

HUMAN Q2 2024

HUMANICA PUBLIC COMPANY LIMITED





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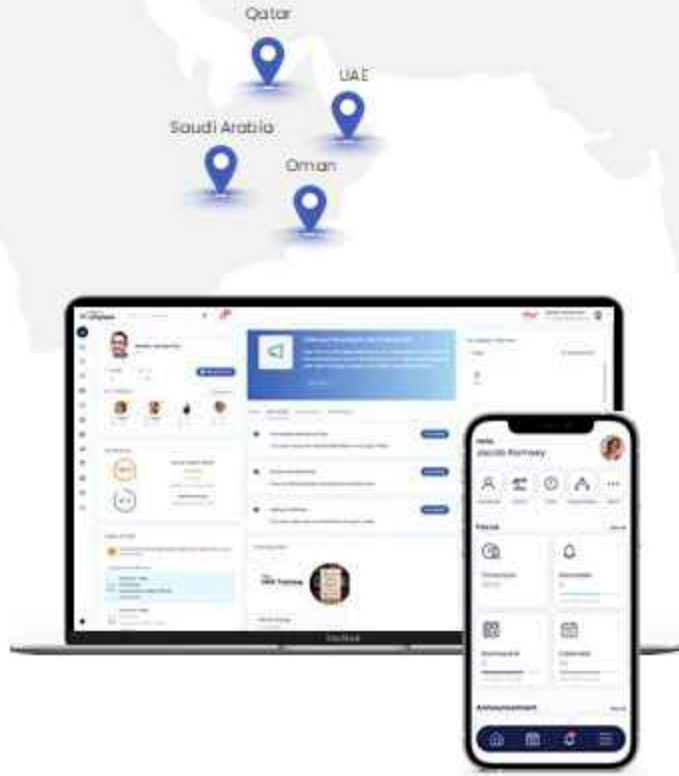


A portrait of Soontorn Dentham, an older man with grey hair, wearing a dark suit jacket over a light blue button-down shirt. He is standing in front of a large window with vertical blinds, looking slightly to the right of the camera with a gentle smile. The background is a blurred view of green foliage.

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



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



CORE BUSINESS
 HUMANICA


SUBSIDIARIES

 TIGERSOFT


Implemented by HUMANICA

HUMANICA
CONSULTING

HUMANICA FAS

HUMANICA EEC

Professional
Outsourcing^S

ORACLE
NETSUITE
Implemented by HUMANICA

HRM
Consulting Co.,Ltd

 IDOL
PLANNER
CONSULTING

ECOSYSTEM INVESTMENTS







 PHARM
CARE


CHESS



VALUE PROPOSITION : HR SOLUTIONS

workplaze



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





Major Deals Closed in 2023-24 Thailand

HR & Payroll Outsourcing

Thailand



Builk One Group
Company Limited



ONYX Hospitality
Group



Taratera Corporation
Company Limited



Electrolux Thailand
Company Limited



JENBUNJERD
Jenbunjerd
Company Limited



SCB Tech X
Company Limited



Liqui-Box (Thailand)
Company Limited



Iveco Group
Services (Thailand)
Limited



Griffith Foods
Company Limited



Colgate-Palmolive
(Thailand) Limited



DL Group



ITE-ACME Joint
Venture Company
Limited



Government Big
Data Institute



Tesla (Thailand)
Limited



Ubon Bio Ethanol
Public Company
Limited



Thonburi ZK
Company Limited



TTT & Partners
Company Limited



Y.M. Studio
Company Limited

Thailand

HRIS On-SaaS



Plan B Media Public Company Limited



TMT Steel Public Company Limited



Kintetsu World Express (Thailand) Company Limited



THAI Airways Public Company Limited



Pi Securities Public Company Limited



Thai-MC Company Limited (Mitsubishi)



Sheraton

Sheraton Samui Resort



Vana Belle a Luxury Collection Resort, Koh Samui



Siam Property Development Company Limited



Bangchak Corporation Public Company Limited for ESSO



Maersk Line Thailand Limited



Unique Plastic Industry Public Company Limited

Thailand

HRIS On-SaaS



Ubon Bio Ethanol
Public Company
Limited



Bangkok Industrial
Gas Company
Limited



ABACUS digital
Company Limited



Siam
Pharmaceutical
Group



J Concept
Company Limited



Royal Aspen MQDC
Town Company
Limited

NEW CLIENTS (Q2) 2024

(Indonesian Clients)



NEW CLIENTS (Q2) 2024

(Malaysia, Philippines, Singapore, Thailand & Vietnam Clients)



Major Prospects in 2024 Thailand

Major Prospects in 2024

SaaS & Outsourcing

Thailand



Hthai (Thailand)



The Mall Group



Bangchak Corporation PLC



SMS Corporation

SMS

AMATA

POSSIBILITIES HAPPEN

Amata Corporation



BETAGRO

Betagro Group



THAI PARKERIZING

Thai Parkerizing



ปลูกผักเพราะรักแม่



หลักทรัพย์
บัวหลวง

Bualuang Securities



องค์การเภสัชกรรม

TOSHIBA

Toshiba Consumer Product



ไทยประิเดนท์ฟู้ดส์
THAI PRESIDENT FOODS

Thai President Foods

Major Prospects in 2024

SaaS & Outsourcing

Thailand



Boon Rawd Brewery



Thairath



Tungthanasin



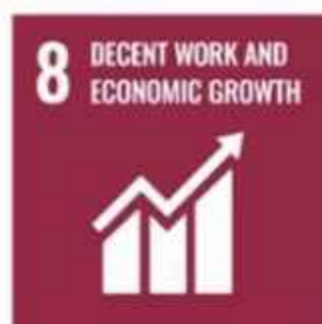
Bangkok Airport Management



SGS (Thailand)



SUSTAINABLE DEVELOPMENT GOALS





ทำเนียบบริษัทที่ยั่งยืนที่น่าลงทุน (ESG Emerging List) ปี 2024

ESG Emerging

Environmental • Social • Governance

Advice



CPN REIT



NSL FOODS
The Happy Taste Creator



TTA GROUP



หมายเหตุ: การนำเสนอข้อมูลกลุ่มหลักทรัพย์จดทะเบียน ESG Emerging รวมถึงข้อมูลอื่นๆ ที่สถาบันไทยพัฒนาเป็นผู้ประเมิน เพื่อวัตถุประสงค์ในการให้ข้อมูลเท่านั้น ไม่ถือว่าเป็นคำแนะนำในการลงทุน หรือการเสนอซื้อขายใดๆ ทั้งสิ้น ผลการประเมินที่จัดทำขึ้นอาจไม่ถูกต้องตรงกับสถานการณ์ตามที่เป็นจริง เนื่องจากข้อมูลที่ใช้ในการประเมินอ้างอิงจากเอกสารรายงานหรือการระบุข้อมูลตามแหล่งและช่วงเวลาเป็นเจ้าของข้อมูลเผยแพร่ต่อสาธารณะไว้เท่านั้น ไม่ได้ครอบคลุมถึงเอกสารหรือข้อเท็จจริงที่เจ้าของข้อมูลมิได้เปิดเผยไว้เป็นการทั่วไป รวมทั้งความเห็นของผู้ประเมินในมุมมองของบุคคลภายนอกต่อข้อมูลที่เผยแพร่และใช้ในการประเมินอาจมีความแตกต่างจากความเห็นหรือมุมมองของเจ้าของข้อมูลและของบุคคลอื่น ทำให้เกิดความไม่สมบูรณ์ครบถ้วน ความไม่ถูกต้องแม่นยำ ความไม่สอดคล้องกัน และความไม่เป็นปัจจุบันของข้อมูล การนำผลการประเมินนี้ไปใช้ ผู้ใช้พึงใช้วิจารณญาณของตนเองอย่างรอบคอบระมัดระวัง และสถาบันไทยพัฒนาจะไม่รับผิดชอบต่อความเสียหาย ความสูญเสีย ความผิดพลาดจากการใช้ข้อมูลทั้งทางตรงและทางอ้อมต่อผู้ให้ข้อมูลบุคคลใด รวมถึงการเรียกร้องใดๆ ที่เป็นผลจากการนำข้อมูลนี้ไปใช้ ไม่ว่าในกรณีใดก็ตาม อนึ่ง ข้อมูลกลุ่มหลักทรัพย์จดทะเบียน ESG Emerging ที่จัดทำขึ้น เป็นลิขสิทธิ์ของสถาบันไทยพัฒนา ห้ามมิให้ทำซ้ำ ดัดแปลง แก้ไข หรือเผยแพร่ ไม่ว่าทั้งหมดหรือบางส่วนในรูปแบบใดก็ตาม โดยไม่ได้รับความยินยอมเป็นลายลักษณ์อักษรจากสถาบันไทยพัฒนา

Our Investments on social and environmental innovation



FinTech



Health Tech



EdTech

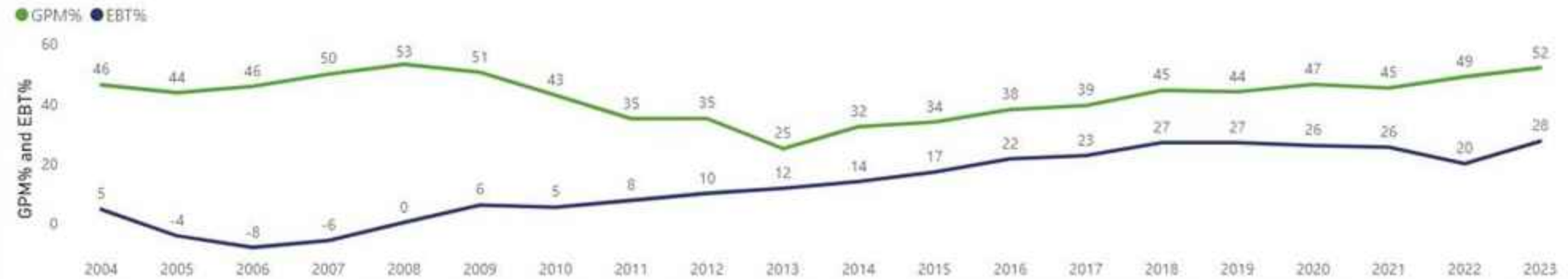


OUR PAST PERFORMANCE

Revenue and EBT by Mode and Year



GPM% and Sum of EBT% by Mode and Year





FINANCIAL RESULTS

Q2-2024



Operating Performance

Overview

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



13
% Revenue change
12
% GP change
28
% OP change
28
% EBT change

● % GPM ● % SG&A ● % OPM ● % EBT ● % NPM



EBT Growth

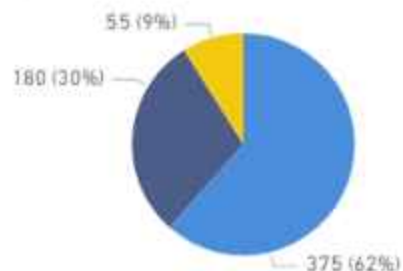


Revenue Growth



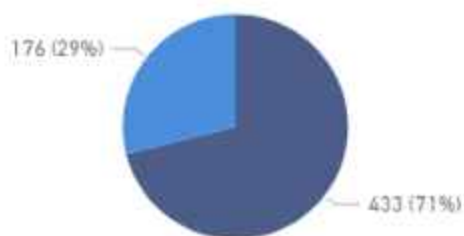
2023 Revenue

Region ● THA ● IDN ● Other SEA



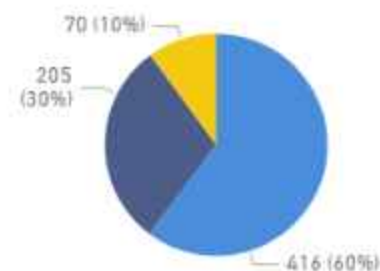
2023 Revenue

PL Item ● Recurring Revenue ● Non-Recurring Revenue



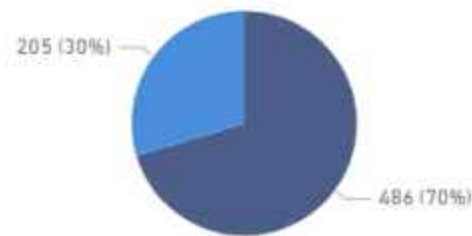
2024 Revenue

Region ● THA ● IDN ● Other SEA



2024 Revenue

PL Item ● Recurring Revenue ● Non-Recurring Revenue



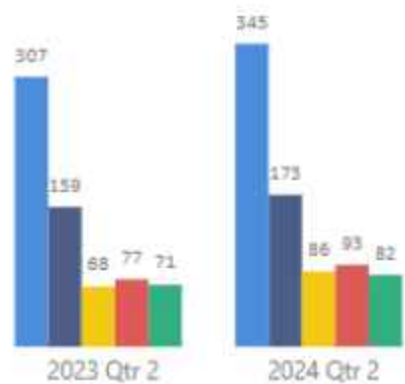
YEAR-TO-DATE

- Revenue grew +82mb or +13% from
 - IDN +26mb (+14%)
 - THA +41mb (+11%)
 - Other +15mb (+28%)
- Gross Profit: GP grew +37mb or +12% from revenue growth and %GPM slightly dropped from 51% to 50%
- Operating Profit increased by +37mb or +28% as Gross Profit +37mb while SG&A didn't change much with well control on SG&A.
- EBT grew +41mb or +28% from increase in Operating Profit +37mb and Other income +5mb (mainly from gain on exchange) with share of loss from associates & JV increased -1mb.

Operating Performance

Overview

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



12
% Revenue change

9
% GP change

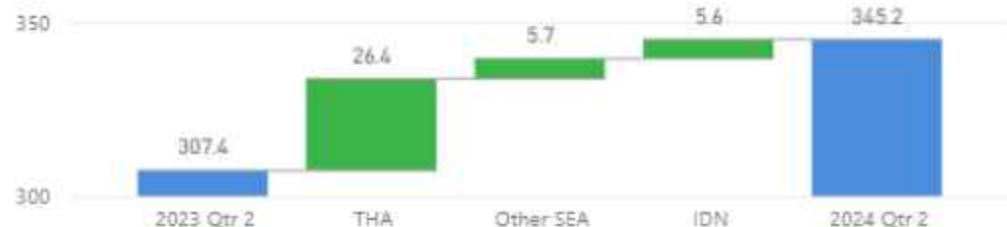
25
% OP change

22
% EBT change

● % GPM ● % SG&A ● % OPM ● % EBT ● % NPM

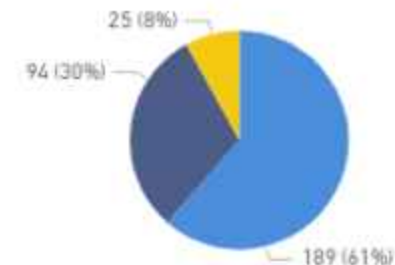


Revenue Growth



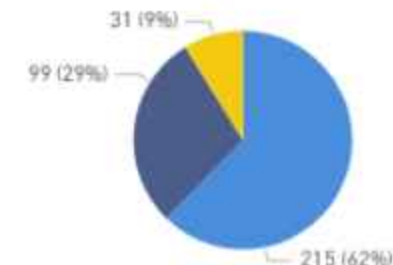
Q2-2023 Revenue

Region ● THA ● IDN ● Other SEA



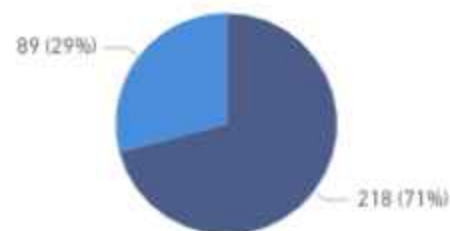
Q2-2024 Revenue

Region ● THA ● IDN ● Other SEA



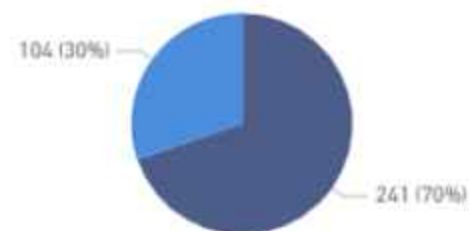
Q2-2023 Revenue

PL Item ● Recurring Revenue ● Non-Recurring Revenue



Q2-2024 Revenue

PL Item ● Recurring Revenue ● Non-Recurring Revenue



QUARTERLY

Q2-2024 vs Q2-2023

- Revenue grew +38mb or +12% from
 - IDN +6mb (+6%)
 - THA +26mb (+8%)
 - Other +6mb (+23%)
- Gross Profit: GP grew +14mb or +9% as revenue growth +12% but %GPM declined from 52% to 50%
- Operating Profit increased by +18mb or +25% as Gross Profit +14mb, SG&A saving +3mb and Int. Exp. +1mb.
- EBT grew +16mb or +22% from increase in Operating Profit +18mb and Other income -3mb (Gain on exchange and gain on Valuation of financial assets) and share of profit from associate & JV +2mb.

EBT Growth



Financial Position

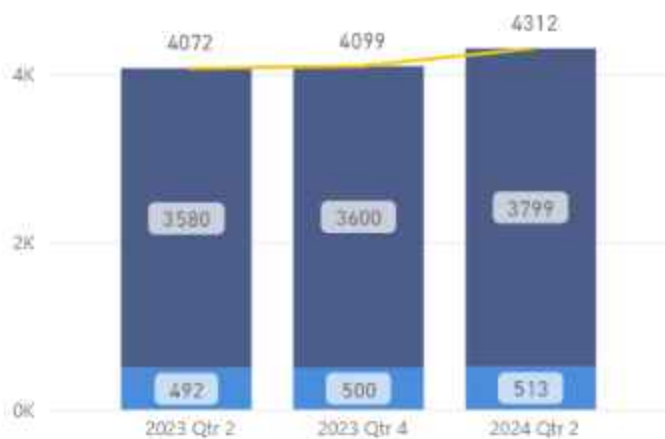
Assets

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

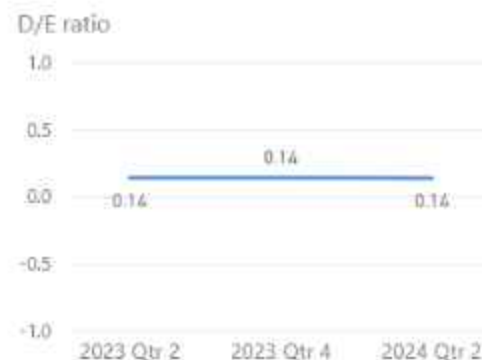


Liabilities & Equity

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

Balance Sheet

Change from Dec 2023 Assets +213mb mainly from

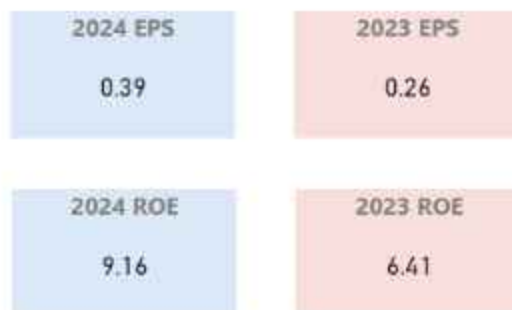
- Goodwill from acquisition of DataOn (USD 52m) +136mb from unrealized exchange gain
- Strategic investment +53mb

Cash Flow

BS group ● Financing CF ● Investing CF ● Operating CF

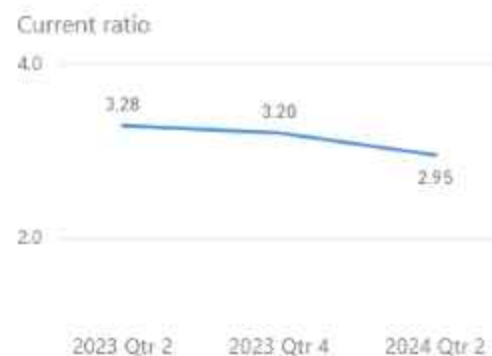


Profitability



Note: Including 4 consecutive quarters

Liquidity



Cash Flow

- Operating CF grew from 180m to 228m from EBITDA growth.
- Investing CF increased from -61m to -210m from increase in financial investment
- Financing CF increased from -130m to -159m from increase in dividend payment.



GROWTH STRATEGY





HUMAN GROWTH STRATEGY



ORGANIC

Existing Business
New Business



M&A

Only Related Business



PLATFORM PARTNERSHIP



HUMAN GROWTH STRATEGY



ORGANIC

Existing Business
New Business



M&A

Only Related Business



PLATFORM PARTNERSHIP



ORGANIC/ CORE BUSINESS





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 Recording	Policies & Compliance	Competency	Learning
Investment Planning	Timesheet	Workflows	Evaluations	Planning












The Business Model Canvas

Designed for:

Designed by:

Date:

Version:

<h3>Key Partners</h3>  <p>Who are our Key Partners? Who are our key suppliers? Which Key Resources are we acquiring from partners? Which Key Activities do partners perform?</p> <p>KEY ACTIVITIES FOR PARTNERSHIPS Distribution and delivery Reduction of risk and uncertainty Acquisition of specialized resources and activities</p>	<h3>Key Activities</h3>  <p>What Key Activities do our Value Propositions require? Our Distribution Channels? Customer Relationships? Revenue Streams?</p> <p>KEY ACTIVITIES Production Problem Solving Platform/Network</p>	<h3>Value Propositions</h3>  <p>What value do we deliver to the customer? Which one of our customer's problems are we helping to solve? What bundles of products and services are we offering to each Customer Segment? Which customer needs are we satisfying?</p> <p>VALUE PROPOSITIONS Newness Performance Customization Convenience Design Price Accessibility Risk Cost Reduction Risk Reduction Availability Flexibility/Scalability</p>	<h3>Customer Relationships</h3>  <p>What type of relationship does each of our Customer Segments expect us to establish and maintain with them? Which areas have we established? How are they integrated with the rest of our Business Model? How costly are they?</p> <p>CUSTOMER RELATIONSHIPS Personal Assistance Self-Service Automated Services Communities Co-creation</p>	<h3>Customer Segments</h3>  <p>For whom are we creating value? Who are our most important customers?</p> <p>KEY SEGMENTS New Market Segment Demographic Multi-Sector Platform</p>																								
<h3>Key Resources</h3>  <p>What Key Resources do our Value Propositions require? Our Distribution Channels? Customer Relationships? Revenue Streams?</p> <p>KEY RESOURCES Physical Intellectual Human Financial Channel</p>		<h3>Channels</h3>  <p>Through which Channels do our Customer Segments want to be reached? How are we reaching them now? How are our Channels Integrated? Which ones work best? Which ones are most cost efficient? How are we integrating them with customer outreach?</p> <p>CHANNEL STRATEGIES</p> <ol style="list-style-type: none"> 1. Awareness How do we raise awareness about our company, products and services? 2. Evaluation How do we help customers evaluate our organization's Value Proposition? 3. Purchase How do we allow customers to purchase specific products and services? 4. Delivery How do we deliver a value proposition to customers? 5. After-Sales How do we provide post-purchase customer support? 																										
<h3>Cost Structure</h3>  <p>What are the most important costs incurred in our business model? Which Key Resources are most expensive? Which Key Activities are most expensive?</p> <p>KEY COST STRUCTURES Fixed Costs (Salaries, Rent, Utilities) Variable Costs Overhead Expenses Economies of Scale</p>		<h3>Revenue Streams</h3>  <p>For what value are our customers really willing to pay? For what do they currently pay? How are they currently paying? How would they prefer to pay? How much does each Revenue Stream contribute to overall revenues?</p> <table border="0"> <tr> <td>TYPE</td> <td>KEY PRICING</td> <td>STRATEGIC PRICING</td> </tr> <tr> <td>Asset Sale</td> <td>List Price</td> <td>Regulation (Government)</td> </tr> <tr> <td>Usage Fee</td> <td>Product/Feature dependent</td> <td>Peer-to-peer market</td> </tr> <tr> <td>Subscription Fee</td> <td>Customer segment dependent</td> <td>Real-time market</td> </tr> <tr> <td>Licensing/Franchising</td> <td>Usage-based</td> <td></td> </tr> <tr> <td>Licensing</td> <td>Resource dependent</td> <td></td> </tr> <tr> <td>Share/Equity Plan</td> <td></td> <td></td> </tr> <tr> <td>Advertising</td> <td></td> <td></td> </tr> </table>			TYPE	KEY PRICING	STRATEGIC PRICING	Asset Sale	List Price	Regulation (Government)	Usage Fee	Product/Feature dependent	Peer-to-peer market	Subscription Fee	Customer segment dependent	Real-time market	Licensing/Franchising	Usage-based		Licensing	Resource dependent		Share/Equity Plan			Advertising		
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Licensing	Resource dependent																											
Share/Equity Plan																												
Advertising																												



PREPARE FOR THE FUTURE OF WORK

SunFish HR provides tools to support companies as they transition to a higher productivity future way of working



Distributed Workforce

- Interact with employees working in or out of the office and across different time zones with Objective Key Results and included productivity tools.
- Track attendance and activities wherever employees are with mobile GPS and facial recognition support.



Productivity not Attendance

- Manage employees by the value they add, not the hours they work.
- Track project work against budgets or manage achievements with included OKR tools linked to included productivity tools.



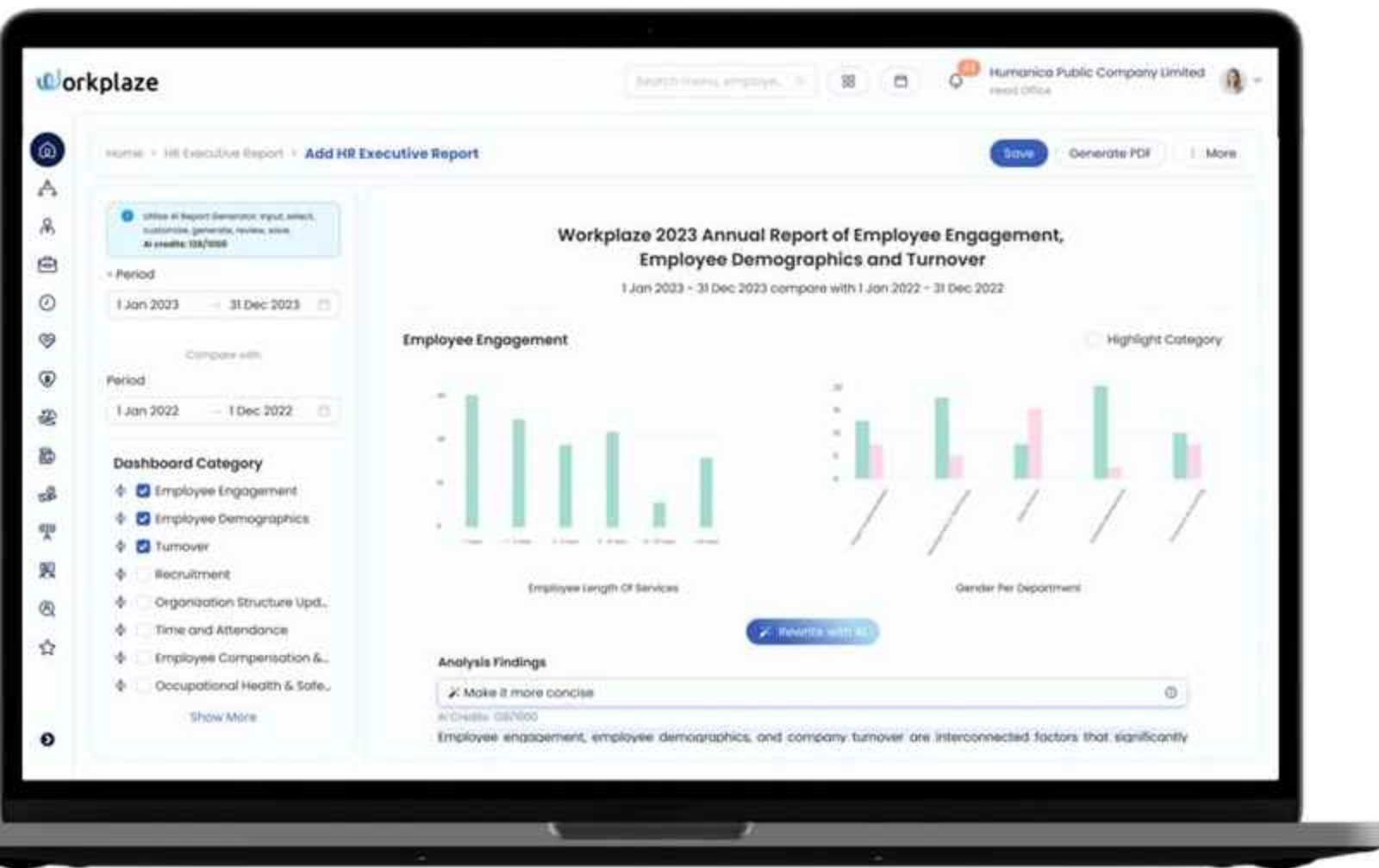
Support Gig Work

- Support increased outsourcing of work to specialist who are compensated for individual tasks
- Use Objective Key Results, time sheets and project management to track project work internally and create compensation systems tied to work achievement.



Continuous Development & Feedback

- Provide continuous feedback to develop employees more quickly
- Use simple task and and feedback functionality, manage activities by time spent, or deploy advanced continuous productivity tracking with OKR's

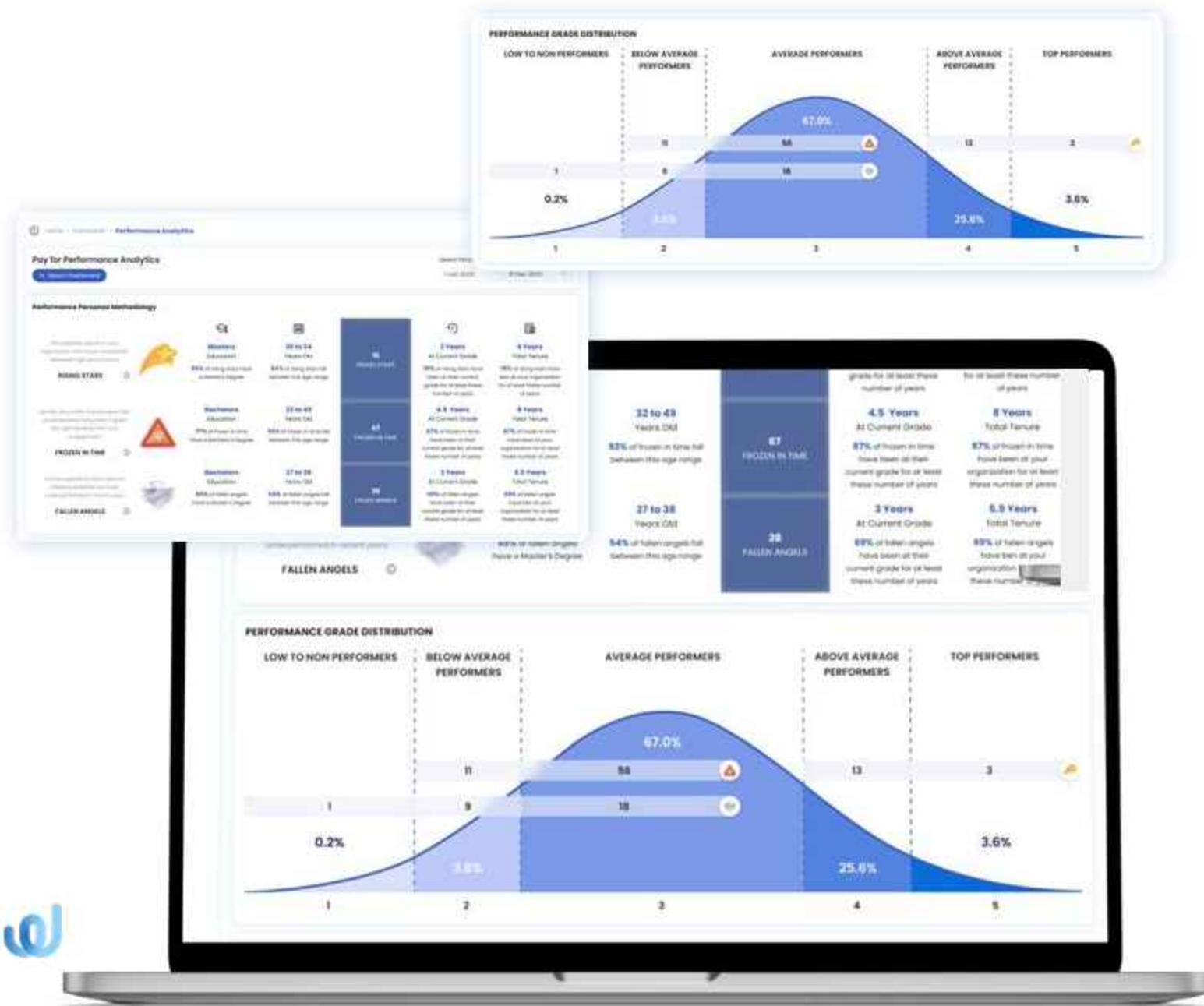


AI-POWERED

HR Executive Report & Content Creation

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





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.

EMPLOYEE ENGAGEMENT

Measure your employees' commitment and engagement level through regular pulse checks as inputs into your organizations' employee engagement initiatives



Collaboration

	Consulting	Development	Finance & Accounting	General Affairs	Human Resource	Information Technology
Average	4.0	4.0	3.8	3.5	3.5	3.4
At work, I have the opportunity to do what I do best overall.	3.9	4.0	3.8	3.2	3.0	4.3
The organization provides opportunities for training and dev.	3.7	4.5	3.9	1.5	4.0	3.4
This last year, there has been opportunities at work to learn.	2.6	3.4	3.0	3.0	3.0	3.0
At work, I have the opportunity to do what I do best overall.	3.5	3.3	3.0	3.2	2.5	3.0



Employee Engagement Dashboard

Engagement Score Semester 2 2021
4.64

Response Rate
400 out 900 employees participated the survey

Employee NPS
Question: How likely are you to recommend our services to your peer group?
40

Word Cloud
Question: How likely are you to recommend our services to your peer group?

Category	Score	Change
Company Alignment	3.62	0.89% ↑
Opportunities, Learning and Development	3.49	-0.22% ↓
Relationship with Supervisor	4.22	3.45% ↑
Collaboration	4.08	0.62% ↑
Reward and Recognition	2.48	3.45% ↑
Benefits	2.20	0.43% ↑

Department Scores:
 Highest Score Dept: Inventory (4.82)
 Lowest Score Dept: IT Support (2.81)

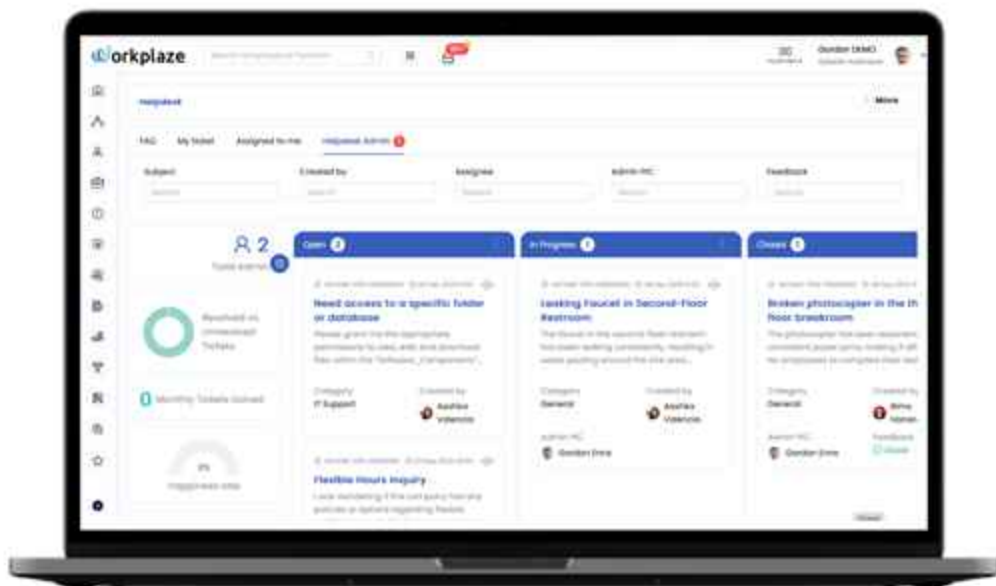
Action Plan Summary Detail

Survey Question	Category	Planned Action	PIC	Action Result	Due Date	Status
The organization provides opportunity for training and dev...	Company Alignment	Communication and leadership training for respective depart...	Albert Flores	Runs smoothly and as expected	4 Jul 2023	Not St...
How well do you understand the company's mission...	Company Alignment	Develop and communicate a detailed organiza...	Albert Flores	Runs smoothly and as expected	4 Jul 2023	Not St...
The clarity of organizational goals and objectives	Company Alignment	Conduct regular town hall meetings and communica...	Albert Flores	Runs smoothly and as expected	4 Jul 2023	Not St...
How effective is the communication from leadership about ca...	Opportunities, Learning and Development	Implement a transparent communication str...	Albert Flores	Runs smoothly and as expected	4 Jul 2023	Not St...
your level of trust in the senior leadership team	Opportunities, Learning and Development	Promote leadership visibility and accessibility throug...	Albert Flores	Runs smoothly and as expected	4 Jul 2023	Not St...
Does the company support and promote a culture of diversity...	Relationship with Supervision	Establish diversity and inclusion programs, training...	Dorlene Ro...	Runs smoothly and as expected	4 Jul 2023	Not St...



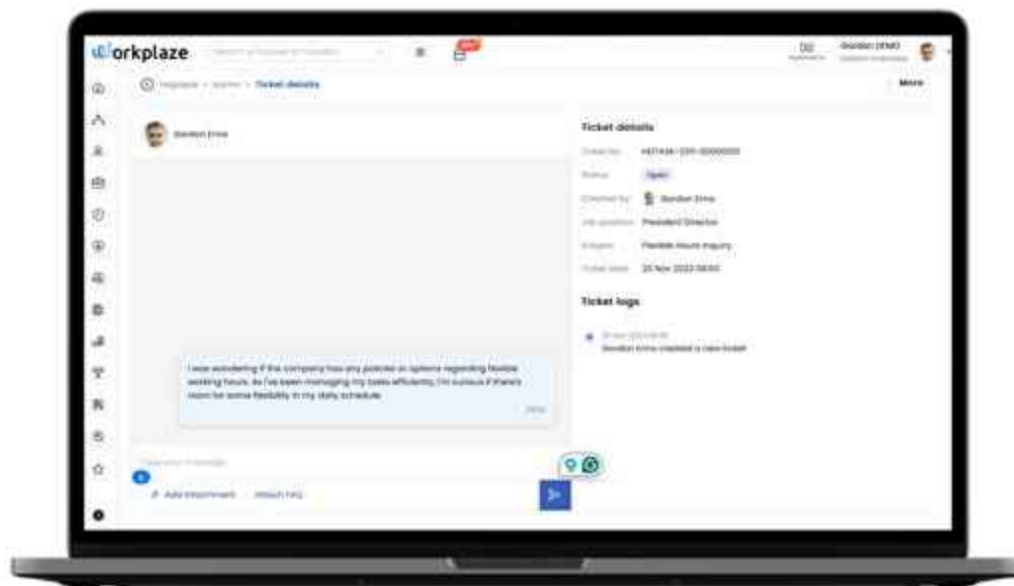
CUSTOMER SERVICE HELP DESK & HELP SUPPORT

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.

CUSTOMER REVIEWS

Workplaze User Ratings

98%

Customer Retention

5,000+

Active Clients

2,000,000+

Employees under our care



SunFish Workplaze



9.3

Ease of Use

Core HR Average: 8.6

9.4

Quality of Support

Core HR Average: 8.4

8.9

Ease of Setup

Core HR Average: 8.2



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



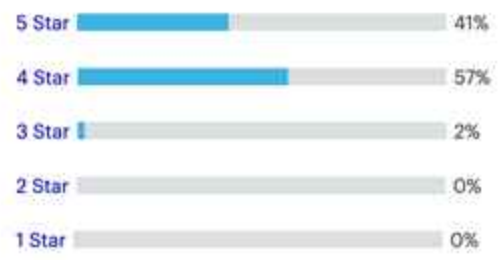
User Love Us

Gartner

SunFish Workplaze Ratings Overview

4.4 ★★★★★ 44 Ratings (All Time)

Rating Distribution

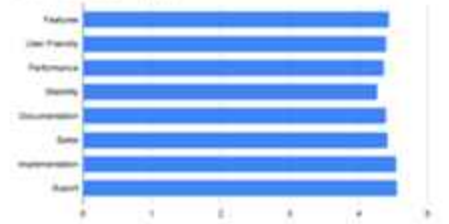


Customer Experience



Rated 4.4 ★★★★★

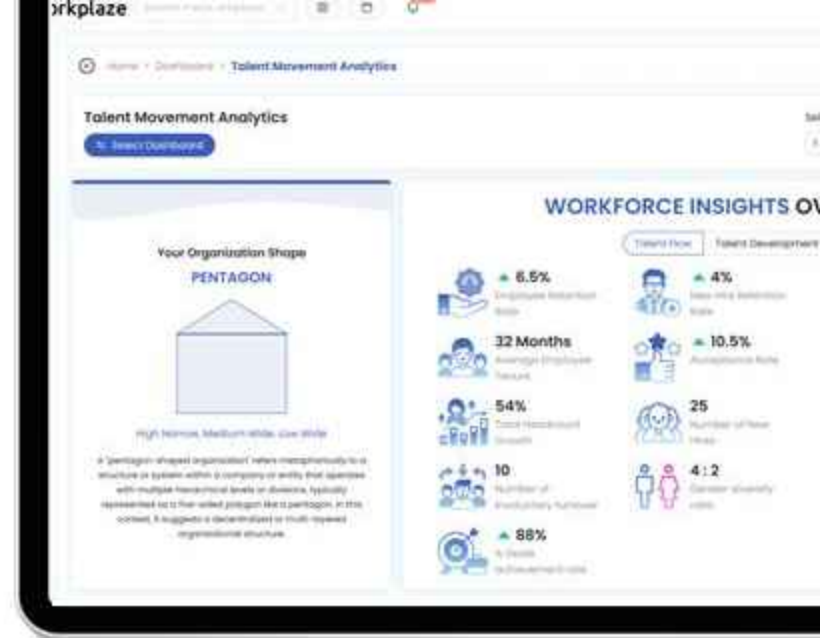
Customer Reviews (122)



2024 WORKPLAZE ROADMAP

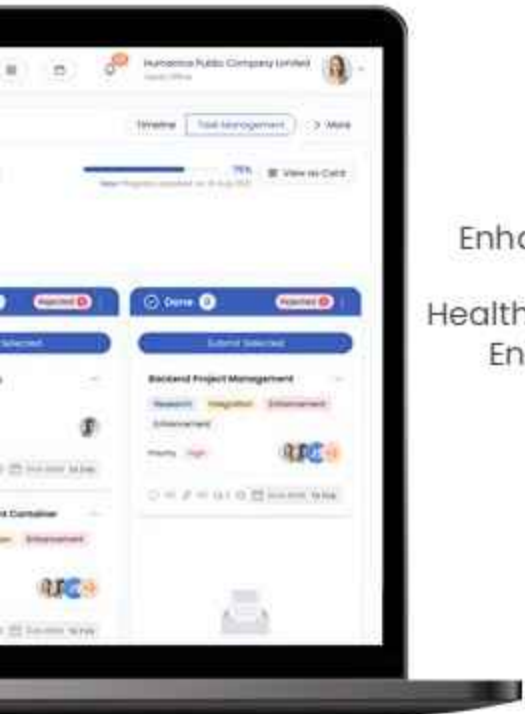
Payroll automation upgrades
 Multi-company consolidation improvements
 New integration gateway
 AI for OKR's and Reviews
 Workplaze CRM

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





HUMAN GROWTH STRATEGY



ORGANIC

Existing Business
New Business



M&A

Only Related Business



PLATFORM
PARTNERSHIP



HUMAN GROWTH STRATEGY



ORGANIC

Existing Business
New Business



M&A

Only Related Business



PLATFORM PARTNERSHIP

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.



HR ECOSYSTEM & HUMAN CENTRIC DESIGN SUPPORTS EMPLOYEES THROUGH THEIR CAREER



OUR BELIEVE

EMPLOYEES WELL-BEING



MENTAL

Essential to this is understanding ourselves and having the resilience to cope with the challenges life can bring. This includes our ability and willingness to connect and work with colleagues, and to maintain positive relationship with others.



ENVIRONMENTAL

Our work spaces deserves more consideration. From furniture to lighting, to air quality computers and applications - all directly impact our wellbeing and levels of productivity. All deserve constructive focus.

PHYSICAL

The aim here is to have a healthy quality of life. The pressures of work and life in general, mean we all need to learn how to prevent undue fatigue and stress by understanding how our behavioral choices impact us.



FINANCIAL

This side of wellbeing is often overlooked, and it can be a sensitive subject for employers to approach. Financial security and stability is a key component of overall wellbeing, with clear links to mental and physical wellbeing, and productivity.



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

Connecting people to quality health service providers



Healthcare Providers



Patients and Users

Doctor

Pharmacist

Nutritionist

Physical Therapist



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

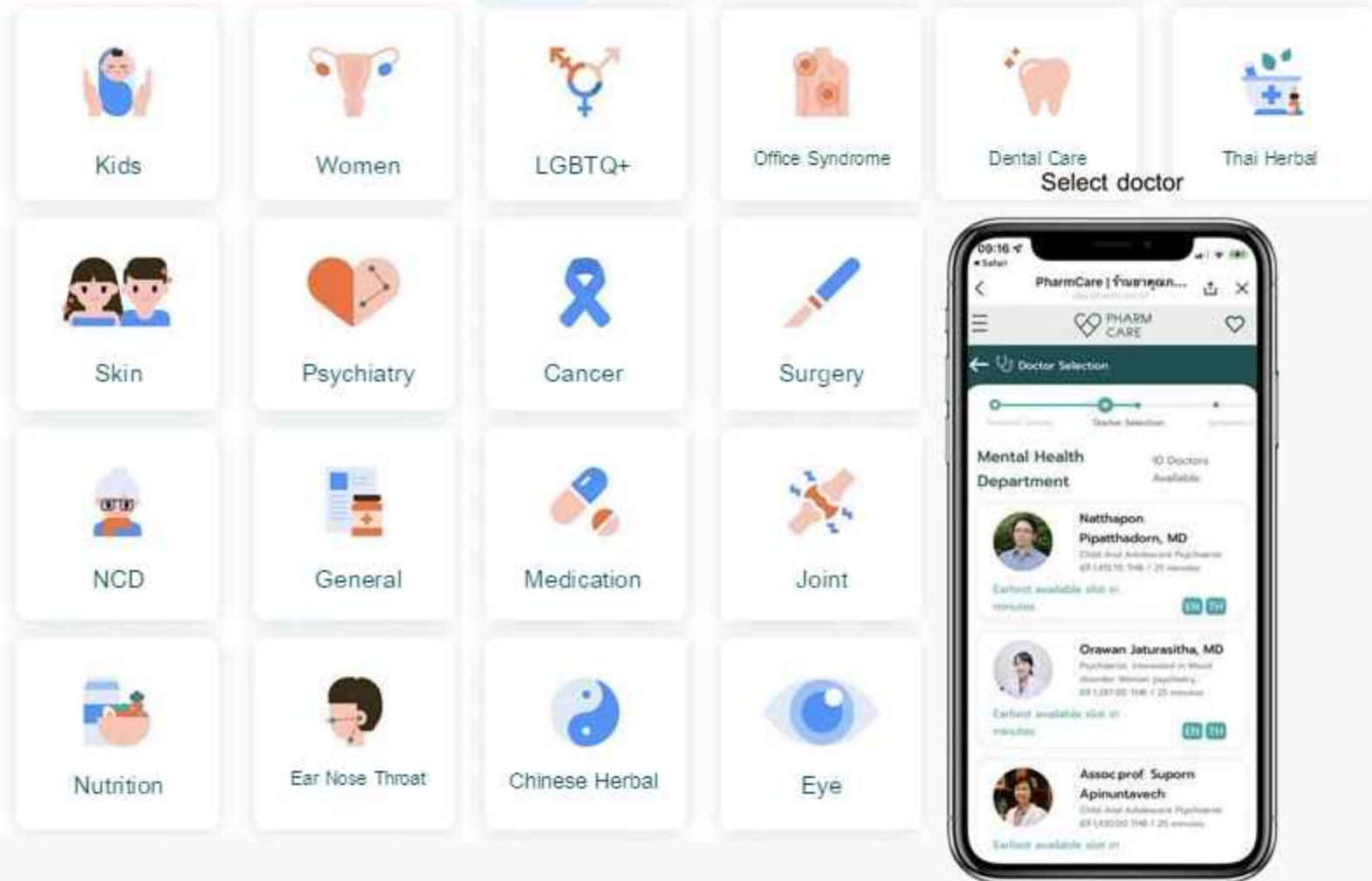


Doctor Consultation Through Telemedicine: On-demand GP and Booking for Specialists

GP On Demand



Booking for Specialists



Thailand has a chronic debt issue

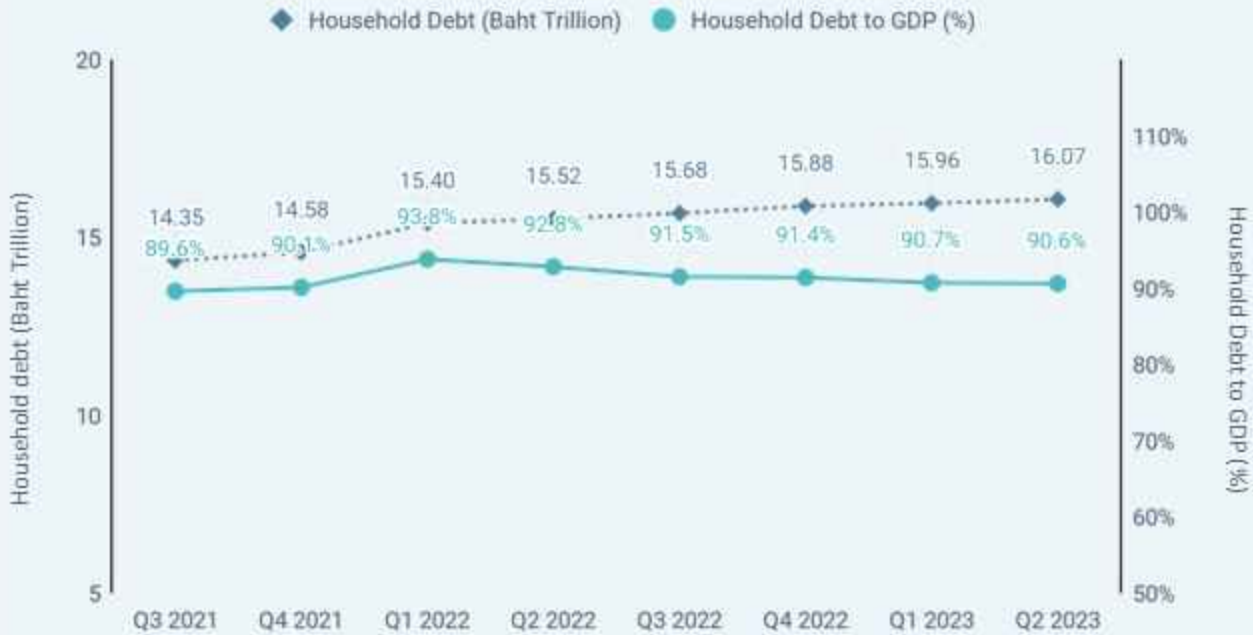
Household debt is
90.6%
of Thailand's GDP

Of the debt,
35%
is for consumption

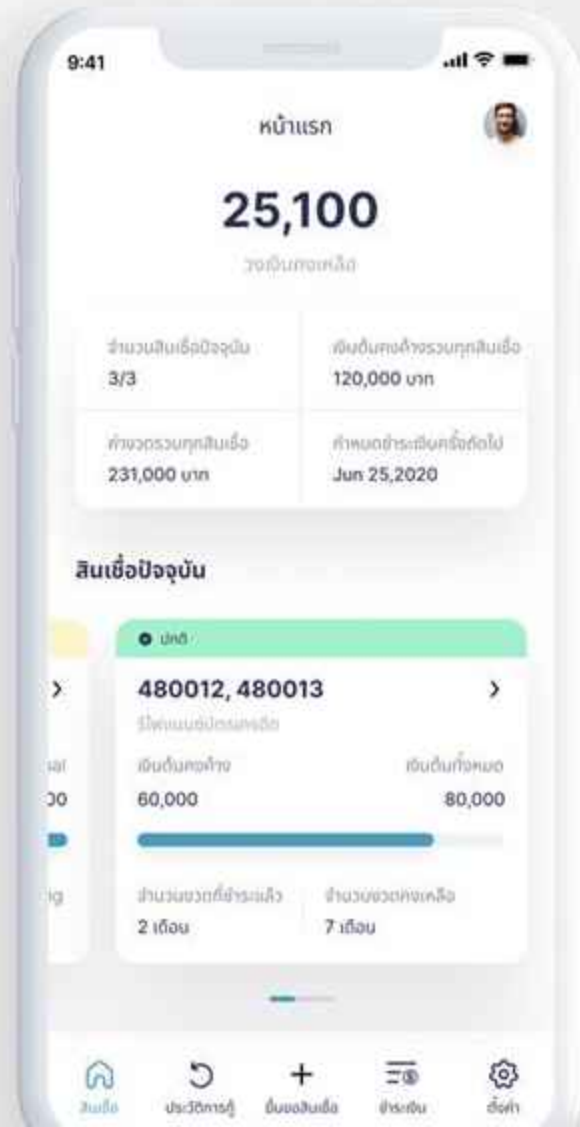
Average debt repayment is
17k
per month

We want to help by introducing

- A new lending platform licensed under the P2P license*
- Credit scoring using AI and machine learning to provide fair credit assessment
- Alternative source of lending as opposed to traditional channels (financial institutions) for lower rates
- More efficient technology and platform to provide loans



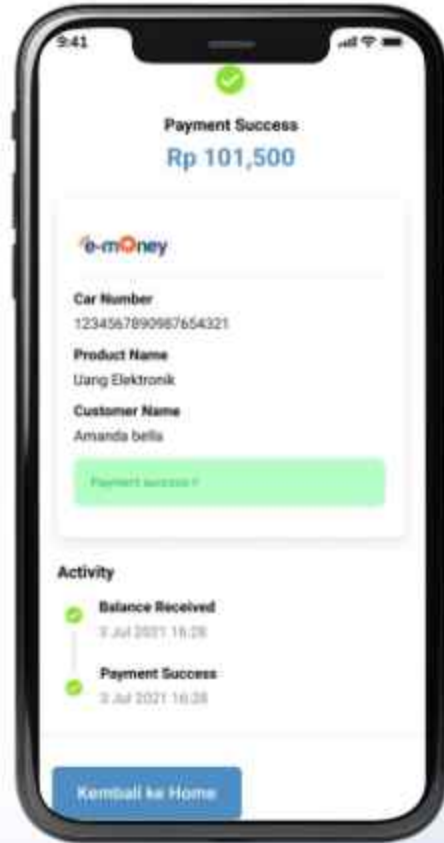
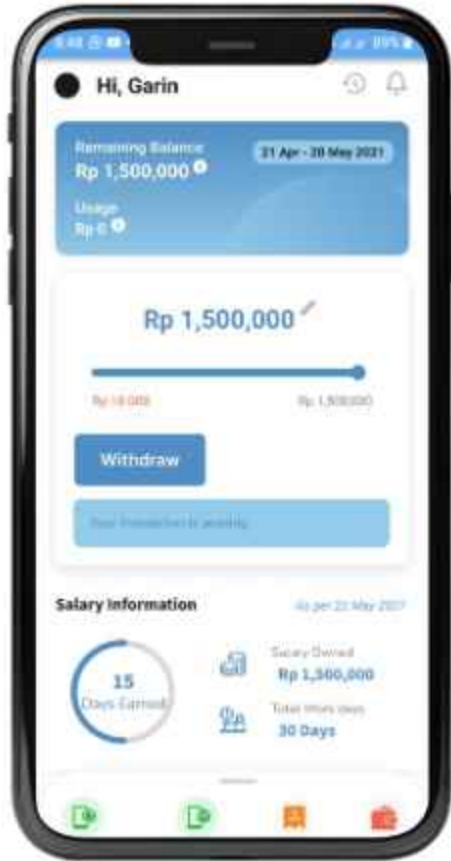
*[List of Peer-to-Peer Lending Platform Providers Participating in the BOT Regulatory Sandbox](#)



Improve your employee's financial wellbeing

With our offer of

- Lower rates (9-15% per annum, depending on credit score), market rates for unsecured loan go up to 25%
- Unsecured loan (No collateral or guarantee required)
- Credit line instead of one-off loan for flexibility in usage
- Prepay at will with no fee
- Convenient mobile app to register and request for loan



A CLOSER LOOK TO EARNED WAGE ACCESS (EWA)


- Allow employees to access their salary as they earn it and when they need it.
- Risk free form the employee and the employer.
- No Interest - EWA is available with a low platform fee.

THANK YOU

Any questions?

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 www.humanica.com

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