

HUMAN Q1 2024

HUMANICA PUBLIC COMPANY LIMITED





TABLE OF CONTENTS

01 PROFILE OF HUMANICA

02 FINANCIAL RESULTS

03 GROWTH STRATEGY

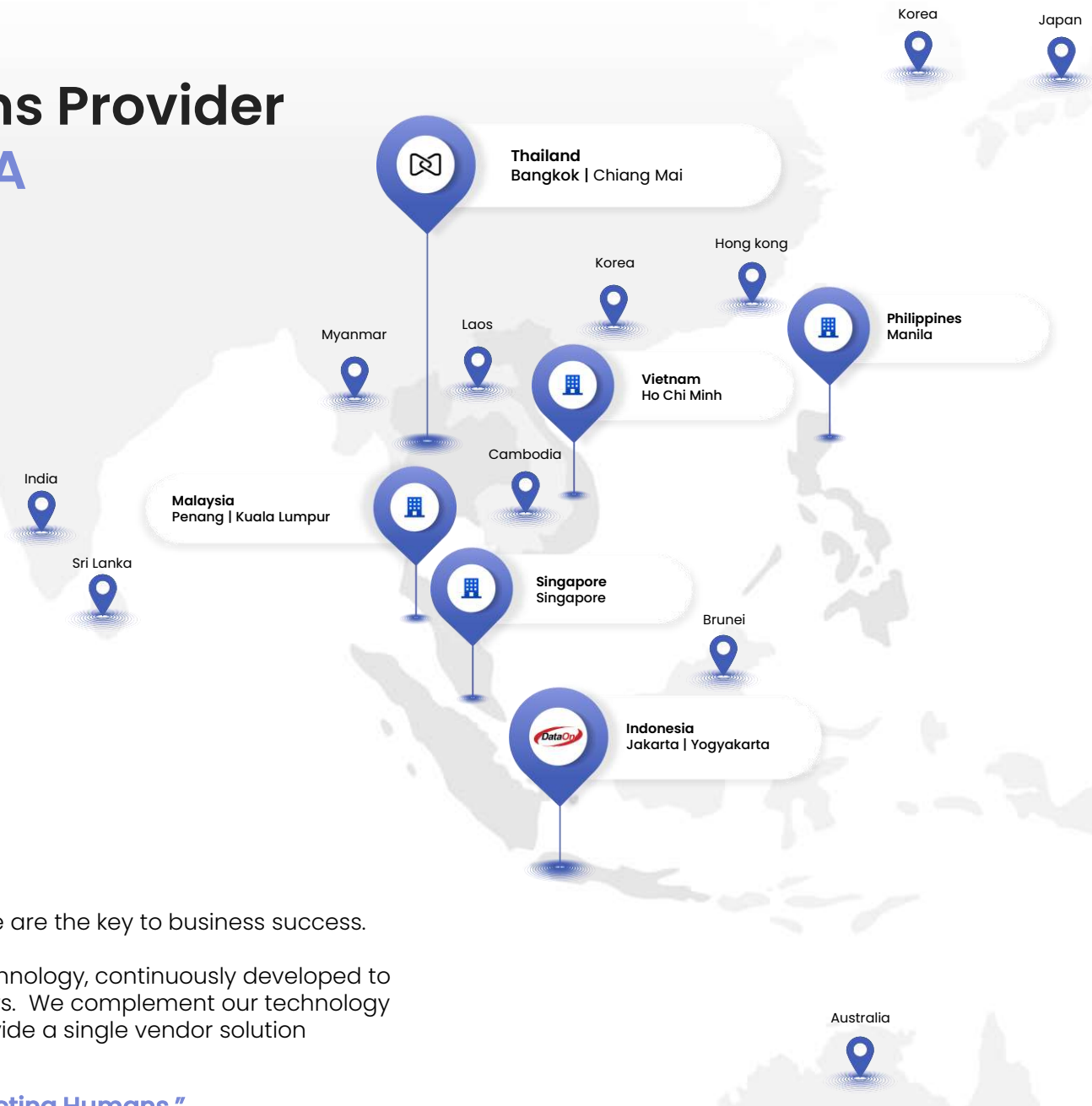
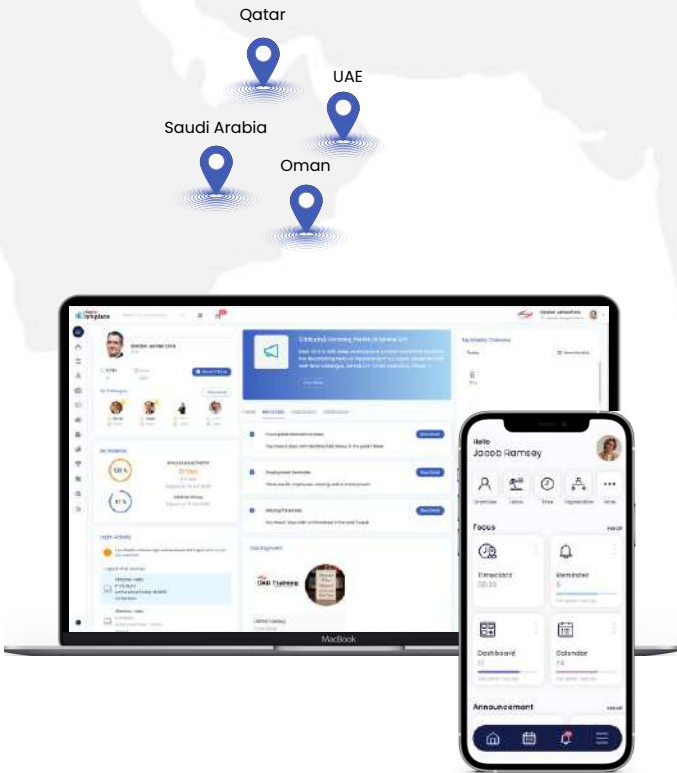


A portrait of Soontorn Dentham, an older man with grey hair, wearing a dark suit jacket over a light blue button-down shirt. He is standing in front of a large window with a view of greenery. The background is slightly blurred, showing the window frame and some foliage.

SOONTORN DENTHAM

Founder & Group CEO

The #1 HR Solutions Provider in SOUTHEAST ASIA



22
Years of
Experience

1,000+
Current
Employees

5,000+
Active
Clients

2,000,000+
Employees
under our care

9
Offices in Asia

Thailand | Indonesia | Singapore
Malaysia | Philippines | Vietnam

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

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

" Humanica - Connecting Humans "

OUR JOURNEY



2003

Start with 30MB THB
Spun off from PWC
& DataOn founded
1999



2005

First Humatrix
Release



2006

SunFish 5
Released



2008

Expanded to
Malaysia, and
Philippines



2017

Listed in SET &
Expand to
Singapore



2019

Acquired Tigersoft

2022

Humanica
& DataOn
Merge

2023

Acquired SDP and
Launched
Humancia
Consulting

2018

Launched
GreatDay HR

Payroll Outsourcing

HR
Transformation
Consulting

Solution Delivery &
Support

Ecosystem

Benefits

ERP Solutions



workplaze

VISION



We are a **happy family** of good attitude talents who share the same meaningful 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

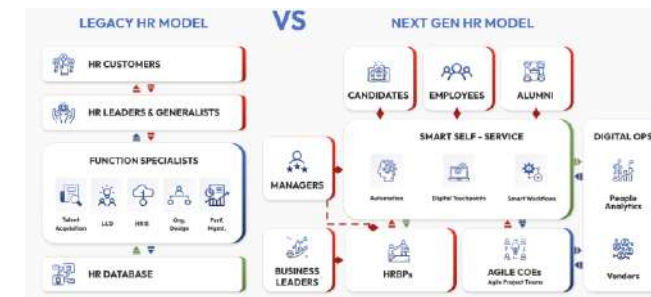


To help the **employees** of our clients **work better & live happier**

THE HUMANICA VALUE PROPOSITION



 HUMANICA
PAYROLL OUTSOURCING

 HUMANICA
CONSULTING SERVICES


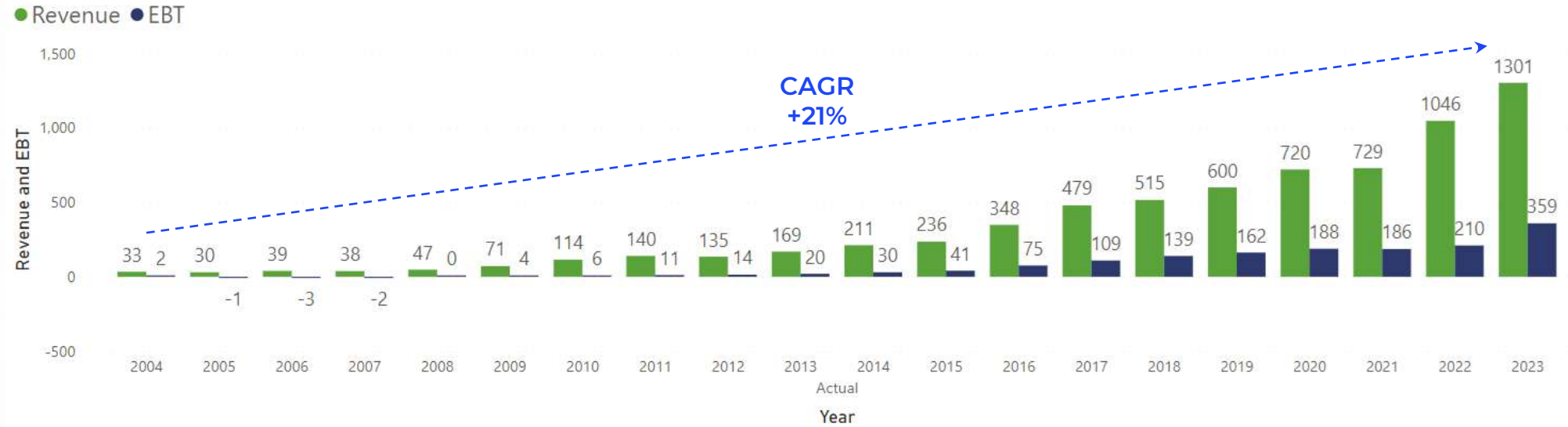
- Full-suite HCM solution that can be customized for customer requirements
- Mobile-friendly and multi-language interface
- Robust APIs for easy integrations with other HCM solutions including Workday

- 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

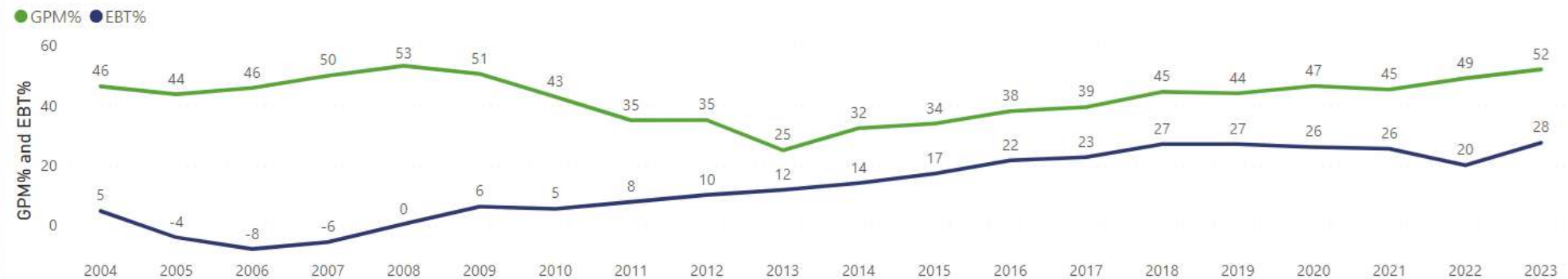
- HR as a Service provides ongoing consulting support
- Monthly Analytics helps identify challenges and provides the So What
- Long term Change Management supports continuous improvement

OUR PAST PERFORMANCE

Revenue and EBT by Mode and Year



GPM% and Sum of EBT% by Mode and Year



FINANCIAL HIGHLIGHTS 2021 – 2023

100.04

Net Dollar Retention (NDR)

67.47

% Recurring Revenue

61.72

% Dividend Payout

3.20

Current ratio

4.7/5

Customer Satisfaction

99.82

Client Retention Ratio (CRR)

89.53

% Core HR Revenue

0.36

EPS

0.14

D/E ratio

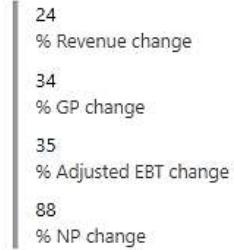
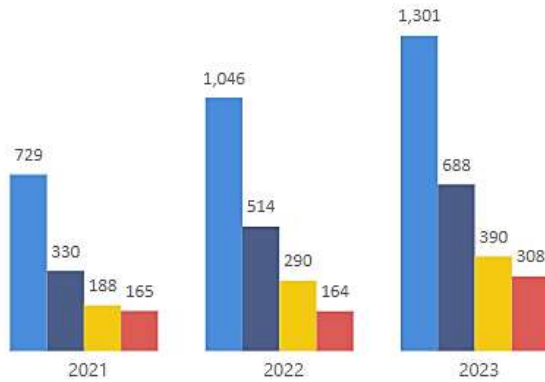
Assets

● Current Assets ● Non-Current assets ● Total Assets

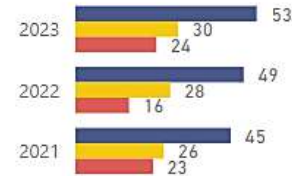
Liabilities & Equity

● Liabilities ● Equity ● Total Liabilities & Equity

● Revenue ● Gross Profit ● Adjusted EBT ● Net Profit



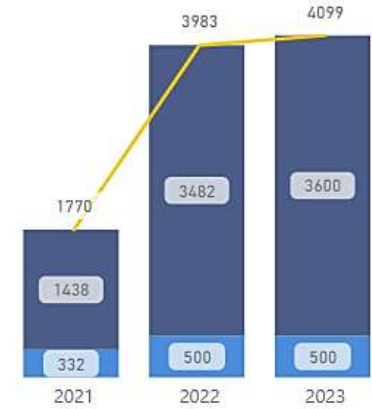
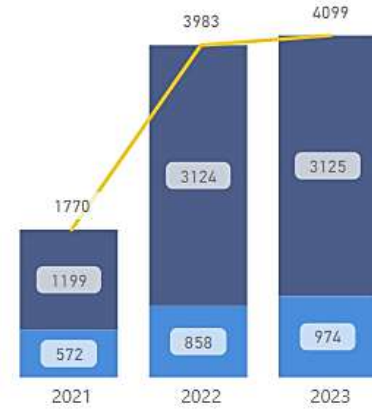
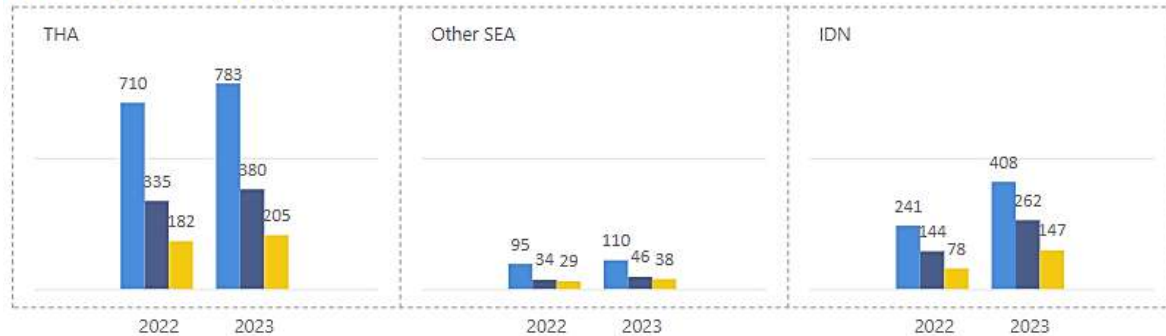
● % GPM ● % Adjusted EBT ● % NPM



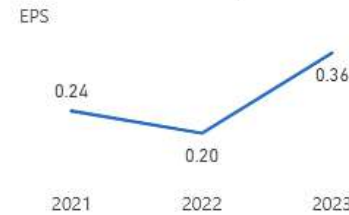
Note: 2022 Statutory F/S include DataOn for 7 months (25/5 - 31/12/22)

YTD by Region

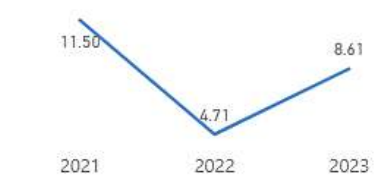
● Revenue ● Gross Profit ● Adjusted EBT



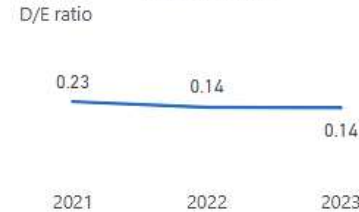
Profitability



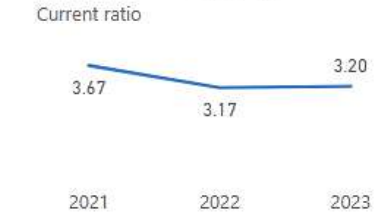
ROE



Financial Risk

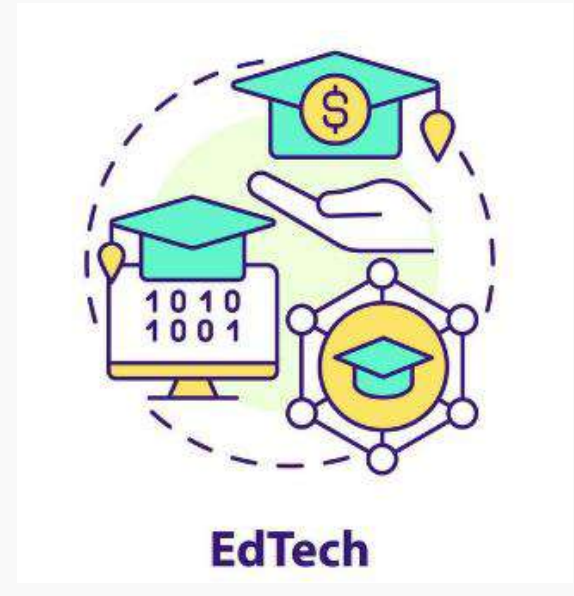


Liquidity



Adjusted EBT exclude Impact of Gain (Loss) on foreign exchange / Gain (Loss) on valuation of financial assets / One-off income (expense) / PPA amortization Expense

Our Investments on social and environmental innovation





SUSTAINABLE DEVELOPMENT GOALS

1 NO POVERTY

2 ZERO HUNGER

3 GOOD HEALTH AND WELL-BEING

4 QUALITY EDUCATION

5 GENDER EQUALITY

6 CLEAN WATER AND SANITATION

7 AFFORDABLE AND CLEAN ENERGY

8 DECENT WORK AND ECONOMIC GROWTH

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

10 REDUCED INEQUALITIES

11 SUSTAINABLE CITIES AND COMMUNITIES

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

13 CLIMATE ACTION

14 LIFE BELOW WATER

15 LIFE ON LAND

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

17 PARTNERSHIPS FOR THE GOALS





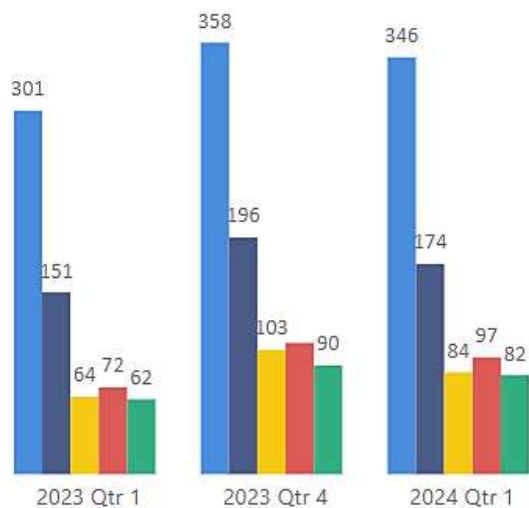
FINANCIAL RESULTS Q1-2024



Q1-2024 Operating Performance

YTD Consolidated

● Revenue ● Gross Profit ● Operating Profit ● EBT ● Net Profit



% Change from Q1-2023

15
% Revenue change
16
% GP change
32
% OP change
35
% EBT change

% Change from Last Quarter

-3
% Revenue change
-11
% GP change
-18
% OP change
-11
% EBT change

● % GPM ● % OPM ● % EBT ● % NPM



Revenue



Operating Profit



Q1-2024 vs Q1-2023

- Revenue grew +44mb or +15% from IDN +20mb / THA +15mb / Other +9mb
- Gross Profit: GP grew +24mb from revenue growth and %GPM slightly improved from 50.1% to 50.4%
- Operating Profit increased by +20mb or +32% as Gross Profit +24mb and SGA&A increased -4mb from Marketing exp. as more oversea HR conference & event.
- EBT increased +25mb or +35% from increase in Operating Profit +20mb and Other income +9mb (Gain on exchange and gain on Valuation of financial assets) and loss from associate -4mb)

YTD by Region



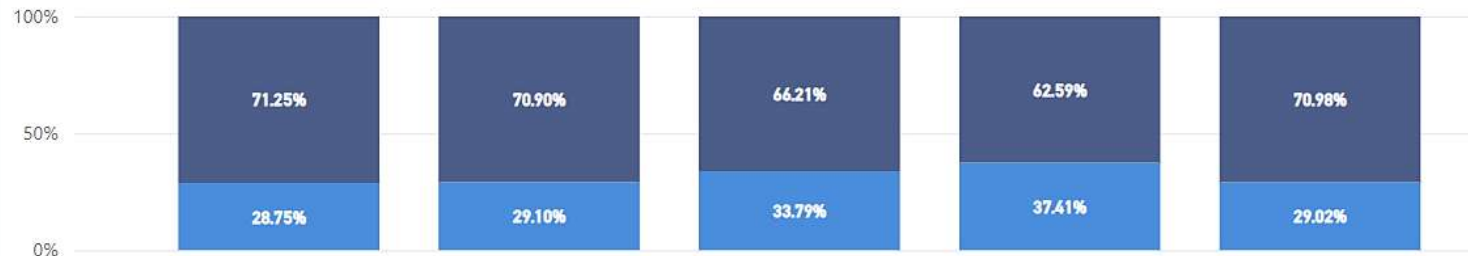
REVENUE by NATURE

Revenue by Nature

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



% Revenue by Nature



Change from last quarter:

- Recurring grew by +21 mb or +9% from last quarter
- Non-Recurring dropped by -34mb from last quarter (ERP -12mb / DataOn - 22mb)
- Q1-2024, Recurring revenue represents 71% of total revenue

Financial Position

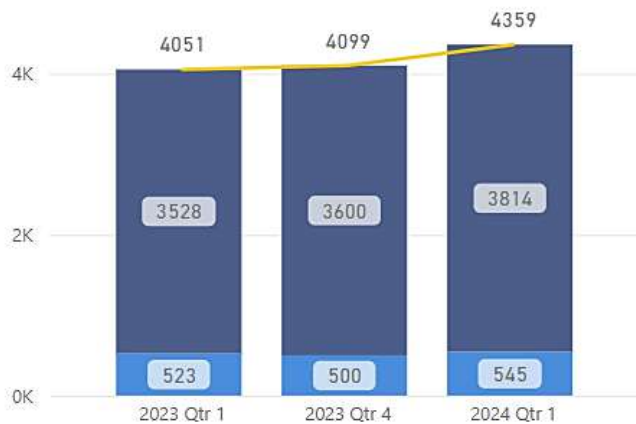
Assets

BS group ● Current Assets ● Non-Current a... ● Total Assets

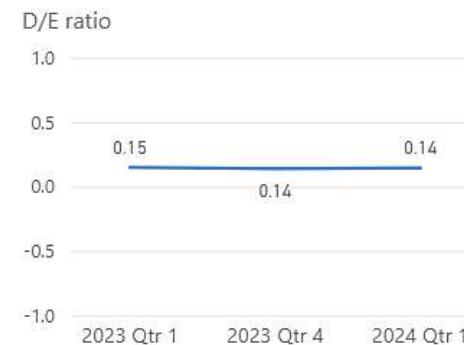


Liabilities & Equity

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



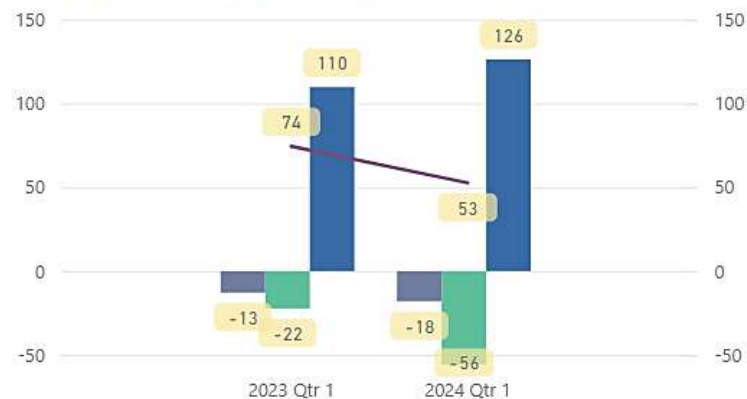
Financial Risk



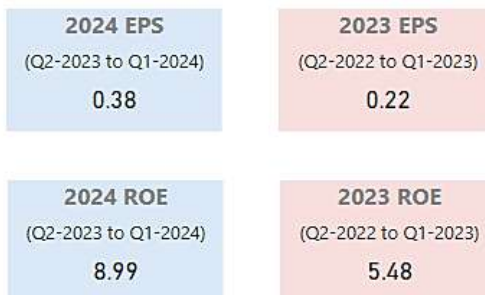
- High Liquidity
- Strong capital structure (Low debt)
- Profitability improved
- Operating Cash Flow grew up

Cash Flow

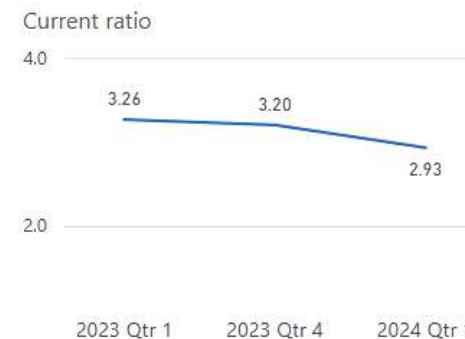
BS group ● Financing CF ● Investing CF ● Operating CF ● Net Cash



Profitability



Liquidity





GROWTH STRATEGY





OUR MARKET

High growth and low competition in our core 6 markets and our largest mid to upper-mid market segment.

- 1 Recent heavy investment in HR SaaS and pandemic challenges have increased corporate focus on upgrading their HR processes and technology.
- 2 Mid and upper-mid market solutions have almost no competitors in Southeast Asia
- 3 SaaS sprawl is a growing concern at customers who need to support multiple systems, including large enterprises with an average of 80 HR facing systems.
- 4 Our core 6 markets are underserved with estimated HR solutions market at 400 M USD vs a US estimate of 14.8 B. US GDP is 7x higher while HR Solution spend is 37x higher. GDP growth in our core markets is 2.7x US.

	SMB	Mid Market	Enterprise
Price Sensitivity	High	Medium	Low
Compliance	Low	Medium	High
Competition	Medium	Low	High
Solution Type	Out of the Box	Flexible Best Practice	Configured
Solution Scope	Medium	High	Low
Solution Complexity	Low	High	Medium

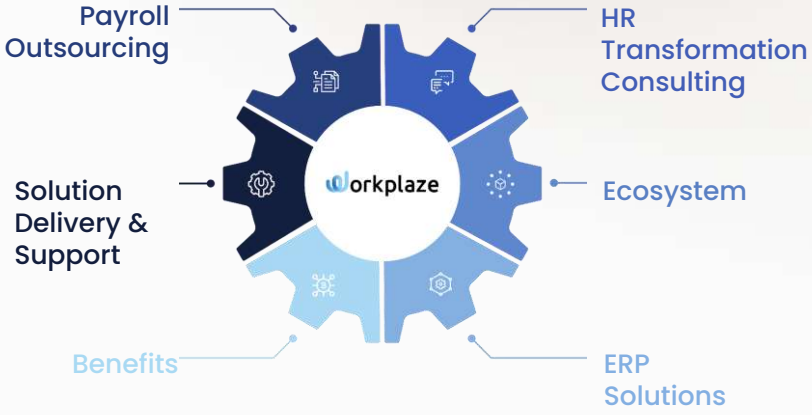
OUR DIFFERENCE

Humanica focuses on providing holistic solutions for our customers needs in Southeast Asia. We have spent 20 years learning and helping our customers transform their HR.

- 1 Humanica offers a complete solution. Global vendors avoid time and payroll due to localization, local vendors fail in HCM due to business process complexity.
- 2 We, primarily, implement directly allowing us more flexibility in pricing and greater efficiency. Tier one providers using SI's are unable to satisfy the mid market
- 3 Workplaze is ready but flexible, meaning the application is preconfigured to best practices before implementation and requires only adjustment to customer specific business process

C & B	TIME	HR Core	PERFORMANCE	DEVELOPMENT
Compensation	Scheduling & Leave	Organization Design	OKR	Engagement
Benefits	Attendance Tracking	HR Code Data	HR Core Data	Employee Development
Budgeting	Activity Reording	Policies & Compliance	Competency	Learning
Increment Planning	Timesheet	Workflows	Evaluations	Planning





CORE BUSINESS



SUBSIDIARIES



HUMANICA EEC



HUMANICA FAS



ECOSYSTEM INVESTMENTS



CUSTOMER REVIEWS

Workplaze User Ratings

98%

Customer Retention

5,000+

Active Clients

2,000,000+

Employees under our care



Ease of Use
Core HR Average: 8.6



Quality of Support
Core HR Average: 8.4

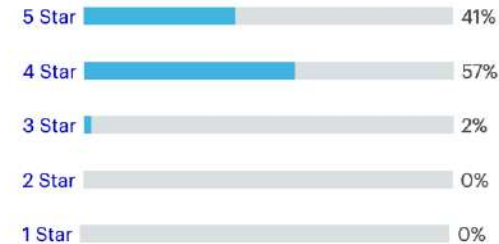


Ease of Setup
Core HR Average: 8.2

SunFish Workplaze Ratings Overview

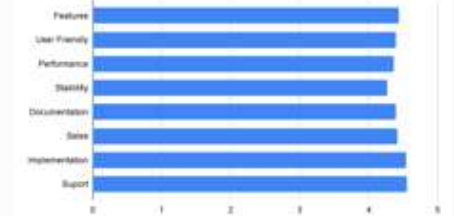
4.4 ★★★★★ 44 Ratings (All Time)

Rating Distribution



Rated **4.4** ★★★★★

Customer Reviews (522)



High Performer - Core HR



High Performer - Payroll



High Performer - Time & Attendance



High Performer Asia - Core HR



High Performer Asia Pacific - Core HR



High Performer Asia Pacific - Payroll



High Performer Asia Pacific Mid-Market - Core HR



High Performer Mid-Market - Core HR

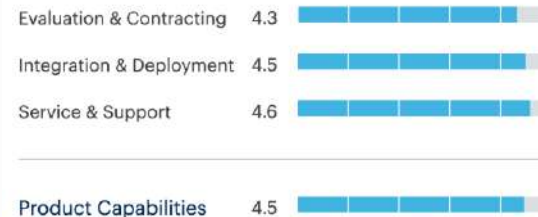


High Performer Mid-Market - Time & Attendance



User Love Us

Customer Experience





2023 UPDATES

Net profit Increase

88%

On 24% revenue growth and net profit margin improvement from 16% to 24%

HUMANICA CONSULTING

Humanica Consulting JV

New change management and business process design services have begun implementations at customers with joint services now being offered to all enterprise customers in Humanica markets.

Philippines Acquisition

49% Initial investment in SunFish DataOn Philippines has established an expanded team and new office for expected rapid expansion in 2023/24.

SOC 2 TYPE II & ISO 27701

DataOn & Humanica certified for SOC 2 TYPE II and ISO 27701:2019 for privacy management. This certification demonstrates Humanica's ongoing commitment to security and privacy management and adds to Humanica's long list of certifications.



Confidential



HRM Consulting Acquisition

Humanica acquired 55% of HRM consulting to enhance consulting services in salary surveys and engagement analytics including new offerings coming to Workplace in 2024.



IDOL Planner investment

Humanica invested for a 30% stake in IDOL Planner to enable additional wealth management services for employees.



Workplace Takes Off

Over 140 new customers and upgrades to Workplace since launch supporting **over 110,000** employees.

OUR PLAN

Leverage Workplaze comprehensive features and high customer satisfaction to aggressively expand our customer base.

- 1

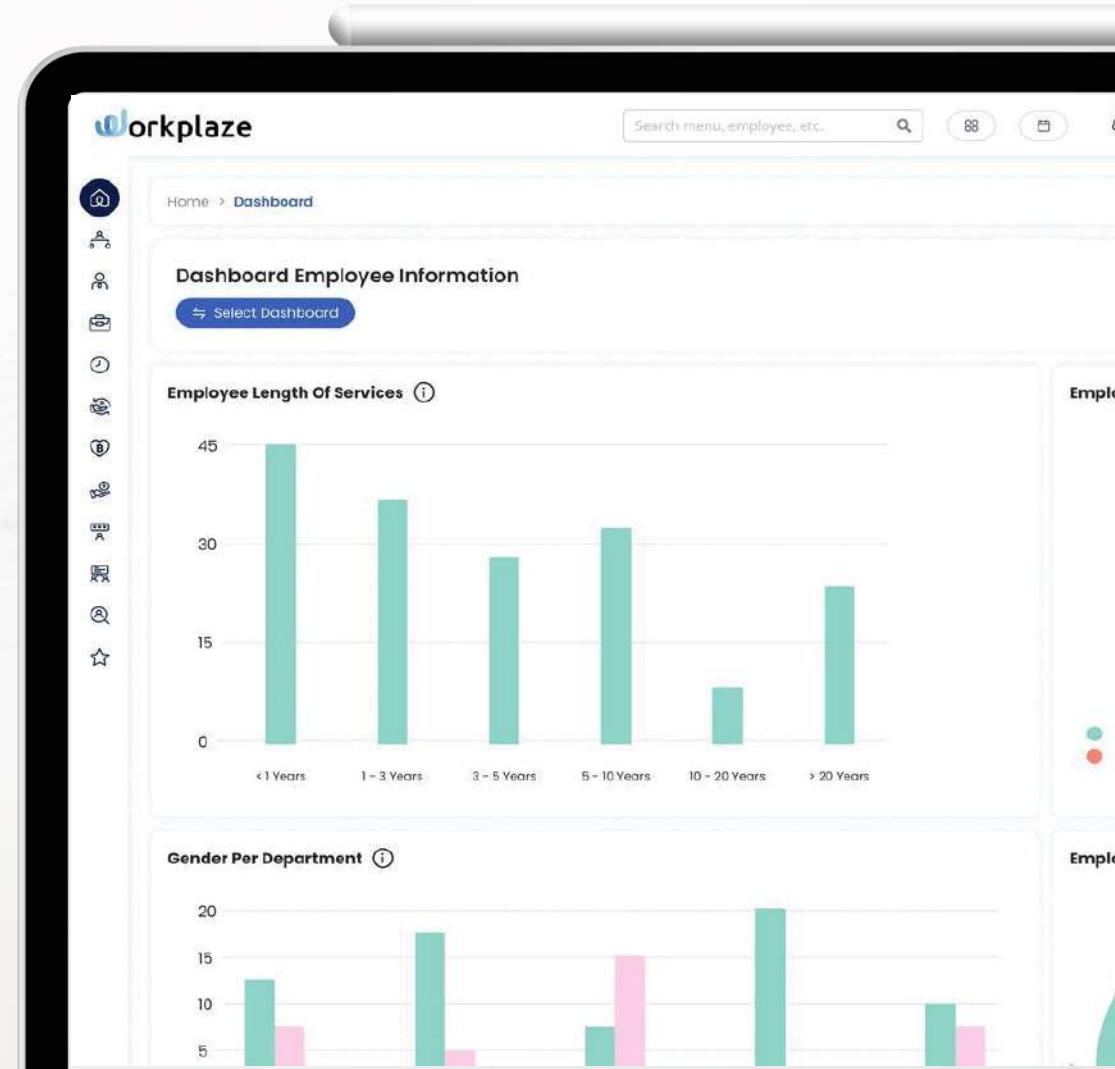
Marketing - Increased focus on content and reputation marketing while we enhance supporting materials for our sales force and improve content syndication and promotion of customer reviews.
- 2

Sales Development - Expansion of our sales force in key markets and regionally to expand our pipeline in mid & enterprise markets.
- 3

Multinational - Developing our international and multi-country sales pipeline for MCPO and SaaS solutions with a focus on organization structured around our core supported countries.
- 4

Ecosystem - Leverage our investments in subsidiaries to deliver a more comprehensive solution by offering flexible billing solutions for multiple services under a single subscription.
- 5

Product - Continue our focus on delivering an all in one solution for our Mid Market and Enterprise customer segments that supports HCM and total productivity management.



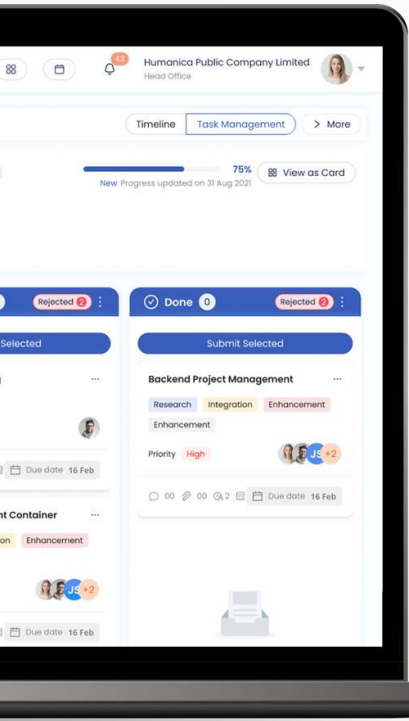
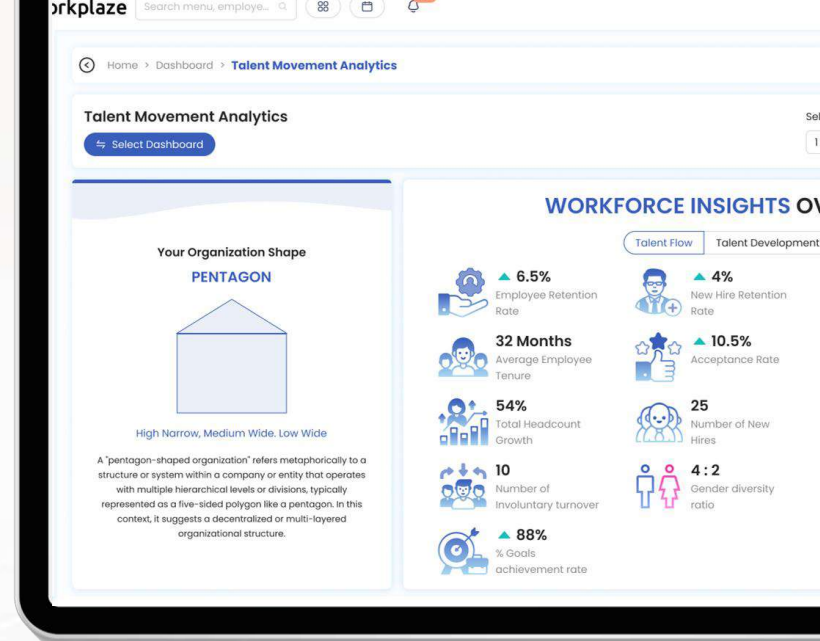
2024 WORKPLAZE ROADMAP

Payroll automation upgrades
 Multi-company consolidation improvements
 New integration gateway
 AI for OKR's and Reviews
 Workplaze CRM

EOR support
 Enhanced budgeting
 Employee Hub
 Health risk assessment
 Enhanced ticketing

Consulting reports
 Task management improvements
 Updated native mobile app
 Personal goal management
 Employee health checkup
 Training assessments

Contingent labour portal
 Voucher management
 Uniform management
 New reporting UI
 Microlearning videos
 Investment fund management



WORKPLAZE ECOSYSTEM

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

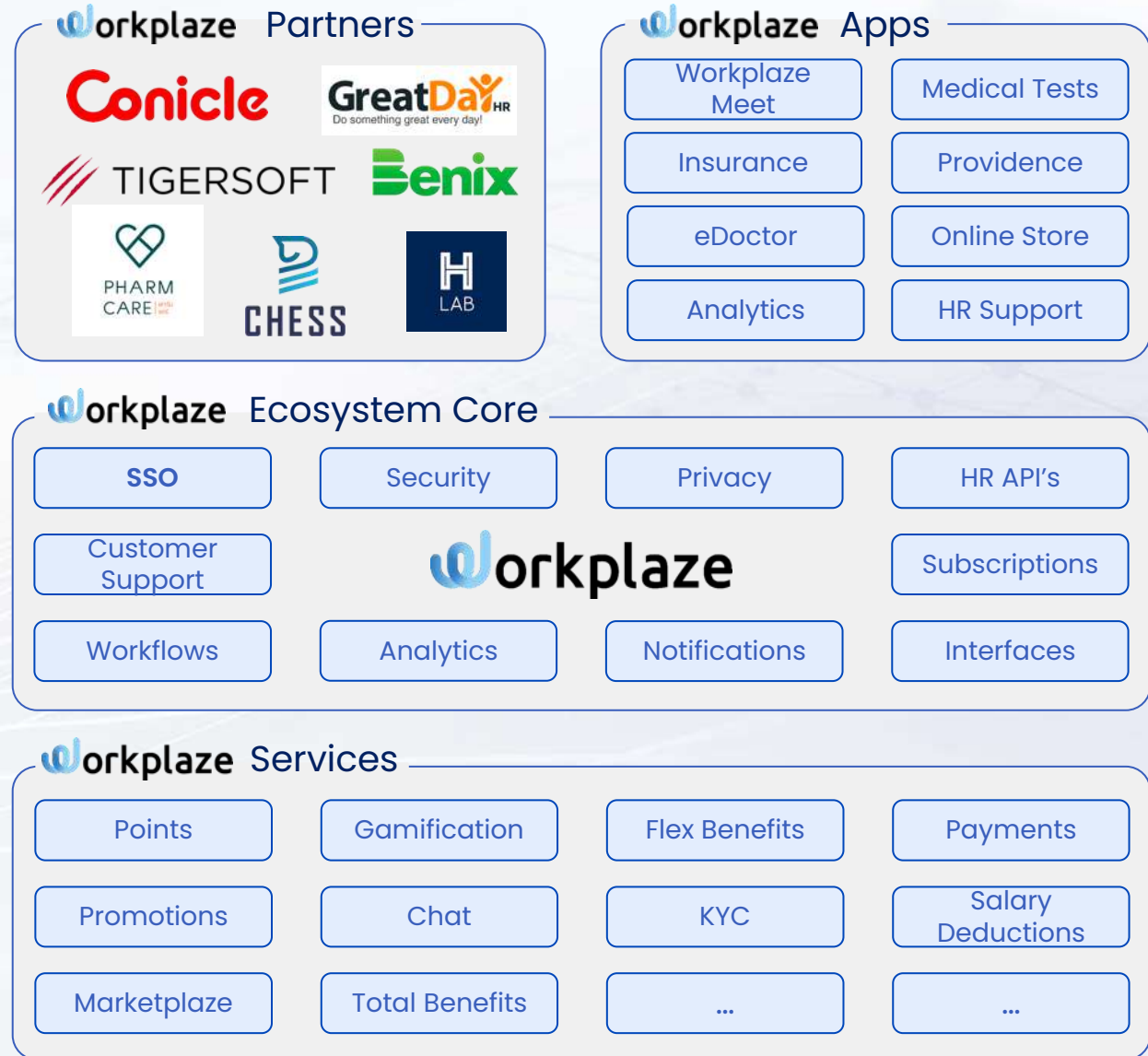
Humanica associated companies

Third party apps

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

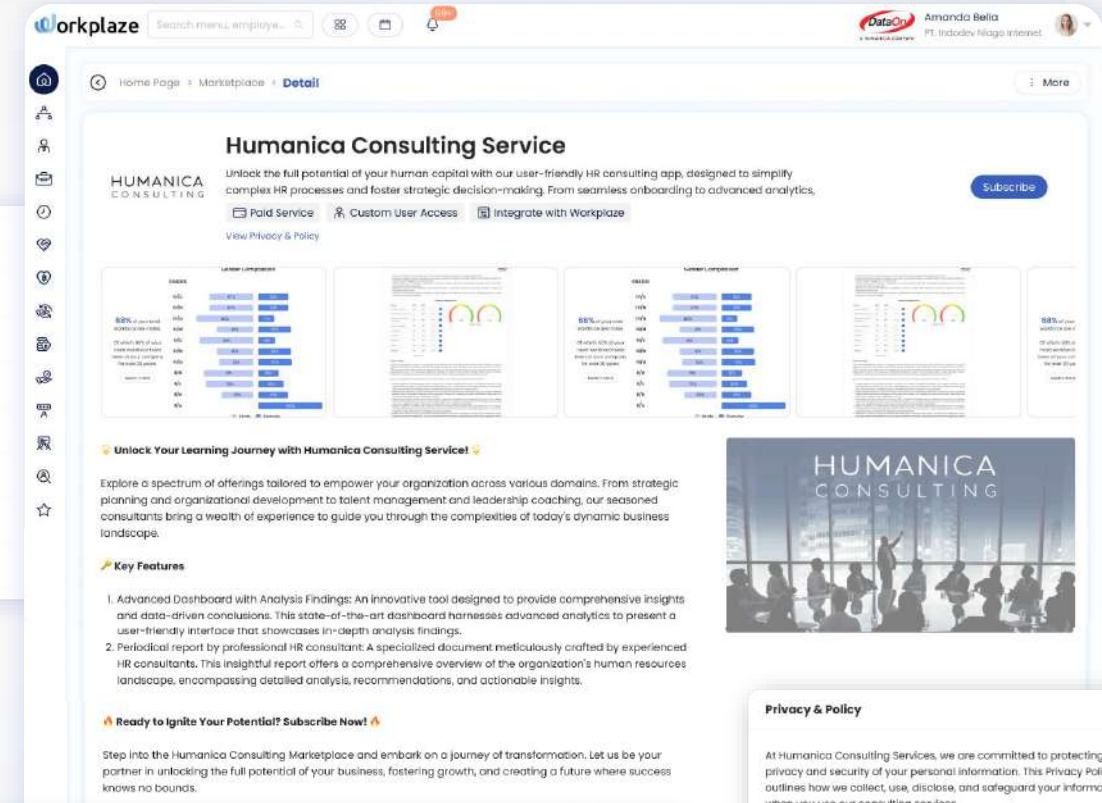
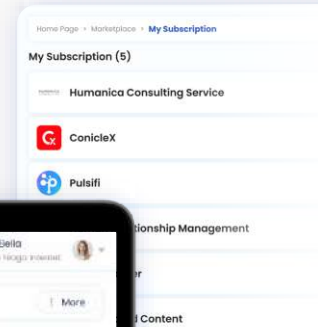
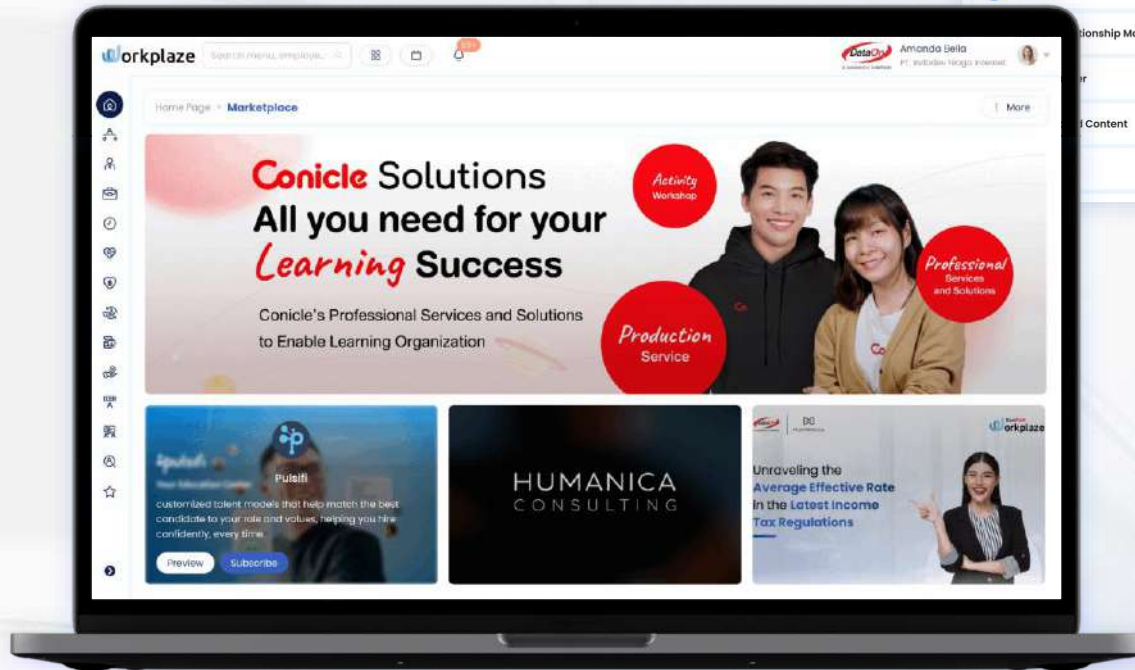
Ensure that data privacy and security are maintained when multiple providers interact with personal data.

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



WORKPLAZE ECOSYSTEM

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



Subscription Plan

	Basic Plan IDR. 1.999.000/month	Pro Plan IDR. 4.999.000/month
Basic Feature	✔	✔
User	1-100	> 100
Annual Report	✘	✔
Support	✔	✔
Individual Data	✘	✔

[Subscribe Now](#)

Privacy & Policy

At Humanica Consulting Services, we are committed to protecting the privacy and security of your personal information. This Privacy Policy outlines how we collect, use, disclose, and safeguard your information when you use our consulting services.

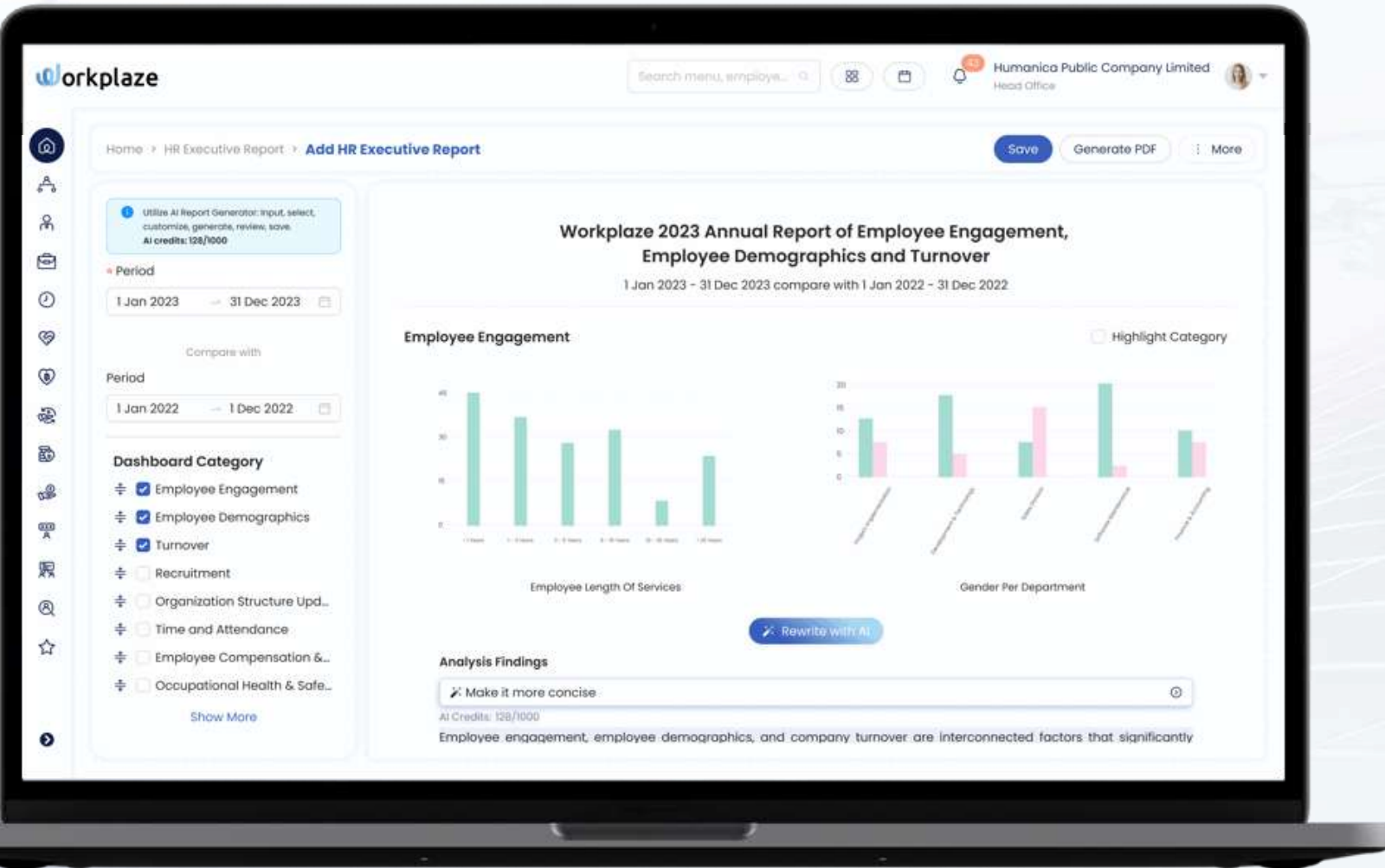
1. Information We Collect:
We may collect personal information from you when you use our consulting services, such as:

- Name, contact information, and other identifiers.
- Professional and employment-related information.
- Payment and billing information (if applicable).

2. How We Use Your Information:
We may use your personal information for the following purposes:

- Providing consulting services and fulfilling your requests.
- Communicating with you about our services, updates, and promotions.
- Processing payments and managing billing-related activities.
- Improving our services, customer experience, and internal operations.



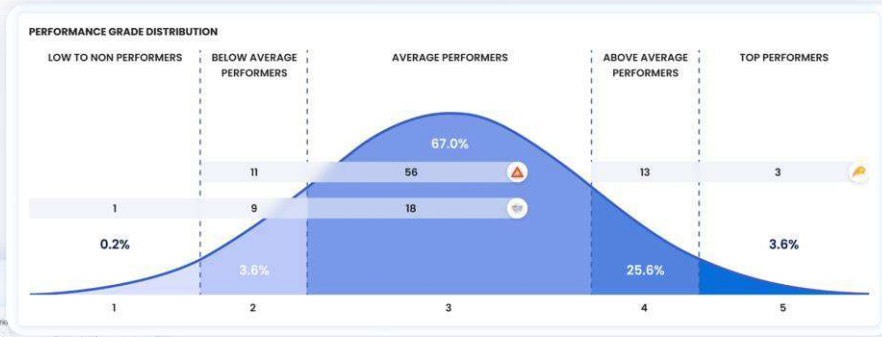


AI-POWERED

HR Executive Report & Content Creation

- Transforming Data into Actionable Insights
- Descriptions in a Matter of Minutes





Pay for Performance Analytics

Performance Personas Methodology

- RISING STARS** (16): 85% of rising stars have a Master's Degree; 84% of rising stars are between this age range.
- FROZEN IN TIME** (67): 79% of frozen in time have a Bachelor's Degree; 83% of frozen in time are between this age range.
- FALLEN ANGELS** (28): 88% of fallen angels have a Bachelor's Degree; 84% of fallen angels are between this age range.

underperformed in recent years

89% of frozen angels have a Master's Degree

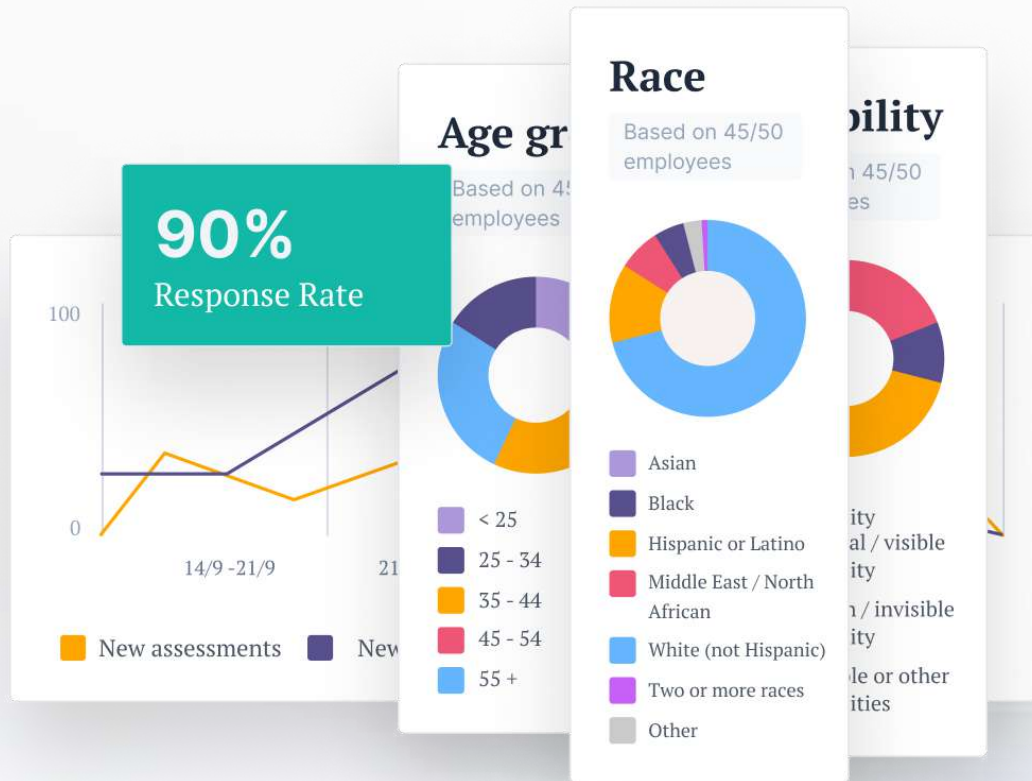
PERFORMANCE GRADE DISTRIBUTION

HCS REPORTS

Human Consulting Services reports now offer more advanced insights, including talent flow, talent development, and pay-for-performance analytics. These reports feature sophisticated graphs and rich information, enhancing the depth of information available for high-level managerial decision-making.



DE&I (Diversity, Equity, and Inclusion)



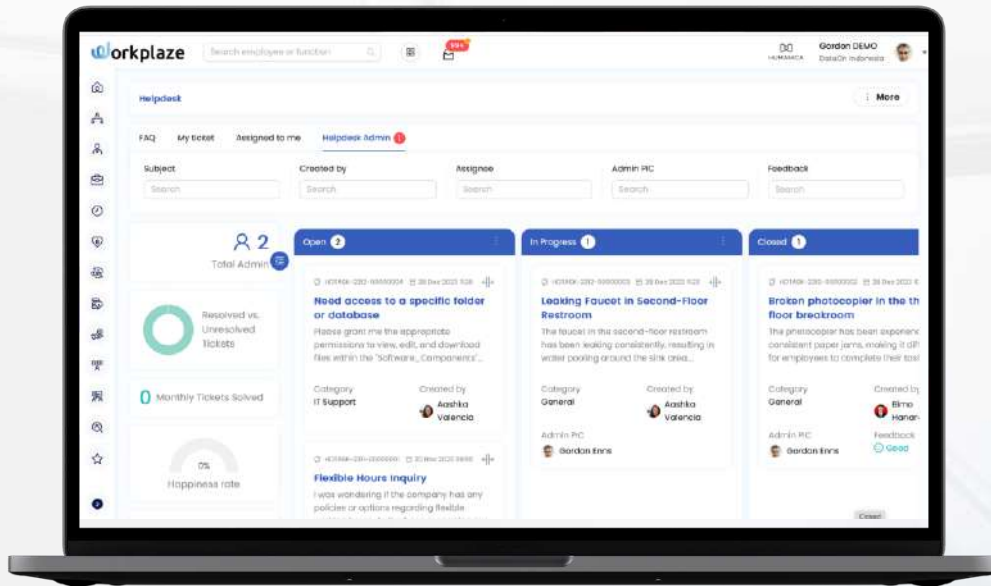
A DE&I (Diversity, Equity, and Inclusion) Dashboard is a tool used by organizations to track and analyze data related to diversity, equity, and inclusion initiatives within the workplace.

It typically includes metrics such as demographic representation across various levels of the organization, employee engagement survey results, retention rates, promotion rates by demographic groups, and diversity-related training participation.

The dashboard provides insights into the effectiveness of DE&I efforts, helps identify areas for improvement, and enables organizations to set and monitor progress toward diversity, equity, and inclusion goals.

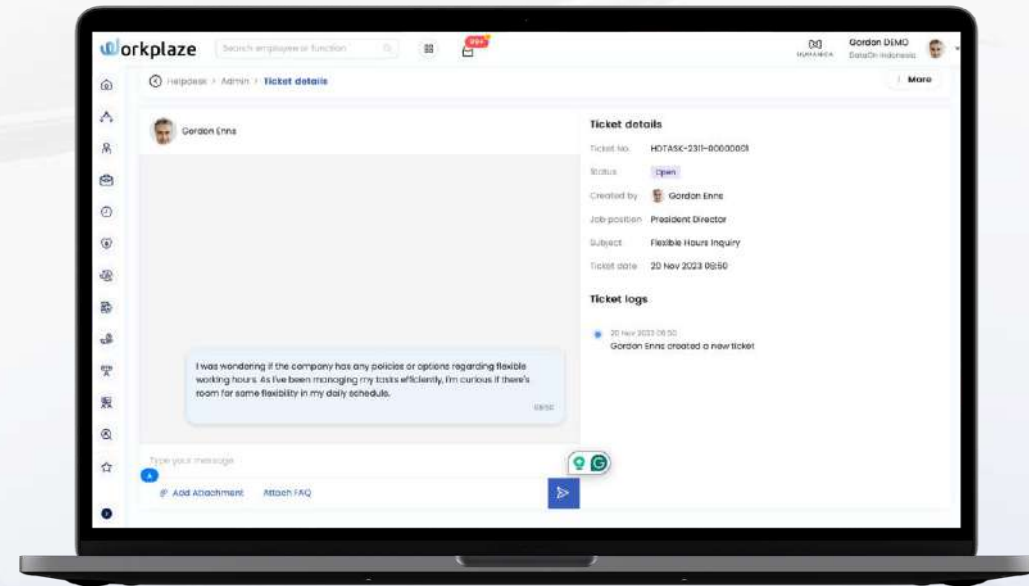
CUSTOMER SERVICE HELP DESK & HELP SUPPORT

Help desks and support teams provide comprehensive services to address issues and requests, ensuring a smooth user experience.



Support management with escalation

Track and analyse user support requests with escalation and routing to ensure smooth support workflows.



Chat interface with hybrid ticketing support

Users are able to communicate by chat, while the system tracks discussions to ensure appropriate follow-up.



SEE MORE ABOUT HUMANICA

Events



Features



Testimonials



DOWNLOAD BROCHURE [>> here](#)

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Humanica Ptd Ltd.




THANK YOU

Any questions?

You can find me at

 Soontorn.D@humanica.com

 www.humanica.com

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