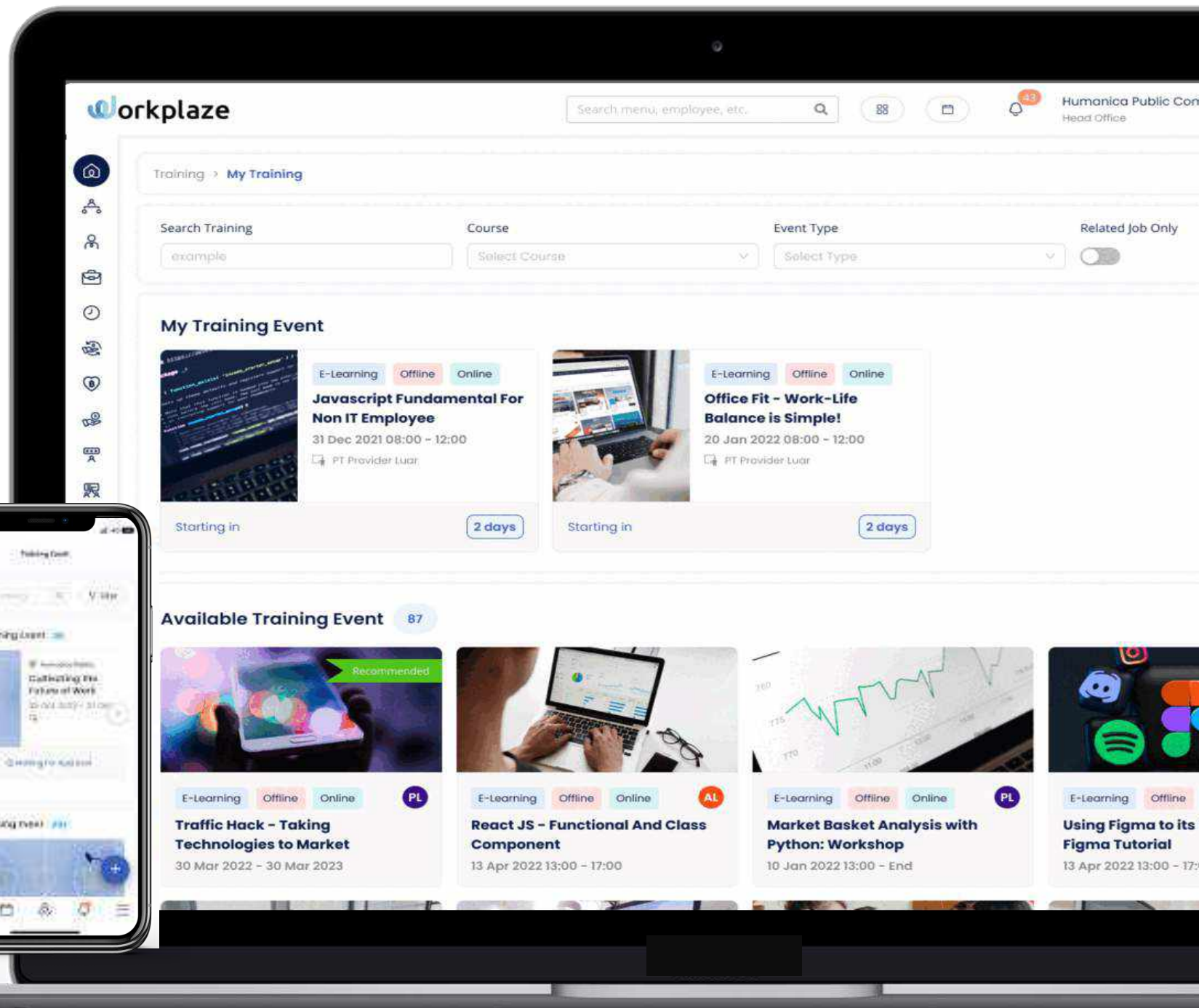
RECRUITMENT

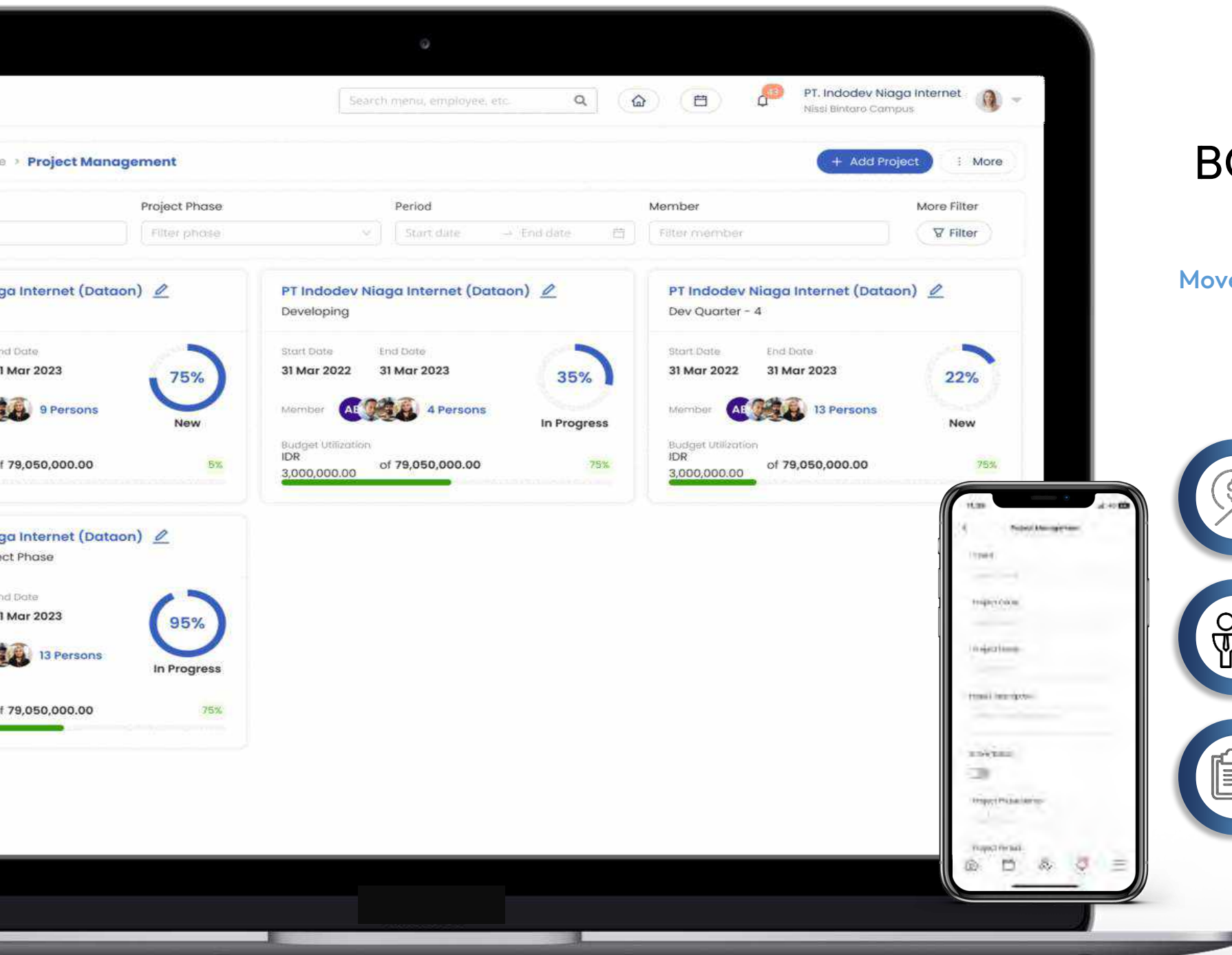


PERFORMANCE



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

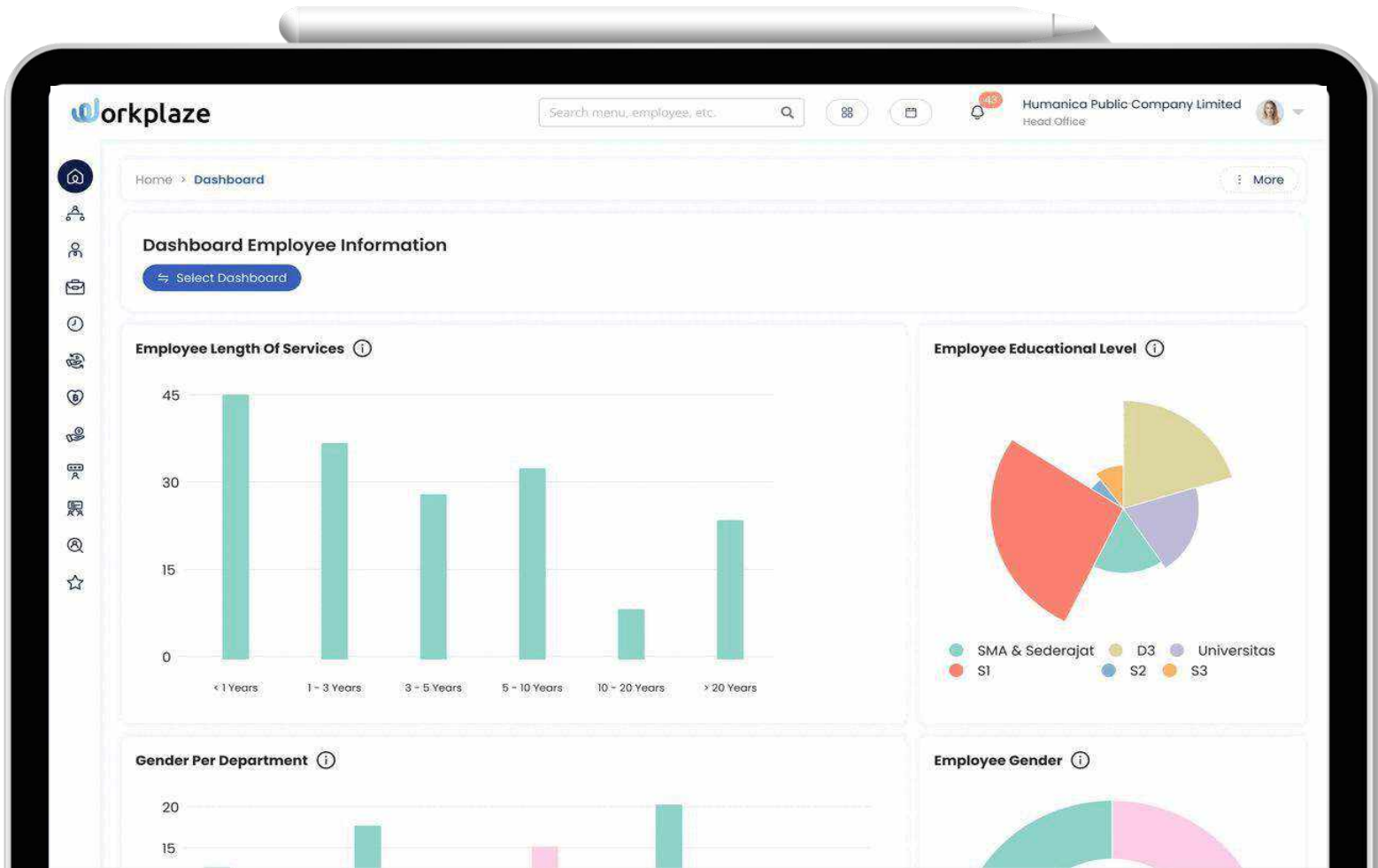
CAPACITY

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?



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

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