

A low-angle, upward-looking photograph of several tall skyscrapers at night. The buildings are dark, with some windows illuminated, creating a grid-like pattern against the dark sky. The perspective is from a low vantage point, making the buildings appear to converge towards the top of the frame.

HUMAN Q3 2021

HUMANICA PUBLIC COMPANY LIMITED



HUMAN

Profile of Humanica

Out Past Performance & Growth

The Quarter in Review

Growth Strategy

Update on New Businesses



VISION

We are a happy family of good attitude talents who share the same meaningful dreams and walk our values together to deliver world-class products and services to meet even unrecognized needs of our clients as well as their employees.



MISSION

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

OUR 18 YEARS JOURNEY IN HR DOMAINS



2003

Start with 30MB THB
Spun off from PWC



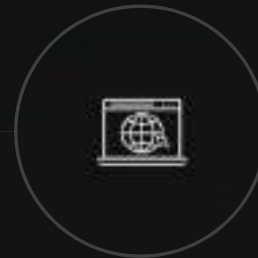
2005

Humatrix
First Version



2010

NIA
Top Ten innovation



2011

Humatrix
Pure Web-based



2012

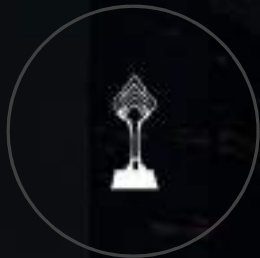
BOI Enterprise
Software Certified



2015

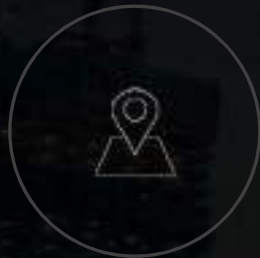
Bai Po
Award Winner

OUR 18 YEARS JOURNEY IN HR DOMAINS



2016

TICTA
Award Winner



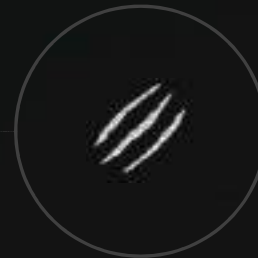
2017

Expanded to
Singapore & Malaysia



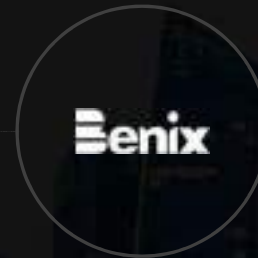
2017

Listed in **SET**



2018

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



2020

Launched **Benix**
to offer Employee Total
Benefits Solutions



2020

Winner of **SET Awards**
"Best Innovative
Company Awards"

18

**YEARS
OF EXPERIENCE**

3

OFFICES IN ASIA
THAILAND | SINGAPORE | MALAYSIA

500+

**PROFESSIONAL
STAFFS**

100+

**TECHNICAL
EXPERTS**

700,000+

**EMPLOYEES
UNDER OUR CARE**

3,500+

**ACTIVE
CLIENTS**

HUMANICA BRAND STRUCTURE

HR SOLUTIONS

Payroll Outsourcing

HUMANICA

Professional
Outsourcing

TIGERSOFT
Payroll Outsourcing

HRIS Implementation

HUMATRIX

TIGER

WORK
PLACE

Conicle

Benix

Regional HR Solutions

HUMANICA
ASIA

Thailand | Singapore | Malaysia

FINANCIAL SOLUTIONS

ERP Systems Implementation

SAP Business
One

On Premise Solution

ORACLE

NETSUITE

On Cloud Solution

Finance and Accounting Services

TOTAL BACK OFFICE SERVICES
(less than 100 employees)

- ✓ Accounting
- ✓ Finance
- ✓ Taxation
- ✓ HR & Payroll

HR Solutions

> 700,000 users



7 countries

> 3,500 clients

15% Fortune 500 Companies

30% Companies listed in SET

Financial Solutions

> 170 clients

13 clients listed
in Thailand

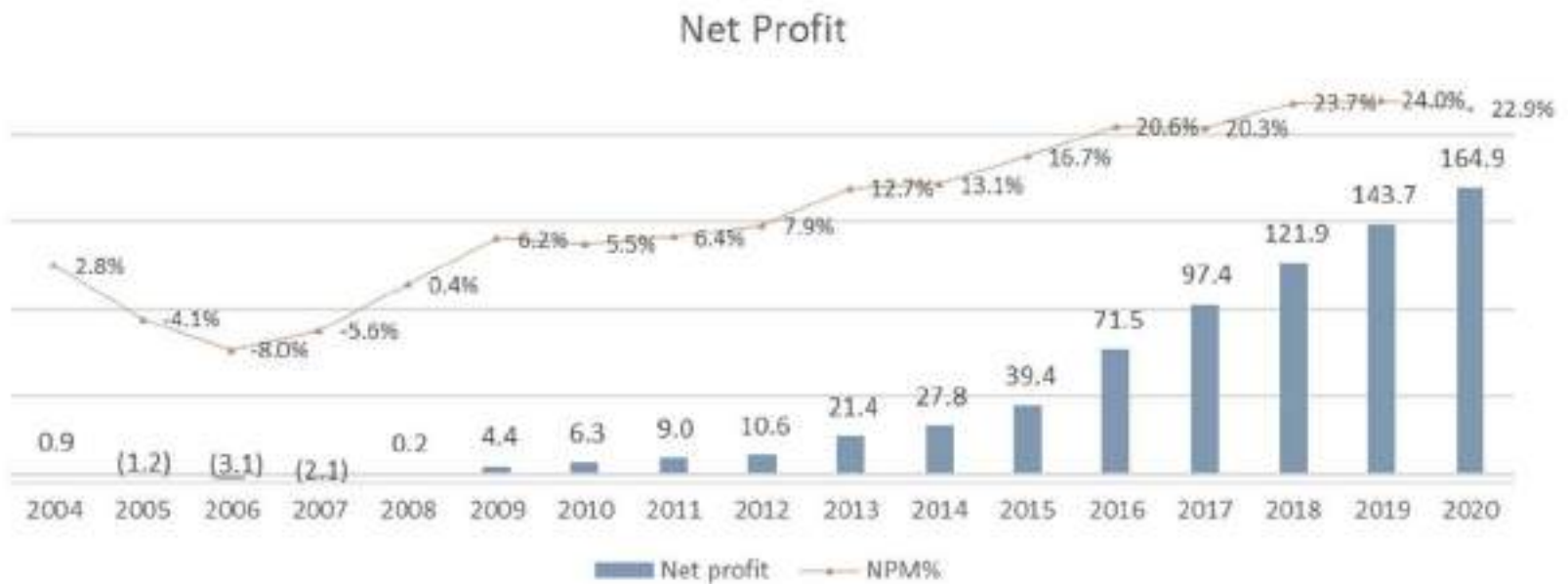


Our Past Performance

Revenue



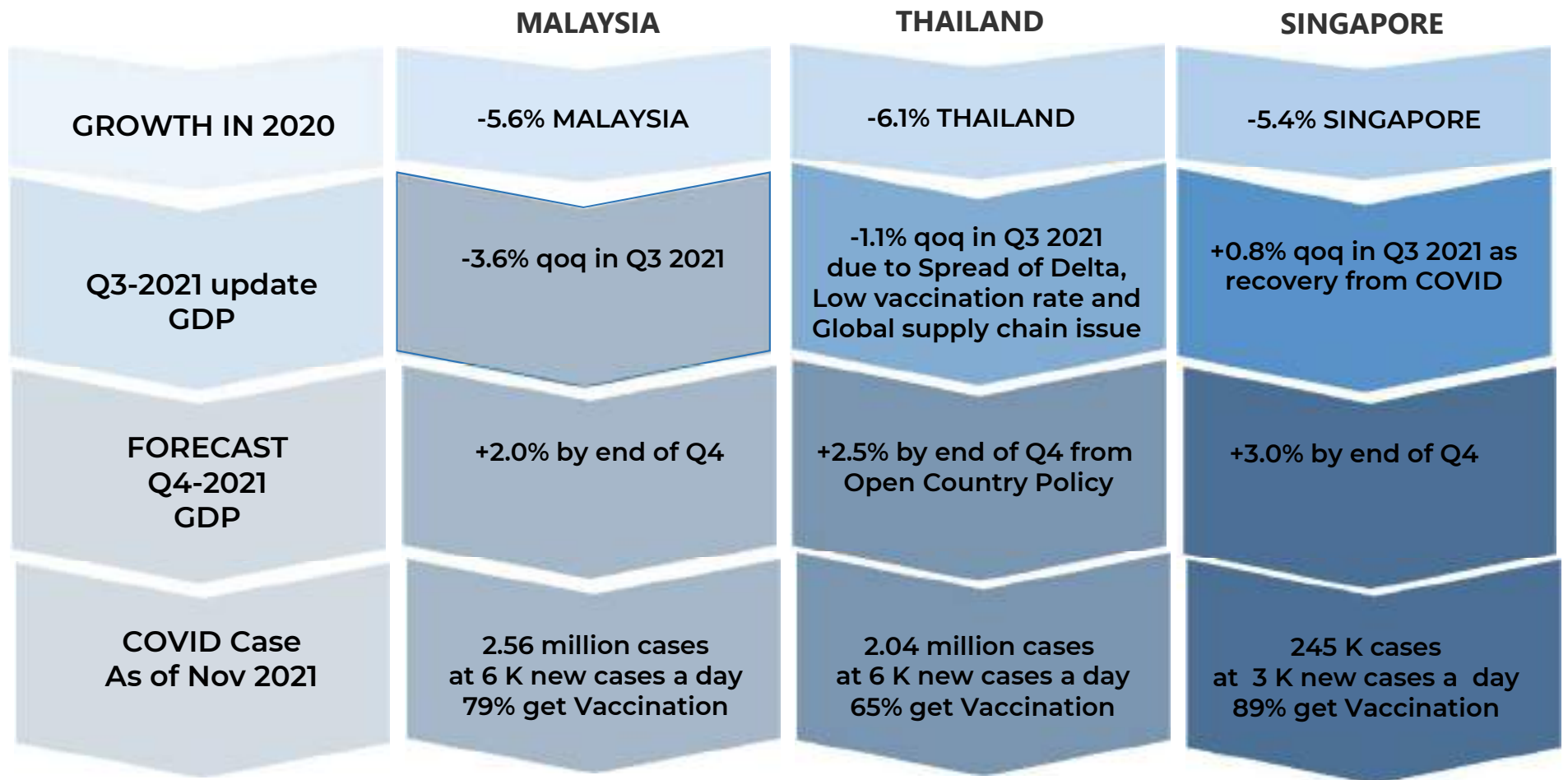
Our Past Performance





WEAKEN ECONOMY OUTLOOK

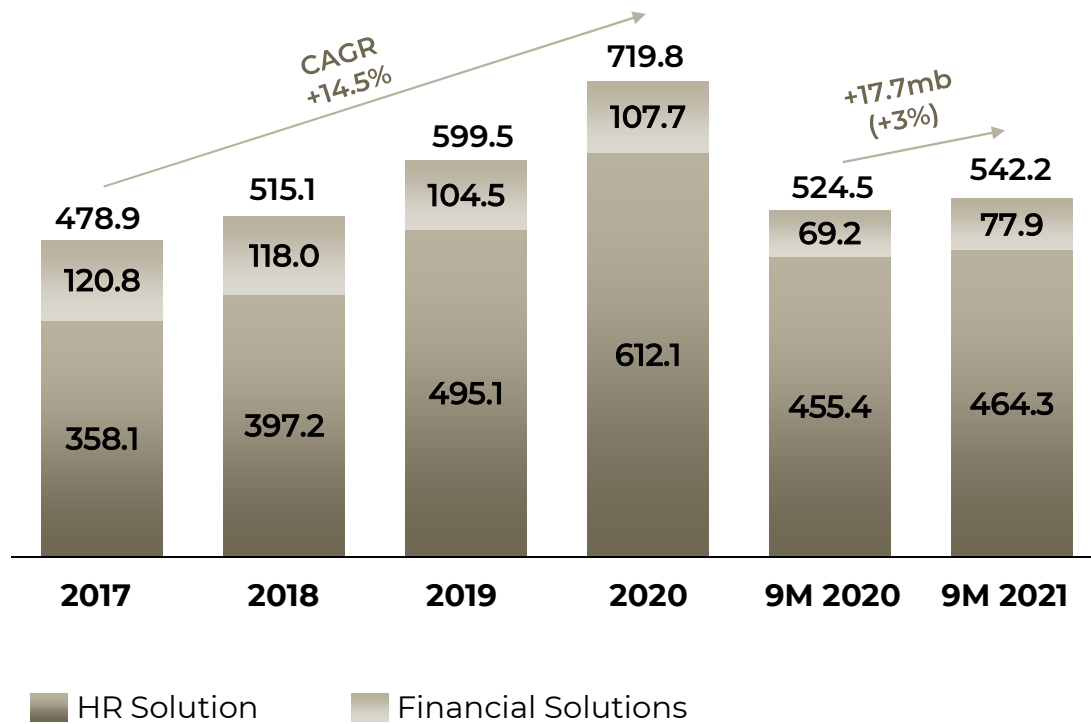
ECONOMY GROWTH



A low-angle, upward-looking photograph of several modern skyscrapers against a dark, twilight sky. The buildings are silhouetted with some lights visible in the windows. Two thin white horizontal lines are positioned above and below the text.

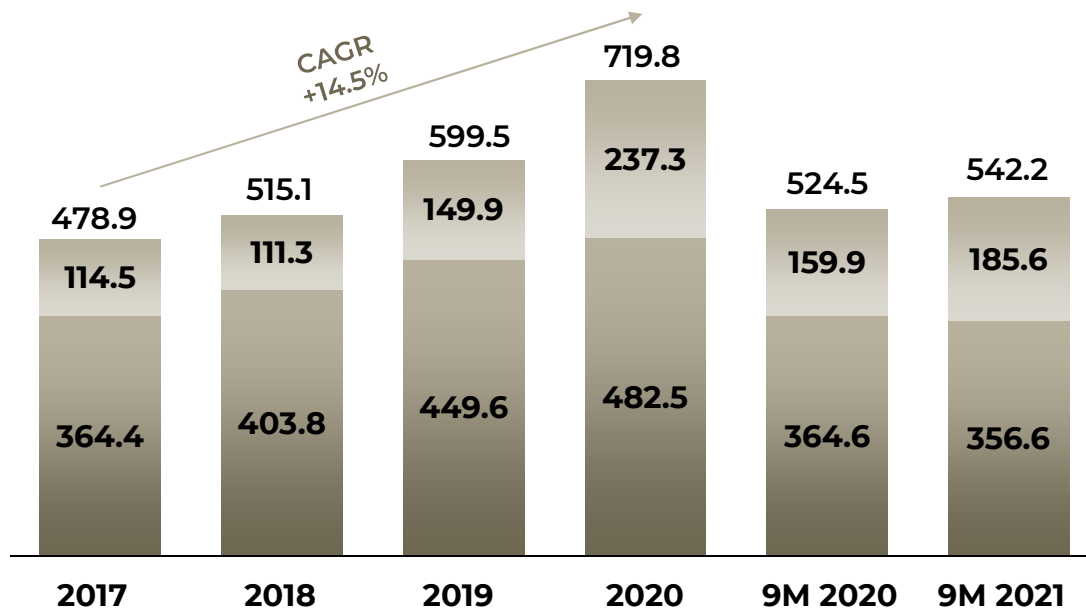
FINANCIAL RESULTS
Q3 FY2021

REVENUE by product



Revenue grew by +17.7mb or +3%
- HR solution +8.9mb
- Financial solution +8.7mb

REVENUE by nature

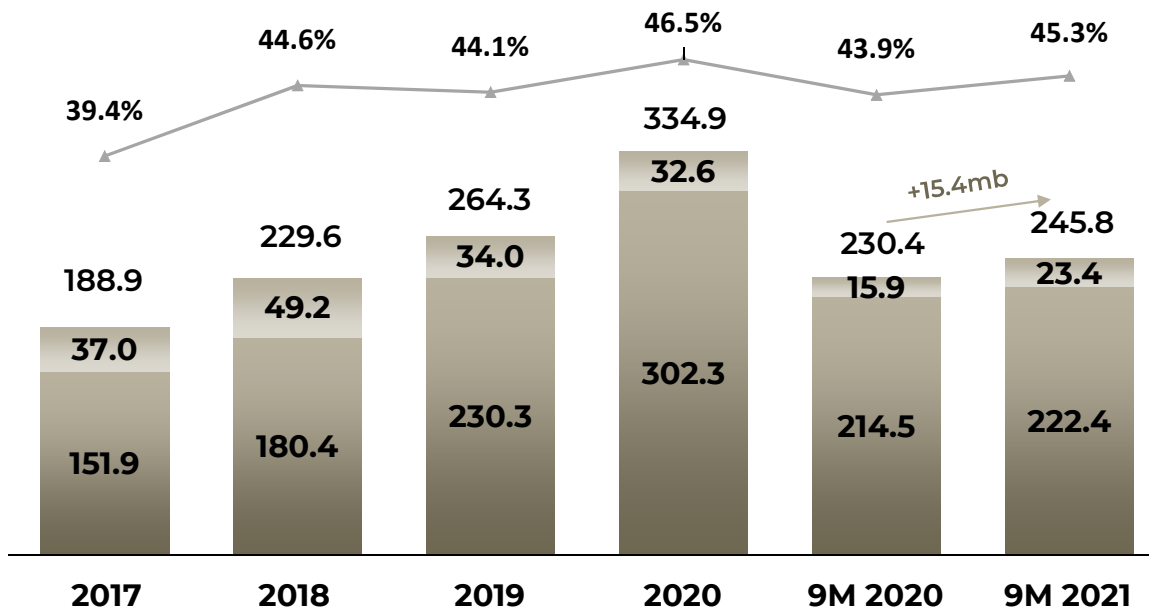


↑ Non-Recurring grew by +25.7mb or +16.1%
From new project implementation for both
HPO & ERP

↓ Recurring dropped by -8.0mb or -2.2% from
Decrease in headcounts of clients in Hotel
and F&B industry

■ Recurring ■ Non-Recurring

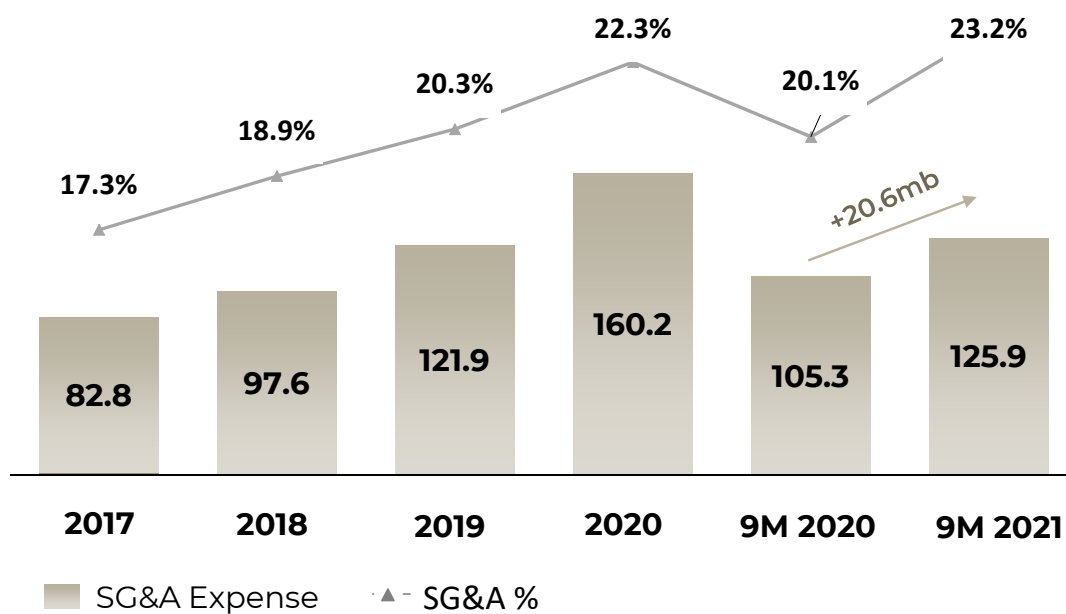
GROSS PROFIT



Gross Profit +15.4mb from Revenue +17.7mb and Cost +2.4mb

■ HR Solution ■ Financial Solution -▲- GPM%

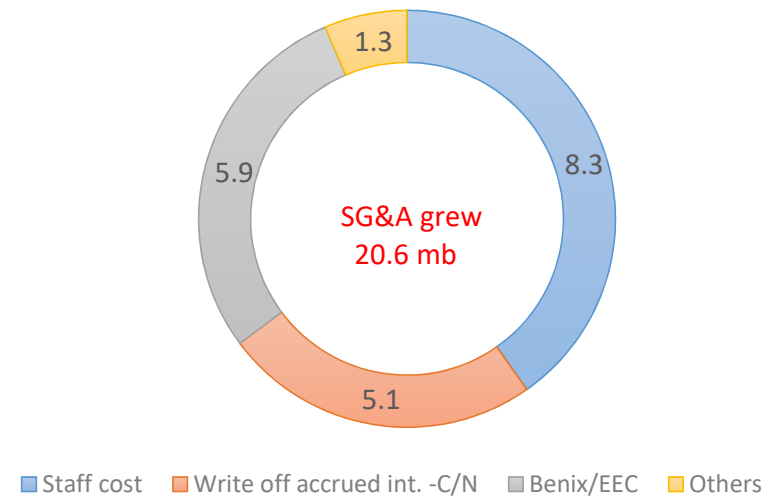
SG&A EXPENSE



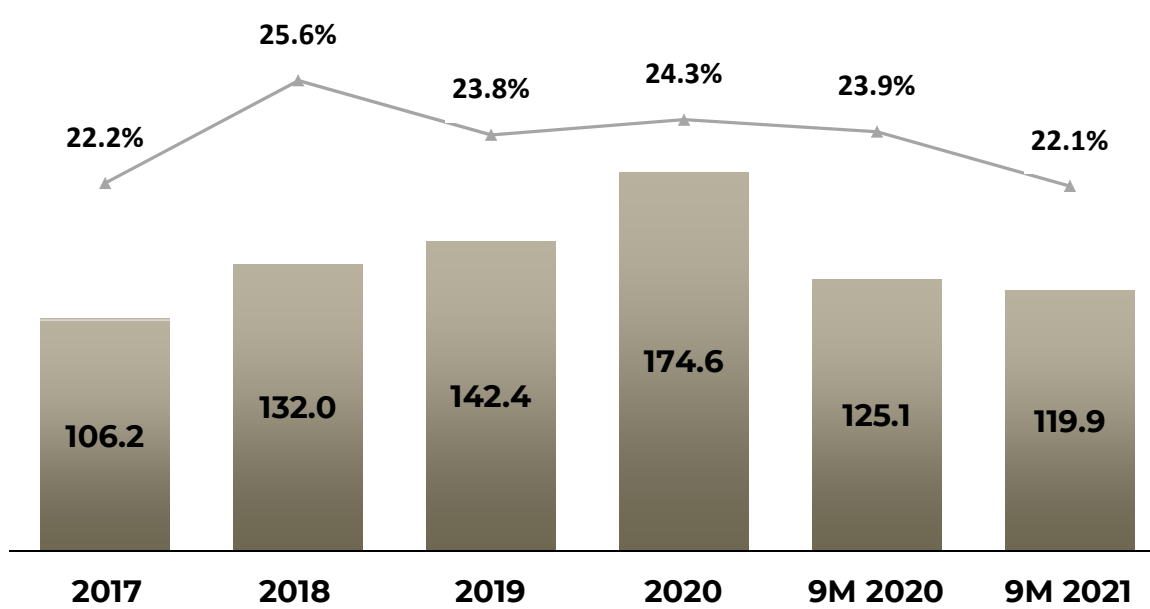
SG&A increased +20.6mb from

- Staff cost +8.3mb
- Write off accrued interest income on Convertible Note – CXA +5.1mb (one-off item)
- New Business (Benix/EEC) +5.9mb

SG&A Change by Nature



OPERATING PROFIT



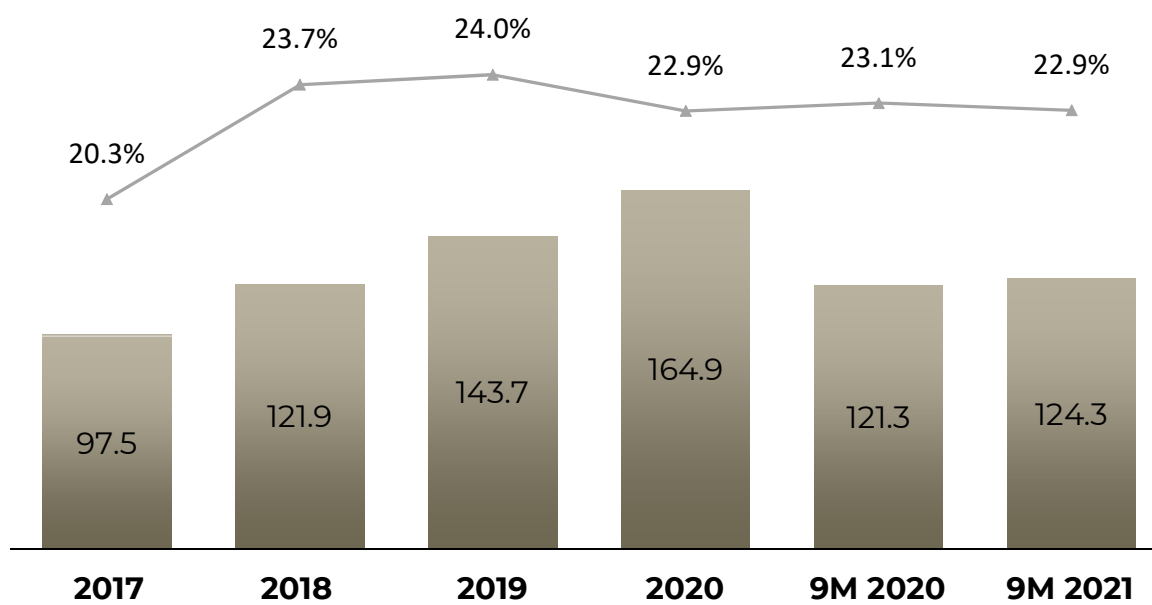
■ Operating Profit -▲- OPM%



**Operating Profit dropped by -5.2mb (-4.2%)
From Gross Profit +15.4mb
and SG&A +20.6mb**

NET PROFIT & EPS

NET PROFIT & EPS FOR 9 MONTHS



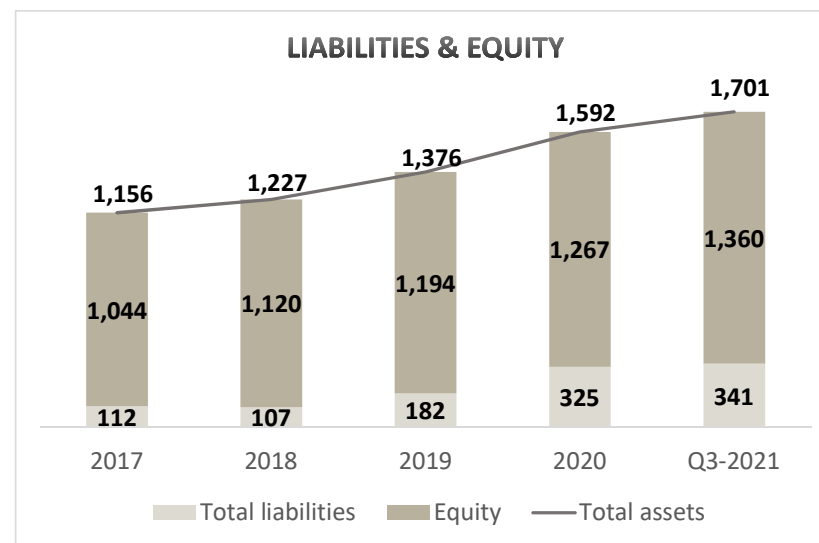
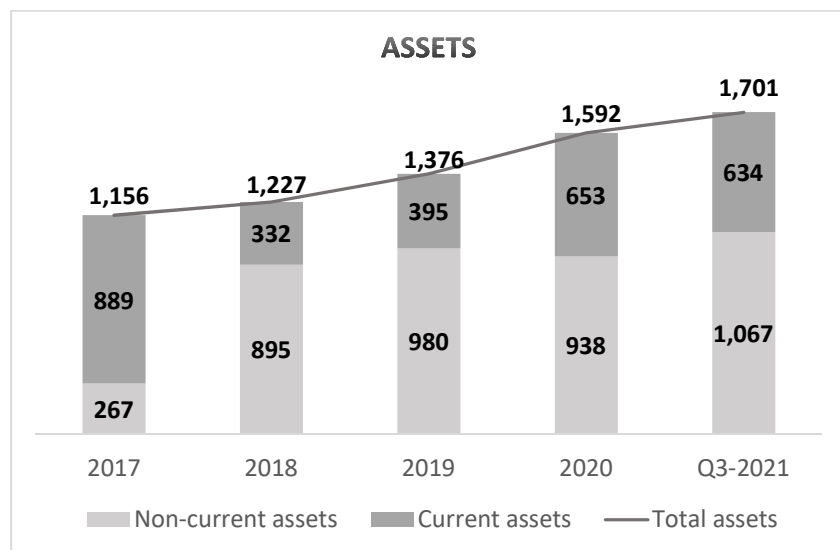
Net Profit grew a little bit +2.9mb (+2.3%) from

- Operating Profit -5.2mb
- Other income +10.1 mb (from exchange gain)
- Finance cost -0.8mb

	2017	2018	2019	2020	9M 2020	9M 2021
EPS	0.14	0.18	0.21	0.24	0.18	0.19

■ Net Profit -▲- NPM%

BALANCE SHEET



D/E Ratio 0.11 0.10 0.15 0.26 0.25

ASSET grew +108.9mb

- Current assets -19.5mb
- Non-current assets +128.4mb mainly from
 - 1) Investment in associates +36.0mb BY Conicle +17.7mb and Pharmcare +15.4mb)
 - 2) Other L-T investment +170.0mb from Rabbit Cash +40.0mb and SECURE +130.0mb (Cost 84mb + FV increase 46mb)
 - 3) Sale of Private fund and Mutual fund -90.0mb

Liabilities grew +16.2mb from increase in lease liabilities (from office space expansion)

Equity grew +92.7mb from

- net profit of parent portion +127.6mb
- dividend paid -95.2mb
- OCI increased +45.1mb from FV increase in SECURE +46.1mb

KEY FINANCIAL RATIO

<u>Financial Ratio</u>		<u>2017</u>	<u>2018</u>	<u>2019</u>	<u>2020</u>	<u>9M-2021</u>
Gross Profit Margin	%	39.4%	44.6%	44.1%	46.5%	45.3%
Operating Profit Margin	%	22.2%	25.7%	23.8%	24.3%	22.1%
Net Profit Margin	%	20.3%	23.7%	24.0%	22.9%	22.9%
Return on Equity	%	14.3%	11.3%	12.4%	13.4%	12.6%
Return on Assets	%	12.3%	10.2%	11.0%	11.1%	10.1%
Current Ratio	Times	10.78	4.29	3.40	4.32	4.28
Avg. Collection Period	Days	63.89	63.32	57.47	54.62	62.90
Avg. Payment Period	Days	54.38	52.46	46.53	50.05	50.91
Cash Cycle	Days	9.51	10.86	10.94	4.57	12.00
Debt to Equity	Times	0.11	0.10	0.15	0.26	0.25
Earnings per Share	Bt	0.14	0.18	0.21	0.24	0.19
Book Value per Share	Bt	1.54	1.65	1.76	1.86	2.00



GROWTH STRATEGY



HUMAN

GROWTH STRATEGY

Organic : Existing Business

New Business

M&A : Only Related Business

Platform Partnership



Roadmaps of New Products

Update on New Businesses

HR Platform

Conicle

Workplaze

HR Services

Multi-Country Outsourcing

Employee Benefits

Benix + PharmCare + Care24 + HLab

Rabit Cash

Personal Wealth Management

Others

nForce Security

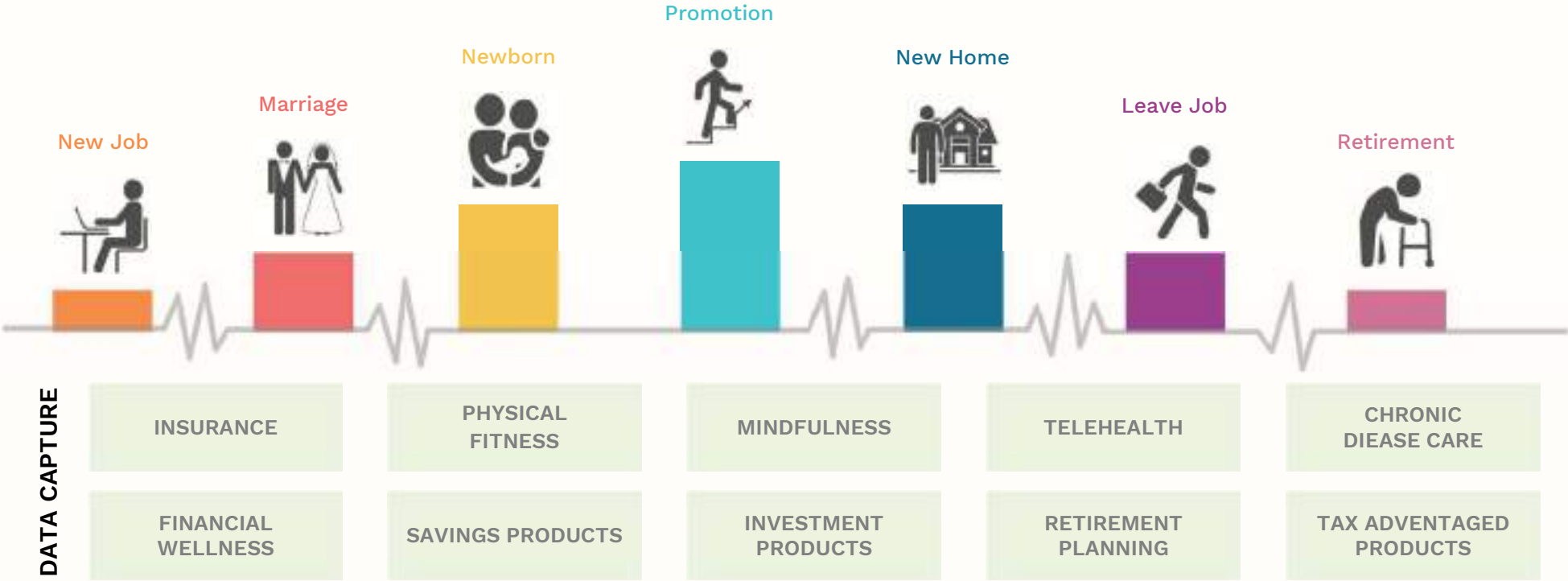
A person is running on a road that stretches into the distance towards a bright sunrise. The scene is hazy and atmospheric, with the sun low on the horizon, creating a lens flare effect. The runner is in mid-stride, and their shadow is cast on the road. The overall mood is one of health, vitality, and a clear path forward.

Benix

Your Wellness Partner

HOW BENIX HELPS

Benix A New Age Broker in Digital Era





BENIX'S DIFFERENTIATIONS



Wellness Portal

Wellness portal is provided by personalize health score, benefit statements, health screening data, etc. Employee can look forward to interesting articles and updates on Wellness.



Wellness E-Shop

We curate wellness products at a discount for employee's use with Flexi Spending Account sponsored by employer or direct from Employee's pocket.



HR-Benefits Ecosystem

We will be the first in Thailand to provide an ecosystem with from HR to Benefits.



Employee Community

We envision to serve the employee of our clients for their wellness needs and those of their family.



Health Services in Pharmacies Near You

PharmCare Healthcare Solutions

1

Patient Walk-in

In-person services from selected quality pharmacists, physiotherapists, and dietitians



2

TeleHealth

On-demand tele-consultation, medicine dispensing, pick-up, and delivery



3

Online prescription fulfilment

Medical products dispensing, pick-up, delivery, and medication usage advice



4

Online-to-Offline / Cashless

Claims/Reimbursement processing, real-time customizable reports submitted to designated partner



Conicle

LEARNING MANAGEMENT SYSTEM

Alternative e-Learning platform, Humatrix's integration out of the box.

Conicle

Modern Learning Platform

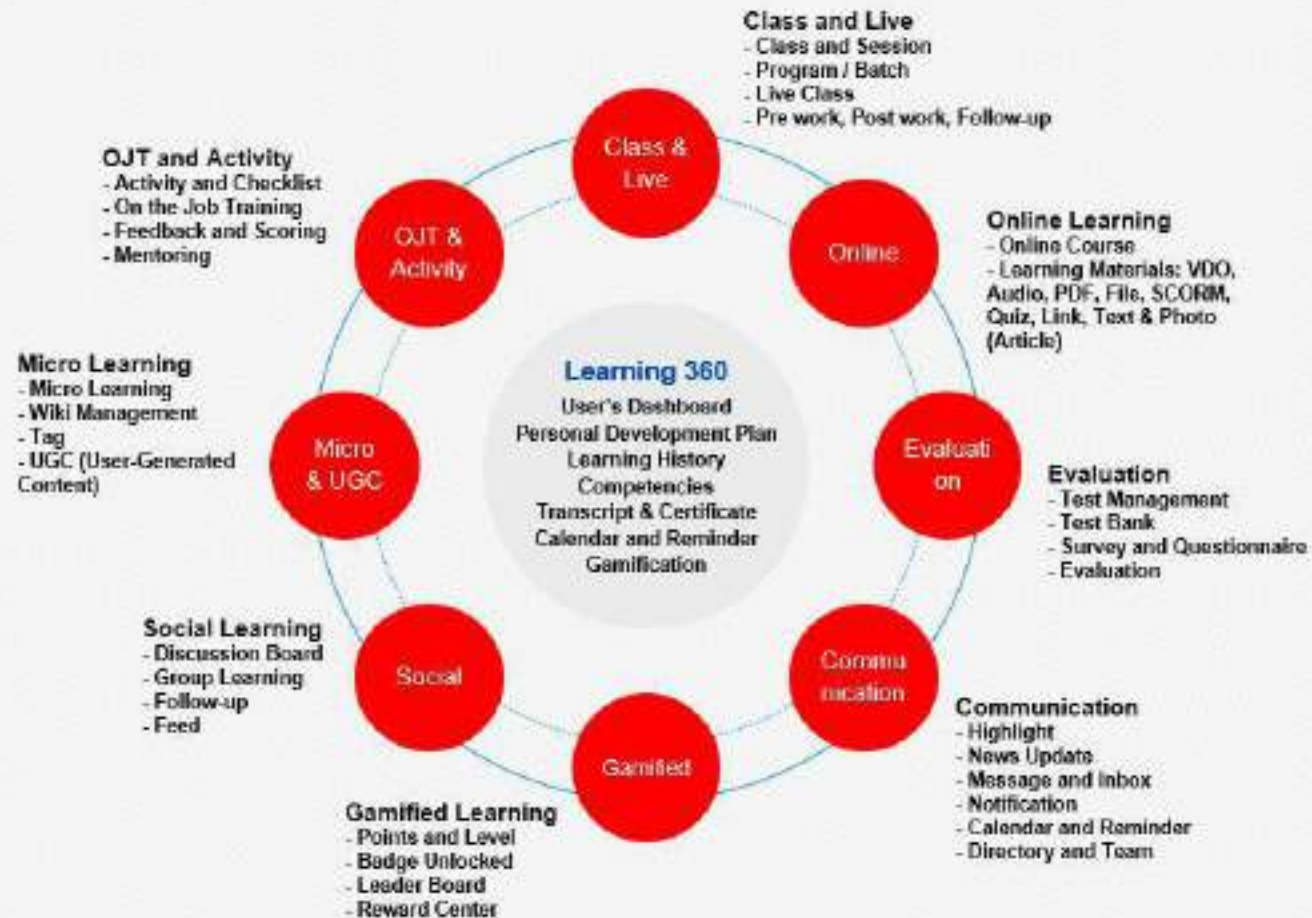
Conicle Platform is the revolutionized enterprise-class learning and development solution to empower organizations and people to learn and develop faster, easier and better. Anywhere. Anytime.

Mobile | Blended | Data-driven



E-LEARNING INTEGRATION

Alternative e-Learning platform, Humatrix's integration out of the box.



Conicle: Su success Story



350,000+ Users



Revenue growth **16x** from 2015-2019



33mb+ Revenue

AIS
AIS LearnDi
The Digital Learning Hub

Implementing all course learning activities, CONTOH: (1) (2) (3) (4) (5) (6) (7) (8) (9) (10) (11) (12) (13) (14) (15) (16) (17) (18) (19) (20) (21) (22) (23) (24) (25) (26) (27) (28) (29) (30) (31) (32) (33) (34) (35) (36) (37) (38) (39) (40) (41) (42) (43) (44) (45) (46) (47) (48) (49) (50) (51) (52) (53) (54) (55) (56) (57) (58) (59) (60) (61) (62) (63) (64) (65) (66) (67) (68) (69) (70) (71) (72) (73) (74) (75) (76) (77) (78) (79) (80) (81) (82) (83) (84) (85) (86) (87) (88) (89) (90) (91) (92) (93) (94) (95) (96) (97) (98) (99) (100)

CIMB BANK
CIMB Smart Learning Management System

Enhance CIMB People's Experience and Training Effectiveness through Mobile Learning Solution.

Be Together
Mobile Learning On-the-Go

All staff through Be Together Mobile Training Solution is designed to support people with the most effective learning experience with well learning on-the-go solution. **AWARD WINNER**

McDonald's
Coke for McDonald's
Mobile Training On-the-Go

McDonald's and Coca-Cola Mobile Training Solution is designed to support people with the most effective learning experience with well learning on-the-go solution. **AWARD WINNER**

Unilever Network
Training On-the-Go

Unilever Network is designed to support people with the most effective learning experience with well learning on-the-go solution. **AWARD WINNER**

KING POWER
KPG Digital Learning Management System

King Power Group is designed to support people with the most effective learning experience with well learning on-the-go solution. **AWARD WINNER**

Forbes Asia 100 TO WATCH

Conicle Co.

Thailand

Category: **Education & Recruitment**

Year founded: **2014** • CEO: **Nakorn Phuekphiphatmet**

Key backer: **Intouch Holdings**

Conicle develops online learning and employee development programs for companies, including certificates, coursework and evaluation. It says customers include over 500 organizations in various industries in Southeast Asia, with more than 500,000 registered users. This fiscal year the firm says it expects to double last year's revenue of \$1.7 million.

P2P LENDING IN A NUTSHELL

A marketplace for lending products

BORROWERS



Borrowers have to borrow outside of the financial system.

Borrowers want to find alternatives with lower interest rate.

Borrowers do not meet bank's minimum risk appetite.

Borrowers do not want to go through the slow and tedious banking process.

P2P PLATFORM



Platform facilitates matching between borrowers and investors. Allowing retail borrowers to borrow directly from retail investors.

Platform performs risk assessment and underwriting for investors, meanwhile keeping credit record.

Platform assists both sides in loan services from origination to collections.

INVESTORS



Investors want to find other fixed income alternatives than deposits and TDs, which offer very low rates

Investors want to have access to investment products. Equity is not accessible to everyone.

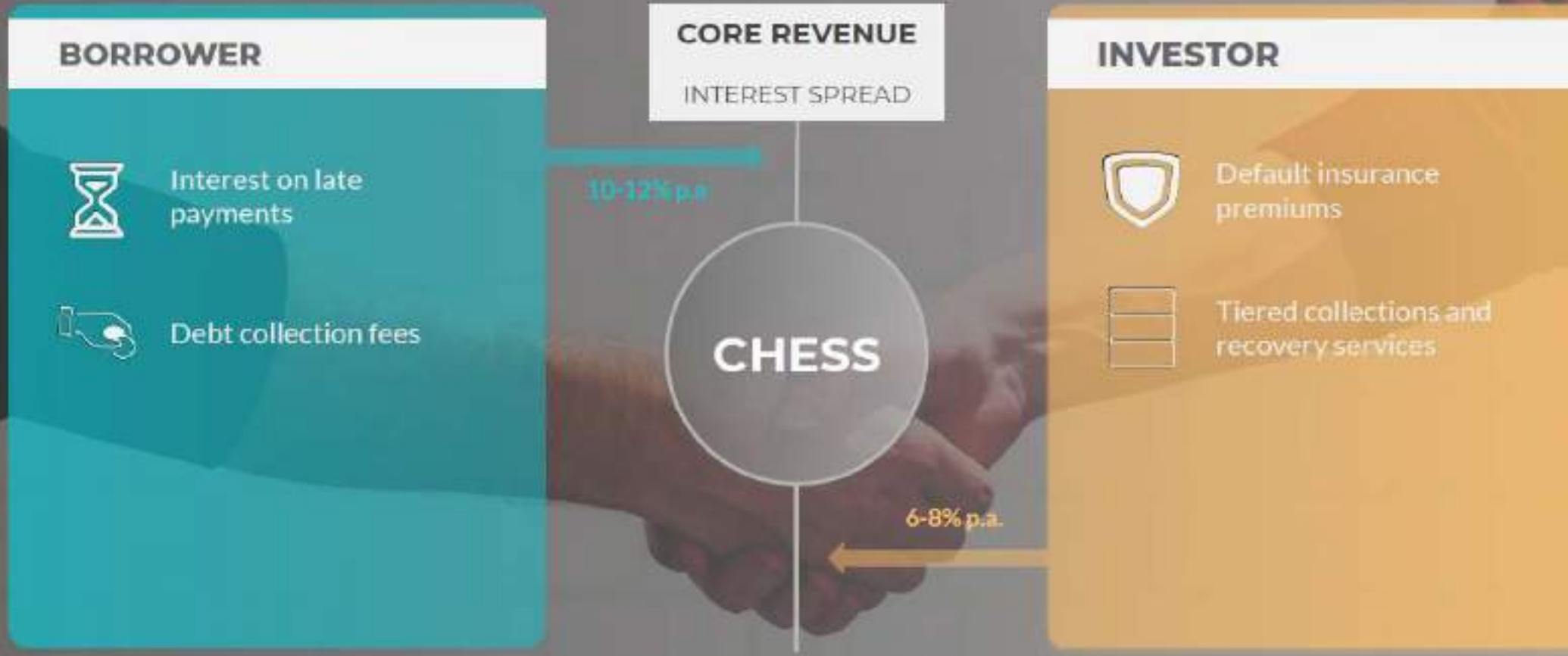
Borrowers does not meet bank's risk appetite or doesn't want to

Request to borrow money

Choose which borrower to invest money with

MONETIZATION STRATEGY

Minimal hassle in the form of micro-transaction fees to distinguish from traditional banks





Synergy Action Plan with Humanica

nForce Secure Public Company Limited

July 2021

Strictly Private and Confidential



THANK YOU

Any questions?



You can find me at

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

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